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Contract

HR Consultancy Support - Rewards

DFT OPERATOR LIMITED

UK7: Contract details notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2025/S 000-039445

Procurement identifier (OCID): ocds-h6vhtk-055e12

Published 12 July 2025, 8:42am

Scope

Description

Within the reward area Human Resources has identified a need for strategic advice and support.

This project will support the transition to GBR and the reward strategy. The key components are:

- Assess the DFTO senior roles in terms of overall size and remuneration benchmarking to inform pay decisions
- Organise the DFTO roles into a grading and pay structure
- For TOC executive and management level roles, develop a pay and grading architecture to facilitate transition to GBR and enable comparison of roles and overall levels of pay across TOCs.
- Assessment of any misalignment between TOCs or potential areas of risk.
- Reward strategy

As the strategy of DFTO evolves, a reward strategy is needed to support the business. As DFTO is a transition and temporary organisation the reward strategy will need to be flexible to adapt to evolving requirements as well as transfers into DFTO, each of which will significantly increase the headcount and scale of the Group.

The services described will support the GHRD, the HR team and TOCs in effective delivery of reward activities across DFTO.

Contract 1. HR Rewards Support

Supplier

- ALCHESTER HR CONSULTING LTD

Contract value

- £40,000 excluding VAT
- £48,000 including VAT

Below the relevant threshold

Date signed

12 July 2025

Contract dates

- 14 July 2025 to 31 December 2025

- Possible extension to 13 July 2026
- 1 year

Description of possible extension:

5 month provision of service which can be extended to 12 months

Main procurement category

Services

CPV classifications

- 79411000 - General management consultancy services

Contract locations

- UK - United Kingdom

Procedure

Procedure type

Below threshold - limited competition

Supplier

ALCHESTER HR CONSULTING LTD

- Companies House: 13168741
- Public Procurement Organisation Number: PHWC-5263-TRHG

5 The Spinney

Launton

OX25 6EP

United Kingdom

Email: paula.ahr@outlook.com

Region: UKJ14 - Oxfordshire

Small or medium-sized enterprise (SME): Yes

Voluntary, community or social enterprise (VCSE): No

Contract 1. HR Rewards Support

Contracting authority

DFT OPERATOR LIMITED

- Companies House: 07141122
- Public Procurement Organisation Number: PXPM-5448-GHBZ

Waterloo General Office 2nd Floor

London

SE1 8SW

United Kingdom

Email: procurement@dftoperator.co.uk

Region: UKI45 - Lambeth

Organisation type: Public undertaking (commercial organisation subject to public authority oversight)