

Employee Wellbeing Services CPU 5012-5014

Commercial
Strategy

Service Area	Service / Commercial Hub Leads	Total Contract Value	Forecast Budget Savings	Supporting Papers
HR Equality and Inclusion	Employee Wellbeing- Jacqueline Armand Category Manager Products - Paul Ritchie	£1,050,000	Income generation of £35,000 per annum with a £5000 per cost to manage the contracts	<Attach paper(s) here>
What The Council Is Proposing To Spend Money On And Why?				
<p>The Council has three core Employee Wellbeing Contracts that provide a range of Occupational Health Services to all NCC Employees as well as academies, schools and two district councils. These services support the Council by focusing on prevention, intervention and rehabilitation to enable colleague to remain fit for work. It is recognised that a range of wellbeing initiatives can add value to attendance management; help improve performance and provide valuable support to managers and employees. Nottingham City Council is looking for a provider/s that can effect a reduction in sickness around the following:</p> <p>Prevention – assisting the Council with fit for work type activities Early Intervention – bringing about an improvements in absence figures Rehabilitation – enabling a safe and prompt return to work</p>				
Specification / Service Level Options				
<p>To enable Employee Wellbeing to deliver key health and wellbeing support to our employees through three distinct services:-</p> <ul style="list-style-type: none"> • Employee Assistance Programme – provides confidential support to colleagues 24/7 365 days a year. Providing advice and support on mental health issues, bereavement, financial and debt advice. As well as signposting to services and providing some therapy such as Cognitive Behaviour Therapy and Counselling. • Physiotherapy provision – early intervention for musculoskeletal conditions being suffered by employees. It includes assessment and treatment to keep employees at work or get them back as soon as possible • Occupational Health Physician – Access to Occupational Health Physicians is critical to the service as they undertake complex case appointments, high level health surveillance assessments related to health and safety and ill health retirement options. 				

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Proposed Route To Market	Service Outcomes To Be Achieved	Proposed Commercial Model	Social Value Benefits To Be Achieved	Value for Money	Identified Risks / Issues
Open tender for three contracts	Delivery of a range of services to support Employee Wellbeing and reduce sickness absence	<p>Three distinct specialist contracts covering each of the key areas above.</p> <p>Whilst it is possible that suppliers can provide more than one part of this service evidence has shown that contracts for separate elements has improved quality.</p>	<p>The services will support wellbeing of colleagues and help them remain in ot return to work. Which supports economic wellbeing.</p> <p>By having three distinct contracts it is envisaged that this will attract smaller local suppliers to tender driving local spend and jobs</p>	<p>Through tendering the services the contracts will evidence best value using the most economically advantageous tender.</p> <p>Whilst the Council could provide some of the services the range and depth of service required can only be achieved through dedicated specialist provision.</p>	<p>This service receives significant income which would be reduced if these services were not available from September 2023</p>

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What Decision(s) Is The COB Being Asked To Make?

Approve the planned commercial strategy to secure Employee Wellbeing services from September 2023

Next Steps For Governance (i.e. Operational Executive Decision / Portfolio Holder Decision / Key Decision)

Key Decision scheduled for Commissioning and Procurement Executive Committee on 30th May 2023

Specific Recommendations Being Taken To The Decision Making Board Above

Approval to go to market and seek tenders for the three services outlined for contracts of 3 years plus extension periods of 1+1 years.
Delegate authority to the Director of HR and EDI to approve the outcome of the tender and sign the subsequent contracts

Commercial Hub Recommendations And Points To Consider

It is recommended that the Commercial Strategy is approved. Key procurement points are:
The current model of provision has proven its benefit to the council hence why this is being maintained in the proposed new contracts
Separate contracts will ensure specialist local suppliers can provide the service ensuring local accessible provision to all colleagues at best cost to the Council
Social value will be delivered through improving economic wellbeing of the council employees by supporting them to remain in or return to work wherever possible
Income from the service provided to other councils and schools needs to be reviewed regularly to ensure it is covering the cost of the service
An exemption to award a contract until September 2023 has recently been approved to extend the existing arrangements whilst this tender is completed