

219814-2026 - Competition

Norway – IT services: consulting, software development, Internet and support – Procurement of a joint agreement for digital HR hand books.

OJ S 63/2026 31/03/2026

Contract or concession notice – standard regime

Services

1. Buyer

1.1. Buyer

Official name: Departementenes sikkerhets- og serviceorganisasjon

Email: vinushiha.garithas@dss.dep.no

Legal type of the buyer: Body governed by public law, controlled by a central government authority

Activity of the contracting authority: General public services

2. Procedure

2.1. Procedure

Title: Procurement of a joint agreement for digital HR hand books.

Description: The Norwegian Government Security and Service Organisation (DSS) shall procure a digital HR handbook ("Software as a service") for the joint ministries. The solution is required to include a handbook that separates information that is directed at each employee (personnel handbook) in a part and a separate part that is directed at managers (management handbook). The contract shall include an option for a HSE handbook as well as an empty handbook that can be completely filled by the contracting authority if needed. In addition tenderers shall be able to offer consultancy services connected to the system in cases where the contracting authority needs it.

Procedure identifier: cc69f21a-b77c-4a7a-8740-93008fa9d089

Internal identifier: 25/974

Type of procedure: Open

The procedure is accelerated: no

2.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 72000000 IT services: consulting, software development, Internet and support

Additional classification (cpv): 48200000 Networking, Internet and intranet software package, 48220000 Internet and intranet software package, 72212200 Networking, Internet and intranet software development services, 72400000 Internet services, 75111200 Legislative services, 75130000 Supporting services for the government, 75131100 General personnel services for the government, 75240000 Public security, law and order services, 75242000 Public law and order services, 79000000 Business services: law, marketing, consulting, recruitment, printing and security

2.1.2. Place of performance

Country: Norway

Anywhere in the given country

2.1.3. Value

Estimated value excluding VAT: 8 000 000,00 NOK

Maximum value of the framework agreement: 8 000 000,00 NOK

2.1.4. General information

Legal basis:

Directive 2014/24/EU

2.1.6. Grounds for exclusion

Sources of grounds for exclusion: European Single Procurement Document (ESPD), Notice

Corruption: Is the tenderer himself or a person, who is a member of the tenderer's administration, management or supervisory body or has the competence to represent or control or make decisions in such bodies, in the event a enforceable verdict has been convicted of corruption by a verdict handed down not more than five years ago, or a rejection period determined directly in the judgement that still applies? Corruption as defined in Article 3 of the Convention on Combating Corruption, Involving European Communities or European Union Member States (EUT C 195 of 25.6.1997, s. 1), and in Article 2, point 1, in the Council's framework decision 2003/568/RIA of 22 July 2003 on combating corruption in the private sector (EUT L 192 of 31.7.2003, p. 54). This rejection reason also includes corruption as defined in national law for the contracting authority or supplier.

Fraud: Is the tenderer himself or a person, who is a member of the tenderer's administration, management or supervisory body or has the competence to represent or control or make decisions in such bodies, at the time a legally convicted of fraud has been convicted of fraud by a verdict handed down not more than five years ago, or a rejection period determined directly in the judgement that still applies? Fraud included in Article 1 of the Convention on protection of the Financial Interests of the European Communities (EFT C 316 of 27.11.1995, p. 48).

Money laundering or terrorist financing: Is the tenderer himself or a person, who is a member of the tenderer's administration, management or supervisory body or has the competence to represent or control or make decisions in such bodies, in the event a legal verdict has been convicted of money laundering or financing terrorism by a verdict handed down no more than five years ago, or a rejection period set out directly in the judgement that still applies? Money laundering or financing terrorism As defined in Article 1 of the European Parliament and Council Directive 2005/60/EF of 26 October 2005 on preventive measures against the use of the financial system for money laundering and financing terrorism (EUT L 309 of 25.11.2005, p. 15).

Participation in a criminal organisation: Is the tenderer himself or a person, who is a member of the tenderer's administration, management or supervisory body or has the competence to represent or control or make decisions in such bodies, at the time a legally convicted verdict of participation in a criminal organisation by a verdict handed down no more than five years ago, or a rejection period set out directly in the judgement that still applies? Participation in a criminal organisation as defined in Article 2 of the Council's framework decision 2008/841/RIA of 24 October 2008 on control of organised crime (EUT L 300 of 11.11.2008, p. 42)

Terrorist offences or offences linked to terrorist activities: Is the tenderer himself or a person, who is a member of the tenderer's administration, management or supervisory body, or has the competence to represent or control or make decisions in such bodies, in the event a legal verdict has been convicted of acts of terrorism or criminal acts connected to terrorist activities by a verdict handed down no more than five years ago, or a rejection period set out directly in the judgement that still applies? Acts of terrorism or criminal acts relating to terrorist activity as

defined in Article 1 and 3 of the Council's framework decision 2002/475/RIA of 13 June 2002 on combating terrorism (EFT L 164, af 22.6.2002, p. 3). This rejection reason also includes incitement to, participation or attempts to commit such actions as included in Article 4 in the mentioned framework decision.

