

Luxembourg-Luxembourg: Specialised HR Consultancy Services for the EIB Group
OJ S 68/2024 05/04/2024
Contract award notice
Services

Legal Basis:

Directive 2014/24/EU

Section I: Contracting authority

I.1. Name and addresses

Official name: European Investment Bank
Postal address: 98-100, boulevard Konrad Adenauer
Town: Luxembourg
NUTS code: LU Luxembourg
Postal code: L-2950
Country: Luxembourg
E-mail: corporate-procurement@eib.org
Internet address(es):
Main address: <http://www.eib.org/en/about/procurement/>

I.4. Type of the contracting authority

European institution/agency or international organisation

I.5. Main activity

Economic and financial affairs

Section II: Object

II.1. Scope of the procurement

II.1.1. Title

Specialised HR Consultancy Services for the EIB Group
Reference number: CFT-1696

II.1.2. Main CPV code

79414000 Human resources management consultancy services

II.1.3. Type of contract

Services

II.1.4. Short description

The EIB aims to award framework agreements for the provision HR specialised consultancy services concerning the following six lots:

- lot 1: HR advisory services;
- lot 2: provision of project, change and process management services related to HR;
- lot 3: provision of staff surveys and engagement survey services;
- lot 4: provision of job design and evaluation services;
- lot 5: provision of salary benchmark services and compensation and benefits consulting services;
- lot 6: psychosocial risk assessment, organisational health and wellbeing advisory services.

II.1.6. Information about lots

This contract is divided into lots: yes

II.1.7. Total value of the procurement

Value excluding VAT: 10 500 000,00 EUR

II.2. Description

II.2.1. Title

HR Advisory Services
Lot No: 1

II.2.2. Additional CPV code(s)

79414000 Human resources management consultancy services

II.2.3. Place of performance

NUTS code: LU Luxembourg

II.2.4. Description of the procurement

HR advisory services: to support DG Personnel in visioning and strategy exercises covering various HR domains (described in Annex A – Lot 1), to support HR strategy implementation, and provide market analysis on the HR domains in the scope of lot 1, i.e. benchmarking with other IFIs/banks, description of best-in-class current practices and recommendations.

II.2.5. Award criteria

Quality criterion - Name: Quality / Weighting: 70
Price - Weighting: 30

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

II.2.14. Additional information

II.2. Description

II.2.1. Title

Provision of Project, Change and Process Management Services Related to HR
Lot No: 2

II.2.2. Additional CPV code(s)

79414000 Human resources management consultancy services

II.2.3. Place of performance

NUTS code: LU Luxembourg

II.2.4. Description of the procurement

This lot aims to support DG Personnel in the delivery of HR projects at EIB by providing services in three domains: project management, change management and business process management. The service providers will be asked to provide services in the three above-mentioned domains in accordance with standards and best practices applicable to each domain.

II.2.5. Award criteria

Quality criterion - Name: Quality / Weighting: 70

Price - Weighting: 30

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

II.2.14. Additional information

II.2. Description

II.2.1. Title

Provision of Staff Surveys and Engagement Survey Services

Lot No: 3

II.2.2. Additional CPV code(s)

79414000 Human resources management consultancy services

II.2.3. Place of performance

NUTS code: LU Luxembourg

II.2.4. Description of the procurement

To support the EIB Group carry out its comprehensive Staff engagement survey, its IT end user satisfaction survey, and provide assistance across all stages of the project timeline. Additionally, the service provider is required to offer the digital technology, tools and consultancy to enable a more flexible and agile framework for carrying out the surveys.

II.2.5. Award criteria

Quality criterion - Name: Quality / Weighting: 70

Price - Weighting: 30

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

II.2.14. Additional information

II.2. Description

II.2.1. Title

Provision of Job Design and Evaluation Services

Lot No: 4

II.2.2. Additional CPV code(s)

79414000 Human resources management consultancy services

II.2.3. Place of performance

NUTS code: LU Luxembourg

II.2.4. Description of the procurement

This lot entails the services related to provision of job design and evaluation. It's focussed on the services related to the maintenance and enhancement of the existing job framework and its related grading scheme and methodology. The job design focusses on the description of the accountabilities, but also includes the provision of services to maintain and to enhance the underlying competency framework. Related to the job grading the provider is expected to deliver a stable grading methodology and necessary IT systems.

