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Tender

## **Provision of Occupational Health and Employee Assistance Programme**

CalMac Ferries Limited

F02: Contract notice

Notice identifier: 2025/S 000-046082

Procurement identifier (OCID): ocids-h6vhtk-05816b

Published 5 August 2025, 12:11pm

### **Section I: Contracting authority**

#### **I.1) Name and addresses**

CalMac Ferries Limited

Ferry Terminal

Gourock

PA19 1QP

#### **Contact**

Ryan Armour

#### **Email**

[Ryan.Armour@calmac.co.uk](mailto:Ryan.Armour@calmac.co.uk)

#### **Telephone**

+44 1475650230

#### **Country**

United Kingdom

**NUTS code**

UKM - Scotland

**Internet address(es)**

Main address

<http://www.calmac.co.uk>

Buyer's address

[https://www.publiccontractsscotland.gov.uk/search/Search\\_AuthProfile.aspx?ID=AA10923](https://www.publiccontractsscotland.gov.uk/search/Search_AuthProfile.aspx?ID=AA10923)

**I.2) Information about joint procurement**

The contract is awarded by a central purchasing body

**I.3) Communication**

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

<https://www.publictendersscotland.publiccontractsscotland.gov.uk>

Additional information can be obtained from the above-mentioned address

Tenders or requests to participate must be submitted electronically via

<https://www.publictendersscotland.publiccontractsscotland.gov.uk>

Electronic communication requires the use of tools and devices that are not generally available. Unrestricted and full direct access to these tools and devices is possible, free of charge, at

<https://www.publictendersscotland.publiccontractsscotland.gov.uk>

**I.4) Type of the contracting authority**

Other type

Ferry Operator

### **I.5) Main activity**

Other activity

Ferry Operator

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## **Section II: Object**

### **II.1) Scope of the procurement**

#### **II.1.1) Title**

Provision of Occupational Health and Employee Assistance Programme

Reference number

CSHR25-481

#### **II.1.2) Main CPV code**

- 85100000 - Health services

#### **II.1.3) Type of contract**

Services

#### **II.1.4) Short description**

CalMac Ferries Ltd (CFL) will go to Tender to establish an Agreement with a suitably experienced and qualified Supplier for the Occupational Health and Employee Assistance Programme requirement. The successful Supplier should be able to meet this requirement by providing a cost effective and efficient service that will meet the needs of the stakeholders.

#### **II.1.5) Estimated total value**

Value excluding VAT: £290,162

#### **II.1.6) Information about lots**

This contract is divided into lots: Yes

Tenders may be submitted for all lots

## **II.2) Description**

### **II.2.1) Title**

Occupational Health

Lot No

1

### **II.2.2) Additional CPV code(s)**

- 85100000 - Health services

### **II.2.3) Place of performance**

NUTS codes

- UKM - Scotland

### **II.2.4) Description of the procurement**

avid MacBrayne HR (UK) Ltd (DMHR) has the requirement to establish a Framework Agreement for Occupational Health (OH) and Employee Assistance Programme (EAP) services, with the aim of boosting wellbeing and ultimately reducing absence and sickness.

?Lot 1 – Occupational Health

?Core services include:

?Case referrals

?Case conferences

?Ill health retirement assessments

?Pre-employment referrals

?Full medicals

?Generic advice - case management

?

?None core services:

?Statutory and non-statutory health surveillance

?Injury benefits and other pension benefits

?Health screening

?Lifestyle screening

?Immunisation/vaccination

?Workplace assessments

?Specialist medicals/examinations

?Diagnostic testing and laboratory investigations

?Specialist interventions and alternative therapies

?Health promotion activity

?Neurodiverse support

?overseas work advice

?Awareness training and support for policy development

?Onsite service delivery

?Home visits

?Fast track/emergency appointment

#### **II.2.5) Award criteria**

Quality criterion - Name: Quality / Weighting: 40

Price - Weighting: 60

#### **II.2.7) Duration of the contract, framework agreement or dynamic purchasing system**

Duration in months

48

This contract is subject to renewal

Yes

Description of renewals

??Up to an additional 24 months which may be split into two 12-month extension options ?

### **II.2.9) Information about the limits on the number of candidates to be invited**

Envisaged number of candidates: 6

Objective criteria for choosing the limited number of candidates:

Candidates will be evaluated against award criteria.

