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Planning

## **Employee Benefits and Services**

Kent County Council (t/a Procurement Services)

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

Notice identifier: 2025/S 000-070474

Procurement identifier (OCID): ocds-h6vhtk-05d907

Published 3 November 2025, 2:05pm

### **Scope**

### **Reference**

Y26007

### **Description**

This framework will provide a compliant, flexible, and outcomes-focused route to market for public sector organisations seeking to deliver the supply of Employee Benefits and Services.

The Framework is structured into one lot, designed to reflect real operational needs and encourage participation from organisations of all sizes including SMEs, VCSEs, and consortia.

Lot 1: Employee Benefits and Services

Scope:

This lot covers the provision of employee benefits designed to enhance wellbeing, support

financial stability, encourage personal development, and promote a positive work-life balance. The benefits should be accessible to all employees and adaptable to diverse needs and lifestyles. Customers must be able to access benefits via an online platform, access the platform 24/7, 365 days a year. The online platform should offer flexibility to meet any Customer requirements that may arise. This lot will also cover the provision of confidential, accessible, and inclusive support services to employees, designed to promote mental, emotional, financial, and legal wellbeing. Services may be delivered in-person, online, or via telephone, and should be available to all employees regardless of location or working pattern. Staff must be qualified and competent to carry out any intended services. Advice and support to be carried out is to be ensured that the any employees work performance, health and wellbeing is impacted as little as possible.

- oEmployee Assistance Programmes

- oChildcare vouchers

- oLeisure facility discounts/gym memberships

- oRetail store discounts and promotions

- oSubscription discounts

- oLearning and development programme

- oPayroll giving scheme

- oFinancial wellbeing scheme

- oReward and recognition scheme

- oGreen car scheme

- oCycle to work scheme

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

<https://csg.delta-esourcing.com/tenders/UK-UK-West-Malling%2C-Kent:-Benefit-services./9BRP4R7J9H>

To respond to this opportunity, please click here:

<https://csg.delta-esourcing.com/respond/9BRP4R7J9H>

## **Commercial tool**

Establishes a framework

## **Total value (estimated)**

- £50,000,000 excluding VAT
- £60,000,000 including VAT

Above the relevant threshold

## **Contract dates (estimated)**

- 2 February 2026 to 31 January 2030
- 3 years, 11 months, 27 days

## **Main procurement category**

Services

## **CPV classifications**

- 75310000 - Benefit services
  - 85121000 - Medical practice services
  - 85140000 - Miscellaneous health services
  - 85147000 - Company health services
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## Engagement

### Engagement deadline

7 November 2025

### Engagement process description

Please download the attached PME questionnaire and submit your responses via Delta by 5pm on the 7th of November

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## Contracting authority

### Kent County Council (t/a Procurement Services)

- Public Procurement Organisation Number: PYCX-4938-CCHM

1 Abbey Wood Road

West Malling, Kent

ME19 4YT

United Kingdom

Contact name: Jennifer Ware

Email: [Jennifer.ware@csltd.org.uk](mailto:Jennifer.ware@csltd.org.uk)

Region: UKJ46 - West Kent

Organisation type: Public authority - sub-central government