II.2.5. Award criteria

Quality criterion - Name: Quality / Weighting: 70

Price - Weighting: 30

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

II.2.14. Additional information

II.2. Description

II.2.1. Title

Provision of Salary Benchmark Services and Compensation and Benefits Consulting Services
Lot No: 5

II.2.2. Additional CPV code(s)

79414000 Human resources management consultancy services

II.2.3. Place of performance

NUTS code: LU Luxembourg

II.2.4. Description of the procurement

To deliver services related to salary benchmarks of the Bank's salaries and other benefits in the European market based upon the existing methodology, as well as the regular review and adaptation of this methodology to the changing business needs. Additionally, the service provider can be asked to deliver ad hoc consulting services in the broad domain of compensation and benefits.

II.2.5. Award criteria

Quality criterion - Name: Quality / Weighting: 70

Price - Weighting: 30

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

II.2.14. Additional information

II.2. Description

II.2.1. Title

Psychosocial Risk Assessment, Organisational Health and Wellbeing Advisory Services
Lot No: 6

II.2.2. Additional CPV code(s)

79414000 Human resources management consultancy services

II.2.3. Place of performance

NUTS code: LU Luxembourg

II.2.4. Description of the procurement

To support the EIB Group carry out a comprehensive stress risk assessment through a survey and provide assistance across all stages of the project timeline. The service provider is required to offer the digital technology required to conduct the surveys. In addition, the service provider may be requested to provide ad-hoc consultancy services in the domain of organisational health and wellbeing.

II.2.5. Award criteria

Quality criterion - Name: Quality / Weighting: 70

Price - Weighting: 30

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

II.2.14. Additional information**Section IV: Procedure**

IV.1. Description**IV.1.1. Type of procedure**

Open procedure

IV.1.3. Information about a framework agreement or a dynamic purchasing system

The procurement involves the establishment of a framework agreement

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

The procurement is covered by the Government Procurement Agreement: no

IV.2. Administrative information**IV.2.1. Previous publication concerning this procedure**

Notice number in the OJ S: [2022/S 243-701936](#)

IV.2.8. Information about termination of dynamic purchasing system**IV.2.9. Information about termination of call for competition in the form of a prior information notice****Section V: Award of contract**

Lot No: 1

Title:

HR Advisory Services

A contract/lot is awarded: yes

V.2. Award of contract

V.2.1. Date of conclusion of the contract

17/11/2023

V.2.2. Information about tenders

Number of tenders received: 9

The contract has been awarded to a group of economic operators: yes

V.2.3. Name and address of the contractor

Official name: PwC EU Services EESV

Town: Machelen

NUTS code: BE Belgique / België

Country: Belgium

The contractor is an SME: no

V.2.3. Name and address of the contractor

Official name: Mercer Deutschland GmbH

Town: Frankfurt am Main

NUTS code: DE Deutschland

Country: Germany

The contractor is an SME: no

V.2.3. Name and address of the contractor

Official name: Deloitte Tax & Consulting

Town: Luxembourg

NUTS code: LU Luxembourg

Country: Luxembourg

The contractor is an SME: no

V.2.3. Name and address of the contractor

Official name: McKinsey Solutions SRL

Town: Brussels

NUTS code: BE Belgique / België

Country: Belgium

The contractor is an SME: no

V.2.4. Information on value of the contract/lot

Initial estimated total value of the contract/lot: 5 100 000,00 EUR

Total value of the contract/lot: 5 100 000,00 EUR

V.2.5. Information about subcontracting

Section V: Award of contract

Contract No: 2

Lot No: 2

Title:

Provision of Project, Change and Process Management Services Related to HR

A contract/lot is awarded: yes

V.2. Award of contract

V.2.1. Date of conclusion of the contract

17/11/2023

V.2.2. Information about tenders

Number of tenders received: 5

The contract has been awarded to a group of economic operators: yes

V.2.3. Name and address of the contractor

Official name: PwC EU Services EESV

Town: Machelen

NUTS code: BE Belgique / België

Country: Belgium

The contractor is an SME: no

V.2.3. Name and address of the contractor

Official name: McKinsey Solutions SRL

Town: Brussels

NUTS code: BE Belgique / België

Country: Belgium

The contractor is an SME: no

V.2.3. Name and address of the contractor

Official name: Mercer Deutschland GmbH

Town: Frankfurt am Main

NUTS code: DE Deutschland

Country: Germany

The contractor is an SME: no

V.2.3. Name and address of the contractor

Official name: Towers Watson Netherlands B.V.

