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Award

HR Transformation Programme

Coventry University

F15: Voluntary ex ante transparency notice

Notice identifier: 2022/S 000-002728

Procurement identifier (OCID): ocids-h6vhtk-031142

Published 31 January 2022, 4:57pm

Section I: Contracting authority/entity

I.1) Name and addresses

Coventry University

PRIORY STREET

COVENTRY

CV15FB

Email

ad7164@coventry.ac.uk

Country

United Kingdom

NUTS code

UKG33 - Coventry

Internet address(es)

Main address

www.coventry.ac.uk

I.4) Type of the contracting authority

Body governed by public law

I.5) Main activity

Education

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

HR Transformation Programme

II.1.2) Main CPV code

- 79410000 - Business and management consultancy services

II.1.3) Type of contract

Services

II.1.4) Short description

This is a VEAT notice to show our intention to award a contract to Anchorstone Consulting for the delivery of the remaining elements of Coventry University Group's HR Transformation Programme, including the design, build, test and implementation of SuccessFactors modules and embedding the business change across the organisation.

II.1.6) Information about lots

This contract is divided into lots: No

II.1.7) Total value of the procurement (excluding VAT)

Value excluding VAT: £1,307,280

II.2) Description

II.2.3) Place of performance

NUTS codes

- UKG3 - West Midlands

II.2.4) Description of the procurement

Following the departure, by mutual agreement, of PA Consulting who were originally awarded the contract to deliver the HR transformational change at Coventry University Group, there is now an immediate need to progress at pace the remaining elements of the Programme with Anchorstone Consulting staff in order to protect the Programme's set objectives and anticipated benefits.

Consultancy services from Anchorstone Consulting have previously been procured to support the Business Change and readiness deliverables, Anchorstone resource have also been involved in the recent technical design handover from PA Consulting due to the need for specific SuccessFactors Consultancy expertise. They have reviewed and validated the solution design work undertaken so far to ensure the Programme requirements have been met. Anchorstone Consulting also have a clear understanding of the detailed activities required to fully implement the Programme.

CUG is now at a critical stage of delivery with the target date of delivering Employee Central, Payroll, ASK HR and SAP JAM for May 2022 followed quickly by Phase 2 deliverables (Learning, Succession, Talent, Performance and Compensation.) The Programme is in the middle of User Acceptance Testing and about to embark on Parallel Payroll running. From an efficiency and effectiveness perspective it would be beneficial for CUG to seek to extend the resource profile from Anchorstone Consulting to deliver the remaining elements of the Programme, this is due to their in-depth knowledge already gained. Any delay in pausing this Programme in order to go through a full procurement process would be detrimental to Coventry University Group, as this would result in further delay in the delivery of the Programme, resulting in additional costs being incurred, there is also a significant risk of losing internal staff and knowledge gained already on the Programme.

SuccessFactors Modules to be fully designed, built, tested and Implemented in two phases:

Phase 1: Employee Central, Payroll, Recruitment, Onboarding ASK HR, SAP JAM, Reporting. Target date is April/May 2022.

Phase 2: Performance and Goal Management, Succession & Development, Learning, Compensation. Target date is July/August 2022.

Note: Workforce Analytics and Qualtrics are expected to be designed, built and tested by our current software Partner NTT.

II.2.11) Information about options

Options: No

Section IV. Procedure

IV.1) Description

IV.1.1) Type of procedure

Award of a contract without prior publication of a call for competition in the cases listed below

- The procurement falls outside the scope of application of the regulations

Explanation:

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IV.1.8) Information about the Government Procurement Agreement (GPA)

The procurement is covered by the Government Procurement Agreement: No

Section V. Award of contract/concession

A contract/lot is awarded: Yes

V.2) Award of contract/concession

V.2.1) Date of conclusion of the contract

31 January 2022

V.2.2) Information about tenders

The contract has been awarded to a group of economic operators: No

V.2.3) Name and address of the contractor/concessionaire

Anchorstone Consulting

Richmond

Country

United Kingdom

NUTS code

- UKI - London

The contractor/concessionaire is an SME

No

V.2.4) Information on value of contract/lot/concession (excluding VAT)

Total value of the contract/lot/concession: £1,307,280

Section VI. Complementary information

VI.4) Procedures for review

VI.4.1) Review body

Coventry University

Coventry

Country

United Kingdom