



## Hereford & Worcester Fire Authority

Record of an Authority decision delegated to an Officer as required under Regulation 7 of the Openness of Local Government Bodies Regulation 2014

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| Subject of decision      | <p>Award the provision of Occupational Health Services to Heale Health Services.</p> <p>The contract was awarded following a competitive flexible procedure (CFP).</p> <p>The Contract is anticipated to commence on 1<sup>st</sup> September 2026.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Officer name             | Jon Butlin                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Job title                | Area Commander- Prevention                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Date decision taken      | 12/06/2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Reasons for the decision | <p>The Service is required to procure a new Occupational Health (OH) contract before the expiry of the current agreement on 31 August 2026, ensuring continued compliance with statutory duties under the Health and Safety at Work Act 1974 and the Equality Act 2010. The existing contract currently delivers essential services including medical assessments, health surveillance, management referrals, and support for ill-health retirement decisions. Continuation of these services is vital to maintaining employee wellbeing, operational readiness, and a safe working environment</p>                                                                                                                                                                                                                     |
| Details of decision      | <p>The tender was advertised on In-Tend on the 24<sup>th</sup> March 2026 with a closing Date of 27<sup>th</sup> April 2026.</p> <p>Following a CFP Heales Health Services Ltd have been awarded the competition due to being the Most Advantageous Tender (MAT).</p> <p>The total contract value £576,645.50 fixed for 5 years. £115,329.10 per annum.</p> <ul style="list-style-type: none"><li>• The tenders were evaluated based on Price <b>40%</b></li><li>• Resourcing, Geographical Coverage and Quality of Premises and Implementation <b>10%</b></li><li>• Value Added Services <b>10%</b></li><li>• Contingency Arrangements <b>5%</b></li><li>• Contract Management and Reporting <b>5%</b></li><li>• Data Protection Adherence and Confidentiality <b>5%</b></li><li>• Case Management <b>5%</b></li></ul> |

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|                                                                 | <ul style="list-style-type: none"> <li>• Referral and Administration <b>5%</b></li> <li>• Trend based performance indicators for the Authority <b>5%</b></li> <li>• Contract Risk Management <b>5%</b></li> <li>• Firefighters Pension Schemes and Local Government Pension Schemes <b>5%</b></li> </ul> <p>Presentation/Demonstration- The Authorities will use their evaluation of the demonstration to clarify their understanding of the responses to the requirements, and re-visit the responses to re-score them if this is considered appropriate. Scores may be either increased or decreased accordingly.</p> <p>Six tenders were received and evaluated</p> <ol style="list-style-type: none"> <li>1. Healthcare RM Part of HCML Group</li> <li>2. Heales Health Services Ltd</li> <li>3. Spire Occupational Health</li> <li>4. Medigold Health Consultancy Ltd</li> <li>5. Insight Health Screening Limited trading as Insight Workplace Health</li> <li>6. Workforce Wellbeing Ltd</li> </ol> |
| Details of alternative options considered and rejected (if any) | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Any interests declared by a Member or Officer                   | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Links to relevant background documents or information           | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |



**Signed**

**Date: 11<sup>th</sup> June 2026**

To be completed by Committee & Members' Services  
Log No