See the notice on TED website

30883-2025 - Resultater

Danmark – Programpakker og informationssystemer – Tender for a contract on the delivery, implementation and support of a Human Capital Management application
OJ S 11/2025 16/01/2025
Bekendtgørelse om indgåede kontrakter eller koncessionstildeling – standardordningen
Tjenesteydelser - Varer

1. Køber

1.1. Køber

Officielt navn: Danmarks Nationalbank
E-mail: amje@nationalbanken.dk
Køberens retlige status: Offentligretligt organ
Den ordregivende myndigheds aktivitet: Økonomiske anliggender

2. Procedure

2.1. Procedure

Titel: Tender for a contract on the delivery, implementation and support of a Human Capital Management application
Beskrivelse: The overall purpose of the contracting authority’s needs to be covered by this procurement, is: 1. Reducing the number of different systems used in HR processes. 2. Improving integration between remaining systems 3. Creating data as close to the source as possible 4. Creating transparent and efficient system supported HR processes leading to improved User Experience It is assumed, that the significant number of systems used in HR processes can be reduced, when the Application is implemented, as the functionality of the individual modules preferably are embedded in the proposed Application. When HR processes are handled in third-party systems that are not included in this tender – e.g. payroll processing – it is assumed that the Application is integrated with the contracting authority’s third-party systems in such a way that all relevant master and transactional data flows to the third-party component and relevant transactional data flows to the Application. In the case of payroll processing – master data – such as names, addresses, organizational affiliation etc. as well as transactional data – e.g. a pay raise - should flow from the Application to the payroll system, whereas transactional data should flow from the payroll system to the Application – e.g. new current salary. As much data as possible is to be created as close to the source as possible, in this case oftentimes by the mployees and managers at the Customer, who are assumed to have access to the system via a frontend client – preferable accessible from PC and mobile devices. The frontend should have as uniform a design as possible, allowing the users to seamlessly move between elements of the Application. The Customer thus expects to be presented for a SaaS solution ensuring combined data across the included modules and the capability to create unified reports consisting of data from the different modules. It is expected that the Application is proposed as a SaaS Solution, hosted and managed by the Supplier, either as a single Provider or in a consortium between a SaaS Provider providing the user terms through the offered License terms and a Service Provider, providing the implementation and management (support) of the Application. The contracting authority accepts separate responsibility between the participants in the consortium. The following is an overview of the expected modules in the Application: • Core HR Management • Employee / Manager Self-service • Data and Reporting • Time Management • Vacation and Absence • Recruitment,

Onboarding and e-signature • Talent Management (Performance Management, Career Development, Succession Planning etc.) • Learning Management • Survey • Compensation Management The Supplier shall provide competent and experienced ressouces to ensure timely Implementation of the proposed HCM application into the Customers workplace, including all integrations.
Identifikator for proceduren: b097beb8-9050-4c3a-b124-64a4e697ab58
Tidligere bekendtgørelse: a4180579-9fba-4b42-8645-935b83aaf9cb-01
Intern ID: TS 220814
Udbudsprocedure: Udbud med forhandling/indkaldelse af tilbud med forudgående offentliggørelse
Proceduren er en hasteprocedure: nej
Hovedpunkterne i proceduren: After receipt of initial tenders, the contracting entity will conduct individual negotiation meetings with all tenderers who have submitted an initial tender within the deadline stated. The negotiations will be conducted in accordance with the principle of equal treatment, and all tenderers will be given the same amount of time for negotiations with the contracting entity. Successive stages are not used in order to limit the number of tenders to be negotiated. After the negotiations, the contracting entity may choose to issue revised tender documents for further initial or final tenders. The tenderers will be informed thereof at the same time with an invitation to submit an initial or final tender. The contracting entity reserves the right to award the agreement on the basis of the first initial tender or any subsequent initial tenders. The contracting entity will not pay a participation fee to the tenderers. For further information on the process of the negotiations, reference is made to the tender specifications.

