FOI 3412

Date 14/11/2024

Dear Requester,

Thank you for your Freedom of Information request. Please note, this is a cross-site response for Bedford site and Luton site.

You asked:

1. Could you please provide me with an understanding of how your Trust defines OH and EAP respectively? What elements/criteria do you measure to track the provision of each?

Occupational health is a branch of public health focused on the physical, mental, and social well-being of people in the workplace. It aims to prevent work-related injuries, illnesses, and diseases, and to promote a healthy work environment. Key aspects of occupational health include:

Prevention: Identifying and mitigating workplace hazards to prevent accidents and illnesses.

Health Promotion: Encouraging healthy behaviours and lifestyles among workers.

Legislation and Compliance: Ensuring workplaces comply with health and safety regulations.

Ergonomics: Designing workstations and tasks to fit the capabilities of workers, minimizing strain and injury.

Workplace Wellness Programs: Initiatives to support employees' physical and mental health, such as fitness programs, stress management, and counselling.

Surveillance: Monitoring health trends among workers to identify potential occupational health issues early.

Rehabilitation and Return-to-Work Programs: Assisting workers in recovering from work-related injuries or illnesses and reintegrating them into the workplace.

Workplace Immunisations: Occ health can identify which vaccinations are appropriate and provide them.

Absence Management: To assess and provide impartial and professional advice on any absenteeism and support employees to get back to work as quickly as possible.

Risk assessments: Occupational health risk assessment so that you can decide what actions are needed to take to prevent occupational illness

An Employee Assistance Program (EAP) is a voluntary, work-based program that offers free and confidential assessments, short-term counselling, referrals, and follow-up services to employees who have personal and/or work-related problems. This is to compliment services already provided in house by the Occupational Health department.

1. Could you also please provide a breakdown of how much the trust spends on OH and EAP respectively from the total spending figures you have provided in your initial FOI response

OH - £945,242

EAP – £34,000 plus VAT

1. Does your trust outsource EAP Services given to your clinical staff to third-party providers?

Yes

1. If some or all of the EAP services are provided from an outsourced contract, please provide the following information for each active outsourced contract in occupational health for your trust:
2. Number of EAP contracts, including the name of the company that provides the services

One, Vita Health Group

1. What services are included in the EAP package

• Debt and Financial Management

• Legal and Tax Advice

• Family Care

• Everyday Matters

• Counselling and Emotional Support

• 24/7 Helpline Support

• Career Coaching

1. Duration of each EAP contract

5 years with option to extent to 7 years

d. The estimated value of each contract

Contract value for one year £34,000 plus vat

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If you are not satisfied with the Trust review under the Freedom of Information Act 2000 you may apply directly to the Information Commissioners Officer (ICO) for a review of your appeal decision. The ICO can be contacted at: ICO, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF www.ico.org.uk

Yours sincerely,

*FOI Officer*

Bedfordshire Hospitals NHS Foundation Trust