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Award

HR and Payroll Systems

Scottish Courts and Tribunals Service

F15: Voluntary ex ante transparency notice

Notice identifier: 2025/S 000-083464

Procurement identifier (OCID): ocds-h6vhtk-05f6ef

Published 16 December 2025, 3:14pm

Section I: Contracting authority/entity

I.1) Name and addresses

Scottish Courts and Tribunals Service

Saughton House, Broomhouse Drive

Edinburgh

EH11 3XD

Contact

Procurement

Email

Procurement@scotcourts.gov.uk

Telephone

+44 1314443300

Country

United Kingdom

NUTS code

UKM - Scotland

Internet address(es)

Main address

<http://www.scotcourtsribunals.gov.uk>

Buyer's address

https://www.publiccontractsscotland.gov.uk/search/Search_AuthProfile.aspx?ID=AA00396

I.4) Type of the contracting authority

Body governed by public law

I.5) Main activity

Other activity

Justice

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

HR and Payroll Systems

Reference number

SCTS-2025-088

II.1.2) Main CPV code

- 79631000 - Personnel and payroll services

II.1.3) Type of contract

Services

II.1.4) Short description

Provision of HR and Payroll services through the iTrent system, including software licensing, maintenance, and support.

II.1.6) Information about lots

This contract is divided into lots: No

II.1.7) Total value of the procurement (excluding VAT)

Value excluding VAT: £855,500

II.2) Description

II.2.2) Additional CPV code(s)

- 79631000 - Personnel and payroll services

II.2.3) Place of performance

NUTS codes

- UKM - Scotland

II.2.4) Description of the procurement

Provision of HR and Payroll services through the iTrent system, including software licensing, maintenance, and support. The contract ensures continued delivery of core HR functionality such as payroll processing, absence management, and employee self-service, supporting the Scottish Courts and Tribunals Service's operational and statutory requirements.

II.2.11) Information about options

Options: No

II.2.13) Information about European Union Funds

The procurement is related to a project and/or programme financed by European Union funds: No

Section IV. Procedure

IV.1) Description

IV.1.1) Type of procedure

Award of a contract without prior publication of a call for competition in the cases listed below

- The procurement falls outside the scope of application of the regulations

Explanation:

SCTS has recently completed the full organisational implementation of the iTrent HR and Payroll system. Introducing an alternative solution at this stage would require significant investment in terms of cost, time, and resources, and would not represent good value for money or an efficient use of public sector resources.

The holistic package required to implement a new system after only five years would involve:

Extensive data migration and validation

Organisational change management

Comprehensive staff training

Updating of policies and processes

These activities would incur substantial financial and administrative burdens and introduce operational risk. For these reasons, there are no financially or administratively reasonable, viable alternative systems or substitute products that can meet SCTS's requirements during the proposed contract period.

Furthermore, the required licensing and support for the iTrent product can only be provided by MHR International, due to technical reasons and the supplier's exclusive rights in and to the proprietary iTrent software.

Accordingly, the proposed award of contract to MHR International is considered compliant with Regulation 33(1)(b)(ii) and (iii) of the Public Contracts (Scotland) Regulations 2015.

IV.1.8) Information about the Government Procurement Agreement (GPA)

The procurement is covered by the Government Procurement Agreement: Yes

Section V. Award of contract/concession

Contract No

SCTS-2025-088

A contract/lot is awarded: Yes

V.2) Award of contract/concession

V.2.1) Date of conclusion of the contract

15 December 2023

V.2.2) Information about tenders

The contract has been awarded to a group of economic operators: No

V.2.3) Name and address of the contractor/concessionaire

MHR International UK Limited

Ruddington Hall, Loughborough Road

Nottingham

NG11 6LL

Telephone

+44 1159456000

Fax

+44 1159456000

Country

United Kingdom

NUTS code

- UKF1 - Derbyshire and Nottinghamshire

The contractor/concessionaire is an SME

No

V.2.4) Information on value of contract/lot/concession (excluding VAT)

Initial estimated total value of the contract/lot/concession: £855,500

Total value of the contract/lot/concession: £855,500

Section VI. Complementary information

VI.3) Additional information

(SC Ref:818757)

VI.4) Procedures for review

VI.4.1) Review body

Edinburgh Sheriff Court

27 Chambers Street

Edinburgh

EH1 1 LB

Country

United Kingdom