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Tender

University of St Andrews: Human Resources and Organisational Staff Development - Software and Implementation Services

University of St Andrews

F02: Contract notice

Notice identifier: 2022/S 000-031456

Procurement identifier (OCID): ocds-h6vhtk-037fc4

Published 7 November 2022, 3:46pm

Section I: Contracting authority

I.1) Name and addresses

University of St Andrews

Walter Bower House, Eden Campus

Guardbridge

KY16 0US

Contact

Adrian Wood

Email

procurement@st-andrews.ac.uk

Telephone

+44 1334462523

Country

United Kingdom

NUTS code

UKM72 - Clackmannanshire and Fife

Internet address(es)

Main address

<http://www.st-andrews.ac.uk/procurement/>

Buyer's address

https://www.publiccontractsscotland.gov.uk/search/Search_AuthProfile.aspx?ID=AA00111

I.2) Information about joint procurement

The contract is awarded by a central purchasing body

I.3) Communication

Access to the procurement documents is restricted. Further information can be obtained at

<https://in-tendhost.co.uk/universityofstandrews>

Additional information can be obtained from the above-mentioned address

Tenders or requests to participate must be submitted electronically via

<https://in-tendhost.co.uk/universityofstandrews>

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 St Andrews: Human Resources and Organisational Staff Development - Software and Implementation Services

Reference number

HRX/071122/MS/SL

II.1.2) Main CPV code

- 72263000 - Software implementation services

II.1.3) Type of contract

Services

II.1.4) Short description

Human Resources and Organisational Staff Development - Software and Implementation Services for the University of St Andrews.

II.1.5) Estimated total value

Value excluding VAT: £3,000,000

II.1.6) Information about lots

This contract is divided into lots: No

II.2) Description

II.2.2) Additional CPV code(s)

- 48450000 - Time accounting or human resources software package

II.2.3) Place of performance

NUTS codes

- UKM72 - Clackmannanshire and Fife

Main site or place of performance

UK-St Andrews

II.2.4) Description of the procurement

Human Capital Management - Software and Implementation Services for the University of St Andrews:

Supply, installation, configuration, testing, training, support and maintenance of (replacement) Human Capital Management (HCM) System.

Overview of the Contract Requirement:

The University of St Andrews is seeking to implement a solution to improve the way we perform human capital management functions across the University. The objectives of the project are as follows:

- To replace and enhance our current operational human capital management methods
- To enhance our protection of operational risk through the redesign of existing, and the introduction of new value-added services
- To simplify our compliance of external legislation and internal policies
- To create business efficiencies through implementation of organisational changes to processes, systems, controls and roles

To satisfy the project objectives the University of St Andrews is seeking to procure and implement a modern and highly functional software system. The solution(s) would be cloud-based SaaS, however on-premise may also be considered. Although the University has a SaaS first policy, offerings will be considered against their life cycle cost, functional, support, ease of use and ease of implementation capabilities

These systems are predicted to be in service for a period of around 10 years. Therefore, a suitable support and maintenance package must also be offered.

The implementation of new systems to satisfy these objectives is seen as a complicated task.

Therefore, the University of St Andrews is also seeking appropriate implementation service consultancy to lead the configuration and implementation of the new system(s).

The proposed solution should provide functionality in and/or facilitate the following areas:

- Absence Management
- Human Resource Support
- Organisational Design
- Records Management
- Remuneration & Benefits Management
- Talent Acquisition to include recruitment
- Talent Management
- Workforce Performance Management
- Workforce Planning
- Workforce Relations Management
- Workforce Resource Management
- Workforce Training & Development
- MI reporting – to include HESA returns
- Service desk
- Onboarding and Induction

The solution will be required to integrate with multiple specialist systems with varying requirements of direction (inbound, outbound) timings (real-time, near-real-time, scheduled etc) and triggers (via record change in source or target etc).

- Oracle Enterprise Data Warehouse utilising Oracle Integrator (ODI)
- Oracle Fusion (Finance) ERP and EPM
- NetIQ Identity Manager (IDM)

- Tribal SITS:Vision
- HMRC MTD Service
- Training and development systems (Personal Development Management System, Essential Skillz, Moodle and LinkedIn Learning)
- Exchange Rates (via 3rd party)
- Staff Images (via Access Control)
- Mitel CMG

Furthermore, many other systems receive HCM data indirectly via the Oracle Enterprise Data Warehouse including:

- Arx Access Control
- Bespoke application developments
- Bespoke Oracle Apex developments
- Ardoq enterprise architecture software
- Elsevier Pure
- Worktribe Pre-award
- Innovative Sierra library management system
- XN Leisure sports centre access control
- Planon workplace management software

The University will enter into an Appointment with the successful Tenderer(s).

Contract Award

A single or two supply contracts may be awarded that covers software supply, software & system support, software maintenance & updates and implementation services.

