

CABINET

20th June 2013

REPORT OF THE PORTFOLIO HOLDER FOR OPERATIONS AND ASSETS

OCCUPATIONAL HEALTH CONTRACT

EXEMPT INFORMATION

N/A

PURPOSE

To inform members regarding the successful tender of Occupational Health Services to the Council. To advise of the process and confirm the contract award for 3 years, with an option to extend for 1 year.

RECOMMENDATIONS

That Cabinet note the award of the contract

EXECUTIVE SUMMARY

Occupation Health reports form a valuable part of our managing attendance programme to support all employees to remain in work regardless of their health problems or disability. A proactive approach to absence including early referrals have formed a key part of reducing and maintaining absence levels.

It also provides a valuable source of professional guidance in managing conditions, return to work programmes and ill health retirement situations for employees. This is a key requirement of our responsibility under the pension regulations in providing an independent medical opinion to approve ill health retirement for current and past employees who have membership of the pension scheme.

Medical clearance and advice is also key during the appointment stage and critical in meeting our legal obligations to ensure driver safety and immunisation/ vibration risks are monitored and managed effectively.

To this end a Consortium of Councils, led by Tamworth Borough Council HR have developed a framework agreement to tender for the above services. The consortia consists of East Staffordshire Borough Council, Lichfield District Council, South Derbyshire District Council, Newcastle under Lyme Borough Council, Staffordshire Moorlands District Council and High Peak Borough Council. In addition Stafford Borough Council and Cannock Chase District Council have an option to join the consortia when their current contracts expire. Following a competitive tender situation all of the bids submitted were evaluated and the previous providers, Hobson Health, were awarded the contract from 1st April 2013.

RESOURCE IMPLICATIONS

The existing HR budget of £23,750 will cover the provision of this service. The full cost of the contract including all partnership provision for all authorities is £53,285 per annum, our basic contractual provision is £12,385 (this excludes call off items and additional work carried out on an ad hoc basis). Last year our contract costs were approx £13,000 and overall spend was an additional £5,879, but this varies from year to year depending on when cyclical tasks

are carried out..

LEGAL/RISK IMPLICATIONS BACKGROUND

Without the provision of these services, the Council cannot fulfil its legal obligations and duty of care to employees.

Effective use of Occupational Health has been demonstrated to reduce sickness absence and risk of disability discrimination claims.

SUSTAINABILITY IMPLICATIONS

None

BACKGROUND INFORMATION

This contract represents the fourth occasion that Tamworth Borough Council has worked in partnership with the other authorities to deliver an occupational health service for employees.

REPORT AUTHOR

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LIST OF BACKGROUND PAPERS

APPENDICES