

505893-2026 - Competition

Netherlands – Payroll management services – Payroll (Management) Services Worldwide
OJ S 139/2026 22/07/2026
Contract or concession notice – standard regime
Services

1. Buyer

1.1. Buyer

Official name: Ministerie van Buitenlandse Zaken

Email: FSO-Tendering@minbuza.nl

Legal type of the buyer: Central government authority

Activity of the contracting authority: General public services

2. Procedure

2.1. Procedure

Title: Payroll (Management) Services Worldwide

Description: The purpose of the Tendering Process is to conclude a Contract with Contractors for payroll management services, for seven different Lots with a maximum of one Contractor per Lot. The aggregate value has been estimated based in part on figures from previous years and expected future demand (excluding indexations). The estimated total value for all Lots combined is € 21.110.000 excluding VAT and excluding indexations over 10 years. Lot 1 / Region Western Hemisphere / Estimated value (10 years) € 4.200.000 ex VAT. Lot 2 / Region Western Europe / Estimated value (10 years) € 3.800.000 ex VAT. Lot 3 / Region Asia and Oceania / Estimated value (10 years) € 4.200.000 ex VAT. Lot 4 / Region Middle East / Estimated value (10 years) € 4.900.000 ex VAT. Lot 5 / Region Eastern Europe / Estimated value (10 years) € 2.800.000 ex VAT. Lot 6 / Region Africa / Estimated value (10 years) € 960.000 ex VAT. Lot 7 / Region Belgium / Estimated value (10 years) € 250.000 ex VAT. Due to for example political, budgetary, administrative or organisational developments within the Contracting Authority, the Contract or its size may change. Please note: The information on the size of the Contract is an indication only. You cannot derive any rights from this information. Please see the Descriptive document for a further, extensive description.

Procedure identifier: 729f05af-0551-4d78-8977-304e05ea8e22

Internal identifier: 201865003.001.138

Type of procedure: Open

The procedure is accelerated: no

Main features of the procedure: Any interested Economic Operator may submit a tender for this Procurement Procedure We have opted for an open procedure. This gives all potential Tenderers sufficient time and opportunity to submit a high-quality Tender and ensures that the entire market has the opportunity to tender. This choice is based primarily on the following: * size of the contract; * transaction costs for the Contracting Authority and the Tenderers; * number of potential Tenderers; * desired end result; * complexity of the Contract; * type of Contract and nature of the market. Please see the Descriptive document for a further, extensive description.

2.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79211110 Payroll management services

2.1.2. Place of performance

Country: Netherlands

Anywhere in the given country

Additional information: Attention! Place of performance is worldwide, in different countries.

2.1.3. Value

Estimated value excluding VAT: 21 110 000,00 EUR

2.1.4. General information

Additional information: Attention! A Tenderer can be awarded a maximum of four Lots, unless this results in one or more Lots remaining without any valid Tender. Please see section 5.4 of the Descriptive document.

Legal basis:

Directive 2014/24/EU

2.1.5. Terms of procurement

Terms of submission:

Maximum number of lots for which one tenderer can submit tenders: 7

Terms of contract:

Maximum number of lots for which contracts can be awarded to one tenderer: 7

2.1.6. Grounds for exclusion

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

5. Lot

5.1. Lot: LOT-0001

Title: Western Hemisphere

Description: The scope of the Tender encompasses at this point in time 116 countries divided in seven Lots (see the Quotation form Annex 2 for overview of countries per Lot). The number of countries within a Lot might be subject to change due to political decisions by the Minister of Foreign Affairs to close or open missions. In total, payroll management services must be provided for approximately 2.300 employees, 750 former employees and 29 domestic staff. Please see the Descriptive document for a further, extensive description. Western Hemisphere - € 4.200.000 ex VAT Due to for example political, budgetary, administrative or organisational developments within the Contracting Authority, the Contract or its size may change. Please note: The information on the size of the Contract is an indication only. You cannot derive any rights from this information. Please see the Descriptive document for a further, extensive description.

Internal identifier: 1

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79211110 Payroll management services

Options:

Description of the options: The review procedure as described in article 8 of the Contract applies to the possible reviews described below. We expect to implement reviews in close consultation with the Contractor. This entails: - Addition of new missions and/or countries - Removal of missions and/or countries - Additional related services - Improvement proposals Please see the Descriptive document for a further, extensive description of the options.

