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Planning

Salary benchmarking and Rewards Advisory Services

General Pharmaceutical Council

UK3: Planned procurement notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2025/S 000-051119

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

Published 26 August 2025, 9:16am

Scope

Reference

GPhC-PA001

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.

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

Description of possible extension:

4 years (2 years +1 year extension + 1 year extension)

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
-

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

Enquiry deadline

10 October 2025, 5:00pm

Tender submission deadline

24 October 2025, 12:00pm

Tenders may be submitted electronically

Yes

Procedure

Procedure type

Below threshold - open competition

Documents

Associated tender documents

[Preliminary Market Engagement - Final \(003\).docx](#)

Contracting authority

General Pharmaceutical Council

- Public Procurement Organisation Number: PXRY-5513-YMDN

Level 14, One Cabot Square, Canary Wharf

London

E14 4QJ

United Kingdom

Email: Procurement@pharmacyregulation.org

Region: UKI42 - Tower Hamlets

Organisation type: Public authority - sub-central government