

Health Improvement Team Savings Options Implications Note

Budget Title / Ref:	Health Improvement Team – delete non-grant funded Health Improvement Officer posts (up to 3.6 fte).
Savings (£): Financial Year: Comment:	<p>£150,000 2015/16</p> <p>The Health Improvement Team consists of one Senior Health Improvement Officer and 2.6 (fte) Health Improvement Officers. In addition there is a Senior Healthy Schools Officer 0.8 (fte) and a Healthy Schools Practitioner who are grant funded. The total team is 5.4 (fte). Only the 3.6 non-grant funded Health Improvement posts are considered within this report.</p> <p>The Health Improvement Team strategically leads and delivers the local response to Health Challenge Wales and Change 4 Life Interventions. Such work involves initiatives around the most prevalent health challenges including, smoking, obesity, physical activity, alcohol, illegal drugs and also the health issues associated with mental health, cardiovascular and coronary heart disease, diabetes, chronic obstructive pulmonary disease, cancers etc. The Team is recognised both nationally and regionally for its work and is seen to be leading on the local government well-being agenda in Wales.</p> <p>The Health Improvement Team lead the Community Health Champions recruitment and training for Caerphilly. This is a Gwent wide initiative and to date Caerphilly has over 120 Champions recruited and trained, more than any other authority in Gwent. The Health Improvement Team facilitate the collaborative work with Communities First and local health partners to address the poverty agenda and the wider determinants of health. Health Improvement Team provides the expertise and public health knowledge to develop and implement appropriate and targeted interventions with key partners within the Authority.</p> <p>The Health Improvement team integrates with Environmental Health Officers to deliver prevention initiatives such as hand washing in schools to prevent the spread of infectious diseases and raising awareness of the potential dangers and health infections posed by illegal tattooing. The Officers also deliver the Healthy Options Award, encouraging local food businesses to develop healthier menus, substituting less healthy options with healthier options.</p> <p>A Health Improvement Officer leads on the delivery of the Healthy Valleys initiatives. Activities and interventions include community allotments, walking and cycling initiatives in collaboration with the Cardiac Rehabilitation and Countryside teams. The Officer also works with local community groups to develop healthy living projects.</p>

	<p>The Health Improvement Team are also key partners with the Communities First team, developing and delivering joint initiatives and also with Aneurin Bevan University Health Board and Public Health Wales regarding the well-being agenda. £15,000 per year Townsend Grant funding is received to deliver this area of work which would not be available if the function were withdrawn.</p> <p>The Team also leads on the Employee Health and Well-being Group to deliver the corporate health agenda to improve the health and well being of CCBC employees. The Senior Officer is also an assessor for the Corporate Health Standard, and supported the Council through its own assessment. The Authority received a Welsh Government Corporate Health Standard Gold Award for this area of work. The work of this Group and the Health Improvement Team in particular has been commended for its contribution to the reduction in the employee sickness rates across the authority.</p>
--	---

Cost to Implement

Staff Costs:	Redeployment/redundancy of up to 3.6 ftes. Redundancy costs would be between £7,000 and £82,000 depending on which posts were deleted. In cases of redeployment should the employee be redeployed to a lower grade than that of their substantive role protection of salary applies for an 18 month period, up to a maximum of 2 grades.
Resource Costs:	None
Additional Costs:	None

Timeframe to Implement

Consultation:	Staff and Union consultation, also ABUHB and Public Health Wales.
Statutory Process:	Not applicable

Risks of Implementation

Not Achieving - Savings:	Low
Timeframe:	The timing of any savings will need to be considered in the light of any funding requirement associated with redeployment and redundancy processes.

HR Implications:

Redundancy:	Up to 3.6 ftes
Redeployment:	As above
Redirected Resource:	

<u>Other Options/Issues:</u>	<p>The Public Health Bill and Future Generations Bill are expected to place new responsibilities and duties upon Local Authorities in relation to health and well-being.</p> <p>This proposal is likely to be of concern to partner services internally such as Communities First and externally such as Aneurin Bevan University Health Board and Public Health Wales. A recent review of the way in which health improvement is delivered by various teams across the authority demonstrated that several teams are involved and each of those team deliver specific programmes and interventions tailored specifically for the groups and settings in which they work. The various team leaders meet as and when necessary to ensure that they work in complete synergy to avoid duplication and that the work streams effectively dove tail. Each of these teams rely on the strategic lead and direction provided by the Health Improvement Team.</p>