5.1.2. Place of performance

Country: Netherlands

Anywhere in the given country

Additional information: Attention! Place of performance is worldwide, in different countries.

5.1.3. Estimated duration

Start date: 01/01/2027

Duration end date: 31/12/2030

5.1.4. Renewal

Maximum renewals: 5

Other information about renewals: We may then extend the Contract unilaterally under identical conditions once with 3 years, and subsequently 4 times with 12 months, to a total of maximum 10 years, ending on December 31st 2036.

5.1.5. Value

Estimated value excluding VAT: 4 200 000,00 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

5.1.7. Strategic procurement

Aim of strategic procurement: No strategic procurement

5.1.9. Selection criteria

Sources of selection criteria: European Single Procurement Document (ESPD)

5.1.10. Award criteria

Criterion:

Type: Quality

Name: Quality

Description: Q1 - Service - 350 points Q2 - Communication - 200 points Q3 - Implementation - 200 points Total 750 points. Please see the Descriptive document for a further, extensive description.

Category of award fixed criterion: Fixed value (total)

Award criterion number: 750

Criterion:

Type: Price

Name: Price

Description: Price - 250 points Please see the Descriptive document for a further, extensive description.

Category of award fixed criterion: Fixed value (total)

Award criterion number: 250

5.1.11. Procurement documents

Deadline for requesting additional information: 24/08/2026 10:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Address of the procurement documents: <https://www.tenderned.nl/aankondigingen/overzicht/434266>

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <https://www.tenderned.nl/aankondigingen/overzicht/434266>

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

Electronic catalogue: Not allowed

Variants: Not allowed

Deadline for receipt of tenders: 24/09/2026 10:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Duration during which the tender must remain valid: 4 Months

Information about public opening:

Opening date: 24/09/2026 10:05:00 (UTC+02:00) Eastern European Time, Central European Summer Time

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:

No framework agreement

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Rijksinkoop Samenwerking (RIS) - Arrondissementsrechtbank Den Haag

Organisation providing additional information about the procurement procedure:

Rijksinkoop Samenwerking (RIS)

Organisation providing more information on the review procedures: Rijksinkoop Samenwerking (RIS)

Organisation receiving requests to participate: Rijksinkoop Samenwerking (RIS)

5.1. Lot: LOT-0002

Title: Western Europe

Description: The scope of the Tender encompasses at this point in time 116 countries divided in seven Lots (see the Quotation form Annex 2 for overview of countries per Lot). The number of countries within a Lot might be subject to change due to political decisions by the Minister of Foreign Affairs to close or open missions. In total, payroll management services must be provided for approximately 2.300 employees, 750 former employees and 29 domestic staff. Please see the Descriptive document for a further, extensive description. Western Europe - € 3.800.000 ex VAT Due to for example political, budgetary, administrative or organisational developments within the Contracting Authority, the Contract or its size may change. Please note: The information on the size of the Contract is an indication only. You cannot derive any rights from this information. Please see the Descriptive document for a further, extensive description.

Internal identifier: 2

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79211110 Payroll management services

Options:

Description of the options: The review procedure as described in article 8 of the Contract applies to the possible reviews described below. We expect to implement reviews in close consultation with the Contractor. This entails: - Addition of new missions and/or countries - Removal of missions and/or countries - Additional related services - Improvement proposals Please see the Descriptive document for a further, extensive description of the options.

5.1.2. Place of performance

Country: Netherlands

Anywhere in the given country

Additional information: Attention! Place of performance is worldwide, in different countries.

5.1.3. Estimated duration

Start date: 01/01/2027

Duration end date: 31/12/2030

5.1.4. Renewal

Maximum renewals: 5

Other information about renewals: We may then extend the Contract unilaterally under identical conditions once with 3 years, and subsequently 4 times with 12 months, to a total of maximum 10 years, ending on December 31st 2036.

