

544706-2026 - Result

Belgium – Time accounting or human resources software package – Digitalisatie van HR-processen in het Ziekenhuis Oost-Limburg

OJ S 150/2026 06/08/2026

Contract or concession award notice – standard regime

Supplies

1. Buyer

1.1. Buyer

Official name: Ziekenhuis Oost-Limburg

Email: arlette.weytjens@zol.be

Legal type of the buyer: Public undertaking

Activity of the contracting authority: Health

2. Procedure

2.1. Procedure

Title: Digitalisatie van HR-processen in het Ziekenhuis Oost-Limburg

Description: Momenteel wordt binnen het departement Personeelszaken van het ZOL gewerkt met diverse HR systemen die niet of slechts beperkt met elkaar geïntegreerd zijn hetgeen het onderhoud over verschillende systemen voor onze doelgroepen moeilijk maakt. De functionaliteiten die vandaag aangeboden worden voldoen niet meer aan de huidige en toekomstige HR noden. We willen daarom investeren in een geïntegreerd HR systeem met de volgende kenmerken: Efficiëntieverbetering en procesoptimalisatie Verbeterde medewerkerstevredenheid en -ervaring Strategische voordelen voor talentmanagement Datagedreven besluitvorming Kostenbesparingen op lange termijn Competitief voordeel in de zorgsector Technologisch up-to-date De opdracht is onderverdeeld in 3 percelen: Perceel 1 – Talent Acquisition (werving en selectie) Perceel 2 – Personeelsbeheer Perceel 3 – Talent Experience Platform (TXP) Investeren in een geïntegreerd HR-systeem is geen kostenpost, maar een strategische stap om de operationele efficiëntie, medewerkerstevredenheid en organisatiedoelen van het ZOL te ondersteunen. Het helpt niet alleen om huidige HR-uitdagingen aan te pakken, maar bereidt het ziekenhuis ook voor op toekomstige groei en complexiteit. De opdracht zal verder in detail omschreven worden in de tweede fase van de plaatsingsprocedure, zijnde de gunningsfase.

Procedure identifier: 636de1e3-5a3e-488c-9a3c-359aac60e1c9

Internal identifier: PPP0R9-277/6243/2025-277

Type of procedure: Negotiated with prior publication of a call for competition / competitive with negotiation

2.1.1. Purpose

Main nature of the contract: Supplies

Main classification (cpv): 48450000 Time accounting or human resources software package

2.1.2. Place of performance

Country subdivision (NUTS): Arr. Hasselt (BE224)

Country: Belgium

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Country subdivision (NUTS): Arr. Hasselt (BE224)

Country: Belgium

2.1.4. General information

Legal basis:

Directive 2014/24/EU

5. Lot

5.1. Lot: LOT-0001

Title: Talent Acquisition

Description: Aanvraag vacature Vacaturebeheer Kandidatenbeheer Sollicitatieproces en Workflow Management Interview- en selectiebeheer Aanstelling en onboarding Integraties en automatisering Compliance en beveiliging Rapportage en analytics

Internal identifier: 2025-277_1

5.1.1. Purpose

Main nature of the contract: Supplies

Main classification (cpv): 48450000 Time accounting or human resources software package

5.1.2. Place of performance

Postal address: Synaps Park 1

Town: Genk

Postcode: 3600

Country subdivision (NUTS): Arr. Hasselt (BE224)

Country: Belgium

Additional information: Ziekenhuis Oost-Limburg

5.1.3. Estimated duration

Other duration: Unknown

5.1.6. General information

Procurement Project not financed with EU Funds.

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

5.1.10. Award criteria

Criterion:

Type: Cost

Description: Prijs

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

Award criterion number: 20

Criterion:

Type: Quality

Description: Technische waarde HR - module

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

Award criterion number: 25

Criterion:

Type: Quality

Description: Technische ICT-waarde van de HR-module

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

Award criterion number: 20

Criterion:

Type: Quality

Description: Gebruiksvriendelijkheid en toegankelijkheid

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

Award criterion number: 15

Criterion:

Type: Quality

Description: Innovatie

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

Award criterion number: 10

Criterion:

Type: Quality

Description: Dienst na verkoop

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

Award criterion number: 10

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: Raad Van State

Information about review deadlines: Organisatie die informatie verstrekt over

beroepsprocedures en bijhorende termijnen: Raad Van State

Organisation providing additional information about the procurement procedure: Ziekenhuis Oost-Limburg

