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Tender

## Human Resources Management & Rostering System

West Yorkshire Fire and Rescue Authority

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

Notice identifier: 2025/S 000-083695

Procurement identifier (OCID): ocds-h6vhtk-05055e ([view related notices](#))

Published 17 December 2025, 10:59am

### Scope

### Reference

WYFRS0181

### Description

WYFRS wish to appoint a supplier who, in partnership, will collaborate with WYFRS to drive and achieve win-win outcomes. The appointed supplier will play a key role in successfully and professionally delivering the required services.

WYFRS are seeking proposals in which the appointed supplier will meet the following as a minimum; enhance operational efficiency, improve the user experience, and ensure that the latest technological advancements meet our evolving needs. This proactive approach will ensure that WYFRS will achieve our strategic goals/priorities through deployment of a simple to use system which better supports people at each stage in the employee lifecycle enabling efficiencies and improvements to our people processes, delivers successful outcomes and better supports our organisation, our managers, people specialists and our workforce.

This contract requires a combined solution of a HR/people system, and a rostering

system.

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

- £750,000 excluding VAT
- £900,000 including VAT

Above the relevant threshold

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

- 1 April 2026 to 31 March 2029
- Possible extension to 30 March 2031
- 4 years, 11 months, 30 days

Description of possible extension:

Optional +1 + 1 year extensions

### **Main procurement category**

Services

### **CPV classifications**

- 48000000 - Software package and information systems
- 72500000 - Computer-related services

### **Contract locations**

- UKE4 - West Yorkshire

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## **Submission**

### **Enquiry deadline**

12 January 2026, 12:00pm

### **Tender submission deadline**

26 January 2026, 12:00pm

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

<https://in-tendhost.co.uk/wyfrs.aspx/Home>

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

Yes

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

English

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

6 March 2026

## Recurring procurement

Publication date of next tender notice (estimated): 7 January 2030

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## Award criteria

Name	Description	Type
Simple description	Quality and Costs.	Price

## Weighting description

Quality and Costs.

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## Other information

### Payment terms

As per tender documentation.

### Description of risks to contract performance

As per tender documentation.

### Conflicts assessment prepared/revised

Yes

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## Procedure

### Procedure type

Open procedure

### Special regime

Concession

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## Documents

### Associated tender documents

<https://in-tendhost.co.uk/wyfrs.aspx/Home>

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## Contracting authority

### West Yorkshire Fire and Rescue Authority

- Public Procurement Organisation Number: PYTC-9788-PZGW

FSHQ, Bradford Road, Birkenshaw

Bradford

BD112DY

United Kingdom

Email: [Tenders@westyorksfire.gov.uk](mailto:Tenders@westyorksfire.gov.uk)

Website: <https://www.westyorksfire.gov.uk/>

Region: UKE44 - Calderdale and Kirklees

Organisation type: Public authority - sub-central government