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| HEALTHY WORKPLACES |
| COUNCILLOR DIANE LAMB, CABINET MEMBER FOR PUBLIC HEALTH |
| August 2018 |
| Deadline date: August 2018 |

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| Cabinet portfolio holder: Responsible Director: | Cllr Diane Lamb, Cabinet Member for Public Health Dr Liz Robin, Director of Public Health |
| Is this a Key Decision? | NO |
| Is this decision eligible for call-in? | NO |
| Does this Public report have any annex that contains exempt information? | NO |
| Is this a project and if so has it been registered on Verto? | NO |

R E C O M M E N D A T I O N S

The Cabinet Member is recommended to:

1. Approve the award of contract via Cambridgeshire County Council to Sports and Leisure Management Ltd. to deliver a Healthy Workplace Service in Peterborough for the sum of £68,000 from 1 June 2018 to 31 May 2021 with the option to extend for a further 2 years, following the completion of a competitive tender process.
2. Authorise a Memorandum of Understanding between the Council and Cambridgeshire County Council to be established to enable Cambridgeshire County Council to contract Sports and Leisure Management Ltd. on behalf of the Council.

1. PURPOSE OF THIS REPORT

- 1.1 This report is for Cabinet Member for Public Health to consider exercising delegated authority under paragraph 3.4.3 of of Part 3 of the constitution in accordance with the terms of their portfolio at paragraph (e).

2. TIMESCALES

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| Is this a Major Policy Item/Statutory Plan? | NO | If yes, date for Cabinet meeting | N/A |
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3. BACKGROUND AND KEY ISSUES

- 3.1 The Council and Cambridgeshire County Council have undertaken a procurement exercise through the Public Health Joint Commissioning Unit to appoint a provider to deliver a Healthy Workplace service across the county.
- 3.2 The aim of the programme is to engage employers across Cambridgeshire and Peterborough to raise awareness of health and wellbeing and to support employers to embed systems and policies within their workplaces that improve the health and well-being of the county's workforce.
- 3.3 The intended outcomes from the programme will be to enable increased productivity within workplaces supported by a demonstrable reduction in absenteeism that in turn will positively contribute to business, health and social care economies across Cambridgeshire and Peterborough.

4. CONSULTATION

- 4.1 A market test exercise was undertaken prior to the release of the invitation to tender. A total of six responses to the market test were received from providers that were used to inform the final specification.

5. ANTICIPATED OUTCOMES OR IMPACT

- 5.1 It is anticipated that the new service will:
- Enable a cost effective evidence based Healthy Workplaces Service across Cambridgeshire and Peterborough.
 - Establish provision that is adaptable to address the needs of the employers supported.
 - Establish provision that is universally accessible to employers in the area, but that is proportionate to need, with a focus on employers of routine and manual employees in targeted locations.

6. REASON FOR THE RECOMMENDATION

- 6.1 The cost of absenteeism and reduced productivity in the workplace due to ill health at a national level and, more relevantly, at a local level is significant. Employer costs for absent staff, reduced productivity and staff cover are commonly highlighted as detrimentally affecting the business economy, while absenteeism due to ill health also places a significant burden on health and social care economies.

Evidence shows that health improvement initiatives within the workplace have positive impacts on employee health. Such initiatives can result in reduced absenteeism and increased productivity that in turn reduces the burden on business, health and social care economies.

7. ALTERNATIVE OPTIONS CONSIDERED

- 7.1 Issue a contract for one to two years. This was rejected as it was agreed that this would not enable a new service to be embedded locally and generate the required sustainable outcomes.

8. IMPLICATIONS

Financial Implications

- 8.1 The contract price is £68,000. First year cost is £24,805, reducing in the second year to £23,773 and to £19,422 in the third year. Award is within the contract value.

Legal Implications

- 8.2 The award of the contract to Sports and Leisure Management Ltd. was undertaken in compliance with the Public Contract Regulations 2015 and the Council's Contract Rules.
- 8.3 A Memorandum of Understanding between the Council and Cambridgeshire County Council has been prepared to enable Cambridgeshire County Council to contract Sports and Leisure Management Ltd. on behalf of the Council. The Memorandum of Understanding sets out the grounds on which the two Councils will work together to deliver their objective in ensuring that the Services are properly provided to the Council under the Contract, as well as confirming the terms of the arrangements between the Parties relating to attribution of their respective costs and allocation of risks between them.

Equalities Implications

- 8.4 The service is expected to have a positive impact through the delivery of services that are proportionate to need.

9. DECLARATIONS / CONFLICTS OF INTEREST & DISPENSATIONS GRANTED

- 9.1 None.

10. BACKGROUND DOCUMENTS

- 10.1 Healthy Workplace Service specification
Healthy Workplace Market Test paper
Memorandum of Understanding

11. APPENDICES

- 11.1 None.