

85135-2026 - Result

Norway – IT services: consulting, software development, Internet and support – 20250014 HR system support

OJ S 25/2026 05/02/2026

Contract or concession award notice – standard regime

Services

1. Buyer

1.1. Buyer

Official name: Skatteetaten

Email: Ida.Blix@skatteetaten.no

Legal type of the buyer: Central government authority

Activity of the contracting authority: General public services

2. Procedure

2.1. Procedure

Title: 20250014 HR system support

Description: The competition is for the establishment of a new contract for HR system support. The system shall facilitate user friendliness, efficiency, general thinking as well as compliance with legislation and security requirements. It is important that employees have access to competence raising through learning in order to strengthen their careers over time, as well as develop employees. The system is important for delivering the competence goal picture in the Norwegian Tax Administration, which is about ensuring the right competence in the short and long term.

Procedure identifier: 69e7a4f8-8b05-45d3-bea2-77a4296fc498

Previous notice: ad44fb83-760d-4f4f-8644-0a14e11a6c1f-01

Internal identifier: 2025/534

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

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): 48000000 Software package and information systems, 72220000 Systems and technical consultancy services, 72260000 Software-related services, 72300000 Data services

2.1.2. Place of performance

Anywhere in the European Economic Area

2.1.4. General information

Legal basis:

Directive 2014/24/EU

5. Lot

5.1. Lot: LOT-0000

Title: 20250014 HR system support

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Internal identifier: 2025/534

5.1.1. Purpose

Main nature of the contract: Services

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

Additional classification (cpv): 48000000 Software package and information systems, 72220000 Systems and technical consultancy services, 72260000 Software-related services, 72300000 Data services

5.1.2. Place of performance

Anywhere in the European Economic Area

5.1.6. General information

Procurement Project not financed with EU Funds.

The procurement is covered by the Government Procurement Agreement (GPA): no

5.1.10. Award criteria

Criterion:

Type: Price

Name: Price

Description: Counting under T1 is calculated on the basis of the offered prices in the price form Annex 7 Annex 1. The sum of the points will be added together to a total evaluation sum. 1. Fixed price for system implementation. 2. System costs, weighted based on the following scenarios with associated weight: • Scenario high (35 %) • Scenario medium (40 %) • Scenario low (25 %) 3. Annual cost for support/AMS, multiplied by 4 years. 4. Hourly rates for additional services multiplied by the contracting authority's non binding estimate. 5. Evaluation price for options Prices stated in other currencies than NOK will, for evaluation purposes, be converted to NOK, using courses from Norges Bank's reference index on the tender deadline day. Total points achieved associated with T1: The tenders' total evaluation sum will be evaluated on a scale from 0 to 10 points, of which the tender with the lowest total evaluation sum is given 10 points, but the other tenderers' points count is determined by a linear method.

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

Award criterion number: 30

Criterion:

Type: Quality

Name: Quality (T2)

Description: The score under T2 is calculated by summing up a final score connected to BF and BFG requirements in Annex 2, excluding requirements IFK-G2. The different requirement types have different weights, see point 5.2 below. The tenders will be assessed on a scale from 0 to 10 total points.

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

Award criterion number: 30

Criterion:

Type: Quality

Name: Risk and implementation ability (T3)

Description: Default terms for the Cloud service The manufacturer's standard terms for the system included in annex 10 will be evaluated based on the following factors: • Deadlines for notification: For example, deadlines related to changes, suspension, termination, etc. • The contracting authority's flexibility: Regarding the customer's flexibility, such as termination options. • Choice of law and jurisdiction. • Use of customer data. • Rights connected to the transfer of the contract. • Any limitations of liability. • The manufacturer's right to suspend services. • Any other elements in the standard terms related to the contract's object that affect the customer's risk. In order to clarify: reservations to the Contract with annexes will not be emphasised under this criteria. Implementation ability and risk of the offered implementation project. The contracting authority will evaluate the tenderer's risk and implementation ability for the offered implementation project, as described in annex 4.

