



Freedom of Information Request FOI 26 89

Occupational health services

Query and response:

1. *Please provide the total number of staff employed by your organisation (headcount). This should include all working patterns such as full time, part time, job share, temporary, fixed term, casual, and any other employment type.*

1398 (as at 31 March 2026)

2. *How many Operational Staff (Uniformed total number) in your organisation?*

1021 (as at 31 March 2026)

3. *What is the % Retained Staff in your organisation?*

40.7% (as at 31 March 2026)

4. *How many Occupational Health Staff (total number) employed in your organisation?*

We do not employ any occupational health staff.

5. *Are Occupational Health (OH) services in your organisation delivered In House, Outsourced to external suppliers, a Blend of both, or delivered in another way? If your model is Outsourced or a Blend, please specify which individual OH services are provided In House and which services are provided by external suppliers (e.g., physician services, counselling, physiotherapy, vaccination clinics, health surveillance, case management, etc.).*

We outsource occupational health services to external suppliers, who supply physician/clinical services, counselling, physiotherapy provisions.

6. *What is the Organisations Total spend on Occupational Health Services per year?*

£243,000

7. *What are the main health factors driving demand for Occupational Health Services in your organisation? e.g. Mental Health, MSK. Please provide details.*

This can vary case by case. Case management is a small part of the overall occupational health services.



8. *Is your Occupational Health Service SEQOHS Accredited or are you working to achieve this accreditation?*

Yes, it is accredited.

9. *Please describe the current level of demand for Occupational Health (OH) services within your organisation. This should include: (a) whether you operate waiting lists for any OH services, (b) current waiting times or backlog levels (if recorded), and (c) whether demand has increased, decreased or remained stable over the past 12–24 months. Please provide any available high-level data or commentary that explains the trend.*

We run structured clinics with a scheduled planned over a 12 month period. This allows for allocation of clinic slots based on demand. We do not hold a waiting list and have the flexibility to increase/decrease clinics in line with contractual requirements.

10. *Does your organisation have a formal strategy, plan, or programme in place to change or develop the Occupational Health (OH) services it provides (for example, to increase capacity, improve service quality, modernise delivery, or reduce provision)? If yes, please provide high level details of the strategy or planned changes.*

No, but considerations are discussed during contract management and at the time of procurement.

11. *Would your organisation partner with a single Occupational Health Service Provider (Outsourced) to scale up services? Please provide details.*

Not applicable

12. *Does your organisation have sufficient internal capacity and capability to procure, oversee, and manage Occupational Health (OH) service contracts and suppliers? If yes, please outline the functions or teams responsible. If no, please indicate where capacity gaps exist (high level only)*

Yes, the procurement team and the Health & Wellbeing team manage the occupational health provision both operationally and contractually.

13. *What high level risks or considerations does your organisation typically take into account when procuring Occupational Health (OH) service contracts? Please provide general themes only (not commercially sensitive details), such as service quality, compliance, capacity, resilience, workforce needs, financial considerations, or market availability.*

All of the above-mentioned considerations would be reflected in the specification, evaluation criteria and evaluation ratings.

Information accurate on the date provided: 24 April 2026