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Planning

University of York - PMC - HR system re-platforming

UNIVERSITY OF YORK

F01: Prior information notice

Prior information only

Notice identifier: 2023/S 000-021610

Procurement identifier (OCID): ocds-h6vhtk-03ea61

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Section I: Contracting authority

I.1) Name and addresses

UNIVERSITY OF YORK

Heslington

YORK

YO105DD

Contact

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Email

procurement@york.ac.uk

Country

United Kingdom

Region code

UKE21 - York

UK Register of Learning Providers (UKPRN number)

10007167

Internet address(es)

Main address

www.york.ac.uk

Buyer's address

<https://in-tendhost.co.uk/york/aspx/Home>

I.3) Communication

The procurement documents are available for unrestricted and full direct access, free of charge, at

<https://in-tendhost.co.uk/york/aspx/Home>

Additional information can be obtained from the above-mentioned address

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

University of York - PMC - HR system re-platforming

Reference number

UY/PROC/1014

II.1.2) Main CPV code

- 48450000 - Time accounting or human resources software package

II.1.3) Type of contract

Supplies

II.1.4) Short description

The University of York is seeking to review its current HR System platforms with a view to moving to a Software as a Service (SaaS) solution that supports the end-to-end employee life cycle. The University anticipates partnering with a third party to implement the new solution and wishes to invite potential implementation partners to respond to our business case with an outline delivery approach. At this stage, the University wishes to understand the solution market and the different delivery approaches available, in order to help finalise its detailed business case and requirements prior to commencing a competitive procurement process.

II.1.6) Information about lots

This contract is divided into lots: No

II.2) Description

II.2.2) Additional CPV code(s)

- 48451000 - Enterprise resource planning software package
- 72222200 - Information systems or technology planning services
- 72224100 - System implementation planning services

II.2.3) Place of performance

NUTS codes

- UKE21 - York

II.2.4) Description of the procurement

The University is looking to conduct an overall review of the HR platforms and their capabilities. The list below provides the current system interventions.

- Core HR & Payroll System
- Applicant Tracking system
- Time and Attendance system
- Casual worker / visa compliance management
- Learning Management System
- Payslips
- Customer Service Management

In addition a number of further applications are currently used to manage workflow and some integration.

Also, and importantly, the HR and payroll system provides data to other key University systems e.g. student systems, finance systems, University identify/security systems, research systems etc. The integrations between these systems are long standing and complex i.e. little or no use of APIs.

Due to the breadth and lack of integration of the various software platforms supporting HR activity it's important that this programme of work focuses on the replatforming of HR to deliver efficiencies, financial savings and an improved customer experience.

The University wishes to complete this preliminary market consultation in order to better understand the different approaches available, in order to finalise its detailed business case and requirements prior to commencing a competitive procurement process.

Broadly the University understands the solution options to be:

An Enterprise Resource Planning solution which supports both HR and Finance capabilities

A best-of-breed HR Information System with the ability to work effectively and integrate with other University systems.

A proprietary solution owned by an implementation partner

The University wishes to consolidate the number of platforms currently utilised to support HR capabilities but acknowledges one solution may or may not be achievable, however the overriding requirements are achieving process and financial efficiencies, improving our data and information landscape, delivering cost savings by reducing the number of systems and processes being supported and improving the customer experience.

II.2.14) Additional information

Please access all documentation and communicate with the university via its e-tendering tool In-tend <https://in-tendhost.co.uk/york/aspx/Home>

Response deadline date provided in the documentation on In-tend

II.3) Estimated date of publication of contract notice

15 February 2024

Section IV. Procedure

IV.1) Description

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

The procurement is covered by the Government Procurement Agreement: Yes