### **II.2.10) Information about variants**

Variants will be accepted: No

### **II.2.11) Information about options**

Options: No

### **II.2.13) Information about European Union Funds**

The procurement is related to a project and/or programme financed by European Union funds: No

## **II.2) Description**

### **II.2.1) Title**

Employee Assistance Programme

Lot No

2

### **II.2.2) Additional CPV code(s)**

- 85100000 - Health services

### **II.2.3) Place of performance**

NUTS codes

- UKM - Scotland

### **II.2.4) Description of the procurement**

?Employee Assistance Programme (EAP) provides support and guidance to the employees to help them deal with personal and work-related problems.

?EAP includes:

?Telephone counselling services

?Face-to-face counselling sessions

?Mental health support

?Bereavement support

?Neurodiversity support

?Information services

?Online information system

?Advice for carers

?Advice for management staff, for example, mental health, available via website

?Referral procedures ?

### **II.2.5) Award criteria**

Quality criterion - Name: Quality / Weighting: 40

Price - Weighting: 60

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Duration in months

48

This contract is subject to renewal

Yes

Description of renewals

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Options: No

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## **Section III. Legal, economic, financial and technical information**

### **III.1) Conditions for participation**

#### **III.1.2) Economic and financial standing**

List and brief description of selection criteria

- 1- Return on Capital Employed: must be at a ratio greater than “0”?
- 2- Acid Test (Current Ratio): Current Ratio must be greater than “1”?
- 3- Gearing: Gearing must be a figure of less than 100%?
- 4- Interest Coverage: Interest Coverage must be a figure of 2 or above

Minimum level(s) of standards possibly required

- 1- Return on Capital Employed: must be at a ratio greater than “0”?
- 2- Acid Test (Current Ratio): Current Ratio must be greater than “1”?
- 3- Gearing: Gearing must be a figure of less than 100%?
- 4- Interest Coverage: Interest Coverage must be a figure of 2 or above

#### **III.1.3) Technical and professional ability**

Selection criteria as stated in the procurement documents

### **III.2) Conditions related to the contract**

#### **III.2.3) Information about staff responsible for the performance of the contract**

Obligation to indicate the names and professional qualifications of the staff assigned to performing the contract

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## **Section IV. Procedure**

### **IV.1) Description**

#### **IV.1.1) Type of procedure**

Competitive procedure with negotiation

**IV.1.3) Information about a framework agreement or a dynamic purchasing system**

The procurement involves the establishment of a framework agreement

Framework agreement with several operators

Envisaged maximum number of participants to the framework agreement: 2

**IV.1.5) Information about negotiation**

The contracting authority reserves the right to award the contract on the basis of the initial tenders without conducting negotiations

**IV.1.8) Information about the Government Procurement Agreement (GPA)**

The procurement is covered by the Government Procurement Agreement: Yes

**IV.2) Administrative information**

**IV.2.2) Time limit for receipt of tenders or requests to participate**

Date

4 September 2025

Local time

12:00pm

**IV.2.3) Estimated date of dispatch of invitations to tender or to participate to selected candidates**

4 September 2025

**IV.2.4) Languages in which tenders or requests to participate may be submitted**

English

**IV.2.6) Minimum time frame during which the tenderer must maintain the tender**

Tender must be valid until: 2 October 2025

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## **Section VI. Complementary information**

### **VI.1) Information about recurrence**

This is a recurrent procurement: No

### **VI.2) Information about electronic workflows**

Electronic ordering will be used

Electronic invoicing will be accepted

Electronic payment will be used

### **VI.3) Additional information**

The buyer is using PCS-Tender to conduct this PQQ exercise. The Project code is 29782 . For more information see:

<http://www.publiccontractsscotland.gov.uk/info/InfoCentre.aspx?ID=2343>

A sub-contract clause has been included in this contract. For more information see:

<http://www.publiccontractsscotland.gov.uk/info/InfoCentre.aspx?ID=2363>

(SC Ref:806327)

### **VI.4) Procedures for review**

#### **VI.4.1) Review body**

Scottish Courts and Tribunals Services

Sherriff Court House

Greenock

PA15 1TR

Country

United Kingdom