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Tender

Integrated People and Safety Systems

Connexus Homes Limited

UK4: Tender notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2025/S 000-080919

Procurement identifier (OCID): ocds-h6vhtk-058509 ([view related notices](#))

Published 9 December 2025, 10:05am

Changes to notice

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

Deadline date extended to 23/12/2025 15:00 hours

Scope

Description

Connexus is preparing to procure a suite of integrated digital systems to support its corporate services. The procurement will cover:

- HR Information System (HRIS)
- Payroll Management System (PMS)
- Learning Management Platform (LMS)
- Health & Safety Compliance and Reporting System (HSRS)
- Recruitment and Onboarding Platform (ROP)

The objective is to modernise and streamline internal operations, enhance user experience, maintain regulatory compliance, and support data-driven decision-making across the organisation. This includes implementing robust reporting capabilities to enable real-time performance monitoring, audit tracking, and strategic insights aligned with organisational KPIs.

Please note the contract value provided is an estimate only.

To view this notice, please click here:

<https://www.delta-esourcing.com/delta/viewNotice.html?noticeId=999922900>

Total value (estimated)

- £700,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 1 April 2026 to 31 March 2029
- Possible extension to 31 March 2033
- 7 years

Description of possible extension:

The contract will run for an initial period of three years, with the option to extend for a further two years, and an additional two years thereafter subject to satisfactory performance and strategic review.

Main procurement category

Services

Contract locations

- UKG - West Midlands (England)

Not the same for all lots

CPV classifications are shown in Lot sections, because they are not the same for all lots.

Lot 1. HR, Payroll and Recruitment and Onboarding

Description

This Lot covers the provision of an integrated HR system to support end-to-end people management, including recruitment and onboarding, core HR functions and payroll processing. The solution should deliver efficiency through automation, ensure compliance with employment legislation and provide accurate timely data to support workforce planning and reporting.

Lot value (estimated)

- £460,000 including VAT

CPV classifications

- 48000000 - Software package and information systems
- 48450000 - Time accounting or human resources software package
- 72000000 - IT services: consulting, software development, Internet and support
- 72222300 - Information technology services
- 72260000 - Software-related services
- 79400000 - Business and management consultancy and related services
- 79631000 - Personnel and payroll services

Same for all lots

Contract locations and contract dates are shown in the Scope section, because they are the same for all lots.

Lot 2. Learning Management System

Description

This Lot seeks a comprehensive Learning Management System (LMS) to support the full training lifecycle, from course creation and scheduling to tracking learner progress and compliance reporting. The solution should enable digital learning models and provide clear insight into training effectiveness and workforce development.

Lot value (estimated)

- £140,000 including VAT

CPV classifications

- 48000000 - Software package and information systems
- 48931000 - Training software package
- 72000000 - IT services: consulting, software development, Internet and support
- 72212931 - Training software development services
- 72222300 - Information technology services
- 72260000 - Software-related services
- 80420000 - E-learning services

Same for all lots

Contract locations and contract dates are shown in the Scope section, because they are the same for all lots.

Lot 3. Health and Safety

Description

This Lot focuses on a Health and Safety management solution to streamline the recording, monitoring and reporting of incidents, audits and risk assessments. The system should promote proactive safety management, ensure compliance with statutory requirements and provide robust analytics to support a safe and compliant working environment.

Lot value (estimated)

- £100,000 including VAT

CPV classifications

- 48000000 - Software package and information systems
- 72000000 - IT services: consulting, software development, Internet and support
- 72222300 - Information technology services
- 72260000 - Software-related services

Same for all lots

Contract locations and contract dates are shown in the Scope section, because they are the same for all lots.

Participation

Legal and financial capacity conditions of participation

Lot 1. HR, Payroll and Recruitment and Onboarding

Lot 2. Learning Management System

As described in the ITT

Lot 3. Health and Safety

As described in ITT

Particular suitability

Lot 1. HR, Payroll and Recruitment and Onboarding

Lot 2. Learning Management System

Lot 3. Health and Safety

Small and medium-sized enterprises (SME)

Submission

Enquiry deadline

12 December 2025, 5:00pm

Submission type

Tenders

Tender submission deadline

23 December 2025, 3:00pm

Submission address and any special instructions

<https://www.delta-esourcing.com/respond/XSEJCE768U>

Tenders may be submitted electronically

Yes

Languages that may be used for submission

English

Award decision date (estimated)

2 March 2026

Award criteria

Lot 1. HR, Payroll and Recruitment and Onboarding

| Name | Description | Type | Weighting |
|-----------------------------|---------------|---------|-----------|
| Quality- Written Submission | Quality | Quality | 35% |
| Quality- Demonstration | Demonstration | Quality | 35% |
| Price | Price | Price | 30% |

Lot 2. Learning Management System

Lot 3. Health and Safety

| Name | Description | Type | Weighting |
|-----------------------------|---------------|---------|-----------|
| Quality- Written Submission | Quality | Quality | 35% |
| Quality- Demonstration | Demonstration | Quality | 35% |
| Price Submission | Price | Price | 30% |

Other information

Applicable trade agreements

- Government Procurement Agreement (GPA)

Conflicts assessment prepared/revised

Yes

Procedure

Procedure type

Competitive flexible procedure

Competitive flexible procedure description

Stage 1- Written submission and pricing submission

Stage 2- Top three bidders from each lot invited to a demonstration stage

Contracting authority

Connexus Homes Limited

- Public Procurement Organisation Number: PZTX-9645-HPZJ

The Gateway, The Auction Yard

Craven Arms

SY7 9BW

United Kingdom

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Region: UKG22 - Shropshire CC

Organisation type: Public authority - sub-central government