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Not applicable

## **HR Transformation Programme**

Coventry University

F14: Notice for changes or additional information

Notice identifier: 2022/S 000-003103

Procurement identifier (OCID): ocds-h6vhtk-031142

Published 3 February 2022, 9:26am

### **Section I: Contracting authority/entity**

#### **I.1) Name and addresses**

Coventry University

PRIORY STREET

COVENTRY

CV15FB

#### **Email**

[ad7164@coventry.ac.uk](mailto:ad7164@coventry.ac.uk)

#### **Country**

United Kingdom

#### **NUTS code**

UKG33 - Coventry

#### **Internet address(es)**

Main address

[www.coventry.ac.uk](http://www.coventry.ac.uk)

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## **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.

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## **Section VI. Complementary information**

### **VI.6) Original notice reference**

Notice number: [2022/S 000-002728](#)

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## **Section VII. Changes**

### **VII.1.2) Text to be corrected in the original notice**

Section number

IV.1.2

Read

Text

Following the previous procurement of HR consultancy services on or around 2019, there is now an immediate need to progress at pace the remaining elements of the Programme with Anchorstone Consulting 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 review and validation of the solution 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 April/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 CUG, 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 is expected to be designed, built and tested by our current software Partner NTT. The Qualtrics costs for design and implementation has yet to be confirmed and may be delivered by Anchorstone Consulting.

Section number

II.2.4

Read

Text

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