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Not applicable

GWR - HRMS & Payroll Systems

First Greater Western Limited

F14: Notice for changes or additional information

Notice identifier: 2024/S 000-038462

Procurement identifier (OCID): ocds-h6vhtk-04c043

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Section I: Contracting authority/entity

I.1) Name and addresses

First Greater Western Limited

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Main address

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Section II: Object

II.1) Scope of the procurement

II.1.1) Title

GWR - HRMS & Payroll Systems

II.1.2) Main CPV code

- 48450000 - Time accounting or human resources software package

II.1.3) Type of contract

Supplies

II.1.4) Short description

FirstGroup Holdings Ltd. (Known as FGH), on behalf of its subsidiary company, "First Greater Western Limited (GWR)", is approaching the market to procure an HRMS & Payroll System.

GWR's HR department is responsible for managing and developing an organization's workforce. HR departments handle various tasks, including recruitment, employee onboarding, training and development, performance management, employee relations, benefits administration, policy development, and compliance with UK labour laws and regulations. The HR function focuses on the overall management and well-being of employees, ensuring that they are engaged, productive, and supported within the

organization.

Whereas the GWR Payroll department specifically pertains to the process of calculating and distributing employee compensation. It involves tasks such as calculating wages or salaries, factoring in deductions (e.g., taxes, benefits, retirement contributions), processing payroll payments, maintaining payroll records, and ensuring compliance with payroll-related laws and regulations. Payroll departments handle the financial aspect of employee compensation, ensuring accurate and timely payment to employees.

Payroll accuracy and timeliness are non-negotiable, especially when navigating the complexities of HMRC regulations in the UK.

FGH will procure an HRMS & Payroll solution provider on a master service agreement for GWR depending on the commercial terms offered.

GWR is seeking to procure the best in class solution offering the following characteristics not limited to;

- * - Comprehensive Functionality
- * - Analytics for Informed Decision-Making
- * - Employee Self-Service
- * - Customisation for Unique Business Needs
- * - Support for Remote Workforce
- * - Cost-effective and provides measurable value to GWR.

These features collectively enhance the efficiency, accuracy, and user experience of HR and payroll management.

HR and payroll applications should offer significant advantages for First GWR, particularly in terms of efficiency, compliance, and cost-effectiveness.

Here are some key benefits:

- * - Efficiency and Timesaving
- * - Compliance with UK Labor Laws
- * - Cost-Effectiveness

- * - Improved Efficiency
- * - Scalability
- * - Improved Employee Experience
- * - Self-Service
- * - Data Security

Business Coverage

GWR has c6,500 employees, of which approximately 33% have laptops/desktops, 100% have company mobile phones/PDAs and 0% without connectivity. Whilst every employee has a mobile phone/PDA the uptake of usage for company processes and the IT maturity of employees varies, as is typical with any frontline/operational business. Our employees are either categorised as Onboard, Station, Engineering or office/HQ based.

Section VI. Complementary information

VI.6) Original notice reference

Notice number: [2024/S 000-038230](#)

Section VII. Changes

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

Section number

IV.2

Place of text to be modified

IV.2.2

Instead of

Date

27 November 2024

Read

Date

27 December 2024

Section number

IV.2

Place of text to be modified

IV.2.3

Instead of

Date

27 December 2024

Read

Date

3 February 2025