

<b>MERSEYSIDE FIRE AND RESCUE AUTHORITY</b>			
<b>MEETING OF THE:</b>	<b>POLICY AND RESOURCES COMMITTEE</b>		
<b>DATE:</b>	<b>19.12.2019</b>	<b>REPORT NO:</b>	<b>CFO/062/19</b>
<b>PRESENTING OFFICER</b>	<b>CHIEF FIRE OFFICER</b>		
<b>RESPONSIBLE OFFICER:</b>	<b>MERNOCK DIRECTOR OF PEOPLE &amp; ORGANISATIONAL DEVELOPMENT</b>	<b>REPORT AUTHOR:</b>	<b>PAUL BLANCHARD-FLETT, OH MANAGER</b>
<b>OFFICERS CONSULTED:</b>	<b>PAUL BLANCHARD-FLETT, OCCUPATIONAL HEALTH MANAGER; JACKIE SULLIVAN, SPECIALIST NURSE PRACTITIONER IN OH; STEWART MARTIN, COMMODITY MANAGER, PROCUREMENT TEAM</b>		
<b>TITLE OF REPORT:</b>	<b>OCCUPATIONAL HEALTH MEDICAL SERVICES CONTRACT</b>		
<b>APPENDICES:</b>	<b>OH MEDICAL SERVICES CONTRACT PROCUREMENT PROCESS REPORT</b>		

### **Purpose of Report**

1. The purpose of this report is to advise the Authority of the outcome of the Tender Process for the new Occupational Health Medical Services contract, and to seek Authority approval of the award of the contract to Healthwork Limited.

### **Recommendation**

2. To approve the award of the new Occupational Health Medical Services contract to Healthwork Limited with effect from 1<sup>st</sup> April 2020 for the period 2020-2025, with an option for further extensions up to 5 years.

### **Introduction and Background**

3. Members will see the attached Report on the Procurement process which shows that this tender clearly demonstrates that the current supplier provider scored the highest of the two companies involved in the Tender process.
4. Healthwork Ltd, is the Authority's current supplier having provided the Service and its Officers with medical advice since 2006.
5. During this period the Authority's Occupational Health Services have developed into an award winning service that leads in the UK Fire Service community in this area.

6. In addition sickness absence has reduced over this period to levels akin to those in most private sector companies, which is a significant achievement for a local authority, employing staff in a physical mentally challenging occupation and in the North West of England (all factors that mitigate against low sickness absence).
7. Healthwork physicians have supported the Service in this regard.

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### **Equality and Diversity Implications**

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8. Healthwork Limited has three Directors – Dr.Tok Hussain, Dr.Shaun Austin and Dr.Shahed Khan. Their company prides itself on its diversity and inclusivity. All Healthwork staff have diversity and equality training.
9. Healthwork medical staff have provided, and would continue to do so under the new contract, advice to the Service in relation to employees who may be covered by the Equality Act and reasonable adjustments in the workplace. During the period of the existing contract they have conducted medicals with staff who require to be accompanied signers.

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### **Staff Implications**

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10. There are no MFRA additional staffing implications under the new contract

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### **Legal Implications**

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11. Healthwork staff are all covered by the company insurances and indemnities.
12. The procurement process has been carried out fully in line with the Public Procurement Regulations 2015 and in view of the Contract Standing Orders of the Authority the threshold of £250,000 over the full contract life has been exceeded, this requires approval from Members..

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### **Financial Implications & Value for Money**

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13. The contract price is £188,700, fixed for three years. With the current planned recruitment we have also added additional doctor cover for 3 months in the year. This will add an additional cost of £12,600 given the Authority approved increase in firefighter numbers as recommended by the CFO. Therefore the total price will be £201,300 per annum for each year and this can be contained within the existing budget.

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### **Risk Management, Health & Safety, and Environmental Implications**

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14. The appointment of Healthwork will allow the Service to meet its requirements under all Health and Safety law, such as the Control of Asbestos Regulations for which we are required to have an appointed doctor, and DSE Regulations.

15. The award of the new Occupational Health Medical Services contract will assist the Service to facilitate safe effective firefighters by ensuring that all are medically fit for duty, and their health and wellbeing is supported by qualified professional clinical staff.

## **BACKGROUND PAPERS**

## **GLOSSARY OF TERMS**

- MFRA** - Merseyside Fire and Rescue Authority
- MFRA** - Merseyside Fire and Rescue Service
- RADGL** - Royal Albert Dock Group Liverpool
- MFCC** - Merseyside Fire Fighter Charity Committee