2.1.1. Formål

Kontraktens hovedformål: Varer
Supplerende kontrakttype: Tjenesteydelser
Primær klassifikation (cpv): 48000000 Programpakker og informationssystemer
Supplerende klassifikation (cpv): 72000000 It-tjenester: rådgivning, programmeludvikling, internet og support

2.1.2. Udførelsessted

Postadresse: Langelinie Allé 47
By: Copenhagen Ø
Postnummer: 2100
Landsdel (NUTS): Byen København (DK011)
Land: Danmark

2.1.3. Værdi

Anslået værdi eksklusiv moms: 15 000 000,00 DKK

2.1.4. Generelle oplysninger

Yderligere oplysninger: Participation in the tender procedure may only take place by electronic means via the electronic ten dering system used by the contracting entity. For access to the procurement documents, the candidate must be registered or register as a user. If the application contains several versions of the same document, the latest uploaded version will apply. All communication in connection with the tender procedure, including questions and answers, must take place through the electronic tendering system. Questions must be submitted not later than 19 June 2024, end of day. Questions asked after this date will be answered if they are received in time for the contracting entity to provide the information required and communicate the answers not later than six days before expiry of the application deadline. Questions received later than six days before expiry of the deadline cannot expect to be answered unless the deadline is also postponed. Interested operators are requested to keep updated via the electronic tendering system. If the candidate encounters problems with the system, please contact support by e-mail, dksupport@eu-supply.com, or telephone (+45) 70 20 80 14. As its application, the candidate must submit an ESPD as preliminary documentation of the circumstances set out in section 148(1), paras (1)-(3) of the Danish Public Procurement Act (udbudsloven). It is not necessary for the candidate to sign the ESPD document. For groups of operators (e.g. a consortium), a separate ESPD must be submitted for each participating operator. Where the candidate is a group of operators, the ESPD document of each participant in the group must be signed by the participant in question. The candidate heading the group and submitting the application is not required to sign its ESPD document. The contracting authority accepts to enter into different contracts with the members of the consortium. Joint responsability is thus not required. If the candidate relies on the capacities of other entities, an ESPD must be submitted for and signed by each of the entities on which it relies. Before the award decision is made, the tenderer to whom the contracting entity intends to award the contract must provide documentation of the information submitted in the ESPD pursuant to sections 151-152, cf. section 153 of the Danish Public Procurement Act. As an alternative to the documentation mentioned in sections 153-155, 157 and 158 of the Danish Public Procurement Act, the applicant may submit to the contracting entity a certificate of registration in an official list of approved economic operators, see section 156 of the Danish Public Procurement Act, issued by the competent authority. The contracting entity only accepts certificates of registration in an official list from applicants established in the country holding the official list. The contracting entity will select the number of candidates by applying the selection criteria stated in this contract notice, unless the contracting entity receives no more than the stated number of compliant requests for participation. It should be noted that the amount is an estimate of the expected contract price for the entire term of the contract, including the price of all options. It should be noted that each candidate may only submit one application for prequalification. The contracting entity may use the procedure of section 159(5) of the Danish Public Procurement Act in the event that applications or tenders do not comply with the formal requirements of the tender documents. Attention is drawn to Article 5k in Regulation (EU) No 833/2014, as amended, which applies to the tender procedure. The provision contains a prohibition against award of contracts to Russian companies and Russian-controlled companies etc. (reference is made to Article 5k, section 1, for the precise definition of the operators that are subject to the prohibition). The contracting entity reserves the right to require at any time during the tender process that the economic operators prove that they are not subject to the prohibition, for example by requiring a declaration to this effect and/or documentation regarding the place of establishment and ownership of the economic operators and any sub contractors. In addition to the indicated duration of contract, an expiry phase that is flexible in time will be required when the contract is at an end in order to ensure an undisturbed continuation of HR processes in connection with a possible re-tender. The procurement is conducted subject to the achievement of the necessary funding basis.

