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Tender

PT_24_48 General OH Services, EAP and Health Screening services

National Audit Office

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

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Scope

Description

The National Audit Office (NAO) is the UK's independent public spending watchdog. The NAO supports Parliament in holding government to account and helps improve public services through its high-quality audits.

We are seeking bids from interested suppliers experienced in providing comprehensive Occupational Health (OH) service comprised of Health Assessment Questionnaires, Management Referrals, DSE Assessments, Immunisation Programmes, Employee Assistance Programme and Health Screening services.

The NAO's strategic ambitions for the next 5 years are more productive and resilient public services, and better financial management and reporting in government. People and Culture is a key capability to deliver this. Our definition of good core People and Culture capability includes consistently high-performing people and teams, motivated by and focused on the NAO's purpose and strategy and that our people have high levels of engagement, and we experience low levels of sickness absence.

This contract has strategic importance and will be a key enabler of NAO performance and productivity.

The contract will be divided into 3 lots as follows:

- Lot 1 Occupational Health services
- Lot 2 Employment Assistance programme
- Lot 3 Health Screening

Interested suppliers will be able to submit a bid for a maximum of the 3 lots in across the services, which means if a single supplier bids for the maximum 3 lots and meets our required criteria and otherwise qualify for the award of a contract, they will be awarded all 3 lots.

The new contract(s) will run for an initial period of 3 years from Friday 2nd January 2026 until Monday 1st January 2029 with the option to further extend for a period of up to 2 years (by 2 periods of 12 months) until Wednesday 1st January 2031.

The total value of this procurement is an estimated value of £1.325m inclusive of VAT over the 5 years based on the following split

- Lot 1 Occupational Health services - £615k
- Lot 2 Employment Assistance programme - £110k
- Lot 3 Health Screening - £600k

This figure includes an element of contingency and assumptions over additional services that may be procured.

Total value (estimated)

- £1,104,166.67 excluding VAT
- £1,325,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 2 January 2026 to 1 January 2029
- Possible extension to 1 January 2031
- 5 years

Description of possible extension:

The new contract(s) will run for an initial period of 3 years from Friday 2nd January 2026 until Monday 1st January 2029 with the option to further extend for a period of up to 2 years (by 2 periods of 12 months) until Wednesday 1st January 2031.

Main procurement category

Services

CPV classifications

- 85140000 - Miscellaneous health services
- 85312300 - Guidance and counselling services
- 98000000 - Other community, social and personal services

Contract locations

- UK - United Kingdom

Lot constraints

Description of how multiple lots may be awarded:

Please refer to Invitation to Tender (ITT) documentation for further details.

Lot 1. Occupational Health (OH) Services

Description

We are seeking to award a contract to a supplier who will be expected to deliver Occupational Health (OH) Services to staff based in the NAO London and Newcastle offices

The estimated value for this lot will be up to £615k inclusive of VAT

Lot value (estimated)

- £512,500 excluding VAT
- £615,000 including VAT

Same for all lots

CPV classifications, contract locations and contract dates are shown in the Scope section, because they are the same for all lots.

Lot 2. Employment Assistance programme

Description

We are seeking to award a contract to a supplier who will be expected to deliver

Employment Assistance programme service to staff based in the NAO London and Newcastle offices

The estimated value for this lot will be up to £110k inclusive of VAT

Lot value (estimated)

- £91,666.67 excluding VAT
- £110,000 including VAT

Same for all lots

CPV classifications, contract locations and contract dates are shown in the Scope section, because they are the same for all lots.

Lot 3. Health screening services

Description

We are seeking to award a contract to a supplier who will be expected to deliver Health screening service to staff based in the NAO London and Newcastle offices

The estimated value for this lot will be up to £600k inclusive of VAT

Lot value (estimated)

- £500,000 excluding VAT
- £600,000 including VAT

Same for all lots

CPV classifications, contract locations and contract dates are shown in the Scope section, because they are the same for all lots.

Participation

Legal and financial capacity conditions of participation

Lot 1. Occupational Health (OH) Services

Lot 2. Employment Assistance programme

Lot 3. Health screening services

Please refer to Invitation to Tender (ITT) documentation for further details.

Technical ability conditions of participation

Lot 1. Occupational Health (OH) Services

Lot 2. Employment Assistance programme

Lot 3. Health screening services

Please refer to Invitation to Tender (ITT) documentation for further details.

Particular suitability

Lot 1. Occupational Health (OH) Services

Lot 2. Employment Assistance programme

Lot 3. Health screening services

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

Submission

Enquiry deadline

4 August 2025, 12:00pm

Tender submission deadline

29 August 2025, 12:00pm

Submission address and any special instructions

Supplier information

Potential suppliers interested in this new opportunity MUST ensure to register an account first on Find a Tender Central Digital platform here <https://www.find-tender.service.gov.uk/Search> and include their core business details onto the system.

Once potential suppliers accounts have been set up their account on Find a Tender Central Digital platform and their Share Code has been generated, suppliers should then access the tender documentation as follows:

Tender documentation

The National Audit Office will be using the Delta eSourcing system to electronically conduct this procurement exercise and interested potential suppliers need to express an interest in the opportunity by registering onto the Delta eSourcing system by clicking the

" Register as a Supplier" link at

https://login.bipsolutions.com/casDelta/login?service=https://www.delta-esourcing.com/delta/j_spring_cas_security_check.

Once registered and then logged onto Delta, potential suppliers will need to use the Access Code number 687R8844V8 to locate the procurement exercise.

Then potential Suppliers must select "Register Interest" to view the tender documentation, raise clarification questions and subsequently submit their response to the procurement exercise.

For further assistance with using Delta, please contact the Delta Help Desk on 0800 923 9236.

Tenders may be submitted electronically

Yes

Languages that may be used for submission

English

Award decision date (estimated)

10 October 2025

Award criteria

Name	Description	Type
0	Please refer to Invitation to Tender (ITT) documentation for further details.	Quality

Weighting description

Please refer to Invitation to Tender (ITT) documentation for further details.

Other information

Payment terms

Please refer to Invitation to Tender (ITT) documentation for further details.

Description of risks to contract performance

Please refer to Invitation to Tender (ITT) documentation for further details.

Conflicts assessment prepared/revised

Yes

Procedure

Procedure type

Open procedure

Justification for not publishing a preliminary market engagement notice

The National Audit Office published a Prior Information Notice (PIN) on Tuesday 21st January 2025 inviting interested suppliers to attend a virtual market engagement event that took place on Thursday 13th February 2025.

The purpose of the event was to offer attendees the opportunity to hear about the requirement and proposed procurement routes for the General OH Services, EAP and Health Screening services contract.

Contracting authority

National Audit Office

- Public Procurement Organisation Number: PBHM-8926-YDNL

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Email: NAO.Procurement@nao.org.uk

Region: UKI32 - Westminster

Organisation type: Public authority - central government