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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

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

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

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 ?

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Quality criterion - Name: Quality / Weighting: 40

Price - Weighting: 60

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This contract is subject to renewal

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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

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

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

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