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Award

PA23 - UK4 - Tender Notice

Southern Water Services Limited

UK6: Contract award notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2025/S 000-061461

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

Published 1 October 2025, 4:10pm

Scope

Reference

Prj_7015

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

Contract 1. Occupational Health & Health Surveillance Services

Supplier

- Health Partners Group Ltd

Contract value

- £313,214.20 excluding VAT
- £375,857.04 including VAT

Below the relevant threshold

Award decision date

26 September 2025

Date assessment summaries were sent to tenderers

1 October 2025

Earliest date the contract will be signed

13 October 2025

Contract dates (estimated)

- 13 October 2025 to 13 October 2029
- Possible extension to 13 October 2033
- 8 years, 1 day

Description of possible extension:

2 yearly extensions up to a maximum of 8 years.

Main procurement category

Services

Options

The right to additional purchases while the contract is valid.

Where Southern Water or the Supplier sees a need to change this agreement, Southern Water may at any time request, and the Supplier may at any time recommend, such Change only in accordance with the Change Control Procedure set out in paragraph 2 of Schedule 7 of the services agreement.

CPV classifications

- 85147000 - Company health services

Participation

This procurement was reserved for

Supported employment providers

Submission

Submission type

Tenders

Procedure

Procedure type

Competitive flexible procedure

Special regime

Utilities

Supplier

Health Partners Group Ltd

- Public Procurement Organisation Number: PJJL-4477-HTDM

The Roller Mill, Mill Lane

Uckfield

TN22 5AA

United Kingdom

Email: hello@healthpartnersgroup.com

Region: UKJ22 - East Sussex CC

Small or medium-sized enterprise (SME): No

Voluntary, community or social enterprise (VCSE): No

Contract 1. Occupational Health & Health Surveillance Services

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

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Region: UKJ27 - West Sussex (South West)

Organisation type: Private utility