Organisation providing more information on the review procedures: Raad Van State

5.1. Lot: LOT-0002

Title: Personeelsbeheer

Description: Dit perceel wordt beschouwd als de master van de personeelsdata. Met personeelsdata worden data bedoeld van diverse doelgroepen zoals medewerkers, artsen, studenten, vrijwilligers, gepensioneerden... De dienst HR (en personen buiten HR met specifieke rechten) moeten deze modulaire invulbox zonder een uitgebreide technische kennis kunnen onderhouden en voeden. Beheer van werknemersgegevens Onboarding/offboarding Contract- en rollenbeheer Employee Self-Service (ESS) Manager Self-Service (MSS) Documentbeheer Aan- en afwezigheidsbeheer Compensatiebeheer Kostenplaatsen Organogram Portfolio

Internal identifier: 2025-277_2

5.1.1. Purpose

Main nature of the contract: Supplies

Main classification (cpv): 48450000 Time accounting or human resources software package

5.1.2. Place of performance

Postal address: Synaps Park 1

Town: Genk

Postcode: 3600

Country subdivision (NUTS): Arr. Hasselt (BE224)

Country: Belgium

Additional information: Ziekenhuis Oost-Limburg

5.1.3. Estimated duration

Start date: 29/07/2026

Duration end date: 28/07/2030

5.1.6. General information

Procurement Project not financed with EU Funds.

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

5.1.10. Award criteria

Criterion:

Type: Cost

Description: Prijs

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

Award criterion number: 20

Criterion:

Type: Quality

Description: Technische waarde HR - module

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

Award criterion number: 25

Criterion:

Type: Quality

Description: Technische ICT-waarde van de HR-module

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

Award criterion number: 20

Criterion:

Type: Quality

Description: Gebruiksvriendelijkheid en toegankelijkheid

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

Award criterion number: 15

Criterion:

Type: Quality

Description: Innovatie

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

Award criterion number: 10

Criterion:

Type: Quality

Description: Dienst na verkoop

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

Award criterion number: 10

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: Raad Van State

Information about review deadlines: Organisatie die informatie verstrekt over

beroepsprocedures en bijhorende termijnen: Raad Van State

Organisation providing additional information about the procurement procedure: Ziekenhuis Oost-Limburg

Organisation providing more information on the review procedures: Raad Van State

Organisation signing the contract: Ziekenhuis Oost-Limburg

5.1. Lot: LOT-0003

Title: Talent Experience Platform (TXP)

Description: HR Dashboard (ESS, MSS en HR SS) Learning management System Talent en skills management Performance management

Internal identifier: 2025-277_3

5.1.1. Purpose

Main nature of the contract: Supplies

Main classification (cpv): 48450000 Time accounting or human resources software package

5.1.2. Place of performance

Postal address: Synaps Park 1

Town: Genk

Postcode: 3600

Country subdivision (NUTS): Arr. Hasselt (BE224)

Country: Belgium

Additional information: Ziekenhuis Oost-Limburg

5.1.3. Estimated duration

Start date: 29/07/2026

Duration end date: 28/07/2030

5.1.6. General information

Procurement Project not financed with EU Funds.

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

5.1.10. Award criteria

Criterion:

Type: Cost

Description: Prijs

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

Award criterion number: 20

Criterion:

Type: Quality

Description: Technische waarde HR - module

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

Award criterion number: 25

Criterion:

Type: Quality

Description: Technische ICT-waarde van de HR-module
Category of award weight criterion: Weight (points, exact)
Award criterion number: 20

Criterion:

Type: Quality

Description: Gebruiksvriendelijkheid en toegankelijkheid
Category of award weight criterion: Weight (points, exact)
Award criterion number: 15

Criterion:

Type: Quality

Description: Innovatie
Category of award weight criterion: Weight (points, exact)
Award criterion number: 10

Criterion:

Type: Quality

Description: Dienst na verkoop
Category of award weight criterion: Weight (points, exact)
Award criterion number: 10

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: Raad Van State

Information about review deadlines: Organisatie die informatie verstrekt over
beroepsprocedures en bijhorende termijnen: Raad Van State

Organisation providing additional information about the procurement procedure: Ziekenhuis
Oost-Limburg

Organisation providing more information on the review procedures: Raad Van State

Organisation signing the contract: Ziekenhuis Oost-Limburg

6. Results

Value of all contracts awarded in this notice: 2 892 637,12 EUR

6.1. Result lot identifier: LOT-0002

Winner selection status: At least one winner was chosen.

