



AVON & SOMERSET

POLICE & CRIME
COMMISSIONER

PCC DECISION

REF 2023/007

Decision Title: Occupational Health Final Business Case

Decision summary

The Governance & Scrutiny Board was asked to approve an Outline Business Case which looks to optimise the Occupational Health structure and counselling provision. This solution seeks to create capacity and improve efficiency through restructuring of the Occupational Health Unit, adjusting responsibilities, streamlining processes, and additionally developing a new counselling function. The counselling function will be innovatively formed using a combination of employed counsellors and trainees on final placement schemes.

The annual cost of the proposed option is £263.7k. This incorporates staff pay costs and additional non-pay costs such as clinical registrations, IT licences and training. A total of £149.9k of this investment relates to optimising current structures within Occupational Health and the additional £113.8k reflects the growth to include the new counselling services.

The one-off implementation costs for the Occupational Health Review are estimated at £24k (I.T. and HR support).

The total investment requested is therefore £287.7k. Funding required for implementation is not available within the existing Occupational Health or P&OD budget. Therefore, this represents a request for growth.

The Board approved the proposed option.

Background or reference to supporting papers:

The Occupational Health Business Case was presented for approval at the Governance & Scrutiny Board on 16/10/23, having been endorsed by the Constabulary Management Board in September 2023.

Avon and Somerset Police & Crime Commissioner

I confirm I have considered whether or not I have any declarations of disclosable interest in this matter. Any such interests are disclosed.

The above request has my approval.

Date 21/11/23

Police & Crime Commissioner for Avon & Somerset

CFO Signatures

Date 24/11/23

(OCC CFO required if decision requested or presented for approval by Constabulary)





PCC CFO

OCC CFO

Other relevant lead officer as required

Date 21/11/23

(e.g PCC CEO, COG lead)

Chief of Staff

Alice Ripley



Job title

name

signature