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Contract

## **711580453 - CCCT/822 - Provision of a Job Evaluation Methodology Tool (JEM)**

Ministry of Defence

F03: Contract award notice

Notice identifier: 2024/S 000-029862

Procurement identifier (OCID): ocds-h6vhtk-049be8

Published 18 September 2024, 2:33pm

### **Section I: Contracting authority**

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

Ministry of Defence

MOD Abbey Wood, #1261, Spruce 0A, Bristol

Bristol

BS34 8JH

#### **Email**

[desse-cct-comrcl-team@mod.gov.uk](mailto:desse-cct-comrcl-team@mod.gov.uk)

#### **Country**

United Kingdom

#### **Region code**

UK - United Kingdom

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

Main address

<https://www.contracts.mod.uk/>

#### **I.4) Type of the contracting authority**

Ministry or any other national or federal authority

#### **I.5) Main activity**

Defence

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## **Section II: Object**

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

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

711580453 - CCCT/822 - Provision of a Job Evaluation Methodology Tool (JEM)

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

- 48600000 - Database and operating software package

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

Supplies

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

3 year agreement for access to Job Evaluation Methodology (JEM) tools.

#### **II.1.6) Information about lots**

This contract is divided into lots: No

#### **II.1.7) Total value of the procurement (excluding VAT)**

Value excluding VAT: £151,000

### **II.2) Description**

#### **II.2.3) Place of performance**

NUTS codes

- UK - United Kingdom

#### **II.2.4) Description of the procurement**

CCCT/822 Provision of a Job Evaluation Methodology Tool (PM+KFA)

#### **II.2.5) Award criteria**

Price

#### **II.2.11) Information about options**

Options: No

#### **II.2.13) Information about European Union Funds**

The procurement is related to a project and/or programme financed by European Union funds: No

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## **Section IV. Procedure**

### **IV.1) Description**

#### **IV.1.1) Type of procedure**

Award of a contract without prior publication of a call for competition in the cases listed below

- The procurement falls outside the scope of application of the regulations

Explanation:

The HR Reward Team, part of the UK Ministry of Defence DE&S (the “Authority”), intends to enter a goods and services contract (the “Contract”) with Korn Ferry Ltd to take effect on and from 30th June 2024 for a period of 3 years for (a) licenced use of a Job Evaluation Methodology (“JEM”) software tool for managing ongoing services, training, and support for job evaluation activities within the organisation; and (b) associated training on the software tool. The contract has an estimated value (ex VAT) of £170,000 (one hundred and seventy thousand pounds sterling).

In accordance with the provisions of The Public Procurement (Amendment etc.) (EU Exit) Regulations 2020 SI No. 2020/1319, this procurement falls to be regulated under the

provisions of the Public Contracts Regulations 2015 as amended (in particular by SI 2020/1319). Prior publication of a contract notice in the Official Journal of the European Union is no longer appropriate.

It is considered that the award of the contract without prior publication of a contract notice in the UK e-notification service (as required by the relevant legislation) is lawful in accordance with regulation 32(b)(ii) of the PCR 2015 because competition is absent for technical reasons. This is on the basis that:

Korn Ferry Ltd won the public procurement competition to provide the JEM methodology in 2020 and this methodology has subsequently been embedded into Authority use. This supplier has provided an enduring JEM service, following inception in 2020 which allows the Authority to create, update and subsequently manage success profiles. Korn Ferry Ltd are therefore considered solely placed to ensure that both existing and future job roles contain the necessary elements to adopt the Job Evaluation Method. The software tool the Authority is looking to procure supports the use of that methodology as it underpins the reward framework that was implemented in 2020.

As the Design Authority and OEM for the JEM methodology and its associated tools and products, including the software tool the Authority intends to procure, no other supplier could provide a reasonable alternative software tool without the knowledge and proprietary information that only Korn Ferry Ltd possess. Given this, no other supplier could provide the required training on the software tool either.

If the Authority was to bring in a new supplier to procure an alternative software tool then it would have to procure, install and migrate to both a new JEM methodology and also a new software tool which would come with an unreasonable and disproportionate additional cost. It would also cause a significant interruption to service due to the additional time required which would have an unacceptable impact on Authority Human Resources ("HR") activities, especially at a time when the Authority is undergoing a re-organisation of its HR Design Model.

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

The procurement is covered by the Government Procurement Agreement: No

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## **Section V. Award of contract**

### **Contract No**

711580453

## **Title**

Provision of a Job Evaluation Methodology Tool

A contract/lot is awarded: Yes

## **V.2) Award of contract**

### **V.2.1) Date of conclusion of the contract**

18 September 2024

### **V.2.2) Information about tenders**

Number of tenders received: 1

The contract has been awarded to a group of economic operators: No

### **V.2.3) Name and address of the contractor**

Korn Ferry (UK) Limited

London

SW1Y 6QB

Country

United Kingdom

NUTS code

- UKI - London

The contractor is an SME

No

### **V.2.4) Information on value of contract/lot (excluding VAT)**

Total value of the contract/lot: £151,000

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## **Section VI. Complementary information**

### **VI.4) Procedures for review**

#### **VI.4.1) Review body**

Defence Equipment & Support

Bristol

Country

United Kingdom