

605201-2026 - Licitación

Polonia – Servicios de gestión de nóminas – Payroll Services

OJ S 169/2026 02/09/2026

Anuncio de contrato o de concesión. Régimen normal

Servicios

1. Comprador

1.1. Comprador

Denominación oficial: BECHTEL POLSKA SPÓŁKA Z OGRANICZONĄ ODPOWIEDZIALNOŚCIĄ

Correo electrónico: pkarcz@Bechtel.com

Naturaleza jurídica del comprador: Organización que concede un contrato subvencionado por una autoridad estatal

Actividad del poder adjudicador: Servicios públicos generales

2. Procedimiento

2.1. Procedimiento

Título: Payroll Services

Descripción: The scope of work for this package consists of: Minimum 10 years of payroll outsourcing experience in Poland, supporting multinational organizations. Proven capability to manage payroll for medium and large organizations, including complex employment and reporting requirements under Polish labor and tax regulations. Demonstrated capability in craft-specific pay conditions including shift and site premiums, allowances, per diem and attendance-based incentives. Dedicated payroll delivery team in Poland with the ability to support stakeholders in both Polish and English. Certified information security and quality management framework. At least three references from multinational companies operating in Poland. The provider must employ at least 20 professionals dedicated to payroll and HR outsourcing services in Poland. Demonstrated experience providing payroll services to an hourly rate construction or industrial craft workforce, paid against a defined rate structure with effective-dated rate changes Construction site-based support presence Integration with client HR and timekeeping systems The provider must be a member of a recognized international professional services network with a substantial global presence and demonstrated financial stability supported by audited financial statements.

Identificador del procedimiento: c4a8269b-9aaf-41a1-bc6f-7d3479a36b92

2.1.1. Finalidad

Naturaleza del contrato: Servicios

Clasificación principal (cpv): 79211110 Servicios de gestión de nóminas

Clasificación adicional (cpv): 79631000 Servicios de personal y de nóminas

2.1.2. Lugar de ejecución

Subdivisión del país (NUTS): Gdański (PL634)

País: Polonia

2.1.4. Información general

Base jurídica:

Otro

2.1.6. Motivos de exclusión

Fuentes de los motivos de exclusión: Documento de contratación

5. Lote

5.1. Lote: LOT-0001

Título: Payroll Services

Descripción: Experienced and qualified Companies capable of providing Payroll Services in support of the Poland Nuclear Power Plant. Payroll Services include payroll processing with time and attendance options, statutory contributions and tax reporting, employee administration, contract and leave management, payment and disbursements, compliance and audit support. Specifically looking for services that will include a large construction craft professional workforce, paid monthly against a defined hourly rate structure, with hours captured and approved through a project timekeeping system. Provider Interested companies must register/update their Company's information in Bechtel's iSupplier portal at [https:// www.bechtel.com/supplier/](https://www.bechtel.com/supplier/). If Company has any questions or to express interest in bidding on this requirement, Company shall notify Bechtel's Contact Person. Once notified, Bechtel shall provide the interested party the Poland Prequalification Questionnaire where interested party would complete with response to Bechtel for review. Bechtel notes that previous proven capabilities and experience of similar scale of scope and complexity of the requirements will be mandatory and additional documentation / evidence may be required. The prequalification criteria shall be included in the prequalification questionnaire, examples thereof include demonstration of (i) experience in furnishing similar scopes of Payroll Services in past or current projects, (ii) availability of equipment/personnel/facilities for performance of scope of the required services, (iii) safety record (iv) and quality compliance to ISO 9001:2015 or quality program that is comparable to ISO 9001 (to be approved by Bechtel and PEJ), (v) compliance to certification of legally mandatory requirements, (vi) financial standing (solvency), and (vii) verification of organizational capabilities. Upon Bechtel's evaluation of your response to the Poland Prequalification Questionnaire, Bechtel will notify if your Company meets, conditionally meets, or does not meet the prequalification requirements that closely match the requirements. Your Company's submission of the Prequalification Questionnaire does not automatically qualify your Company to be a prequalified Company for the Scope. Bechtel reserves the right to exclude any of the following from this Competitive Bidding process: any economic operator that is directly or indirectly owned or controlled by an entity from a country not covered by the Government Procurement Agreement ("GPA") with the EU; or economic operators who rely in the Competitive Bidding process on capacities of any entities from countries not covered by the GPA with the EU. Such decision of Bechtel shall not be subject to complaint. Each prequalified Company will be required to execute a Non-Disclosure Agreement (NDA). Companies meeting the prequalification criteria and who have executed the NDA will be invited to submit the proposals for Payroll Services. The Request for Quotation (RFQ) shall include the proposal questionnaire(s), scope of work, specifications, drawings, datasheets, terms and conditions, award criteria, and schedule data. The RFQ shall be issued via Bechtel's Digital Supply Chain System automation tool. Supplier User Guides: <https://www.bechtel.com/supplier/#registration-Info> The scope of work for this package consists of: Minimum 10 years of payroll outsourcing experience in Poland, supporting multinational organizations. Proven capability to manage payroll for medium and large organizations, including complex employment and reporting requirements under Polish labor and tax regulations. Demonstrated capability in craft-specific pay conditions including shift and site