Retsgrundlag:

Direktiv 2014/24/EU

The Danish Public Procurement Act (Act No. 1564 of 15 December 2015 as amended - The tender procedure is covered by the Danish Public Procurement Act (Act No. 1564 of 15 December 2015 as amended), which implements the Public Procurement Directive (Directive 2014/24/EU).

5. Delkontrakt

5.1. Delkontrakt: LOT-0000

Titel: Tender for a contract on the delivery, implementation and support of a Human Capital Management application

Beskrivelse: The overall purpose of the contracting authority's needs to be covered by this procurement, is: 1. Reducing the number of different systems used in HR processes. 2. Improving integration between remaining systems 3. Creating data as close to the source as possible 4. Creating transparent and efficient system supported HR processes leading to improved User Experience It is assumed, that the significant number of systems used in HR processes can be reduced, when the Application is implemented, as the functionality of the individual modules preferably are embedded in the proposed Application. When HR processes are handled in third-party systems that are not included in this tender – e.g. payroll processing – it is assumed that the Application is integrated with the contracting authority's third-party systems in such a way that all relevant master and transactional data flows to the third-party component and relevant transactional data flows to the Application. In the case of payroll processing – master data – such as names, addresses, organizational affiliation etc. as well as transactional data – e.g. a pay raise - should flow from the Application to the payroll system, whereas transactional data should flow from the payroll system to the Application – e.g. new current salary. As much data as possible is to be created as close to the source as possible, in this case oftentimes by the mployees and managers at the Customer, who are assumed to have access to the system via a frontend client – preferable accessible from PC and mobile devices. The frontend should have as uniform a design as possible, allowing the users to seamlessly move between elements of the Application. The Customer thus expects to be presented for a SaaS solution ensuring combined data across the included modules and the capability to create unified reports consisting of data from the different modules. It is expected that the Application is proposed as a SaaS Solution, hosted and managed by the Supplier, either as a single Provider or in a consortium between a SaaS Provider providing the user terms through the offered License terms and a Service Provider, providing the implementation and management (support) of the Application. The contracting authority accepts separate responsibility between the participants in the consortium. The following is an overview of the expected modules in the Application: • Core HR Management • Employee / Manager Self-service • Data and Reporting • Time Management • Vacation and Absence • Recruitment, Onboarding and e-signature • Talent Management (Performance Management, Career Development, Succession Planning etc.) • Learning Management • Survey • Compensation Management The Supplier shall provide competent and experienced ressouces to ensure timely Implementation of the proposed HCM application into the Customers workplace, including all integrations.

Intern ID: TS 220814

5.1.1. Formål

Kontraktens hovedformål: Varer

Supplerende kontrakttype: Tjenesteydelser

Primær klassifikation (cpv): 48000000 Programpakker og informationssystemer

Supplerende klassifikation (cpv): 72000000 It-tjenester: rådgivning, programmeludvikling, internet og support

5.1.2. Udførelsessted

Postadresse: Langelinie Allé 47

By: Copenhagen Ø

Postnummer: 2100

Landsdel (NUTS): Byen København (DK011)

Land: Danmark

5.1.3. Anslået varighed

Varighed: 84 Måneder

5.1.4. Fornyelse

Højeste antal fornyelser: 3

Yderligere oplysninger om fornyelser: The estimated duration of the agreement put out for tender is inclusive of the extension option. 48 months constitutes the ordinary term of the agreement, while the remaining 36 months constitutes the extension period of the agreement. The agreement may be extended by 3 times 12 months.

