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Planning

Human Resources Information System (HRIS) SaaS

Moat Homes Limited

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

Notice identifier: 2025/S 000-082968

Procurement identifier (OCID): ocids-h6vhtk-05f5e5

Published 15 December 2025, 2:48pm

Scope

Reference

DN800516

Description

Scope of this PME

We are exploring the market for a modern HRIS/HCM solution suitable for Moat Homes Limited (the Authority), which has over 500 employees. The information you provide will help us to:

- Understand what the market can offer in terms of HRIS functionality, service models and innovation.
- Test our assumptions about single-suite versus modular approaches.
- Identify realistic implementation timescales to support a go-live no later than August 2027.

- Gain insight into cost drivers, pricing structures and mechanisms to avoid unplanned cost escalation or system disruption.
- Understand which public sector frameworks you can offer your solution through.
- Identify suppliers who would be willing to engage in follow-up conversations, demonstrations as part of this PME.

This is not a call for competition and is not part of any formal selection process. Taking part, or choosing not to take part, will not affect your position in any future tender.

Background to the Requirement

We currently use a SaaS HRIS that provides core HR records, recruitment and onboarding, payroll (with a bureau element), absence and leave management, expenses, performance management and training administration.

Moat has not yet determined the procurement procedure or route to market for this requirement. We may choose to award any future contract via an open procedure, a competitive flexible procedure, a call-off from an appropriate framework agreement (including mini-competition or direct award where permitted), or another compliant route under the applicable procurement regulations.

Providers wishing to participate in this Preliminary Market Engagement must do so via the Procurement for Housing tendering portal (<https://procontract.due-north.com/Procurer/Advert/View?advertId=cb8acd77-bdd9-f011-813c-005056b64545&fromAdvertEvent=True/>), reference DN800516.

Total value (estimated)

- £900,000 excluding VAT
- £1,080,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 20 June 2027 to 20 June 2031

- Possible extension to 20 June 2037
- 10 years, 1 day

Main procurement category

Goods

CPV classifications

- 48450000 - Time accounting or human resources software package

Engagement

Engagement deadline

19 January 2026

Engagement process description

This notice is published for market engagement for the replacement of our Human Resources Information System (HRIS). The purpose is to gather information from interested suppliers so that we can shape our future specification, procurement route and implementation plan ahead of our current contract ending.

Timetable (Indicative)

- Publication of RFI / PME document - 15th Dec 2025
- PME Responses due by - 19th January 2026 (14:00)
- Potential follow-up supplier conversations and demonstrations - 26th January - 30

January 2026

Contracting authority

Moat Homes Limited

- Public Procurement Organisation Number: PNCG-6417-GJNY

Mariner House, Galleon Boulevard, Crossways

Dartford

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Contact name: Mr Robert Lewins

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Region: UKJ43 - Kent Thames Gateway

Organisation type: Public authority - sub-central government