5.1.5. Value

Estimated value excluding VAT: 3 800 000,00 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

5.1.7. Strategic procurement

Aim of strategic procurement: No strategic procurement

5.1.9. Selection criteria

Sources of selection criteria: European Single Procurement Document (ESPD)

5.1.10. Award criteria

Criterion:

Type: Quality

Name: Quality

Description: Q1 - Service - 350 points Q2 - Communication - 200 points Q3 - Implementation - 200 points Total 750 points. Please see the Descriptive document for a further, extensive description.

Category of award fixed criterion: Fixed value (total)

Award criterion number: 750

Criterion:

Type: Price

Name: Price

Description: Price - 250 points Please see the Descriptive document for a further, extensive description.

Category of award fixed criterion: Fixed value (total)

Award criterion number: 250

5.1.11. Procurement documents

Deadline for requesting additional information: 24/08/2026 10:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Address of the procurement documents: <https://www.tenderned.nl/aankondigingen/overzicht/434266>

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <https://www.tenderned.nl/aankondigingen/overzicht/434266>

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

Electronic catalogue: Not allowed

Variants: Not allowed

Deadline for receipt of tenders: 24/09/2026 10:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Duration during which the tender must remain valid: 4 Months

Information about public opening:

Opening date: 24/09/2026 10:05:00 (UTC+02:00) Eastern European Time, Central European Summer Time

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:

No framework agreement

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Rijksinkoop Samenwerking (RIS) - Arrondissementsrechtbank Den Haag

Organisation providing additional information about the procurement procedure:

Rijksinkoop Samenwerking (RIS)

Organisation providing more information on the review procedures: Rijksinkoop Samenwerking (RIS)

Organisation receiving requests to participate: Rijksinkoop Samenwerking (RIS)

5.1. Lot: LOT-0003

Title: Asia and Oceania

Description: The scope of the Tender encompasses at this point in time 116 countries divided in seven Lots (see the Quotation form Annex 2 for overview of countries per Lot). The number of countries within a Lot might be subject to change due to political decisions by the Minister of

Foreign Affairs to close or open missions. In total, payroll management services must be provided for approximately 2.300 employees, 750 former employees and 29 domestic staff. Please see the Descriptive document for a further, extensive description. Asia and Oceania - € 4.200.000 ex VAT Due to for example political, budgetary, administrative or organisational developments within the Contracting Authority, the Contract or its size may change. Please note: The information on the size of the Contract is an indication only. You cannot derive any rights from this information. Please see the Descriptive document for a further, extensive description.

Internal identifier: 3

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79211110 Payroll management services

Options:

Description of the options: The review procedure as described in article 8 of the Contract applies to the possible reviews described below. We expect to implement reviews in close consultation with the Contractor. This entails: - Addition of new missions and/or countries - Removal of missions and/or countries - Additional related services - Improvement proposals Please see the Descriptive document for a further, extensive description of the options.

5.1.2. Place of performance

Country: Netherlands

Anywhere in the given country

Additional information: Attention! Place of performance is worldwide, in different countries.

5.1.3. Estimated duration

Start date: 01/01/2027

Duration end date: 31/12/2030

5.1.4. Renewal

Maximum renewals: 5

Other information about renewals: We may then extend the Contract unilaterally under identical conditions once with 3 years, and subsequently 4 times with 12 months, to a total of maximum 10 years, ending on December 31st 2036.

5.1.5. Value

Estimated value excluding VAT: 4 200 000,00 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

5.1.7. Strategic procurement

Aim of strategic procurement: No strategic procurement

5.1.9. Selection criteria

Sources of selection criteria: European Single Procurement Document (ESPD)

5.1.10. Award criteria

Criterion:

Type: Quality

Name: Quality

Description: Q1 - Service - 350 points Q2 - Communication - 200 points Q3 - Implementation - 200 points Total 750 points. Please see the Descriptive document for a further, extensive description.

Category of award fixed criterion: Fixed value (total)

Award criterion number: 750

Criterion:

Type: Price

Name: Price

Description: Price - 250 points Please see the Descriptive document for a further, extensive description.

