



Hereford & Worcester Fire Authority

Record of an Authority decision delegated to an Officer as required under Regulation 7 of the Openness of Local Government Bodies Regulation 2014

Subject of decision	Award the contract to Infographics UK Ltd for the provision of a Replacement HR System. The Authority propose to enter into a Contract for a period of five (5) years with the Contractor with a possible 24-month extension, in 12 month increments. The contract is anticipated to commence in February 2026.
Officer name	Jon Butlin
Job title	Assistant Director of Prevention
Date decision taken	06/05/2025
Reasons for the decision	Hereford and Worcester Fire Authority (the Authority) need to replace the current HR System, due to the current provider terminating its provision of support services.
Details of decision	Following an open tender process Infographics UK Ltd have been awarded the contract due to being the Most Advantageous Tender (MAT). The opportunity was published via the e-Tendering Portal In-Tend The total contract value £368,476 Year 1 £95,933 Year 2 £65,634 Year 3 £67,274 Year 4 £68,956 Year 5 £70,679 The tenders were evaluated based on Mandatory Questions- Pass/Fail Quality/Technical- ability to meet the Specification 35% Delivery 20% Support 10% Corporate Social Responsibility 10% Price 25% Four (4) tenders were received 1. Infographics UK Ltd 2. Kaar Technologies UK Ltd 3. MHR International UK Ltd 4. Technology One UK Ltd
Details of alternative options considered	N/A

For decisions regarding spend of £100,000 and above

To be completed by Information Governance & Committee Services
Log No

and rejected (if any)	
Any interests declared by a Member or Officer	N/A
Links to relevant background documents or information	N/A

Signed



Date 24.10.2025

For decisions regarding spend of £100,000 and above

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