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Tender

Provision and Implementation of an Integrated HR, Payroll and Finance System

Tai Tarian Ltd

UK4: Tender notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2025/S 000-049953

Procurement identifier (OCID): ocds-h6vhtk-058acc ([view related notices](#))

Published 19 August 2025, 4:54pm

Scope

Reference

01012

Description

Our Executive Team have set a stretching and far-reaching five-year vision for transformational change that will touch all aspects of our business, our working methods and environment, service delivery, data collection and management, processes, systems and partnership arrangements.

As part of our programme of change, Tai Tarian is seeking to award a Contract to a Supplier to provide the following services to improve our colleague experience:

Implementation of an integrated HR, Payroll and Finance solution that provides a unified platform, streamlining people management, payroll processing and financial operations into a single seamless system providing a cohesive user experience. The solution must be cloud-based, scalable, secure, and compliant with UK regulations, including GDPR requirements. It must support automation, enable efficient data management, and provide

robust reporting and analytics capabilities.

A detailed Specification and Price Framework will be provided in Stage 2 Invitation to Tender; however, the key deliverables are expected to include:

- Improved operational efficiency.
- Enhanced employee experience.
- Real-time financial visibility.
- Mobile and self-service portals/apps.
- Real-time dashboards and analytics (e.g. financial performance reports, workforce and payroll dashboards, KPI tracking etc.).
- Design, configuration, and deployment of HR, Payroll, and Finance modules, including employee lifecycle management, payroll processing, and financial transactions.
- Data migration, API integrations and compliance with UK statutory requirements (e.g., HMRC, pensions, financial reporting).
- Training, change management, and post-implementation support including user documentation and helpdesk services.

Interested Participants should use this Brief of Requirements to decide whether they wish to participate in Stage 1 of this procurement and submit a PSQ.

It is anticipated that the Contract shall operate for a period of 5 years, with an option to extend for a further 5 x 12-month periods. However, Tai Tarian reserves the right to extend the Contract in batches of 12-month periods, in one event, i.e. 2 x 12-month periods being a 2-year extension.

Total value (estimated)

- £2,500,000 excluding VAT
- £3,000,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 30 January 2026 to 30 January 2031
- Possible extension to 30 January 2036
- 10 years, 1 day

Description of possible extension:

It is anticipated that the Contract shall operate for a period of 5 years, with an option to extend for a further 5 x 12-month periods. However, Tai Tarian reserves the right to extend the Contract in batches of 12-month periods, in one event, i.e. 2 x 12-month periods being a 2-year extension.

Main procurement category

Goods

CPV classifications

- 48410000 - Investment management and tax preparation software package
- 48420000 - Facilities management software package and software package suite
- 48430000 - Inventory management software package
- 48450000 - Time accounting or human resources software package
- 48440000 - Financial analysis and accounting software package
- 48460000 - Analytical, scientific, mathematical or forecasting software package
- 48470000 - Auction software package
- 48480000 - Sales, marketing and business intelligence software package
- 48490000 - Procurement software package

- 48400000 - Business transaction and personal business software package

Contract locations

- UKL17 - Bridgend and Neath Port Talbot
- UKL18 - Swansea

Participation

Legal and financial capacity conditions of participation

Please refer to the the Invitation to Participate document.

Technical ability conditions of participation

Please refer to the the Invitation to Participate document.

Particular suitability

- Small and medium-sized enterprises (SME)
- Voluntary, community and social enterprises (VCSE)

Submission

Enquiry deadline

5 September 2025, 12:00pm

Submission type

Requests to participate

Deadline for requests to participate

16 September 2025, 9:00am

Submission address and any special instructions

<https://www.sell2wales.gov.wales/>

Tenders may be submitted electronically

Yes

Languages that may be used for submission

English

Suppliers to be invited to tender

1 to 5 suppliers

Selection criteria:

To proceed to the Tender Award Stage, Participants must:

- obtain an overall score equal to, or higher than, the minimum participating conditions threshold, which is set as 50%.

- Pass all of the mandatory 'pass/fail' requirements.

- Be ranked in the top 5 highest scoring Participants on the basis of the Conditions of Participation and scored weighted questions set out in Table 1 of the Invitation to Participate document.

Obtain a minimum score of equal to, or higher than, 3 for Part 3E – System Capability question 37 of the Procurement Specific Questionnaire.

Please refer to the Invitation to Participate document Table 1 for further detail on questions and section weightings.

Award decision date (estimated)

10 December 2025

Award criteria

Name	Description	Type	Weighting
Quality	Quality	Quality	70.00%
Price	Price	Price	30.00%

Other information

Payment terms

Please refer to the Invitation to Participate document.

Description of risks to contract performance

This will provided in Invitation to Tender stage where applicable.

