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Tender

Job Grading and Job Evaluation Services

The Independent Commission for Reconciliation and Information Recovery

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

Notice identifier: 2025/S 000-082843

Procurement identifier (OCID): ocds-h6vhtk-05f596

Published 15 December 2025, 12:02pm

Scope

Description

ICRIR are currently operating a bespoke approach to grading roles around 5 levels. Whilst there are no obvious immediate grading or equal pay issues, the organisation is growing quickly and substantially, and we want to review our current approaches and consider whether it remains fit for purpose in the medium term. Regardless of the future approach, we wish to ensure that the ICRIR has a defensible and non-discriminatory basis for grading and pay decisions and clarity and transparency around job sizes with staff and stakeholders.

Against this background and context, we are now considering whether now might be an opportune time to introduce a more appropriate job evaluation tool to measure the job demands of ICRIR roles.

Total value (estimated)

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

Below the relevant threshold

Contract dates (estimated)

- 10 February 2025 to 9 February 2028
- 3 years

Main procurement category

Services

CPV classifications

- 79414000 - Human resources management consultancy services
- 79410000 - Business and management consultancy services

Contract locations

- UKI - London
- UKN - Northern Ireland

Participation

Particular suitability

Small and medium-sized enterprises (SME)

Submission

Enquiry deadline

23 January 2026, 11:59pm

Tender submission deadline

30 January 2026, 11:59pm

Submission address and any special instructions

<https://etendersni.gov.uk/>

Tenders may be submitted electronically

Yes

Award criteria

MAT

Procedure

Procedure type

Below threshold - open competition

Special regime

Concession

Contracting authority

The Independent Commission for Reconciliation and Information Recovery

- Public Procurement Organisation Number: PTRZ-8396-ZBWP

Floor 9, The Vantage

Belfast

BT27BA

United Kingdom

Email: PROCUREMENT@ICRIR.INDEPENDENT-INQUIRY.UK

Region: UKN06 - Belfast

Organisation type: Public authority - central government

Devolved regulations that apply: Northern Ireland