Category of award fixed criterion: Fixed value (total)

Award criterion number: 250

5.1.11. Procurement documents

Deadline for requesting additional information: 24/08/2026 10:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Address of the procurement documents: <https://www.tenderned.nl/aankondigingen/overzicht/434266>

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

Electronic submission: Required

Address for submission: <https://www.tenderned.nl/aankondigingen/overzicht/434266>

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

Electronic catalogue: Not allowed

Variants: Not allowed

Deadline for receipt of tenders: 24/09/2026 10:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Duration during which the tender must remain valid: 4 Months

Information about public opening:

Opening date: 24/09/2026 10:05:00 (UTC+02:00) Eastern European Time, Central European Summer Time

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:**

No framework agreement

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Rijksinkoop Samenwerking (RIS) - Arrondissementsrechtbank Den Haag

Organisation providing additional information about the procurement procedure:

Rijksinkoop samenwerking (RIS)

Organisation providing more information on the review procedures: Rijksinkoop samenwerking (RIS)

Organisation receiving requests to participate: Rijksinkoop samenwerking (RIS)

5.1. Lot: LOT-0004

Title: Middle East

Description: The scope of the Tender encompasses at this point in time 116 countries divided in seven Lots (see the Quotation form Annex 2 for overview of countries per Lot). The number of countries within a Lot might be subject to change due to political decisions by the Minister of Foreign Affairs to close or open missions. In total, payroll management services must be provided for approximately 2.300 employees, 750 former employees and 29 domestic staff.

Lot specific information: The Palestinian Territories are currently handled by the Netherlands Embassy there, but need to be implemented by the Contractor that wins Lot 4, in close contact with 3W. Please see the Descriptive document for a further, extensive description. Middle East - € 4.900.000 ex VAT Due to for example political, budgetary, administrative or organisational developments within the Contracting Authority, the Contract or its size may change. Please note: The information on the size of the Contract is an indication only. You cannot derive any rights from this information. Please see the Descriptive document for a further, extensive description.

Internal identifier: 4

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79211110 Payroll management services

Options:

Description of the options: The review procedure as described in article 8 of the Contract applies to the possible reviews described below. We expect to implement reviews in close consultation with the Contractor. This entails: - Addition of new missions and/or countries - Removal of missions and/or countries - Additional related services - Improvement proposals Please see the Descriptive document for a further, extensive description of the options.

5.1.2. Place of performance

Country: Netherlands

Anywhere in the given country

Additional information: Attention! Place of performance is worldwide, in different countries.

5.1.3. Estimated duration

Start date: 01/01/2027

Duration end date: 31/12/2030

5.1.4. Renewal

Maximum renewals: 5

Other information about renewals: We may then extend the Contract unilaterally under identical conditions once with 3 years, and subsequently 4 times with 12 months, to a total of maximum 10 years, ending on December 31st 2036.

5.1.5. Value

Estimated value excluding VAT: 4 900 000,00 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

5.1.7. Strategic procurement

Aim of strategic procurement: No strategic procurement

5.1.9. Selection criteria

Sources of selection criteria: European Single Procurement Document (ESPD)

5.1.10. Award criteria**Criterion:**

Type: Quality

Name: Quality

Description: Q1 - Service - 350 points Q2 - Communication - 200 points Q3 - Implementation - 200 points Total 750 points. Please see the Descriptive document for a further, extensive description.

Category of award fixed criterion: Fixed value (total)

Award criterion number: 750

Criterion:

Type: Price

Name: Price

Description: Price - 250 points Please see the Descriptive document for a further, extensive description.

Category of award fixed criterion: Fixed value (total)

Award criterion number: 250

5.1.11. Procurement documents

Deadline for requesting additional information: 24/08/2026 10:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Address of the procurement documents: <https://www.tenderned.nl/aankondigingen/overzicht/434266>

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

Electronic submission: Required

Address for submission: <https://www.tenderned.nl/aankondigingen/overzicht/434266>

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

Electronic catalogue: Not allowed

Variants: Not allowed

Deadline for receipt of tenders: 24/09/2026 10:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Duration during which the tender must remain valid: 4 Months

Information about public opening:

Opening date: 24/09/2026 10:05:00 (UTC+02:00) Eastern European Time, Central European Summer Time

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:

No framework agreement

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Rijksinkoopssamenwerking (RIS) - Arrondissementsrechtbank Den Haag

Organisation providing additional information about the procurement procedure:

Rijksinkoopssamenwerking (RIS)

Organisation providing more information on the review procedures: Rijksinkoopssamenwerking (RIS)

Organisation receiving requests to participate: Rijksinkoopssamenwerking (RIS)

5.1. Lot: LOT-0005

Title: Eastern Europe

Description: The scope of the Tender encompasses at this point in time 116 countries divided in seven Lots (see the Quotation form Annex 2 for overview of countries per Lot). The number of countries within a Lot might be subject to change due to political decisions by the Minister of Foreign Affairs to close or open missions. In total, payroll management services must be provided for approximately 2.300 employees, 750 former employees and 29 domestic staff.

