

This is a published notice on the Find a Tender service: <https://www.find-tender.service.gov.uk/Notice/035496-2022>

Contract

CO0113 Staff Rewards & Benefits

Essex County Council

F03: Contract award notice

Notice identifier: 2022/S 000-035496

Procurement identifier (OCID): ocds-h6vhtk-037470

Published 15 December 2022, 12:49pm

Section I: Contracting authority

I.1) Name and addresses

Essex County Council

County Hall, Market Road

Chelmsford

CM1 1QH

Contact

Mr Andrew Beaver

Email

Andrew.beaver@essex.gov.uk

Country

United Kingdom

Region code

UKH - East of England

Internet address(es)

Main address

<https://www.essex.gov.uk/>

Buyer's address

<https://www.essex.gov.uk/>

I.4) Type of the contracting authority

Regional or local authority

I.5) Main activity

General public services

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

CO0113 Staff Rewards & Benefits

Reference number

DN635193

II.1.2) Main CPV code

- 98000000 - Other community, social and personal services

II.1.3) Type of contract

Services

II.1.4) Short description

ECC currently operates a range of employee benefits including discounted shopping, salary

sacrifice opportunities, buying of annual leave etc. We are seeking a provider or providers to

potentially extend and harmonise our various benefits into an accessible web portal for

employees to access wherever and whenever they need to. Active encouragement will also

be given during the course of the contract to partner organisations (such as the Vine HR

Partnership of neighbouring local authorities) to participate in the scheme at their own cost.

The contract and pricing will need to be flexible to accommodate this intent. ECC has already developed such a portal in- house and providers can view this at My ECC Total

Reward Hub | Welcome (rewardgateway.co.uk) to determine the minimum standard required.

While the main provision is expected to be through a web based approach, full access to all

services (such as via an app or by telephone to a Help Desk) must be possible for those employees who do not have access, or regular access, to a computer or other media device.

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: £200,000

II.2) Description

II.2.3) Place of performance

NUTS codes

- UKH - East of England

II.2.4) Description of the procurement

ECC currently operates a range of employee benefits including discounted shopping, salary

sacrifice opportunities, buying of annual leave etc. We are seeking a provider or providers to

potentially extend and harmonise our various benefits into an accessible web portal for employees to access wherever and whenever they need to. Active encouragement will also

be given during the course of the contract to partner organisations (such as the Vine HR Partnership of neighbouring local authorities) to participate in the scheme at their own cost.

The contract and pricing will need to be flexible to accommodate this intent. ECC has already developed such a portal in- house and providers can view this at My ECC Total

Reward Hub | Welcome (rewardgateway.co.uk) to determine the minimum standard required.

While the main provision is expected to be through a web based approach, full access to all

services (such as via an app or by telephone to a Help Desk) must be possible for those employees who do not have access, or regular access, to a computer or other media device.

Provision will principally be to core ECC employees (circa 7,800 employees currently but reducing over future years as the council transforms and restructures), but the contract and

pricing will need to be flexible to allow this number to increase or decrease as ECC reviews

structure and operating models.

The existing agreement for the delivery of these services is expiring and ECC is looking to procure a replacement service which embraces new ways of working that have manifested

due to the impact of the Pandemic. Staff are no longer tied to a single location/office from which they work, as such there is a greater diversity in location. The new service will be required to be flexible in how it delivers local benefits across Essex.

Essex Council has made a commitment to develop an employee benefits scheme for its employees and also has a long-term vision to move towards a 'Total Reward' system to potentially include total reward statements. Essex County Council wishes to continue to offer its staff salary sacrifice arrangements and a voluntary benefits discount programme that offers 'real' benefits that reflect typical consumer spending and provides significant savings for scheme members.

The voluntary benefits element of the scheme will need to be innovative and flexible in its provision of a wide range of top name and local discounts to staff. Essex County Council currently offer:

- Childcare Voucher Scheme,
- Cycle to Work Scheme,
- Additional Annual leave purchase

II.2.5) Award criteria

Quality criterion - Name: Quality / Weighting: 70

Quality criterion - Name: Social Value / Weighting: 5

Price - Weighting: 25

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

Section IV. Procedure

IV.1) Description

IV.1.1) Type of procedure

Open 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.2.1) Previous publication concerning this procedure

Notice number: [2022/S 000-028438](#)

Section V. Award of contract

Contract No

CO0113 Staff Rewards and Benefits

A contract/lot is awarded: Yes

V.2) Award of contract

V.2.1) Date of conclusion of the contract

13 December 2022

V.2.2) Information about tenders

Number of tenders received: 3

Number of tenders received from SMEs: 2

Number of tenders received from tenderers from other EU Member States: 0

Number of tenders received from tenderers from non-EU Member States: 3

Number of tenders received by electronic means: 3

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

V.2.3) Name and address of the contractor

Reward Gateway (UK) Ltd

265 Tottenham Court Road

London

W1T 7RQ

Email

tenders@rewardgateway.com

Telephone

+44 02072290349

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: £200,000

Section VI. Complementary information

VI.4) Procedures for review

VI.4.1) Review body

High Court, Royal Courts of Justice

London

WC2A 2LL

Email

RCJ.DCO@justice.gov.uk

Country

United Kingdom