

This is a published notice on the Find a Tender service: <https://www.find-tender.service.gov.uk/Notice/004650-2026>

Planning

Flexible Benefits Platform (including Brokering Service) and Employee Reward & Recognition Platform

NATIONAL ENERGY SYSTEM OPERATOR LIMITED

UK2: Preliminary market engagement notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2026/S 000-004650

Procurement identifier (OCID): ocds-h6vhtk-06023a

Published 20 January 2026, 10:15am

Changes to notice

This notice has been edited. The [previous version](#) is still available.

Scope

Description

The National Energy System Operator (NESO) is an independent, public corporation at the centre of the energy system with a view to create access to reliable, clean and affordable energy in the UK.

Following its transition into public ownership, NESO is seeking to appoint a provider(s) to provide for the People function a reward and benefit software as a service platform solution for their 2,800 primarily UK based employees.

Lot 1 Flexible Benefits Platform and brokering service

(Estimated spend £7681779 of which 52% is pass through spend to benefit providers)

Lot 2 Employee Reward & Recognition Platform

(Estimated spend £5498319)

NESO is exploring competitive options via public sector frameworks and is therefore starting the process as a PA23 engagement to get market insight. We are releasing the Pre Market Engagement questionnaire which will help us validate the strategy at Gate 0 and to understand what the market is able to offer.

Commercial tool

Establishes a framework

Total value (estimated)

- £13,180,000 excluding VAT
- £15,816,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 31 October 2026 to 30 October 2030
- Possible extension to 30 October 2034
- 8 years

Main procurement category

Services

CPV classifications

- 48400000 - Business transaction and personal business software package
- 79900000 - Miscellaneous business and business-related services
- 98300000 - Miscellaneous services

Contract locations

- UK - United Kingdom

Engagement

Engagement deadline

23 January 2026

Engagement process description

NESO would like interested organisations to complete the following form:

<https://forms.office.com/e/T2MadKHZGP>

which NESO will then collate in order to develop their understanding of the market and complete their assurance process. Further communication in the form of notices will then be published via Find a Tender Service (FTS).

Procedure

Special regime

Utilities

Contracting authority

NATIONAL ENERGY SYSTEM OPERATOR LIMITED

- Companies House: 11014226
- Public Procurement Organisation Number: PHQL-5234-MWWV

St Catherine's Lodge Bearwood Road

Wokingham

RG41 5BN

United Kingdom

Email: nesoprocurement@neso.energy

Region: UKJ11 - Berkshire

Organisation type: Public undertaking (commercial organisation subject to public authority oversight)