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

Award criterion number: 10

Criterion:

Type: Quality

Name: Environment (T4)

Description: Response to requirements IFK-G2

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

Award criterion number: 30

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: Oslo tingrett

Information about review deadlines: The waiting period expired 30.01.2026

Organisation signing the contract: Skatteetaten

6. Results

Value of all contracts awarded in this notice: 13 554 850,00 NOK

6.1. Result lot identifier: LOT-0000

Winner selection status: At least one winner was chosen.

6.1.2. Information about winners

Winner:

Official name: Sariba

Tender:

Tender identifier: HR Skatteetaten Sariba 2025

Identifier of lot or group of lots: LOT-0000

Value of the tender: 0,00 NOK

Subcontracting: Yes

Subcontracting value is known: yes

Value of subcontracting: 0,00 NOK

Subcontracting percentage is known: no

Contract information:

Identifier of the contract: -

Title: 20250014 SYSTEM SUPPORT HR-Sariba - learning, performance and development

Date on which the winner was chosen: 20/01/2026

Date of the conclusion of the contract: 03/02/2026

Organisation signing the contract: Skatteetaten

6.1.3. Non-winning tenderers

Non-winning tenderers

:

Official name: DXC Technology Norge AS

Tender:

Tender identifier: DXC & CSOD Systemstøtte HR

Identifier of lot or group of lots: LOT-0000

Value of the tender: 15 594 352,00 NOK

Subcontracting: Yes

Subcontracting value is known: yes

Value of subcontracting: 0,00 NOK

Subcontracting percentage is known: no

Non-winning tenderers

:

Official name: Deloitte AS

Tender:

Tender identifier: Skatteetaten - 20250014 Systemstøtte HR

Identifier of lot or group of lots: LOT-0000

Value of the tender: 23 199 689,00 NOK

Subcontracting: Yes

Subcontracting value is known: no

Subcontracting percentage is known: no

6.1.4. Statistical information

Summary of the review requests the buyer received:

Number of complainants: 0

Received tenders or requests to participate:

Type of received submissions: Tenders

Number of tenders or requests to participate received: 3

8. Organisations

8.1. ORG-0001

Official name: Skatteetaten

Registration number: 974761076

Department: Anskaffelser

Postal address: Fredrik Selmers vei 4

Town: Oslo

Postcode: 0663

Country subdivision (NUTS): Oslo (NO081)

Country: Norway
Contact point: Ida Blix
Email: Ida.Blix@skatteetaten.no
Telephone: +47 80080000

Roles of this organisation:

Buyer
Organisation signing the contract

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: 22 03 52 00
Internet address: <https://www.domstol.no/no/domstoler/tingrett/oslo-tingrett/>

Roles of this organisation:

Review organisation

8.1. ORG-0003

Official name: Sariba
Size of the economic operator: Medium
Registration number: 979753012
Department: Salg
Postal address: Storgata 17
Town: Oslo
Postcode: 0184
Country subdivision (NUTS): Oslo (NO081)
Country: Norway
Contact point: Cecilie Eckhardt
Email: Cecilie.Eckhardt@sariba.com
Telephone: 911 37232

Roles of this organisation:

Tenderer

Winner of these lots: LOT-0000

8.1. ORG-0004

Official name: DXC Technology Norge AS
Size of the economic operator: Medium
Registration number: 958958455
Department: Salg
Postal address: Folke Bernadottes vei 38
Town: Fyllingsdalen
Postcode: 5147
Country subdivision (NUTS): Oslo (NO081)
Country: Norway
Contact point: Svend Øyvind Vold
Email: svold@dx.com

Telephone: +4721634600

Roles of this organisation:

Tenderer

8.1. ORG-0005

Official name: Deloitte AS

Size of the economic operator: Medium

Registration number: 980211282

Department: Consulting

Postal address: Dronning Eufemias gate 14

Town: OSLO

Postcode: 0191

Country subdivision (NUTS): Oslo (NO081)

Country: Norway

Contact point: Monica Rudsengen

Email: noanbud@deloitte.no

Telephone: +47 23 27 90 00

Roles of this organisation:

Tenderer

Notice information

Notice identifier/version: 6163976c-5e71-437b-8fa5-bb2bab346e67 - 01

Form type: Result

Notice type: Contract or concession award notice – standard regime

Notice subtype: 29

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