Child labour and including other forms of trafficking in human beings: Is the tenderer himself or a person, who is a member of the tenderer's administration, management or supervisory body or has the competence to represent or control or make decisions in such bodies, in the event a legal verdict has been convicted of child labour and other forms of human trafficking by a verdict handed down no more than five years ago, or a rejection period determined directly in the judgement that still applies? Child labour and other forms of human trafficking as defined in Article 2 of the European Parliament and council directive 2011/36/EU of 5. 1 April 2011 on the prevention and control of human trafficking and the protection of its victims and for compensation of the Council's framework decision 2002/629/RIA (EUT L 101 of 15.4.2011, p. 1).

Breaching of obligations in the fields of environmental law: Is the tenderer aware of breaches of environmental provisions as stated in national law, the relevant notice or procurement documents or Article 18 (2) of Directive 2014/24/EU.

Breaching of obligations in the fields of labour law: Is the tenderer aware of breaches of provisions on working conditions as stated in national law, the relevant notice or procurement documents or Article 18 (2) of Directive 2014/24/EU.

Breaching of obligations in the fields of social law: Is the tenderer aware of breaches of provisions on social conditions as stated in national law, the relevant notice or procurement documents or Article 18 (2) of Directive 2014/24/EU.

Agreements with other economic operators aimed at distorting competition: Has the tenderer entered into agreement(s) with other tenderers with the intention of turning the competition?

Grave professional misconduct: Has the tenderer committed serious errors in professional practice? If relevant, see the definitions in national law, the relevant notice or procurement documents.

Misrepresentation, withheld information, unable to provide required documents or obtained confidential information of this procedure: Have the tenderer: a) given grossly incorrect information when notifying the information required to verify that there is no basis for rejection, or of the qualification requirements being met, b) failed to provide such information, c) subject to immediately submitting the supporting documents requested by the Contracting Authority, or d) improperly affecting the Contracting Authority's decision process to acquire confidential information that could give this an unlawful advantage in connection with competition, or negligently has given misleading information that can have a significant influence on decisions on rejection, selection or award?

Conflict of interest due to its participation in the procurement procedure: Are tenderers aware of a conflict of interest as stated in national law, the relevant notice or procurement documents?

Direct or indirect involvement in the preparation of this procurement procedure: Has the tenderer or an entity associated with the supplier advised the contracting authority or in another way been involved in the planning of the competition?

Early termination, damages, or other comparable sanctions: Has the tenderer committed significant breaches of contract in connection with the fulfilment of a previous public contract, a previous contract with a public contracting authority or a previous concession contract, where the breach has led to the cancellation of the contract, compensation or other similar sanctions?

Lack of reliability to exclude risks to the security of the country: in accordance with the law.

Breaching of obligations set under purely national exclusion grounds: in accordance with the law.

Breaching obligation relating to payment of social security contributions: Have tenderers failed to fulfil all their social security obligations in the country where they are established and in their member state, if this is a different country than what he is established in?

Breaching obligation relating to payment of taxes: Has the tenderer not fulfilled his tax and duty obligations in the country in which he is established, and in the contracting authority's member state, if this is a different country than what he is established in?

Business activities are suspended: Specify why, under the mentioned circumstances, one is able to carry out the contract, considering the current national provisions and measures for continuing the business activities? It is not necessary to provide this information if rejection of tenderers made mandatory in accordance with the current national law without the possibility for exceptions.

Bankruptcy: Is the tenderer in a bankruptcy situation? Specify why, under the mentioned circumstances, one is able to carry out the contract, considering the current national provisions and measures for continuing the business activities? It is not necessary to provide this information if rejection of tenderers made mandatory in accordance with the current national law without the possibility for exceptions.

Arrangement with creditors: Is the supplier in a situation where he has been forced debt arrangement? Specify why, under the mentioned circumstances, one is able to carry out the contract, considering the current national provisions and measures for continuing the business activities? It is not necessary to provide this information if rejection of tenderers made mandatory in accordance with the current national law without the possibility for exceptions.

Insolvency: Is the tenderer in an insolvency situation? Specify why, under the mentioned circumstances, one is able to carry out the contract, considering the current national provisions and measures for continuing the business activities? It is not necessary to provide this information if rejection of tenderers made mandatory in accordance with the current national law without the possibility for exceptions.

Assets being administered by liquidator: Specify why, under the mentioned circumstances, one is able to carry out the contract, considering the current national provisions and measures for continuing the business activities? It is not necessary to provide this information if rejection of tenderers made mandatory in accordance with the current national law without the possibility for exceptions.

