

EMPLOYMENT AND APPOINTMENTS COMMITTEE

Thursday, 12 July 2012

Present: Councillor P Doughty (Chair)

Councillors G Davies P Kearney
P Davies AR McLachlan
M Johnston L Rennie
AER Jones

Apologies Councillor J E Green

17 MEMBERS' CODE OF CONDUCT - DECLARATIONS OF INTEREST

Members of the Committee were requested to declare whether they had an interest, either personal or prejudicial, in any item on the agenda and, if so, to declare it and state the nature of such interest. No such declarations were made.

18 MINUTES

The Committee was requested to receive the minutes of the meeting held on 7 June, 2012.

Resolved – That the minutes of the meeting held on 7 June, 2012, be approved.

19 OCCUPATIONAL HEALTH CONTRACT

The Head of HR and Organisational Development presented a report which gave options for the future delivery model for the Occupational Health Service and which sought approval for the extension of the current contract. The provision of the Occupational Health Service enabled the Council to support its employees with health issues and enabled managers to support employees appropriately.

Responding to comments from Members, the Acting Chief Executive and the Head of HR and OD stated that the service was provided for schools staff also but no formal discussions had yet been held with schools regarding new Service Level Agreements but that this did need to be reviewed and would be part of a bigger debate regarding SLAs. The proposed future delivery model would be a mixed service delivery model consisting of an in-house nurse, with external delivery of services as required and would involve the TUPE transfer of the occupational nurse potentially and appropriate administrative staff and

the legal advice in respect of this TUPE transfer would be circulated to Members.

The anticipated financial savings of a mixed service delivery model were projected to be approximately £50k per annum.

Resolved –

(1) That the move to a mixed service delivery model with the transition of an in-house nurse led Occupational Health Service, be approved.

(2) That the Council formally open consultations for the TUPE transfer with the following staff, in addition to the relevant Trade Unions:

- **Occupational Health Nurse**
- **Administration staff**

and that the service with in-house staff is managed as part of the Health, Safety and Resilience Team.

(3) To re-tender for the following specialist occupational health services:

- **The occupational health physician (doctor) services;**
- **Physiotherapy**
- **Counselling**
- **Employee Assistance Programme.**

(4) To revisit the possibility of a new post of an additional Occupational Health Nurse/Welfare Officer through delegated responsibilities at a later stage.

(5) To extend the current Occupational Health Contract until the new service delivery model is in place for an initial 3 months with a contingency of a further 3 months if required.