
Select Committee on Health and Adult Social Care – 29th September 2010

Report of the Lead Officer to the Committee

Healthy Workforce Review

Purpose of Report

1. To report the findings of the Committee's 2009-10 Review on Healthy Workforce

Background

2. Ill health is recognised as a serious barrier to the provision of quality services and performance occurs alongside higher levels of staff health and well-being (H&WB). In addition evidence suggests strategies for reducing absence tend to be more reactive than preventative in responding to sickness – it is far better if the problem is prevented from occurring in the first place.
3. In understanding this HASC agreed to undertake a review to look at what work the Council and NHS bodies - as large employers in the Borough - were doing to encourage a healthy workforce.
4. The review looked at absence and H&WB practices to identify the health challenges specific to Dudley and whether large employers have the support services in place to tackle these challenges.
5. The Review is attached at appendix 1 for consideration. It contains a number of recommendations for action which aim to maximise successful outcomes for both the employee and employer.

Finance

6. There are no direct/specific financial implications, any work progressed would need to be met within existing resources
7. Any specific changes to services provided by the authority as a result of the findings/recommendations of this report would require further explanation and financial implications scrutinised.

Law

8. The Local Authority has an express power to support sustainability under the Local Government Act 2000 (commonly known as the "well-being" power).
9. Under Section 2 (1) Local Government Act 2000 every local authority are to have power to do anything which they consider is likely to achieve any one or more of the following objects:

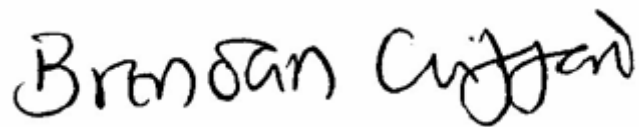
- the promotion or improvement of the economic well-being of their area;
 - the promotion or improvement of the social well being of their area; and
 - the promotion or improvement of the environmental well being of their area.
10. This power can be exercised in relation to or for the benefit of the whole or any part of a local authority's area or all or any persons resident or present in a local authority's area. Section 2(2).
11. There are no immediate legal implications rising from this report

Equality Impact

12. The aims and objectives of this Review can be seen as contributing to the equality agenda in its pursuit of improving care for all. This implies a challenge to ensure that services meet the needs of all sectors of the community to make this an even greater reality in Dudley.

Recommendation

13. To note the findings of the Review and agree to follow-up the emerging recommendations.



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Background Papers

Select Committee on Health and Adult Social Care July 2009 - Committee Work plan 2009/10.