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Planning

National Highways Occupational Health Services

National Highways

UK2: Preliminary market engagement notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2025/S 000-037700

Procurement identifier (OCID): ocids-h6vhtk-0559c1

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Scope

Description

National Highways are at the early stages of understanding market capability in respect of Occupational Health Service providers.

This is in advance of the current contractual agreement for these

services expiring in 2026. The types of services envisaged under this contract include (but are not limited to),

- Management advice line and online support services
- Online portal to make referrals and access reports securely
- Appointments scheduled with individuals via a booking team with follow up email or text.
- Access to refer to OHA/ OHP or other specialist services
- Case reviews and case conferences when required

- Health questionnaire assessment and review - preemployment and periodically.
- Fitness for tasks assessments and medicals
- Health Surveillance as identified via health needs assessment
- Access to workplace and specialist assessments - DSE / Ergonomic, work capability assessments, Neurodiversity assistance assessments, other specialist assessments as required and undertaken via a route which is suitable to the needs of the business and referred individual i.e. face to face, on-site via secure video call.
- Self-referral and management referral access to physiotherapy services and support.
- Digital vaccinations vouchers access with nationwide coverage e.g. flu
- Drug and Alcohol Tests (Collection and Analysis)
- Medication helpline / Chemist on call
- Access to Health Screening Services, health kiosks, know your numbers, public health testing e.g. PSA
- Digital online platform for support of general health and wellbeing
- Access to a dedicated clinical lead, client manager and operational manager for regular meetings and escalation of issues on contract
- Ability to bring in/ source additional specialist service via contract on a 3rd party basis when required e.g. Occupational Hygienist / ergonomist
- Design, access to Wellbeing Services (events, webinars training materials etc):
- Live client data access with insights and buildable trends and year on year comparisons. Bespoke reporting availability clear and concise management information
- Robust feedback system to for complaints and to feedback on referrals to link into management data and performance KPI's
- Must be able to signpost on to our other services e.g. EAP, benefits platforms and other internal support systems.

National Highways now wish to understand the current market

offering for these types of services, including capacity and

mobilisation timescales.

Please note the values are estimates only at this stage and are subject to changes. Actual values will be confirmed in the final tender documentation.

Alongside this Notice, National Highways have published a survey for interested suppliers to take part in. Details of which can be found below.

Once the closing date for responses have passed, we will analyse the results and this will inform a procurement, the details of which are still to be determined. Any learning gained from this early engagement will be shared with interested parties.

Routes to market under existing Frameworks that are available to

National Highways are being appraised separately and may still be used.

Total value (estimated)

- £1,300,000 excluding VAT
- £2,000,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 1 January 2027 to 31 December 2030
- Possible extension to 31 December 2032
- 6 years

Main procurement category

Services

CPV classifications

- 85147000 - Company health services
- 85312320 - Counselling services

Contract locations

- UK - United Kingdom

Engagement

Engagement deadline

15 August 2025

Engagement process description

National Highways would like interested suppliers to take part in a survey.

https://forms.office.com/Pages/ResponsePage.aspx?id=sp9QKa9_i0-3ojL5bsXebBEkYvg9WydBnl76oHpzESBUNIJDNFBKTFdDUEhIM1VDSjJKNkJNNIY0UC4u

Responses to the survey will be accepted until the engagement deadline of Friday 15th August 2025 at mid-day (12:00)

Participation

Particular suitability

- Small and medium-sized enterprises (SME)
- Voluntary, community and social enterprises (VCSE)

Submission

Publication date of tender notice (estimated)

1 December 2025

Contracting authority

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Organisation type: Public authority - central government