

186132-2026 - Result

Finland – Human resources management consultancy services – Employer of Record Services
OJ S 54/2026 18/03/2026
Contract or concession award notice – standard regime
Services

1. Buyer

1.1. Buyer

Official name: Veikkaus Oy

Email: hankinnat@veikkaus.fi

Legal type of the buyer: Entity with special or exclusive rights

Activity of the contracting authority: Recreation, culture and religion

2. Procedure

2.1. Procedure

Title: Employer of Record Services

Description: This is a contract award notice published in accordance with the national public procurement legislation. The subject of the procurement was Employer of Record services required by the Veikkaus Group. The procurement target was described in more detail in the request for tender and its annexes, especially in Annex 1 'Description of the Procurement'. Veikkaus selected one service provider based on the public tendering process, and concluded an open-ended contract with selected service provider.

Procedure identifier: 996471b4-bc63-4de2-82e5-499da3bbbd45

Previous notice: eb8346cb-3cfc-47d2-bbe1-392ffcf4f01f-01

Internal identifier: 585008

Type of procedure: Open

The procedure is accelerated: yes

Justification for the accelerated procedure: In accordance with Section 57 of the Act on Public Procurement and Concession Contracts (1397/2016), the Contracting Authority may apply an accelerated open procedure with shortened deadlines if compliance with the standard deadlines is impossible due to urgency justified by the Contracting Authority. Veikkaus Oy is preparing for a multi-license gambling market in line with the legislative amendment proposal introduced by the Finnish Government (HE16/2025). This legislative change will significantly alter Veikkaus's operating environment, creating an immediate need for the service to be procured.

2.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79414000 Human resources management consultancy services

Additional classification (cpv): 79620000 Supply services of personnel including temporary staff , 79631000 Personnel and payroll services

2.1.2. Place of performance

Anywhere in the European Economic Area

Additional information: please see more information from Call for Tenders and its Annexes.

2.1.4. General information

Legal basis:

Directive 2014/24/EU

5. Lot

5.1. Lot: LOT-0000

Title: Employer of Record Services

Description: This is a contract award notice published in accordance with the national public procurement legislation. The subject of the procurement was Employer of Record services required by the Veikkaus Group. The procurement target was described in more detail in the request for tender and its annexes, especially in Annex 1 'Description of the Procurement'. Veikkaus selected one service provider based on the public tendering process, and concluded an open-ended contract with selected service provider.

Internal identifier: 585008

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79414000 Human resources management consultancy services

Additional classification (cpv): 79620000 Supply services of personnel including temporary staff , 79631000 Personnel and payroll services

5.1.2. Place of performance

Anywhere in the European Economic Area

Additional information: please see more information from Call for Tenders and its Annexes.

5.1.3. Estimated duration

Other duration: Unlimited

5.1.6. General information

Procurement Project not financed with EU Funds.

The procurement is covered by the Government Procurement Agreement (GPA): yes

5.1.7. Strategic procurement

Social objective promoted: Human rights due diligence in global supply chains

5.1.10. Award criteria

Criterion:

Type: Price

Name: Comparison price of the tender

Description: in accordance with the call of tenders.

Category of award weight criterion: Weight (points, exact)

Award criterion number: 30

Criterion:

Type: Quality

Name: Service Description

Description: in accordance with the call of tenders.

Category of award weight criterion: Weight (points, exact)

Award criterion number: 70

5.1.15. Techniques

Framework agreement:

No framework agreement

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: The Market Court

Information about review deadlines: in accordance with national procurement legislation.

6. Results

Value of all contracts awarded in this notice: 1 912 350,00 EUR

6.1. Result lot identifier: LOT-0000

Winner selection status: At least one winner was chosen.

6.1.2. Information about winners

Winner:

Official name: Deel Inc

Tender:

Tender identifier: tenderReference-4615140-904485

Identifier of lot or group of lots: LOT-0000

Value of the tender: 0,00 EUR

Subcontracting: Yes

Subcontracting value is known: no

Subcontracting percentage is known: no

Contract information:

Identifier of the contract: PA10000000101

Date on which the winner was chosen: 23/12/2025

Date of the conclusion of the contract: 20/01/2026

6.1.4. Statistical information

Received tenders or requests to participate:

Type of received submissions: Tenders submitted electronically

Number of tenders or requests to participate received: 3

8. Organisations

8.1. ORG-0001

Official name: The Market Court

Registration number: 3006157-6

Postal address: Radanrakentajantie 5

Town: Helsinki

Postcode: 00520

Country subdivision (NUTS): Helsinki-Uusimaa (FI1B1)

Country: Finland

Email: markkinaoikeus@oikeus.fi

Telephone: +358 295643300

Internet address: <http://www.oikeus.fi/markkinaoikeus>

Roles of this organisation:

Review organisation

8.1. ORG-0002

Official name: Veikkaus Oy
Registration number: 2765220-1
Postal address: PL 1
Town: Veikkaus
Postcode: 01009
Country subdivision (NUTS): Helsinki-Uusimaa (FI1B1)
Country: Finland
Contact point: Veikkaus Oy
Email: hankinnat@veikkaus.fi
Telephone: +358 20055000
Internet address: <https://www.veikkaus.fi>

Roles of this organisation:

Buyer

8.1. ORG-0003

Official name: Deel Inc
Size of the economic operator: Large
Registration number: 61-1852855
Postal address: 425 1st Street, San Francisco, United States
Town: San Francisco, CA
Postcode: 94105
Country: United States

Roles of this organisation:

Tenderer

Winner of these lots: LOT-0000

8.1. ORG-0004

Official name: Hansel Oy (Hilma)
Registration number: FI09880841
Postal address: Mannerheiminaukio 1a
Town: Helsinki
Postcode: 00100
Country subdivision (NUTS): Helsinki-Uusimaa (FI1B1)
Country: Finland
Contact point: eSender
Email: tekninen@hankintailmoitukset.fi
Telephone: 029 55 636 30
Internet address: <http://hankintailmoitukset.fi>

Roles of this organisation:

TED eSender

Notice information

Notice identifier/version: 2cf7ec3c-3315-472d-ac8f-a4b6a6c39367 - 01
Form type: Result
Notice type: Contract or concession award notice – standard regime
Notice subtype: 29
Notice dispatch date: 17/03/2026 08:42:17 (UTC+00:00) Western European Time, GMT
Notice dispatch date (eSender): 17/03/2026 08:42:30 (UTC+00:00) Western European Time, GMT

Languages in which this notice is officially available: English

Notice publication number: 186132-2026

OJ S issue number: 54/2026

Publication date: 18/03/2026