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Not applicable

## **Support to the Armed Forces Reward and Incentivisation Review (AFRIR)**

Ministry of Defence

F14: Notice for changes or additional information

Notice identifier: 2021/S 000-026594

Procurement identifier (OCID): ocds-h6vhtk-02ec1a

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

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

Ministry of Defence

Glasgow

#### **Email**

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#### **Country**

United Kingdom

#### **NUTS code**

UK - United Kingdom

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

Main address

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## **Section II: Object**

### **II.1) Scope of the procurement**

#### **II.1.1) Title**

Support to the Armed Forces Reward and Incentivisation Review (AFRIR)

#### **II.1.2) Main CPV code**

- 79400000 - Business and management consultancy and related services

#### **II.1.3) Type of contract**

Services

#### **II.1.4) Short description**

Support to the Armed Forces Reward and Incentivisation Review (AFRIR)

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## **Section VI. Complementary information**

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

Notice number: [2021/S 000-025773](#)

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## **Section VII. Changes**

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

Section number

ii.1.4

Read

Text

(following on from original section)--- but move beyond this to build a more strategic, long-term view. The remainder of the work package will use the view of the System that has been created as a tool to support decision making. Key areas of support are to firstly interrogate the model created to identify potential policy options and then testing these, across a range of situations, to understand the likely impacts on, for instance, recruitment and retention or operational capability. It is important that the work considers the unique aspects of Defence in terms of the nature of its work and what AF Personnel are likely to value in 2035. It is anticipated that this work will flow into the strategic cost modelling with iterations between the two – simulating different options to arrive at evidence-based recommendations. This package will require strong analytical skills coupled with Reward & Incentivisation experience and, ideally, experience of creating strategic views of Reward & Incentivisation systems across a range of different contexts;

c) Strategic cost modelling. This package of work will deliver high-level modelling of costs, both to underpin overall assurance that the holistic reward model is affordable within reasonable parameters of uncertainty and to enable decisions on potential individual policy options/design. This will require close work with data owners across Defence. As the Review will focus on the strategic framework for reward, rather than defining detailed solutions, this cost modelling must deal with significant uncertainty and move beyond existing data sets; it will be important that underlying assumptions and their impact on assurance can be thoroughly understood;

d) Implementation management. This package is focused on ensuring Review recommendations are framed in a way that will minimise implementation and ongoing back-office costs. The Review itself will not be responsible for implementation, but must design a top-level system that should anticipate implementation challenges and enable us to exploit opportunities to deliver the reward offer more effectively. The work to be undertaken will involve conducting assessments of policy options to understand, in outline terms, how those could be delivered, particularly with respect to any underlying IT solution. This should identify potential through-life deliverability issues, drawing from broad experience of the reward area, to help frame a flexible, responsive and future-proof system. It should also identify opportunities, particularly anticipating future IT, data and analytical technologies, and advise how to shape policy to anticipate these. Finally, support in this package will help develop dedicated implementation recommendations to be included in the Review report where that is strategically important (e.g. where future analytical capability would be key to effective management of the system).