

This is a published notice on the Find a Tender service: <https://www.find-tender.service.gov.uk/Notice/029614-2025>

Tender

PA23 - UK4 - Tender Notice

Southern Water Services Limited

UK4: Tender notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2025/S 000-029614

Procurement identifier (OCID): ocds-h6vhtk-04f97c ([view related notices](#))

Published 3 June 2025, 4:26pm

Scope

Description

Southern Water Services ("SWS") seek to implement a new Occupational Health & Health Surveillance Services provision, which will ensure coverage across the full SWS region.

The contract will be awarded to one single supplier

SWS is looking for a flexible approach to deliver a service to accommodate all the different organisational structures and job roles - desk associated work, seated and standing, customer facing work, call centre operations, physical work, staff working or coming into contact with hazardous substances, work outdoors in all seasons, driving.

Key requirements:

Health Surveillance

Annual mini-health checks

Health Education visits

Mental Ill-health advice and Management support, trauma counselling, stress risk

Stress management and resilience

Musculoskeletal Education and support

Additional bespoke support/ capability services - weight management, neurodiversity, sleep coaching, vehicle capability assessment, menopause

Pre-Employment checks (online and face to face)

Pre-employment questionnaires and medicals

Drug and alcohol checks (pre-employment role specific and 'with cause')

Night Worker Assessment

DES workstation Assessment

Skin checks

Monthly Management Reporting

Liaison with employees GP or specialist where required (assuming employee consent)

Access to an Occupational Health Physician

Occupational Health, reports that are appropriate for use in employee relations cases, including where legal issues arise.

Flu Vouchers

Vaccination clinics onsite where required

Needlestick Injury - Advice and support

Provision of a health risk profiling advisory service as part of health surveillance (when required)

Trend analysis including proposed wellbeing interventions to reduce incidence of ill health and or absence

Governance target outcomes:

Selection of a suitable supply chain structure to enable optimum outcomes of:

Compliance with the Procurement Act 2023

A fit for purpose offering of the Occupational Health referral service, such that recommendations are clear and aid management/HR decision making.

A balanced Occupational Health referral approach regarding employee health and wellbeing in line with the organisation's business needs.

A service to support and aid the resolution of mental ill health and support the organisation with clear advice and guidance.

A clear and simple pre-employment check process for new starters, including a timely Drugs & Alcohol testing service to prevent any delays in employee start dates.

A process ensuring that 'movers' are captured in any new medicals, should their role require it.

An on-line health surveillance booking system that is flexible and easy to use.

Health surveillance provided with a suitable mix of automated process and face to face, where required (e.g., medical versus on-line questionnaire).

Providing a robust, comprehensive management reporting functionality; identifying trends and providing commentary, whilst recommending suitable initiatives to reduce health risk and lifestyle factors.

A supplier with an approach based the prevention of ill health and risk prevention in keeping with SEQOHS.

A supplier able to work with Southern Water on the addition and connectivity of future downstream future services, as part of the long-term goal to streamline and connect interventions, e.g., adding DSE Assessments later.

A system that is compliant and robust to meet GDPR and data privacy requirements.

A process where employee data is shared in a usable format compliant with internal SWS systems, e.g., Workday.

A supplier able to balance clinical guidance and advice while respecting SWS requirements.

A service that is responsive and supportive to SWS business needs and requirements, against agreed SLAs.

A complaint process that is robust and drives continuous service improvement.

A proactive approach to Health surveillance where recalls scheduling is approached in a simple and cost-effective way.

A supplier able to work in partnership with Southern Water to define/refine any new requirements for health surveillance medicals, in line with health risk assessments.

Clear and simple invoicing processes

Requirements

Monthly MI Reporting (reactive/quantitative)

Monthly Trends/Insights (proactive/qualitative)

General Advisory Service

Performance/Service KPIs

Quarterly Performance Review Meetings

Overview of Organisational Structure

Annual Business Review Meeting

Annual Health Risk Review

Total value (estimated)

- £1,920,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 3 October 2025 to 3 October 2029
- Possible extension to 3 October 2033

- 8 years, 1 day

Description of possible extension:

At the discretion of SWS 48 months extension after the initial term (12+12+12+12)

Options

The right to additional purchases while the contract is valid.

Services within the Occupational health and Health Surveillance scope which do not materially alter the original original requirement.

Main procurement category

Services

CPV classifications

- 85147000 - Company health services

Participation

This procurement is reserved for

Supported employment providers

Technical ability conditions of participation

As discribed within the Tender documentation

Submission

Enquiry deadline

12 June 2025, 12:00pm

Submission type

Tenders

Tender submission deadline

3 July 2025, 12:00pm

Submission address and any special instructions

The procurement documents are available for unrestricted and full direct access, free of charge, at

<https://southernwater.bravosolution.co.uk/>

Additional information can be obtained from the above-mentioned address

Tenders or requests to participate must be submitted electronically via

<https://southernwater.bravosolution.co.uk>

Tenders or requests to participate must be submitted to the above-mentioned address

If you are interested in bidding for this tender, please be aware that you will need to have

registered on the central digital platform before you will be able to bid. This will require you to complete some information and then you will be provided with a unique identifier. For more information on how to register, please follow the below link:

how to register on the CDP

Tenders may be submitted electronically

Yes

Languages that may be used for submission

English

Award decision date (estimated)

2 October 2025

Award criteria

Name	Description	Type	Weighting
Occupational Health & Health Surveillance	Technical Element	Quality	60%
Occupational Health & Health Surveillance	Commercial Element	Cost	40%

Other information

Payment terms

60 days

Conflicts assessment prepared/revised

Yes

Procedure

Procedure type

Competitive flexible procedure

Special regime

Utilities

Competitive flexible procedure description

This procurement will follow a Competitive Flexible Procedure under the Procurement Act 2023, in two stages:

PQQ stage - Tenderers will be required to complete the SW Standard Mandatory PQQ form, as well as a Technical pre-qualification questionnaire (PQQ) . Tenderers who meet the requirements criteria as set out in the tender documentation and agree the Terms and Conditions, will progress to the ITT Stage.

ITT stage - shortlisted tenderers will be invited to respond to the ITT Technical questions.

Commercial response - as part of their ITT tender submission tenderers will be required to submit a commercial proposal in alignment with the costing structure provided in the e-sourcing portal.

Tenderers will also be required to attend a presentation in support of their bid. Dates and times to be agreed via the SWS sourcing portal - we anticipate that this will be 01-09/25 to 03/09/25 (*dates provided are subject to minor variation through the process, depending on level of response to tender, tenderers will be notified of any changes).

Documents

Documents to be provided after the tender notice

As part of tender pack documentation to interested bidders. And at Stage 2 (ITT) to successfully pre-qualified service providers.

Contracting authority

Southern Water Services Limited

- Public Procurement Organisation Number: PBJQ-2231-ZRPG

Southern Water, Southern House

Worthing

BN13 3NX

United Kingdom

Contact name: Antonia O'Donovan

Telephone: +447708488464

Email: Antonia.O'Donovan@southernwater.co.uk

Website: <http://www.southernwater.co.uk>

Region: UKJ27 - West Sussex (South West)

Organisation type: Private utility