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Planning

Salary benchmarking and Rewards Advisory Services

General Pharmaceutical Council

UK2: Preliminary market engagement notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2025/S 000-051116

Procurement identifier (OCID): ocds-h6vhtk-058d6e ([view related notices](#))

Published 26 August 2025, 9:10am

Scope

Reference

GPhC-PA001

Description

The General Pharmaceutical Council (GPhC) is 1 of 13 Health and Social Care Regulators within the United Kingdom. We are the statutory body responsible for the regulation of regulate Pharmacists, Pharmacy Technicians, and pharmacies in Great Britain. It's our role to make sur people receive safe and effective pharmacy care and have trust in pharmacy . We currently register around 65,762 pharmacists, and 27,140 pharmacy technicians and 13,214 pharmacy premises.

In addition to employing around 300 staff, there are around a further 380 associates and partners who directly support the enablement of our statutory functions. Our 14-strong council, led by our chair, govern our work.

What we do

- Our role is to protect the public and give them assurance that they will receive safe and effective care when using pharmacy services.
- We set standards for pharmacy professionals and pharmacies to enter and remain on our register.
- We ask pharmacy professionals and pharmacies for evidence that they are continuing to meet our standards, and this includes inspecting pharmacies.
- We act to protect the public and to uphold public confidence in pharmacy if there are concerns about a pharmacy professional or pharmacy on our register.
- Through our work we help to promote professionalism, support continuous improvement, and assure the quality and safety of pharmacy.

Our main work includes:

- Setting standards for the education and training of pharmacists, pharmacy technicians and pharmacy support staff, and approving and accrediting their qualifications and training
- Maintaining a register of pharmacists, pharmacy technicians and pharmacies
- Setting the standards that pharmacy professionals have to meet throughout their careers
- investigating concerns that pharmacy professionals are not meeting our standards, and taking action to restrict their ability to practise when this is necessary to protect patients and the public or to uphold public confidence in pharmacy
- Setting standards for registered pharmacies which require them to provide a safe and effective service to patients
- Inspecting registered pharmacies to check if they are meeting our standards

Total value (estimated)

- £70,000 including VAT

Below the relevant threshold

Contract dates (estimated)

- 2 January 2026 to 1 January 2028
- Possible extension to 1 January 2030
- 4 years

Main procurement category

Services

CPV classifications

- 71241000 - Feasibility study, advisory service, analysis
- 79310000 - Market research services
- 79330000 - Statistical services
- 79410000 - Business and management consultancy services
- 79420000 - Management-related services

Contract locations

- UK - United Kingdom

Engagement

Engagement deadline

8 September 2025

Engagement process description

GPhC is seeking to procure 'Salary benchmarking and Reward Advisory Services' for its employees, Governing Council, and Committee (Internal and External) members.

The purpose and objectives is to:

- Attract, motivate, and retain high-calibre staff and workers, Council (Board), and Committee Members.
- Ensure pay equity and transparency across all roles and governance positions.
- Maintain competitiveness within relevant labour markets and regulatory peer organisations.
- Support strategic workforce planning and future capability needs.
- Enable robust and evidence-based decisions regarding remuneration and fees for GPhC's employees, Governing Council (Board), Committee Members.

This notice is issued to inform the market of an upcoming procurement opportunity, to gauge the level of market interest, and to invite constructive feedback on our prior launching the formal procurement process. We anticipate publishing the tender notice on the Find a Tender Service (FTS) via Delta eSourcing platform in October 2025.

The scope of services will include the following:

1. Annual benchmarking all roles within GPhC, including: (see appendix)

- Specialisms roles and grades
- Governing Council Board Members
- Committee members (Internal and External)

2. Services and deliverables

- Benchmarking data and analysis on market insight and foresight
- Total reward benchmarking
- Benchmarking of salaries, fees and total reward for all employees roles, council and

committee member positions.

- Remuneration framework and pay modelling
- Continuous improvement and advisory support

3. Methodology and approach

- To undertake all appropriate surveys, enquires and investigations; thus enabling the supply of comprehensive data set(s).
- Auditing and risk assessment
- Recommendations

GPhC are kindly invite all interested suppliers to complete and submit the attached response form to Anna Kitoki procurement@pharmacyregulation.org by 16.00 on 08 September 2025.

Participation

Particular suitability

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

Submission

Publication date of tender notice (estimated)

3 October 2025

Contracting authority

General Pharmaceutical Council

- Public Procurement Organisation Number: PXYR-5513-YMDN

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United Kingdom

Email: Procurement@pharmacyregulation.org

Website: <http://www.pharmacyregulation.org>

Region: UKI42 - Tower Hamlets

Organisation type: Public authority - sub-central government