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Planning

Provision of Oracle System Integration and Payroll Processing Services

UK Health Security Agency

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

Notice identifier: 2025/S 000-023628

Procurement identifier (OCID): ocds-h6vhtk-0519f0

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Scope

Description

Early Market Engagement Notice to assist the Agency in determining the best way forward for implementation of Payroll Module in MaPS (an Oracle-based ERP system)

Commercial tool

Establishes a framework

Contract dates (estimated)

- 4 May 2026 to 3 May 2027

- Possible extension to 3 May 2029
- 3 years

Main procurement category

Services

CPV classifications

- 72222300 - Information technology services

Engagement

Engagement deadline

13 June 2025

Engagement process description

UKHSA is undertaking an Early Market Engagement (EME) exercise to inform the potential procurement of services for the implementation of the Agency's Payroll Module in MaPS (an Oracle-based ERP system) and the associated payroll processing services. This is not a call for competition but a pre-procurement activity aimed at gathering insights from experienced suppliers, understanding the current supplier landscape, and refining the procurement approach ahead of a possible Invitation to Tender (ITT). It aims to ensure that the forthcoming ITT is robust, deliverable, and aligned with current market capabilities. We are particularly interested in cloud-based or SaaS payroll solutions that integrate with Oracle Fusion HR and finance systems, support statutory compliance, and provide strong user

experience through self-service capabilities. We are seeking to engage with suppliers who have Oracle Configuration experience and can offer innovative, scalable, and compliant payroll services or systems to support the delivery of accurate, secure, timely, and efficient payroll to our workforce. Objectives of the Market Engagement exercise

- Assess market interest and identify any potential challenges or innovations.
- Understand the capabilities and offerings available in the market for Oracle ERP system integration and payroll processing services.
- Understand potential delivery models, implementation timescales, and support arrangements; including single or multiple supplier approaches.
- Assess indicative timelines, costs, and resource implications.
- Identify innovative solutions and value-added services.
- Test our assumptions and validate our planned approach prior to launching an ITT

Inform the development of a robust business case and procurement strategy. Scope of the Market Engagement exercise

The anticipated procurement may encompass:

- Oracle System Integration Services:**
 - Implementation of the Payroll Module in the Oracle Fusion Cloud Application, The Finance and the Human Capital Management (HCM), Modules have been done.
 - Data migration from legacy systems.
 - System configuration and customization.
 - Integration with existing HR and Finance systems.
 - User training and change management support.
- Payroll Processing Services:**
 - End-to-end payroll processing and automation, including calculations, disbursements, and statutory reporting.
 - Compliance with UK payroll legislation and HMRC requirements.
 - Employee and manager self-service functionalities.
 - Ongoing support and maintenance.

At this stage, suppliers may express interest in providing one or both service areas. Any subsequent procurement will clarify the options to tender for one or both of the core requirements.

Market Engagement Activities

- Expression of Interest:** Suppliers should contact (Commercial Colleagues) to register an interest in the exercise.
- UKHSA Presentation:** Registered suppliers will be invited to a UKHSA presentation/clarification call to gain insight into UKHSA's planned activities.
- Completion of a Supplier Questionnaire:** Suppliers will be asked to complete a short questionnaire focused on capabilities, delivery models, pricing principles, experience, and preliminary thoughts on the proposed scope.

Next Steps for Interested Suppliers

Interested suppliers are invited to:

- Register their interest by emailing Email - (Commercial Colleagues) no later than 17:00 on 28 May 2025
- Email - (Commercial Colleagues) Phone: (Commercial Colleagues)
- Receive the Questionnaire: Upon registration, suppliers will receive the Supplier Questionnaire and further details on the engagement process.
- UKHSA Presentation:** UKHSA will hold a briefing/clarification call @12:30 on 04 June 2025; where there will be opportunities to ask UKHSA questions on the existing systems and their specific procurement needs.
- Provide Response to Questionnaires:** Responses to the questionnaire should be submitted by 23:59 on 13 June 2025 to Commercial Colleagues by Email

Disclaimer

This Early Market Engagement does not constitute a formal procurement process and does not create any commitment or obligation on the part of UKHSA to proceed with any procurement. Participation in this engagement will not give an advantage or disadvantage to any supplier in any subsequent procurement. All information provided will be treated as commercially confidential and used solely for the purposes of market research.

Participation

Particular suitability

Small and medium-sized enterprises (SME)

Submission

Publication date of tender notice (estimated)

2 February 2026

Contracting authority

UK Health Security Agency

- Public Procurement Organisation Number: PBMQ-7576-DVGW

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Region: UKI42 - Tower Hamlets

Organisation type: Public authority - central government