5.1.5. Værdi

Anslået værdi eksklusiv moms: 15 000 000,00 DKK

5.1.6. Generelle oplysninger

Indkøbsprojekt, der ikke finansieres med EU-midler

Udbuddet er omfattet af aftalen om offentlige udbud (GPA): ja

Yderligere oplysninger: Participation in the tender procedure may only take place by electronic means via the electronic ten dering system used by the contracting entity. For access to the procurement documents, the candidate must be registered or register as a user. If the application contains several versions of the same document, the latest uploaded version will apply. All communication in connection with the tender procedure, including questions and answers, must take place through the electronic tendering system. Questions must be submitted not later than 19 June 2024, end of day. Questions asked after this date will be answered if they are received in time for the contracting entity to provide the information required and communicate the answers not later than six days before expiry of the application deadline. Questions received later than six days before expiry of the deadline cannot expect to be answered unless the deadline is also postponed. Interested operators are requested to keep updated via the electronic tendering system. If the candidate encounters problems with the system, please contact support by e-mail, dksupport@eu-supply.com, or telephone (+45) 70 20 80 14. As its application, the candidate must submit an ESPD as preliminary documentation of the circumstances set out in section 148(1), paras (1)-(3) of the Danish Public Procurement Act (udbudsloven). It is not necessary for the candidate to sign the ESPD document. For groups of operators (e.g. a consortium), a separate ESPD must be submitted for each participating operator. Where the candidate is a group of operators, the ESPD document of each participant in the group must be signed by the participant in question. The candidate heading the group and submitting the application is not required to sign its ESPD document. The contracting authority accepts to enter into different contracts with the members of the consortium. Joint responsability is thus not required. If the candidate relies on the capacities of other entities, an ESPD must be submitted for and signed by each of the entities on which it relies. Before the award decision is made, the tenderer to whom the contracting entity intends to award the contract must provide documentation of the information submitted in the ESPD pursuant to sections 151-152, cf. section 153 of the Danish Public Procurement Act. As an alternative to the documentation mentioned in sections 153-155, 157 and 158 of the Danish Public Procurement Act, the applicant may submit to the contracting entity a certificate of registration in an official list of approved economic operators, see section 156 of the Danish Public Procurement Act, issued by the competent authority. The contracting entity only accepts certificates of registration in an official list from applicants established in the country holding the official list. The contracting entity will select the number of candidates by applying the selection criteria stated in this contract notice, unless the contracting entity receives no more than the stated number of compliant requests for participation. It should be noted that the amount is an estimate of the expected contract price for the entire term of the contract, including the price of all options. It should be noted that each candidate may only submit one application for prequalification. The contracting entity may use the procedure of section 159(5) of the Danish Public Procurement Act in the event that applications or tenders do not comply with the formal requirements of the tender documents. Attention is drawn to Article 5k in Regulation (EU) No 833/2014, as amended, which applies to the tender procedure. The provision contains a prohibition against award of contracts to Russian companies and Russian-controlled companies etc. (reference is made to Article 5k, section 1, for the precise definition of the operators that are subject to the prohibition). The contracting entity reserves the right to require at any time during the tender process that the economic operators prove that they are not subject to the prohibition, for example by requiring a declaration to this effect and/or documentation regarding the place of establishment and ownership of the economic operators and any sub contractors. In addition to the indicated duration of contract, an expiry phase that is flexible in time will be required when the contract is at an end in order to ensure an undisturbed continuation of HR processes in connection with a possible re-tender. The procurement is conducted subject to the achievement of the necessary funding basis.

5.1.10. Tildelingskriterier

Kriterium:
Type: Pris
Navn: Price
Beskrivelse: Please refer to the tender specification, Appendix A.
Kategori for tildelingskriteriet vægt: Vægtning (procentdel, præcis)
Tildelingskriterium talværdi: 30
Kriterium:
Type: Kvalitet
Navn: Implementation
Beskrivelse: Please refer to the tender specification, Appendix A.
Kategori for tildelingskriteriet vægt: Vægtning (procentdel, præcis)
Tildelingskriterium talværdi: 20
Kriterium:
Type: Kvalitet
Navn: Functionality
Beskrivelse: Please refer to the tender specification, Appendix A.
Kategori for tildelingskriteriet vægt: Vægtning (procentdel, præcis)
Tildelingskriterium talværdi: 50

5.1.15. Teknikker

Rammeaftale:
Ingen rammeaftale
Oplysninger om det dynamiske indkøbssystem:
Intet dynamisk indkøbssystem

