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Tender

## **Provision and Implementation of an Integrated HR, Payroll and Finance System**

Tai Tarian Ltd

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

Notice identifier: 2025/S 000-080988

Procurement identifier (OCID): ocids-h6vhtk-05f19e

Published 9 December 2025, 11:29am

### **Scope**

### **Reference**

01021

### **Description**

As part of our programme of change, Tai Tarian is seeking to award a Contract to a Supplier for the Provision and Implementation of an Integrated HR, Payroll and Finance System, to improve our colleague experience.

The scope of this Contract comprises of the implementation of an integrated HR, Payroll and Finance solution that provides a platform that streamlines people management, payroll processing and financial operations into a single seamless system providing a cohesive user experience. The solution must be cloud-based, scalable, secure, and compliant with UK regulations, including GDPR requirements. It must support automation, enable efficient data management, and provide robust reporting and analytics capabilities.

The successful Supplier must demonstrate a strong commitment to delivering a high-quality user interface and user experience. The solution should be intuitive, accessible,

and designed with the end user in mind.

A detailed Specification of the requirements is provided in Appendix 1 (Functional and Non-functional Specification of Requirements) and Tenderers must complete Appendix 2 (Price Framework) to confirm the whole-life costs to deliver all the requirements of the Contract.

The key deliverables of the Contract are:

- A robust product development roadmap demonstrating futureproofing and scalability for at least a 5-10 year horizon.
- A strong commitment to delivering a high-quality user interface and user experience. The solution should be intuitive, accessible, and designed with the end user in mind.
- Improved operational efficiency providing a demonstrable return on investment.
- Enhanced employee experience.
- Real-time financial visibility.
- Mobile and self-service portals/apps.
- Real-time dashboards and analytics (e.g. financial performance reports, workforce and payroll dashboards, KPI tracking etc.).
- Implementation, Design, configuration, and deployment of HR, Payroll, and Finance modules, including employee lifecycle management, payroll processing, general ledger and purchase ledger features and financial transaction management.
- Environment management.
- Testing: Test strategy and planning, System Integration Testing (SIT), Functional Acceptance Testing (FAT) and bug fixing throughout (UAT).
- Data migration through a Data Warehouse to target solution, API integrations and compliance with UK statutory requirements (e.g., HMRC, pensions, financial reporting).
- Training and Documentation: user manuals and quick reference guides, technical documentation for support teams, training materials and delivery and knowledge transfer to internal teams.
- Cutover planning and change management support, acceptance into service and post-implementation support including user documentation and helpdesk services.

- Licences to use the proposed system.

Further information is provided in the Invitation to Tender document.

### **Total value (estimated)**

- £2,500,000 excluding VAT
- £2,999,999 including VAT

Above the relevant threshold

### **Contract dates (estimated)**

- 30 April 2026 to 29 April 2031
- Possible extension to 29 April 2035
- 9 years

Description of possible extension:

The Contract shall operate for an initial period of five (5) years, with an option to extend for up to five (5) additional periods of twelve (12) months each.

Tai Tarian reserves the right to exercise extensions in batches of twelve (12) months, in one event (e.g., two consecutive 12-month periods as a two-year extension).

### **Main procurement category**

Goods

### **CPV classifications**

- 48000000 - Software package and information systems
- 79414000 - Human resources management consultancy services
- 79211110 - Payroll management services
- 79211000 - Accounting services
- 79410000 - Business and management consultancy services

## **Contract locations**

- UKL17 - Bridgend and Neath Port Talbot

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## **Participation**

### **Legal and financial capacity conditions of participation**

As set out in the Invitation to Tender document

### **Technical ability conditions of participation**

As set out in the Invitation to Tender document

### **Particular suitability**

- Small and medium-sized enterprises (SME)
  - Voluntary, community and social enterprises (VCSE)
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## **Submission**

### **Enquiry deadline**

12 January 2026, 12:00pm

### **Submission type**

Tenders

### **Tender submission deadline**

21 January 2026, 12:00pm

### **Submission address and any special instructions**

<https://www.sell2wales.gov.wales/>

### **Tenders may be submitted electronically**

Yes

### **Languages that may be used for submission**

English

### **Award decision date (estimated)**

16 March 2026

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## Award criteria

Name	Description	Type	Weighting
Quality	Quality	Quality	80.00%
Price	Price	Price	20.00%

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## Other information

### Payment terms

As set out in the Invitation to Tender document

### Description of risks to contract performance

As set out in the Invitation to Tender document

### Applicable trade agreements

- Government Procurement Agreement (GPA)
- Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP)

### Conflicts assessment prepared/revised

Yes

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## **Procedure**

### **Procedure type**

Competitive flexible procedure

### **Competitive flexible procedure description**

Tenderers are asked to submit a Tender and Tai Tarian will follow a two-stage process in the evaluation of any tender submissions.

