

EMPLOYMENT COMMITTEE – 31 MARCH 2011

OCCUPATIONAL HEALTH UPDATE

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose

1. The purpose of this report is to provide Employment Committee with an update on changes to the Council's Occupational Health Service.

Background

2. The current arrangements commenced in early 2008 with an initial two year contract being awarded to Heales Medical Ltd. This contract was extended in 2010 but is due to end in June 2011.
3. A new tender process has been undertaken with the support of the Public Services Board and it has resulted in a contract being awarded for a single provider across the County, City and Districts Councils. This arrangement will ensure that all the Councils are able to access a high quality provider as efficiently as possible.

Process

4. In November 2010 the Council extended the current contract with Heales Medical Ltd. until June 2011 in order to complete the joint tender with the City and District Councils.
5. In December 2011 a joint tender document was produced which clearly set out the requirements for the service.
6. In January 2011 we received nine tenders from the following companies:
 - Wellwork
 - Heales Medical Ltd
 - Health Management
 - Independent Diagnostics
 - Team Prevent
 - RPS Business Health
 - Capita
 - Nottingham City Council
 - Medicare Gold Health

7. At the beginning of January an evaluation of the tenders was undertaken by representatives from the County, City and District Councils.
8. Following the evaluation process, four providers were asked to attend an interview and present the benefits of choosing their organisation in line with the tender:
 - Capita
 - Heales Medical Ltd
 - Health Management
 - RPS Business Health Care

(This process was evaluated by an extended audience from all parties including representation from the trade unions.)

9. Moderation of the interview and presentation was undertaken on 17 February 2011. There was unanimous agreement from all organisations that the contract should be awarded to Health Management.
10. All the Councils are in agreement that Health Management will be able to provide a service, which represents value for money, and is able to provide support to both our managers and employees in order to help manage their health and wellbeing.

Recommendations

- 11 .The Employment Committee is requested to note the new Occupational Health provider.

Background Papers

None.

Circulation under Local Issues Alert Procedure

None.

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Equal Opportunities Implications

12. Equality issues, for example access to the Service and location of the new provider, have been considered as part of the tendering process and will continue to be considered during the transition to the new provider.

13. The Attendance Management Policy will continue to be applied consistently to all employees, therefore there should be no equalities issues arising from its implementation.