Lot specific information: Turkey and Ukraine are currently handled by the Netherlands Embassies in those countries, but need to be implemented by the Contractor that wins that Lot, in close contact with 3W. Please see the Descriptive document for a further, extensive description. Eastern Europe - € 2.800.000 ex VAT Due to for example political, budgetary, administrative or organisational developments within the Contracting Authority, the Contract or its size may change. Please note: The information on the size of the Contract is an indication only. You cannot derive any rights from this information. Please see the Descriptive document for a further, extensive description.

Internal identifier: 5

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79211110 Payroll management services

Options:

Description of the options: The review procedure as described in article 8 of the Contract applies to the possible reviews described below. We expect to implement reviews in close consultation with the Contractor. This entails: - Addition of new missions and/or countries - Removal of missions and/or countries - Additional related services - Improvement proposals Please see the Descriptive document for a further, extensive description of the options.

5.1.2. Place of performance

Country: Netherlands

Anywhere in the given country

Additional information: Attention! Place of performance is worldwide, in different countries.

5.1.3. Estimated duration

Start date: 01/01/2027

Duration end date: 31/12/2030

5.1.4. Renewal

Maximum renewals: 5

Other information about renewals: We may then extend the Contract unilaterally under identical conditions once with 3 years, and subsequently 4 times with 12 months, to a total of maximum 10 years, ending on December 31st 2036.

5.1.5. Value

Estimated value excluding VAT: 2 800 000,00 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

5.1.7. Strategic procurement

Aim of strategic procurement: No strategic procurement

5.1.9. Selection criteria

Sources of selection criteria: European Single Procurement Document (ESPD)

5.1.10. Award criteria

Criterion:

Type: Quality

Name: Quality

Description: Q1 - Service - 350 points Q2 - Communication - 200 points Q3 - Implementation - 200 points Total 750 points. Please see the Descriptive document for a further, extensive description.

Category of award fixed criterion: Fixed value (total)

Award criterion number: 750

Criterion:

Type: Price

Name: Price

Description: Price - 250 points Please see the Descriptive document for a further, extensive description.

Category of award fixed criterion: Fixed value (total)

Award criterion number: 250

5.1.11. Procurement documents

Deadline for requesting additional information: 24/08/2026 10:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Address of the procurement documents: <https://www.tenderned.nl/aankondigingen/overzicht/434266>

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <https://www.tenderned.nl/aankondigingen/overzicht/434266>

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

Electronic catalogue: Not allowed

Variants: Not allowed

Deadline for receipt of tenders: 24/09/2026 10:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Duration during which the tender must remain valid: 4 Months

Information about public opening:

Opening date: 24/09/2026 10:05:00 (UTC+02:00) Eastern European Time, Central European Summer Time

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:

No framework agreement

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Rijksinkoopssamenwerking (RIS) - Arrondissementsrechtbank Den Haag

Organisation providing additional information about the procurement procedure:

Rijksinkoopssamenwerking (RIS)

Organisation providing more information on the review procedures: Rijksinkoopssamenwerking (RIS)

Organisation receiving requests to participate: Rijksinkoopssamenwerking (RIS)

5.1. Lot: LOT-0006

Title: Africa

Description: The scope of the Tender encompasses at this point in time 116 countries divided in seven Lots (see the Quotation form Annex 2 for overview of countries per Lot). The number of countries within a Lot might be subject to change due to political decisions by the Minister of Foreign Affairs to close or open missions. In total, payroll management services must be provided for approximately 2.300 employees, 750 former employees and 29 domestic staff. Please see the Descriptive document for a further, extensive description. Africa - € 960.000 ex VAT Due to for example political, budgetary, administrative or organisational developments within the Contracting Authority, the Contract or its size may change. Please note: The information on the size of the Contract is an indication only. You cannot derive any rights from this information. Please see the Descriptive document for a further, extensive description.