Analogous situation like bankruptcy, insolvency or arrangement with creditors under national law: Is the supplier in a situation where he has been forced debt arrangement? Specify why, under the mentioned circumstances, one is able to carry out the contract, considering the current national provisions and measures for continuing the business activities? It is not necessary to provide this information if rejection of tenderers made mandatory in accordance with the current national law without the possibility for exceptions.

5. Lot

5.1. Lot: LOT-0000

Title: Procurement of a joint agreement for digital HR hand books.

Description: The Norwegian Government Security and Service Organisation (DSS) shall procure a digital HR handbook ("Software as a service") for the joint ministries. The solution is required to include a handbook that separates information that is directed at each employee (personnel handbook) in a part and a separate part that is directed at managers (management handbook). The contract shall include an option for a HSE handbook as well as an empty handbook that can be completely filled by the contracting authority if needed. In addition tenderers shall be able to offer consultancy services connected to the system in cases where the contracting authority needs it.

Internal identifier: 25/974

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Options:

Description of the options: Options for a total of 2 years, one year at a time. The total contract period is 4 years.

5.1.2. Place of performance

Country: Norway

Anywhere in the given country

5.1.3. Estimated duration

Duration: 4 Years

5.1.5. Value

Estimated value excluding VAT: 8 000 000,00 NOK

Maximum value of the framework agreement: 8 000 000,00 NOK

5.1.6. General information

Reserved participation:

Participation is not reserved.

Procurement Project not financed with EU Funds.

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

This procurement is also suitable for small and medium-sized enterprises (SMEs): yes

5.1.9. Selection criteria

Sources of selection criteria: European Single Procurement Document (ESPD), Notice
Criterion: Financial ratio

Description of selection criterion: 1) Payment of taxes and duties 2) Sufficient economic and financial capacity to be able to fulfil the contract. See the tender documentation for more information.

Criterion: Enrolment in a trade register

Description of selection criterion: 1) The tenderer must be a legally established company. See the tender documentation for more information.

Criterion: Technicians or technical bodies for quality control

Description of selection criterion: 1) Tenderers shall have sufficient ability, capacity and experience to fulfil the contract. 2) Tenderers shall have a relevant quality assurance system for the execution of the delivery. See the tender documentation for more information.

5.1.10. Award criteria

Criterion:

Type: Price

Name: Price

Description: Prices for different categories

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

Award criterion number: 40

Criterion:

Type: Quality

Name: Quality

Description: User friendliness, KI functionality and search indexing.

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

Award criterion number: 60

5.1.11. Procurement documents

Address of the procurement documents: https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=452964&TID=200413810&B=

5.1.12. Terms of procurement**Terms of submission:**

Electronic submission: Required

Address for submission: https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=452964&TID=200413810&B=

Languages in which tenders or requests to participate may be submitted: Norwegian

Electronic catalogue: Not allowed

Variants: Not allowed

Tenderers may submit more than one tender: Not allowed

Deadline for receipt of tenders: 04/05/2026 10:00:00 (UTC+00:00) Western European Time, GMT

Duration during which the tender must remain valid: 3 Months

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Required

Electronic ordering will be used: yes

Electronic payment will be used: yes

5.1.15. Techniques**Framework agreement:**

Framework agreement, without reopening of competition

Maximum number of participants: 100

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Oslo Tingrett

Information about review deadlines: In accordance with the national rules

8. Organisations**8.1. ORG-0001**

Official name: Departementenes sikkerhets- og serviceorganisasjon

Registration number: 974 761 424
Postal address: Postboks 8129 Dep
Town: Oslo
Postcode: 0032
Country subdivision (NUTS): Oslo (NO081)
Country: Norway
Contact point: Vinushiha Garithas
Email: vinushiha.garithas@dss.dep.no
Telephone: +47 22249090
Internet address: <https://www.dss.dep.no>
Buyer profile: <https://eu.eu-supply.com/ctm/company/companyinformation/index/275688>

Roles of this organisation:

Buyer

Central purchasing body awarding public contracts or concluding framework agreements for works, supplies or services intended for other buyers

8.1. ORG-0002

Official name: Oslo Tingrett
Registration number: 926 725 939
Postal address: Postboks 2106 Vika
Town: Oslo
Postcode: 0125
Country subdivision (NUTS): Oslo (NO081)
Country: Norway
Email: oslo.tingrett@domstol.no
Telephone: +47 22035200
Internet address: <http://www.domstol.no/otir>

Roles of this organisation:

Review organisation

Notice information

Notice identifier/version: c141c3e1-0dcb-4ede-8920-576e72ba1ad6 - 01
Form type: Competition
Notice type: Contract or concession notice – standard regime
Notice subtype: 16
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