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Planning

HR - ICS - Pay progression digital assessment tool

Department for Energy Security & Net Zero

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

Notice identifier: 2025/S 000-079569

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

Published 4 December 2025, 9:19am

Changes to notice

This notice has been edited. The [previous version](#) is still available.

Scope

Reference

PRJ_6201

Description

The HR team within ICS Integrated Corporate Services, part of the Department for Energy Security and Net Zero is seeking to engage with the market in advance of a potential future procurement, for the provision of a digital solution to help support manage pay progression across the pay scale for approximately 4,000 staff.

This notice aims to inform suppliers of a forthcoming supplier event to be held via teams on Monday 15th December.

We invite interested parties to share details of systems that can support pay progression and streamline processes by reducing administrative tasks through digital solutions.

We are interested in solutions that offer:

- Automated pay progression functionality aligned with ICS pay structures and policies
- Integration capabilities with existing HR and payroll systems such as workday
- Compliance with relevant employment and data protection standards
- User-friendly interfaces for HR teams, managers, and staff
- Robust reporting and audit features to support governance and transparency
- Scalable architecture to accommodate future workforce changes

Total value (estimated)

- £400,000 excluding VAT
- £480,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 20 April 2026 to 20 April 2028
- Possible extension to 20 April 2029

- 3 years, 1 day

Main procurement category

Goods

CPV classifications

- 48000000 - Software package and information systems
- 72000000 - IT services: consulting, software development, Internet and support

Contract locations

- UK - United Kingdom

Engagement

Engagement deadline

12 December 2025

Engagement process description

The aim of this market engagement is to explore available digital solutions, understand technological capabilities, and inform the market of the future competition. This exercise will help support any potential future procurement approach.

If your organisation would like to attend the pre market engagement session via Teams on Monday 15th December 14:00 GMT ,

please can you confirm via email to corporateservicescommercial@ics.gov.uk with the title

"PME EVENT Pay progression tool"

if you would like to attend. Please confirm

- Name of Organisation
- Name of Attendees & positions

No later than Friday 12th December 17:00 GMT.

We look forward to hearing from you.

Participation

Particular suitability

Small and medium-sized enterprises (SME)

Submission

Publication date of tender notice (estimated)

2 February 2026

Contracting authority

Department for Energy Security & Net Zero

- Public Procurement Organisation Number: PDHQ-2163-WYMH

55 Whitehall

London

SW1A 2HP

United Kingdom

Contact name: Corporate Services Commercial

Email: corporateservicescommercial@ics.gov.uk

Website:

<https://www.gov.uk/government/organisations/department-for-energy-security-and-net-zero>

Region: UKI32 - Westminster

Organisation type: Public authority - central government