5.1.16. Yderligere oplysninger, mægling og gennemgang

Organisation med ansvar for klager: Klagenævnet for Udbud
Oplysninger om klagefrister: Pursuant to the Danish Act on the Complaints Board for Public Procurement, etc. (lov om Klagenævnet for Udbud m.v.) (the Act is available (in Danish) at www.retsinformation.dk), the following deadlines apply to the lodging of complaints:
Complaints of not having been selected must be submitted to the Danish Complaints Board for Public Procurement before the expiry of 20 calendar days, see section 7(1) of the Act, from the

day after submission of notification to the candidates concerned of the identity of the successful tenderer where the notification is accompanied by an explanation of the grounds for the decision in accordance with section 2(1), para (1) of the Act and section 171(2) of the Danish Public Procurement Act. In other situations, complaints of award procedures, see section 7(2) of the Act, must be lodged with the Danish Complaints Board for Public Procurement before the expiry of: 1) 45 calendar days after the contracting entity has published a notice in the Official Journal of the European Union that the contracting entity has entered into a contract. The deadline is calculated from the day after the day when the notice was published 2) 30 calendar days calculated from the day after the day when the contracting entity has notified the candidates concerned that a contract based on a framework agreement with reopening of competition or a dynamic purchasing system has been entered into if the notification has included an explanation of the relevant grounds for the decision. 3) 6 months after the contracting entity entered into a framework agreement calculated from the day after the day when the contracting entity notified the candidates and tenderers concerned, see section 2(2) of the Act and section 171(4) of the Danish Public Procurement Act. 4) 20 calendar days calculated from the day after the contracting entity has submitted notification of its decision, see section 185(2) of the Danish Public Procurement Act. Not later than at the time of lodging a complaint with the Danish Complaints Board for Public Procurement, the complainant must notify the contracting entity in writing that a complaint has been lodged with the Danish Complaints Board for Public Procurement and whether the complaint was lodged during the standstill period, see section 6(4) of the Act. In cases where the complaint was not lodged within the standstill period, the complainant must furthermore indicate whether a suspensory effect of the complaint has been requested, see section 12(1) of the Act. The e-mail address of the Complaints Board for Public Procurement is klfu@naevneneshus.dk. The Complaints Board's own complaints procedure is available at https://naevneneshus.dk/startdin-klage/klagenaevnet-for-udbud/vejledning/.
Organisation, der leverer yderligere oplysninger om klageprocedurerne: Konkurrence- og Forbrugerstyrelsen
TED eSender: Mercell Holding ASA

6. Resultater

Værdien af alle kontrakter tildelt i denne bekendtgørelse: 15 831 241,00 DKK

6.1. Resultat delkontrakt-ID: LOT-0000

Status for udvælgelse af vinder: Der er udvalgt mindst én vinder.

6.1.2. Oplysninger om vinderne

Vinder:
Officielt navn: Deloitte Statsautoriseret Revisionspartnerselskab
Tilbud:
Tilbud – Identifikator: Tender for a contract on the delivery, implementation and support of a Human Capital Management application
ID for delkontrakt eller gruppe af delkontrakter: LOT-0000
Værdien af tilbuddet: 7 900 000,00 DKK
Kontraktoplysninger:
Identifikator for kontrakten: Tender for a contract on the delivery, implementation and support of a Human Capital Management application - Deloitte Statsautoriseret Revisionspartnerselskab
Datoen for udvælgelsen af det vindende tilbud: 12/12/2024

Dato for indgåelse af kontrakten: 24/12/2024
Vinder:
Officielt navn: Workday Limited
Tilbud:
Tilbud – Identifikator: Tender for a contract on the delivery, implementation and support of a Human Capital Management application
ID for delkontrakt eller gruppe af delkontrakter: LOT-0000
Værdien af tilbuddet: 7 931 241,00 DKK
Kontraktoplysninger:
Identifikator for kontrakten: Contract on the delivery, implementation and support of a Human Capital Management application - Workday Limited
Datoen for udvælgelsen af det vindende tilbud: 12/12/2024
Dato for indgåelse af kontrakten: 24/12/2024

