

TRUST BOARD

Date of Meeting: 11/01/2011		Enclosure: 7
		Agenda Item No: 8.3
Title of Report: Occupational Health Service		
Aims: To ensure the future provision of Occupational Health Services meet the requirements of the NHS Health & Wellbeing Agenda.		
Summary: It is proposed to make the Occupational Health Service consultant led and to increase the provision of medical input across North Cumbria.		
Specific implications for consideration (Financial/Workforce/Risk/Legal/Race Equality etc):		
Financial	Yes – to be met within current budget.	
Workforce	N/A	
Other	N/A	
Recommendations: Advertise for a new 4 session per week Consultant Occupational Health Consultant.		
Document previously approved by: Directly to the Trust Board.		
Prepared by: Damian Gallagher Director of Human Resources and Organisational Development		Presented by: Damian Gallagher Director of Human Resources and Organisational Development

<p style="text-align: center;">TRUST BOARD OCCUPATIONAL HEALTH SERVICE JANUARY 2011</p>
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1. INTRODUCTION

The current Occupational Health Service in this Trust is provided in slightly different ways on both sites. The department is staffed mainly by nurses at band 6 and 7 with one day physician input at Whitehaven. The Carlisle site has been using a Locum Consultant in recent months. The Trust has failed to appoint a Consultant Occupational Health Physician following interviews in November. Following that selection process the Chairman asked that a proposal for covering the vacancy in a different way be brought to the January Board.

2. THE OCCUPATIONAL HEALTH AGENDA

The staff pledges, part of the NHS Constitution, are explicit in raising the importance of NHS Trusts ensuring the health and wellbeing of their workforce. At the end of 2009 the Boorman Review of Health & Wellbeing in the NHS was published and its recommendations were accepted in full by the Department of Health. Those recommendations included the following:

- Trusts should provide preventative services for work related and lifestyle influenced ill health.
- All NHS leaders and managers should be developed so they understand the link between staff health and organisational performance.
- That Trusts specifically develop strategies for coping with mental health issues among their workforce.
- All Trusts are to have a board level champion.
- All Trusts should have a commitment to early an effective intervention to musculoskeletal problems as these are the major cause of NHS sickness absence.
- All Trusts should recognise the critical importance of staff engagement in improving and changing services.
- The provision of Occupational Health Services should be properly monitored regularly assessed and reviewed.

Over the coming year providers of Occupational Health Services will need to be accredited by the standards devised by the Faculty of Occupational Medicine.

3. THE WAY FORWARD

The Health & Well Being Agenda has never been so great in the NHS and been given such prominence by the Department of Health. In order to meet the challenges that lie ahead it is proposed to transform our provision of Occupational Health Services into a Consultant led service to ensure that we meet the recommendations contained in the Boorman report to improve employee health and wellbeing and, consequently organisational performance. It is proposed that we readvertise the Consultant in Occupational Medicine post at 4 sessions per week (previously this was only 2). This increase in hours is to be funded from within the current HR budget taking account of cost improvement programmes. This can be achieved by changing the senior nurse management arrangement and using the existing medical budget.

4. RECOMMENDATION

The Trust Board is asked to approve the way forward as outlined above.

Damian Gallagher
DIRECTOR OF HUMAN RESOURCES AND ORGANISATIONAL
DEVELOPMENT