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Planning

## **TfL 96476 - Remuneration Benchmarking Services for Executives**

Transport for London

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

Notice identifier: 2025/S 000-085056

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

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### **Scope**

### **Reference**

TfL 96476 - Remuneration Benchmarking Services for Executives

### **Description**

TfL requires a consultancy to provide support with the annual executive remuneration benchmarking exercise covering TfL's Executive Committee and Director Population (c 60). There will also be a requirement to support with ad-hoc requests for data (across levels not restricted to Executive and Director Level or equivalent), market research and market insight throughout the Agreement.

As a major provider of remuneration benchmarking the Consultant will own a number of multi-industry proprietary surveys including, but not limited to, Executive and Director Level roles from which the Consultant are able to draw robust market data from an agreed peer group of organisations. Please note this is a pre-requisite for selection and must be in place in time for Service Commencement.

## 1.2 Core Requirements

### 1.2.1 Executive Benchmarking

### 1.2.2 Supporting Activities

If you are interested in taking part in the Early Market Engagement Opportunity - then please send an e mail to [nickharris@tfl.gov.uk](mailto:nickharris@tfl.gov.uk) entitled TfL 96476 Early Market Engagement Bespoke Remunerations for an EME Questionnaire

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

- £800,000 excluding VAT
- £960,000 including VAT

Above the relevant threshold

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

- 1 September 2026 to 31 August 2030
- Possible extension to 31 August 2031
- 5 years

### **Main procurement category**

Services

### **CPV classifications**

- 79414000 - Human resources management consultancy services

## **Contract locations**

- UKC - North East (England)
- UKD - North West (England)
- UKE - Yorkshire and the Humber
- UKF - East Midlands (England)
- UKG - West Midlands (England)
- UKH - East of England
- UKI - London
- UKJ - South East (England)
- UKK - South West (England)

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## **Engagement**

### **Engagement deadline**

28 February 2026

### **Engagement process description**

Please e mail [nickharris@tflgov.uk](mailto:nickharris@tflgov.uk) receive a Early Market Engagement questionnaire which needs to be completed by 28/02/2026. Please entitle your e mail TfL 96476 Bespoke Executive Remuneration - EME

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## **Contracting authority**

### **Transport for London**

- Public Procurement Organisation Number: PHMT-6197-NWNZ

5 Endeavour Square

London

E20 1JN

United Kingdom

Email: [nickharris@tfl.gov.uk](mailto:nickharris@tfl.gov.uk)

Website: <http://www.tfl.gov.uk>

Region: UKI41 - Hackney and Newham

Organisation type: Public authority - central government