Firstly, Tai Tarian will assess Tenderers submitted Procurement Specific Questionnaire at Conditions of Participation Stage to ascertain the number of submissions that have met the minimum participating conditions threshold (50%), to ascertain that the bid is a valid tender and has passed all the 'Pass/Fail' questions.

Only those questions set out in the Procurement Specific Questionnaire will be evaluated at this stage. Only those tender submissions that are successful and score equal to, or higher than the minimum participating conditions threshold of the Conditions of Participation Stage will proceed to be fully assessed Tender at Tender Award Stage.

If your tender submission passes the minimum participating conditions, the Tender Award Stage Quality questions will be evaluated together with the Price submission (Appendix 2).

Further information on how the Tender Award Stage will be evaluated is detailed in Item 16. The Tender Award Stage of the Invitation to Tender document.

### **Justification for not publishing a preliminary market engagement notice**

No additional pre-market engagement has been undertaken for this procurement as relevant pre-market engagement was carried out by Tai Tarian in December 2024 (Notice ID: 2024/S 000-037154) under the Public Contracts Regulations 2015 on a similar requirement for a HR and Payroll system procurement and remains valid and applicable to this procurement. The engagement outcomes of that process identified a requirement for an integrated HR, Payroll and Finance solution that provides a seamless integration.

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## Documents

### Associated tender documents

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354394](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354394)

Invitation to Tender - Ref 01021

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354368](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354368)

Appendix 1 - Functional and Non-functional Specification of Requirements

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354369](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354369)

Appendix 2 - Price Framework

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354370](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354370)

Appendix 5 - Form of Contract - Award Form

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354371](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354371)



Appendix 5 - Form of Contract - Core Terms

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354373](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354373)

Appendix 5 - Form of Contract - Cover Sheet

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354374](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354374)

Appendix 5 - Form of Contract - Schedule 01

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354375](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354375)

Appendix 5 - Form of Contract - Schedule 02

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354376](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354376)

Appendix 5 - Form of Contract - Schedule 03

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354377](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354377)

Appendix 5 - Form of Contract - Schedule 04

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354378](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354378)

Appendix 5 - Form of Contract - Schedule 05

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354379](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354379)

Appendix 5 - Form of Contract - Schedule 06

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354380](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354380)

Appendix 5 - Form of Contract - Schedule 07

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354381](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354381)

Appendix 5 - Form of Contract - Schedule 08

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354382](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354382)

Appendix 5 - Form of Contract - Schedule 10

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354383](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354383)

Appendix 5 - Form of Contract - Schedule 11

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354384](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354384)

Appendix 5 - Form of Contract - Schedule 14

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354385](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354385)

Appendix 5 - Form of Contract - Schedule 16

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354386](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354386)

Appendix 5 - Form of Contract - Schedule 20

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354387](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354387)

Appendix 5 - Form of Contract - Schedule 21

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354388](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354388)

Appendix 5 - Form of Contract - Schedule 22

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354389](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354389)

Appendix 5 - Form of Contract - Schedule 25

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354390](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354390)

Appendix 5 - Form of Contract - Schedule 27

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354391](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354391)

Appendix 5 - Form of Contract - Schedule 28

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354392](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354392)

Appendix 5 - Form of Contract - Schedule 30

[https://www.sell2wales.gov.wales/Assets/NoticeBuilder\\_FileDownload.aspx?id=354393](https://www.sell2wales.gov.wales/Assets/NoticeBuilder_FileDownload.aspx?id=354393)

Appendix 5 - Form of Contract - Schedule Z

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**Contracting authority**

**Tai Tarian Ltd**

- Public Procurement Organisation Number: PRRR-2818-QQVJ

Ty Gwyn

Neath

SA11 2FP

United Kingdom

Email: [procurement@taitarian.co.uk](mailto:procurement@taitarian.co.uk)

Website: <http://www.taitarian.co.uk>

Region: UKL17 - Bridgend and Neath Port Talbot

Organisation type: Public authority - sub-central government

Devolved regulations that apply: Wales