Internal identifier: 6

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79211110 Payroll management services

Options:

Description of the options: The review procedure as described in article 8 of the Contract applies to the possible reviews described below. We expect to implement reviews in close

consultation with the Contractor. This entails: - Addition of new missions and/or countries - Removal of missions and/or countries - Additional related services - Improvement proposals
Please see the Descriptive document for a further, extensive description of the options.

5.1.2. Place of performance

Country: Netherlands

Anywhere in the given country

Additional information: Attention! Place of performance is worldwide, in different countries.

5.1.3. Estimated duration

Start date: 01/01/2027

Duration end date: 31/12/2030

5.1.4. Renewal

Maximum renewals: 5

Other information about renewals: We may then extend the Contract unilaterally under identical conditions once with 3 years, and subsequently 4 times with 12 months, to a total of maximum 10 years, ending on December 31st 2036.

5.1.5. Value

Estimated value excluding VAT: 960 000,00 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

5.1.7. Strategic procurement

Aim of strategic procurement: No strategic procurement

5.1.9. Selection criteria

Sources of selection criteria: European Single Procurement Document (ESPD)

5.1.10. Award criteria

Criterion:

Type: Quality

Name: Quality

Description: Q1 - Service - 350 points Q2 - Communication - 200 points Q3 - Implementation - 200 points Total 750 points. Please see the Descriptive document for a further, extensive description.

Category of award fixed criterion: Fixed value (total)

Award criterion number: 750

Criterion:

Type: Price

Name: Price

Description: Price - 250 points Please see the Descriptive document for a further, extensive description.

Category of award fixed criterion: Fixed value (total)

Award criterion number: 250

5.1.11. Procurement documents

Deadline for requesting additional information: 24/08/2026 10:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Address of the procurement documents: <https://www.tenderned.nl/aankondigingen/overzicht/434266>

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <https://www.tenderned.nl/aankondigingen/overzicht/434266>

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

Electronic catalogue: Not allowed

Variants: Not allowed

Deadline for receipt of tenders: 24/09/2026 10:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Duration during which the tender must remain valid: 4 Months

Information about public opening:

Opening date: 24/09/2026 10:05:00 (UTC+02:00) Eastern European Time, Central European Summer Time

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:

No framework agreement

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Rijksinkoopssamenwerking (RIS) - Arrondissementsrechtbank Den Haag

Organisation providing additional information about the procurement procedure:

Rijksinkoopssamenwerking (RIS)

Organisation providing more information on the review procedures: Rijksinkoopssamenwerking (RIS)

Organisation receiving requests to participate: Rijksinkoopssamenwerking (RIS)

5.1. Lot: LOT-0007

Title: Belgium

Description: The scope of the Tender encompasses at this point in time 116 countries divided in seven Lots (see the Quotation form Annex 2 for overview of countries per Lot). The number of countries within a Lot might be subject to change due to political decisions by the Minister of Foreign Affairs to close or open missions. In total, payroll management services must be provided for approximately 2.300 employees, 750 former employees and 29 domestic staff.

Lot specific information: Contractor needs to be in the possession of a certificate "Sociaal Secretariaat" to be able to be granted this Lot. Please see the Descriptive document for a further, extensive description. Belgium - € 250.000 ex VAT Due to for example political, budgetary, administrative or organisational developments within the Contracting Authority, the

Contract or its size may change. Please note: The information on the size of the Contract is an indication only. You cannot derive any rights from this information. Please see the Descriptive document for a further, extensive description.

Internal identifier: 7

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79211110 Payroll management services

Options:

Description of the options: The review procedure as described in article 8 of the Contract applies to the possible reviews described below. We expect to implement reviews in close consultation with the Contractor. This entails: - Addition of new missions and/or countries - Removal of missions and/or countries - Additional related services - Improvement proposals
Please see the Descriptive document for a further, extensive description of the options.

5.1.2. Place of performance

Country: Netherlands

Anywhere in the given country

Additional information: Attention! Place of performance is worldwide, in different countries.

