

**NORTH SOMERSET COUNCIL  
DECISION**

DECISION OF SECTION 151 OFFICER OF THE COUNCIL,  
CORPORATE SERVICES DIRECTORATE



**DECISION NO: CSD 46**

**SUBJECT: Occupational Health Services**

**BACKGROUND:** North Somerset Council organises an Occupational Health service to provide advice on health matters and ill health retirement for its employees, including those who work in schools. The service helps manage long term health conditions, advising on return to work adjustments and helps avoid litigation in dismissals. It also makes independent medical assessments for ill health retirement as required by the rules of the Avon Pension Fund. Helping managers and employees manage their health conditions improves attendance and productivity.

**DECISION:** To award the contract to Mendip Vale Medical Practice for the period from 1 April 2016 to 31 March 2017 and include an option to extend the contract beyond that date for up to a further 3 years depending on a price and value for money assessment. The annual cost is estimated to be circa £12,000.

**Reasons:** The current contract is due for renewal. Mendip Vale Medical Practice is the only supplier of a specialist Occupational Health service through GP surgeries with coverage across the council's geographic area as allowed under Contract Standing Orders section 5.2.9.

**Other Alternatives Considered:**

- Not providing the service or only using the national Fit for Work scheme ~ it was felt the local service was of benefit to the employees and managers in reducing sickness absence in the council.
- Engaging Independent Registered Medical Practitioner approved by Avon Pension Fund on a needs basis just for pension assessments ~ this would not be cost effective as there would be an increase in costs for medical reports to support the assessments.
- Alternative providers increased travel time, expenses and reduced accessibility for employees.

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**Financial Implications:** The costs will be met from existing budgets and offset by trading the service with schools and other organisations.

**Implications for Future Years:** There is an option to extend the service subject to demonstrating value for money.

Signed:  .....  
Section 151 Officer, North Somerset Council

Dated: 12 September 2016