Town: Amstelveen

NUTS code: NL Nederland

Country: Netherlands

The contractor is an SME: no

V.2.3. Name and address of the contractor

Official name: Deloitte Tax & Consulting

Town: Luxembourg

NUTS code: LU Luxembourg

Country: Luxembourg

The contractor is an SME: no

V.2.4. Information on value of the contract/lot

Initial estimated total value of the contract/lot: 2 950 000,00 EUR

Total value of the contract/lot: 2 950 000,00 EUR

V.2.5. Information about subcontracting

Section V: Award of contract

Contract No: 3

Lot No: 3

Title:

Provision of Staff Surveys and Engagement Survey Services

A contract/lot is awarded: no

V.1. Information on non-award

The contract/lot is not awarded

Other reasons (discontinuation of procedure)

Section V: Award of contract

Contract No: 4

Lot No: 4

Title:

Provision of Job Design and Evaluation Services

A contract/lot is awarded: yes

V.2. Award of contract

V.2.1. Date of conclusion of the contract

24/10/2023

V.2.2. Information about tenders

Number of tenders received: 5

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

V.2.3. Name and address of the contractor

Official name: Korn Ferry Advisory (NL) B.V.

Town: Amsterdam

NUTS code: NL Nederland

Country: Netherlands

The contractor is an SME: yes

V.2.4. Information on value of the contract/lot

Initial estimated total value of the contract/lot: 250 000,00 EUR

Total value of the contract/lot: 250 000,00 EUR

V.2.5. Information about subcontracting

Section V: Award of contract

Contract No: 5

Lot No: 5

Title:

Provision of Salary Benchmark Services and Compensation and Benefits Consulting Services

A contract/lot is awarded: yes

V.2. Award of contract**V.2.1. Date of conclusion of the contract**

20/04/2023

V.2.2. Information about tenders

Number of tenders received: 4

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

V.2.3. Name and address of the contractor

Official name: Towers Watson Netherlands B.V.

Town: Amstelveen

NUTS code: NL Nederland

Country: Netherlands

The contractor is an SME: no

V.2.4. Information on value of the contract/lot

Initial estimated total value of the contract/lot: 680 000,00 EUR

Total value of the contract/lot: 680 000,00 EUR

V.2.5. Information about subcontracting**Section V: Award of contract**

Contract No: 6

Lot No: 6

Title:

Psychosocial Risk Assessment, Organisational Health and Wellbeing Advisory Services

A contract/lot is awarded: yes

V.2. Award of contract**V.2.1. Date of conclusion of the contract**

19/12/2023

V.2.2. Information about tenders

Number of tenders received: 4

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

V.2.3. Name and address of the contractor

Official name: PwC EU Services EESV

Town: Machelen

NUTS code: BE Belgique / België

Country: Belgium

The contractor is an SME: no

V.2.4. Information on value of the contract/lot

Initial estimated total value of the contract/lot: 750 000,00 EUR

Total value of the contract/lot: 750 000,00 EUR

V.2.5. Information about subcontracting

Section VI: Complementary information

VI.3. Additional information

VI.4. Procedures for review

VI.4.1. Review body

Official name: General Court of the European Union

Postal address: Rue du Fort Niedergrünewald

Town: Luxembourg

Postal code: L-2925

Country: Luxembourg

E-mail: GeneralCourt.Registry@curia.europa.eu

Internet address: <http://curia.europa.eu>

VI.4.3. Review procedure

Precise information on deadline(s) for review procedures:

Within 2 months of the notification to the plaintiff, or, in absence thereof, on the day on which it came to the knowledge.

VI.5. Date of dispatch of this notice

25/03/2024