6.1.4. Statistiske oplysninger

Modtagne tilbud og ansøgninger om deltagelse:
Type modtagne indgivelser: Tilbud
Antal modtagne tilbud og ansøgninger om deltagelse: 1

8. Organisationer

8.1. ORG-0001

Officielt navn: Danmarks Nationalbank
Registreringsnummer: 61092919
Postadresse: Langelinie Allé 47
By: København Ø
Postnummer: 2100
Landsdel (NUTS): Byen København (DK011)
Land: Danmark
Enhed: Astrid Jepsen
E-mail: amje@nationalbanken.dk
Telefon: +45 33636035
Køberprofil: https://eu.eu-supply.com/ctm/company/companyinformation/index/281426
Denne organisations roller:
Køber

8.1. ORG-0002

Officielt navn: Klagenævnet for Udbud
Registreringsnummer: 37795526
Postadresse: Nævnenes Hus, Toldboden 2
By: Viborg
Postnummer: 8800
Landsdel (NUTS): Østjylland (DK042)
Land: Danmark
E-mail: klfu@naevneneshus.dk
Telefon: +45 72405600
Internetadresse: http://www.klfu.dk
Denne organisations roller:
Organisation med ansvar for klager

8.1. ORG-0003

Officielt navn: Deloitte Statsautoriseret Revisionspartnerselskab
Registreringsnummer: 33963556
Postadresse: Weidekampsgade 6
By: København S
Postnummer: 2300
Landsdel (NUTS): Københavns omegn (DK012)
Land: Danmark
E-mail: akirk@deloitte.dk
Telefon: +45 36102030
Denne organisations roller:
Tilbudsgiver
Vinder af disse delkontrakter: LOT-0000

8.1. ORG-0004
Officielt navn: Konkurrence- og Forbrugerstyrelsen
Registreringsnummer: 10294819
Postadresse: Carl Jacobsens Vej 35
By: Valby
Postnummer: 2500
Landsdel (NUTS): Københavns omegn (DK012)
Land: Danmark
E-mail: kfst@kfst.dk
Telefon: +45 41715000
Internetadresse: http://www.kfst.dk
Denne organisations roller:
Organisation, der leverer yderligere oplysninger om klageprocedurerne

8.1. ORG-0005
Officielt navn: Workday Limited
Registreringsnummer: 521013
By: Dublin
Landsdel (NUTS): Dublin (IE061)
Land: Irland
E-mail: subscriptions@workday.com
Telefon: 00
Denne organisations roller:
Tilbudsgiver
Vinder af disse delkontrakter: LOT-0000

8.1. ORG-0006
Officielt navn: Mercell Holding ASA
Registreringsnummer: 980921565
Postadresse: Askekroken 11
By: Oslo
Postnummer: 0277
Landsdel (NUTS): Oslo (NO081)
Land: Norge
Enhed: eSender
E-mail: publication@mercell.com
Telefon: +47 21018800
Fax: +47 21018801

Internetadresse: http://mercell.com/
Denne organisations roller:
TED eSender

Oplysninger om bekendtgørelsen

Bekendtgørelsens ID: 633b4645-c7e2-40c1-8bde-be567655f2dc - 01
Formulartype: Resultater
Bekendtgørelsestype: Bekendtgørelse om indgåede kontrakter eller koncessionstildeling – standardordningen
Bekendtgørelsesundertype: 29
Afsendelsesdato for bekendtgørelsen: 14/01/2025 14:00:31 (UTC+00:00) vesteuropæisk tid, GMT
Dato for afsendelse af bekendtgørelsen (eSender): 14/01/2025 14:00:31 (UTC+00:00) vesteuropæisk tid, GMT
Bekendtgørelsens officielle sprog: engelsk
Bekendtgørelsesnummer: 30883-2025
EUT-S-nummer: 11/2025
Offentliggørelsesdato: 16/01/2025