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Award

HR and Payroll System (5 Year contract)

East Kent Colleges Group

UK6: Contract award notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2025/S 000-081552

Procurement identifier (OCID): ocds-h6vhtk-05d6e8 ([view related notices](#))

Published 10 December 2025, 2:28pm

Scope

Description

As a family of six community-based colleges across East Kent, EKC Group's mission is to play a leading role for East Kent in developing the economic and social prosperity of the communities we serve.

The Group's current Human Resources and Payroll system is being phased out by the supplier from 31 March 2026 and this has bought forward a planned procurement exercise for these solutions.

The Group employs over 1500 staff and provides HR and payroll services for our sister EKC Schools Trust, which has 700 employees over 15 schools. We have a wholly owned subsidiary that runs a Hotel which has 41 employees and a Tronc Scheme of 51 employees.

At present the Group has proprietary software for performance management, leave and expenses claims and a third-party recruitment and onboarding system (e-ploy). Whilst these could be maintained this tender includes the potential to include these elements within the overall software supplied.

Contract 1. HR and Payroll System Provider (2026 - 2031)

Supplier

- HealthBoxHR

Contract value

- £412,560 excluding VAT
- £495,072 including VAT

Above the relevant threshold

Award decision date

9 December 2025

Date assessment summaries were sent to tenderers

10 December 2025

Standstill period

- End: 19 December 2025
- 8 working days

Earliest date the contract will be signed

22 December 2025

Contract dates (estimated)

- 1 April 2026 to 31 March 2031
- Possible extension to 31 March 2034
- 8 years

Description of possible extension:

If EKC Group is satisfied with the service and quality of the system a 3-year renewal term can be enacted.

Main procurement category

Services

Options

The right to additional purchases while the contract is valid.

If new and relevant modules become available.

CPV classifications

- 79631000 - Personnel and payroll services

Contract locations

- UKJ - South East (England)

Information about tenders

- 6 tenders received
- 4 tenders assessed in the final stage:
 - 2 submitted by small and medium-sized enterprises (SME)
 - 0 submitted by voluntary, community and social enterprises (VCSE)
- 1 supplier awarded contracts
- 3 suppliers unsuccessful (details included for contracts over £5 million)

Submission

Submission type

Tenders

Procedure

Procedure type

Competitive flexible procedure

Supplier

HealthBoxHR

- Companies House: 16132339

Ascot Business Park Second Floor, 2 Queens Square, Lyndhurst Road

Ascot

SL5 9FE

United Kingdom

Email: lwignall@healthboxhr.com

Website: <https://www.healthboxhr.com/>

Region: UKJ11 - Berkshire

Small or medium-sized enterprise (SME): Yes

Voluntary, community or social enterprise (VCSE): No

Supported employment provider: No

Public service mutual: No

Contract 1. HR and Payroll System Provider (2026 - 2031)

Contracting authority

East Kent Colleges Group

- UK Register of Learning Providers (UKPRN number): 10006570
- Public Procurement Organisation Number: PYPY-4814-DDBH

Ramsgate Road

Broadstairs

CT10 1PN

United Kingdom

Contact name: Naomi Morris

Email: naomi.morris@eastkent.ac.uk

Website: <https://www.ekcgroup.ac.uk/>

Region: UKJ44 - East Kent

Organisation type: Public authority - sub-central government