II.2.5) Award criteria

Price is not the only award criterion and all criteria are stated only in the procurement

documents

II.2.6) Estimated value

Value excluding VAT: £3,000,000

II.2.7) Duration of the contract, framework agreement or dynamic purchasing system

Duration in months

120

This contract is subject to renewal

Yes

Description of renewals

TBC

II.2.9) Information about the limits on the number of candidates to be invited

Maximum number: 5

Objective criteria for choosing the limited number of candidates:

All as detailed in SPD Document and Guidance Notes.

II.2.10) Information about variants

Variants will be accepted: No

II.2.11) Information about options

Options: Yes

Description of options

Please see description of requirement.

II.2.13) Information about European Union Funds

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

II.2.14) Additional information

All tenders for the University of St Andrews are administered through our eTendering System (InTend). To Express an Interest please go to our tender website at <https://intendhost.co.uk/universityofstandrews>

Please note that 'Notes of Interest' placed via PCS (Public Contracts Scotland) are not automatically accepted

Section III. Legal, economic, financial and technical information

III.1) Conditions for participation

III.1.1) Suitability to pursue the professional activity, including requirements relating to enrolment on professional or trade registers

List and brief description of conditions

Please see SPD Document.

III.1.2) Economic and financial standing

Selection criteria as stated in the procurement documents

III.1.3) Technical and professional ability

Selection criteria as stated in the procurement documents

III.2) Conditions related to the contract

III.2.3) Information about staff responsible for the performance of the contract

Obligation to indicate the names and professional qualifications of the staff assigned to performing the contract

Section IV. Procedure

IV.1) Description

IV.1.1) Type of procedure

Restricted procedure

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

The procurement is covered by the Government Procurement Agreement: Yes

IV.2) Administrative information

IV.2.2) Time limit for receipt of tenders or requests to participate

Date

8 December 2022

Local time

12:00pm

IV.2.3) Estimated date of dispatch of invitations to tender or to participate to selected candidates

27 January 2023

IV.2.4) Languages in which tenders or requests to participate may be submitted

English

IV.2.6) Minimum time frame during which the tenderer must maintain the tender

Duration in months: 3 (from the date stated for receipt of tender)

Section VI. Complementary information

VI.1) Information about recurrence

This is a recurrent procurement: No

VI.2) Information about electronic workflows

Electronic ordering will be used

Electronic invoicing will be accepted

Electronic payment will be used

VI.3) Additional information

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Please note that 'Notes of Interest' placed via PCS (Public Contracts Scotland) are not automatically accepted

NOTE: To register your interest in this notice and obtain any additional information please visit the Public Contracts Scotland Web Site at https://www.publiccontractsscotland.gov.uk/Search/Search_Switch.aspx?ID=712452.

(SC Ref:712452)

VI.4) Procedures for review

VI.4.1) Review body

Dundee Sheriff Court

6 West Bell Street

Dundee

DD1 9AD

Telephone

+44 1382229961

Country

United Kingdom

VI.4.3) Review procedure

Precise information on deadline(s) for review procedures

The University of St Andrews will incorporate a minimum of 10 calendar day standstill period at the point of information on the award of the contract being communicated to tenderers. This period allows unsuccessful tenderers to seek further debriefing from the contracting authority before the contract is entered into. Applicants have 2 working days from the notification of the award decision to request additional debriefing and that information has to be provided a minimum of 3 working days before the expiry of the standstill period. Such additional information should be requested from The University of St Andrews.

If an appeal regarding the award of contract has not been successfully resolved The Public Contracts (Scotland) Regulations 2012 provide for aggrieved parties who have been harmed or are at risk of harm by a breach of the rule to take action in the Sheriff Court or Court of Session.

The anticipated review body in such cases would be:

Dundee Sheriff Court

6 West Bell Street

Dundee

DD1 9AD

Telephone: +44 1382 229 961

Anyone bringing court proceedings against the University of St Andrews must inform the University of St Andrews in advance of the alleged breach and its intention to bring proceedings. Any such action must be brought within 15 days of the date on which a decision is sent to them or published to challenge that decision.

Proceedings seeking an ineffectiveness order must be brought within 30 days of the publication of the contract award notice in the OJEU, or 30 days from the date of a decision letter to all tenderers concerned, and any candidates concerned, containing a summary of

the reason for the recipient being unsuccessful, otherwise 6 months from the date of entering into the contract or concluding the framework agreement.

Where a contract has not been entered into the Court may, by interim order, suspend the procurement procedure. The court may also set aside a decision or actions taken by the University or order it to amend and document; and/or award damages. However, by express requirement the court may decide not to grant an interim order when the negative consequences of such an order are likely to outweigh the benefits, having regard to a number of considerations.

If the contract has been entered into the Court may, depending on the nature of the breach: make an ineffectiveness order; impose a financial penalty; shorten the duration of the contract; make any other order considered appropriate to address the consequences of ineffectiveness or shortening the duration of the contract; award damages.