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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](mailto: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

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## **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](http://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](http://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

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## **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](#)

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## **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](mailto: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

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## 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](mailto:RCJ.DCO@justice.gov.uk)

Country

United Kingdom