premiums, allowances, per diem and attendance-based incentives. Dedicated payroll delivery team in Poland with the ability to support stakeholders in both Polish and English. Certified information security and quality management framework. At least three references from multinational companies operating in Poland. The provider must employ at least 20 professionals dedicated to payroll and HR outsourcing services in Poland. Demonstrated experience providing payroll services to an hourly rate construction or industrial craft workforce, paid against a defined rate structure with effective-dated rate changes Construction site-based support presence Integration with client HR and timekeeping systems The provider must be a member of a recognized international professional services network with a substantial global presence and demonstrated financial stability supported by audited financial statements. Proposals may be provided in EUR, PLN, USD. Furthermore, the proposals will be requested as lump sum and unit rate order with agreement to unit rates for change management. Award criteria shall be based on a combination of the highest evaluated scored bidder with the consideration of the following key criteria in order of relevance, together with cost which will determine the final decision for the award which will be detailed further in the Bid Document(s) and during RFQ phase. The weighted technical Evaluation shall be based on the following factors: Technical Capability Previous Proven Relevant Experience Delivery / Management Team Service Performance Quality Program Implementation Schedule Compliance Any Companies that do not meet the legally mandatory compliance requirement will be excluded. The procedure for the Company to gain access to classified information, as required, will be subject to compliance with the executed NDA, Applicable Export Laws, Applicable Laws, and Applicable Safeguards Laws which will be included in the RFQ document. The Customer shall be responsible for monitoring the Contractor's compliance with the competitive procedure. Thus, the Contractor shall transmit any complaint received to the Customer. The Customer reserves the right to audit of the Contractor's

5.1.1. Finalidad

Naturaleza del contrato: Servicios

Clasificación principal (cpv): 79211110 Servicios de gestión de nóminas

5.1.2. Lugar de ejecución

Localidad: Gdańsk, Polska

Subdivisión del país (NUTS): Gdański (PL634)

País: Polonia

5.1.9. Criterios de selección

Fuentes de los criterios de selección: Documento de contratación

5.1.12. Condiciones de la contratación pública

Condiciones de presentación:

Dirección para la presentación: <https://www.bechtel.com/projects/poland-ap1000-nuclear-power-plant/>

Lenguas en las que pueden presentarse las ofertas o solicitudes de participación: inglés

8. Organizaciones

8.1. ORG-0001

Denominación oficial: BECHTEL POLSKA SPÓŁKA Z OGRANICZONĄ ODPOWIEDZIALNOŚCIĄ

Número de registro: Bechtel Polska sp. z o.o

Departamento: Bechtel Polska sp. z o.o

Localidad: Gdańsk, Polska

Código postal: 84-210

Subdivisión del país (NUTS): Gdański (PL634)

País: Polonia

Punto de contacto: Paweł Karcz

Correo electrónico: pkarcz@Bechtel.com

Teléfono: +48780192430

Dirección de internet: <https://www.bechtel.com/projects/poland-ap1000-nuclear-power-plant/>

Terminal de intercambio de información (URL): <https://www.bechtel.com/projects/poland-ap1000-nuclear-power-plant/>

Funciones de esta organización:

Comprador

TED eSender

8.1. ORG-0000

Denominación oficial: Publications Office of the European Union

Número de registro: PUBL

Localidad: Luxembourg

Código postal: 2417

Subdivisión del país (NUTS): Luxembourg (LU000)

País: Luxemburgo

Correo electrónico: ted@publications.europa.eu

Teléfono: +352 29291

Dirección de internet: <https://op.europa.eu>

Funciones de esta organización:

TED eSender

Información del anuncio

Identificador/versión del anuncio: 5b32e031-8c1b-4f61-9c02-fa7032aea636 - 01

Tipo de formulario: Licitación

Tipo de anuncio: Anuncio de contrato o de concesión. Régimen normal

Subtipo de anuncio: E3

Fecha de envío del anuncio: 01/09/2026 07:15:44 (UTC+00:00) Hora de Europa Occidental, GMT

Lenguas en las que este anuncio está disponible oficialmente: inglés

Número de publicación del anuncio: 605201-2026

Número de la edición del DO S: 169/2026

Fecha de publicación: 02/09/2026