6.1.2. Information about winners

Winner:

Official name: AFAS BELGIUM NV

Tender:

Tender identifier: AFAS_BELGIUM_NV

Identifier of lot or group of lots: LOT-0002

Value of the tender: 923 779,32 EUR

Subcontracting: No

Contract information:

Identifier of the contract: 535-1890

Title: Personeelsbeheer

Date of the conclusion of the contract: 28/07/2026

Organisation signing the contract: Ziekenhuis Oost-Limburg

6.1.4. Statistical information

Received tenders or requests to participate:

Type of received submissions: Tenders

Number of tenders or requests to participate received: 5

Type of received submissions: Requests to participate

Number of tenders or requests to participate received: 7

Range of tenders:

Value of the lowest admissible tender: 923 779,32 EUR

Value of the highest admissible tender: 2 068 782,28 EUR

6.1. Result lot identifier: LOT-0003

Winner selection status: At least one winner was chosen.

6.1.2. Information about winners

Winner:

Official name: Tamahris

Tender:

Tender identifier: Tamahris

Identifier of lot or group of lots: LOT-0003

Value of the tender: 1 968 857,80 EUR

Subcontracting: No

Contract information:

Identifier of the contract: 536-1893

Title: Talent Experience Platform (TXP)

Date of the conclusion of the contract: 28/07/2026

Organisation signing the contract: Ziekenhuis Oost-Limburg

6.1.4. Statistical information

Received tenders or requests to participate:

Type of received submissions: Tenders

Number of tenders or requests to participate received: 7

Type of received submissions: Requests to participate

Number of tenders or requests to participate received: 9

Range of tenders:

Value of the lowest admissible tender: 1 722 915,19 EUR

Value of the highest admissible tender: 1 968 857,80 EUR

6.1. Result lot identifier: LOT-0001

Winner selection status: No winner was chosen and the competition is closed.

The reason why a winner was not chosen: Decision of the buyer, because of insufficient funds

6.1.4. Statistical information

Received tenders or requests to participate:

Type of received submissions: Tenders

Number of tenders or requests to participate received: 5

Type of received submissions: Requests to participate

Number of tenders or requests to participate received: 8

8. Organisations

8.1. ORG-0001

Official name: Ziekenhuis Oost-Limburg
Registration number: BE 0256 543 917
Postal address: Synaps Park 1
Town: Genk
Postcode: 3600
Country subdivision (NUTS): Arr. Hasselt (BE224)
Country: Belgium
Contact point: Arlette Weytjens
Email: arlette.weytjens@zol.be
Telephone: +32 89802330
Internet address: <http://www.zol.be/>

Roles of this organisation:

Buyer
Organisation providing additional information about the procurement procedure
Organisation signing the contract

8.1. ORG-0002

Official name: Raad Van State
Registration number: 0931.814.266
Postal address: Wetenschapsstraat 33
Town: Brussel
Postcode: 1040
Country subdivision (NUTS): Arr. de Bruxelles-Capitale/Arr. Brussel-Hoofdstad (BE100)
Country: Belgium
Email: info@raadvanstate.be
Telephone: +32 22349611
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

8.1. ORG-0005

Official name: AFAS BELGIUM NV

Size of the economic operator: Medium

Registration number: 0463984256

Postal address: Prins Boudewijnlaan 7A

Town: Kontich

Postcode: 2550

Country subdivision (NUTS): Arr. Antwerpen (BE211)

Country: Belgium

Contact point: Thibault Van de Wildebergh

Email: thibault.vandewildebergh@afas.be

Telephone: +32 15281910

Roles of this organisation:

Tenderer

Winner of these lots: LOT-0002

8.1. ORG-0006

Official name: Tamahris

Size of the economic operator: Medium

Registration number: 0540841910

Postal address: Avenue Arnaud Fraiteur 15

Town: Elsene

Postcode: 1050

Country subdivision (NUTS): Arr. de Bruxelles-Capitale/Arr. Brussel-Hoofdstad (BE100)

Country: Belgium

Contact point: Geert Van Gucht

Email: g.vangucht@actongroup.com

Telephone: +32 478885992

Roles of this organisation:

Tenderer

Winner of these lots: LOT-0003

Notice information

Notice identifier/version: 180b27d3-8e34-4760-8602-0c73b6858c8a - 01

Form type: Result

Notice type: Contract or concession award notice – standard regime

Notice subtype: 29

Notice dispatch date: 04/08/2026 00:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Notice dispatch date (eSender): 04/08/2026 00:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Languages in which this notice is officially available: Dutch

Notice publication number: 544706-2026

OJ S issue number: 150/2026

Publication date: 06/08/2026