

302701-2026 - Competition

Belgium – Time accounting or human resources software development services – Logiciel de gestion des ressources humaines

OJ S 85/2026 04/05/2026

Contract or concession notice – standard regime

Services

1. Buyer

1.1. Buyer

Official name: Intercommunale IDEA

Email: audrey.dheur@idea.be

Legal type of the buyer: Local authority

Activity of the contracting authority: General public services

2. Procedure

2.1. Procedure

Title: Logiciel de gestion des ressources humaines

Description: Logiciel de gestion des ressources humaines

Procedure identifier: 3a32bb90-1f6c-41b6-b296-c98740e79c60

Internal identifier: PPP0LH-1711/6181/SG/RH/2026/001

Type of procedure: Open

The procedure is accelerated: no

2.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 72212450 Time accounting or human resources software development services

2.1.2. Place of performance

Country subdivision (NUTS): Arr. Mons (BE323)

Country: Belgium

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Country subdivision (NUTS): Arr. Mons (BE323)

Country: Belgium

2.1.3. Value

Maximum value of the framework agreement: 2 500 000,00 EUR

2.1.4. General information

Legal basis:

Directive 2014/24/EU

2.1.6. Grounds for exclusion

Sources of grounds for exclusion: Procurement Document

5. Lot

5.1. Lot: LOT-0001

Title: Logiciel de gestion des ressources humaines

Description: Logiciel de gestion des ressources humaines

Internal identifier: SG/RH/2026/001_1

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 72212450 Time accounting or human resources software development services

5.1.2. Place of performance

Postal address: Rue de Nimy, 53

Town: Mons

Postcode: 7000

Country subdivision (NUTS): Arr. Mons (BE323)

Country: Belgium

Additional information: Intercommunale IDEA

5.1.3. Estimated duration

Start date: 01/01/2027

Duration end date: 31/12/2041

5.1.5. Value

Maximum value of the framework agreement: 2 500 000,00 EUR

5.1.6. General information

Reserved participation:

Participation is not reserved.

The names and professional qualifications of the staff assigned to perform the contract must be given: Not required

Procurement Project not financed with EU Funds.

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

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

5.1.10. Award criteria

Criterion:

Type: Cost

Description: Prix

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

Award criterion number: 50

Criterion:

Type: Quality

Description: Qualité de la solution

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

Award criterion number: 40

Criterion:

Type: Quality

Description: Disponibilité du gestionnaire/Helpdesk

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

Award criterion number: 10

5.1.11. Procurement documents

Address of the procurement documents: <https://cloud.3p.eu/Downloads/1/1711/LH/2026>

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <https://www.publicprocurement.be>

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

Electronic catalogue: Not allowed

Variants: Not allowed

Description of the financial guarantee: Cautionnement (3 % du montant estimé du marché (hors TVA), arrondi à la dizaine supérieure)

Deadline for receipt of tenders: 02/06/2026 14:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Duration during which the tender must remain valid: 120 Days

Information about public opening:

Opening date: 02/06/2026 14:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Place: Siège de l'IDEA - Rue de Nimy, 53

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: no

Electronic payment will be used: no

5.1.15. Techniques

Framework agreement:

Framework agreement, without reopening of competition

Maximum number of participants: 1

Justification for the duration of the framework agreement: La durée particulièrement longue du marché est justifiée compte tenu des spécificités de celui-ci. En effet, il ressort des précédents marchés conclus que la période d'adaptation nécessaire à la prise de connaissance et à l'utilisation des fonctionnalités du logiciel mis à disposition peut s'avérer relativement longue. De même, certaines adaptations du logiciel aux spécificités du pouvoir adjudicateur pourront nécessiter des délais conséquents avant d'être fonctionnelles. De plus, vu les développements spécifiques demandés (régimes statutaires, règles de maladie, simulation budgétaire, intégration comptable, etc.) qui impliquent un développement et une adaptation importante, une durée de marché inférieure ne permettrait pas au prestataire d'amortir ses investissements, ce qui aurait pour effet d'augmenter le coût annuel ou de restreindre la concurrence à des opérateurs disposant d'une forte capacité financière.

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: CONSEIL D'ETAT

Information about review deadlines: Organisation fournissant les informations sur les recours et les délais : CONSEIL D'ETAT

Organisation providing additional information about the procurement procedure: Intercommunale IDEA

8. Organisations

8.1. ORG-0001

Official name: Intercommunale IDEA
Registration number: 0201.105.843
Postal address: Rue de Nimy, 53
Town: Mons
Postcode: 7000
Country subdivision (NUTS): Arr. Mons (BE323)
Country: Belgium
Contact point: Audrey D'heur
Email: audrey.dheur@idea.be
Telephone: +32 65375887
Internet address: <http://www.idea.be/>

Roles of this organisation:

Buyer
Organisation providing additional information about the procurement procedure
Organisation receiving requests to participate

8.1. ORG-0002

Official name: CONSEIL D'ETAT
Registration number: BE 0931.814.266
Postal address: Rue de la Science, 33
Town: BRUXELLES
Postcode: 1040
Country subdivision (NUTS): Arr. de Bruxelles-Capitale/Arr. Brussel-Hoofdstad (BE100)
Country: Belgium
Email: info@conseildetat.be
Telephone: +32 2349837
Fax: +32 2349842
Internet address: <http://www.raadvst-consetat.be/>

Roles of this organisation:

Review organisation
Organisation providing more information on the review procedures

8.1. ORG-0003

Official name: 3P - Aanbieder van diensten / Prestataire de services
Registration number: BE 0475.480.736
Town: Antwerpen / Anvers
Postcode: 2000
Country subdivision (NUTS): Arr. Antwerpen (BE211)
Country: Belgium
Email: info@3p.eu
Telephone: +32 3 294 30 51

Roles of this organisation:

Procurement service provider

8.1. ORG-0004

Official name: FPS Policy and Support
Registration number: BE 0671.516.647
Town: Brussels
Postcode: 1000
Country subdivision (NUTS): Arr. de Bruxelles-Capitale/Arr. Brussel-Hoofdstad (BE100)
Country: Belgium
Email: e.proc@publicprocurement.be
Telephone: +32 2 740 80 00
Roles of this organisation:
TED eSender

Notice information

Notice identifier/version: f75fb881-eda8-4c3e-967c-c92f9314f3fa - 01
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Notice type: Contract or concession notice – standard regime
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