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Planning

New HRIS

Waste & Resources Action Programme

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

Notice identifier: 2025/S 000-068686

Procurement identifier (OCID): ocids-h6vhtk-05d486

Published 27 October 2025, 4:05pm

Scope

Reference

PRC050

Description

WRAP is exploring the market to better understand available systems and service models that could support our future HR, Recruitment, and Payroll needs.

This Request for Information (RFI) is an early market engagement exercise (not a tender) intended to help us:

- Understand the range of systems and service delivery models currently available in the market (e.g. fully integrated platforms vs. separate systems with integrations).
- Assess whether our anticipated budgets are realistic in light of market pricing, typical implementation costs, and ongoing subscription/service fees.
- Identify additional functionalities and innovations that may deliver efficiencies (e.g. self-

service portals, automation, analytics, mobile apps, employee engagement tools, onboarding workflows).

- Explore options around contract lengths, implementation support, and flexibility of scaling up or down.
- Benchmark WRAP's current arrangements (currently with Iris for HR, payroll, and recruitment) against what else is available.
- Inform a potential future procurement exercise to ensure we specify requirements in line with best practice and market capability.

It is anticipated that the Contract will commence in June 2026, with a proposed contract term of 5 years (with a break clause after Year 2) and the optional extension by a further 5 years (10 years total).

For more information about this opportunity, please visit the Delta eSourcing portal at:

<https://www.delta-esourcing.com/tenders/UK-UK-Banbury:-Human-resources-management-consultancy-services./937NE69F68>

To respond to this opportunity, please click here:

<https://www.delta-esourcing.com/respond/937NE69F68>

Total value (estimated)

- £840,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 1 April 2026 to 1 April 2030
- Possible extension to 31 March 2035
- 9 years

Main procurement category

Services

CPV classifications

- 79414000 - Human resources management consultancy services

Engagement

Engagement deadline

14 November 2025

Engagement process description

The target timetable for this process is as follows:

- Deadline for receipt of questions relating to this RFI - 23:45, Wednesday 5th November 2025

- Deadline for RFI submission- 23:45, Friday 14th November 2025

*WRAP reserves the right to change the timetable if deemed necessary.

For more information, see the opportunity's Request for Information (RFI) via Delta.

Submission

Publication date of tender notice (estimated)

12 January 2026

Contracting authority

Waste & Resources Action Programme

- Public Procurement Organisation Number: PCTJ-5948-ZJZV

Ground Floor, Blenheim Court, 19 George Street

Banbury

OX16 5BH

United Kingdom

Contact name: Procurement Lead

Telephone: 01295 584100

Email: procurement@wrap.org.uk

Region: UKJ14 - Oxfordshire

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