Applicable trade agreements

- Government Procurement Agreement (GPA)

Conflicts assessment prepared/revised

Yes

Procedure

Procedure type

Competitive flexible procedure

Competitive flexible procedure description

This process will be conducted in two stages:

- Stage 1 – Invitation to Participate and PSQ assessment
- Stage 2 – Invitation to Tender (issued to shortlisted Tenderers only)

Tai Tarian will assess Participants submitted Procurement Specific Questionnaire at Invitation to Participate Stage (Stage 1) to ascertain the number of submissions that have met the minimum participating conditions threshold (50%), to ascertain that the bid is a valid tender and has passed all the 'Pass/Fail' questions.

Only those questions set out in the Procurement Specific Questionnaire will be evaluated

at this stage.

Tai Tarian will then invite the 5 highest scoring Participants to proceed to the Invitation to Tender stage (Stage 2) and those Participants will be asked to submit final Tenders.

The final Tenders will then be evaluated against the Award Criteria which will be published in the ITT document (which is intended to be issued directly to the top 5 highest scoring Participants). Participants should note that all final Tenders will be evaluated against the published Award Criteria in the ITT document. Tai Tarian also reserves the right to refine or adjust the Award Criteria and evaluation methodology at any stage of the during the Procurement (in accordance with section 24 of the Act).

Tai Tarian intends to invite the top 5 scoring Participants to participate in Stage 2 Invitation to Tender. However, Tai Tarian reserves the right to:

- Invite fewer than 5 Participants to Stage 2 where fewer than 5 compliant submissions are received, or
- Where fewer than 5 Participants meet the minimum participating conditions threshold (50%) in the Invitation to Participate Stage.

Tai Tarian may also proceed to Stage 2 with only one or more qualified Participants, where necessary to maintain competition and deliver a successful procurement.

This ITP does not constitute an offer to enter a Contract. Tai Tarian reserves the right to vary or cancel the Procurement at any time. Full details of the contract requirements and evaluation methodology of the final Tenders at Tender Award Stage (including Quality and Price assessment to determine the Most Advantageous Tender) will be provided in Stage 2 – Invitation to Tender. However, for transparency, Tai Tarian anticipates that Award Criteria will be evaluated on a 70% Quality and 30% Price basis, and may include (but not be limited to):

- Methodology and approach.
- Implementation and mobilisation of phased core modules of HR, Payroll and Finance.
- Technical and functional compliance with specifications.
- Ongoing technical support and account management.
- Social value in the form of community benefits.
- Demonstrations and presentations of proposed systems.

- Whole-life cost of proposed system including licenses, implementation, development and support. It is anticipated that first year costs of the contract will carry a separate weighting to further year costs as part of the Price evaluation.

Tai Tarian also anticipates and reserves the right to include (or not include) multiple further stages in Stage 2 – Invitation to Tender, that may include a demonstration, clarification meeting or moderation, dialogue and negotiation, where relevant.

Justification for not publishing a preliminary market engagement notice

No additional pre-market engagement has been undertaken for this procurement as relevant pre-market engagement was carried out by Tai Tarian in December 2024 (Notice ID: 2024/S 000-037154) under the Public Contracts Regulations 2015 on a similar requirement for a HR and Payroll system procurement and remains valid and applicable to this procurement. The engagement outcomes of that process identified a requirement for an integrated HR, Payroll and Finance solution that provides a unified platform.

Documents

Associated tender documents

https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=343610

Invitation to Participate - Provision and Implementation of an Integrated HR, Payroll and Finance System - Ref 01012

Documents to be provided after the tender notice

The Invitation to Tender is to be issued directly to the top 5 scoring Participants from the

Invitation to Participate Stage only.

This process will be conducted in two stages:

- Stage 1 – Invitation to Participate and PSQ assessment
- Stage 2 – Invitation to Tender (issued to shortlisted Tenderers only)

Tai Tarian will assess Participants submitted Procurement Specific Questionnaire at Invitation to Participate Stage (Stage 1) to ascertain the number of submissions that have met the minimum participating conditions threshold (50%), to ascertain that the bid is a valid tender and has passed all the 'Pass/Fail' questions.

Only those questions set out in the Procurement Specific Questionnaire will be evaluated at this stage.

Tai Tarian will then invite the 5 highest scoring Participants to proceed to the Invitation to Tender stage (Stage 2) and those Participants will be asked to submit final Tenders.

Contracting authority

Tai Tarian Ltd

- Public Procurement Organisation Number: PRRR-2818-QQVJ

Ty Gwyn

Neath

SA11 2FP

United Kingdom

Email: procurement@taitarian.co.uk

Website: <http://www.taitarian.co.uk>

Region: UKL17 - Bridgend and Neath Port Talbot

Organisation type: Public authority - sub-central government

Devolved regulations that apply: Wales