5.1.3. Estimated duration

Start date: 01/01/2027

Duration end date: 31/12/2030

5.1.4. Renewal

Maximum renewals: 5

Other information about renewals: We may then extend the Contract unilaterally under identical conditions once with 3 years, and subsequently 4 times with 12 months, to a total of maximum 10 years, ending on December 31st 2036.

5.1.5. Value

Estimated value excluding VAT: 250 000,00 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

5.1.7. Strategic procurement

Aim of strategic procurement: No strategic procurement

5.1.9. Selection criteria

Sources of selection criteria: European Single Procurement Document (ESPD)

5.1.10. Award criteria

Criterion:

Type: Quality

Name: Quality

Description: Q1 - Service - 350 points Q2 - Communication - 200 points Q3 - Implementation - 200 points Total 750 points. Please see the Descriptive document for a further, extensive description.

Category of award fixed criterion: Fixed value (total)

Award criterion number: 750

Criterion:

Type: Price

Name: Price

Description: Price - 250 points Please see the Descriptive document for a further, extensive description.

Category of award fixed criterion: Fixed value (total)

Award criterion number: 250

5.1.11. Procurement documents

Deadline for requesting additional information: 24/08/2026 10:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Address of the procurement documents: <https://www.tenderned.nl/aankondigingen/overzicht/434266>

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <https://www.tenderned.nl/aankondigingen/overzicht/434266>

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

Electronic catalogue: Not allowed

Variants: Not allowed

Deadline for receipt of tenders: 24/09/2026 10:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Duration during which the tender must remain valid: 4 Months

Information about public opening:

Opening date: 24/09/2026 10:05:00 (UTC+02:00) Eastern European Time, Central European Summer Time

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:

No framework agreement

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Rijksinkoop Samenwerking (RIS) - Arrondissementsrechtbank Den Haag

Organisation providing additional information about the procurement procedure:

Rijksinkoop Samenwerking (RIS)

Organisation providing more information on the review procedures: Rijksinkoop Samenwerking (RIS)

8. Organisations

8.1. ORG-0001

Official name: Rijksinkoop samenwerking (RIS)

Registration number: 1543030

Postal address: Wilhelmina van Pruisenweg 52

Town: Den Haag

Postcode: 2500 EA

Country subdivision (NUTS): Agglomeratie 's-Gravenhage (NL361)

Country: Netherlands

Contact point: Malou van Popta

Email: contact.ris@rijksoverheid.nl

Telephone: +31 0707585678

Internet address: <https://www.rijksinkoop samenwerking.nl/>

Other contact points:

Official name: Arrondissementsrechtbank Den Haag

Postal address: Prins Clauslaan 60

Town: Den Haag

Postcode: 2595 AJ

Country subdivision (NUTS): Agglomeratie 's-Gravenhage (NL361)

Country: Netherlands

Contact point: Arrondissementsrechtbank Den Haag

Email: voorlichting.rb.den.haag@rechtspraak.nl

Telephone: +31 883622200

Internet address: <https://www.rechtspraak.nl/Organisatie-en-contact/Organisatie/Rechtbanken/Rechtbank-Den-Haag>

Roles of this organisation:

Procurement service provider

Organisation providing additional information about the procurement procedure

Organisation receiving requests to participate

Review organisation

Organisation providing more information on the review procedures

8.1. ORG-0002

Official name: Ministerie van Buitenlandse Zaken

Registration number: 5910447

Postal address: Schedeldoekshaven 101

Town: Den Haag

Postcode: 2511 EM

Country subdivision (NUTS): Agglomeratie 's-Gravenhage (NL361)

Country: Netherlands

Email: FSO-Tendering@minbuza.nl

Telephone: +31 703486486

Internet address: <https://www.rijksoverheid.nl/ministeries/ministerie-van-buitenlandse-zaken>

Roles of this organisation:

Buyer

Notice information

Notice identifier/version: aaf54667-caaa-4d30-b4d3-e14840206da1 - 01

Form type: Competition

Notice type: Contract or concession notice – standard regime

Notice subtype: 16

Notice dispatch date: 21/07/2026 14:18:37 (UTC+02:00) Eastern European Time, Central European Summer Time

Languages in which this notice is officially available: English

Notice publication number: 505893-2026

OJ S issue number: 139/2026

Publication date: 22/07/2026