

25 March 2015		ITEM: 15
Council		
Director of Public Health Appointment		
Wards and communities affected: None	Key Decision: Non-Key	
Report of: Graham Farrant, Chief Executive		
Accountable Head of Service: N/A		
Accountable Director: Roger Harris, Director of Adults, Health & Commissioning		
This report is Public		

Executive Summary

In accordance with the Council's Pay Policy, recruitment to posts attracting a salary in excess of £100,000 require approval from Council.

This report requests confirmation to appoint to the post of Director of Public Health Ian Wake following interviews held on the 13th March.

1. Recommendation(s)

1.1 That the appointment of Ian Wake to the post of Director of Public Health be agreed.

2. Introduction and Background

2.1 Public Health responsibilities were transferred over to local authorities from the NHS in April 2013. This included the establishment of a ring-fenced Public Health Grant (PHG), certain mandated duties and the responsibility to appoint a Director of Public Health.

2.2 The post of DPH for Thurrock was agreed by the Council in February 2013. At the point the responsibility was transferred over to the Council in April 2013 there was not a DPH in post within our local Primary Care Trust, so unlike other areas there were no candidates to TUPE over. As a result Thurrock Council entered into a shared arrangement with Southend on Sea and it was agreed that Dr. Andrea Atherton would be a shared post between Thurrock and Southend.

2.3 This arrangement was agreed for the year 2013/14 and renewed for a further year 2014/15. Alongside Southend Council we have reviewed the current

situation. We have benefited from having an experienced DPH to oversee the transition of the new responsibilities from the NHS to the Council. However, we now feel that the time is right for Thurrock to appoint its own full-time DPH

3. Issues, Options and Analysis of Options

Senior Management Structure at Thurrock

- 3.1 The Health and Social Care Act 2012 required local authorities to appoint a Director of Public Health to have responsibility for their new public health functions.

The Act expects that the Director of Public Health will:

- Be the champion for health within the local authority
 - Be responsible for all the new public health functions of local authorities (which cover all three domains of public health: health protection, health improvement and health care public health)
 - Produce an annual report on the health of the population
 - Be a statutory member of the Health & Wellbeing Board
 - Be a statutory chief officer, as set out in the Local Government and Housing Act 1989, as amended.
- 3.2 As stated above when the responsibilities were passed over to Thurrock Council there was no permanent DPH in post in the previous PCT and so no candidates who could be TUPEd over. As a result the Council considered sharing options for the post and reached an agreement with Southend to share the post for an initial 12 month period (which could be renewed if agreed by both parties).
- 3.3 The reason this arrangement was agreed was first of all to share the cost but also at the time there were numerous vacant DPH posts and it was felt our ability to recruit would be very difficult. Instead we benefitted from having an experienced DPH in Dr Atherton to oversee the transfer of responsibilities and ensure that the new duties were fully embedded within the Council.
- 3.4 The arrangements have worked well and we can point to a number of successes over the first 2 years of taking on these new responsibilities in particular all Directorates of the Council have been working alongside the Public Health team to re-assess their own work to see how it can promote a wider approach to health and well-being.
- 3.5 However, it is accepted that sharing with Southend has meant some areas have not had the depth of coverage that they should be receiving. In particular the “core offer” to the NHS has not had the level of support it should have – this problem has been compounded by the fact that we have not had a full-time, permanent consultant in post for most of the period since the transfer took place. As a result it is felt that the time is now right, when the current arrangement expires - 31.3.15 - for Thurrock to appoint its own full-time DPH.

- 3.6 General Services Committee met on the 10th December and agreed to go out to advert and confirmed the recruitment process for this post. The appointment panel also needed to conform to the guidance set out by the Department of Health and Public Health England. As such, the panel needed to include representatives from Public Health England, the Faculty of Public Health and the local Clinical Commissioning Group.
- 3.7 The post was advertised using relevant national media and the interview panel met on Friday 13th March. The panel unanimously agreed to recommend that Ian Wake be appointed to the post of DPH for Thurrock. Ian is currently working for Essex County Council as a consultant in Public Health and works as a joint appointment across ECC and Basildon / Brentwood Clinical Commissioning Group. Prior to the transfer over to local government Ian worked in SW Essex PCT and has a good knowledge of Thurrock and its health issues.

Pay Policy for Directors and Heads of Service

- 3.8 The Council implemented its current pay policy for Directors and Heads of Service on 1 April 2010. This followed a review of the previous scheme with the intention of attracting and retaining senior staff whilst ensuring remuneration arrangements were relative to the employment market. The current pay arrangements cover all elements of remuneration – no allowances or bonuses are paid in addition. The pay arrangements apply to all Director and Head of Service roles; the appropriate median salary is derived by independent market comparison using data that is weighted 50% to Unitary Authorities and 50% towards London Boroughs.
- 3.9 The job profile for the Director of Public Health was evaluated in November 2014 and come out with the following pay range – Director Grade (£93,500-£108,000)

4. Reasons for Recommendation

- 4.1 It is a statutory requirement for the local authority to appoint a Director of Public Health. The current shared arrangement with Southend ends on the 31st March 2015

5. Consultation (including Overview and Scrutiny, if applicable)

- 5.1 Not applicable.

6. Impact on corporate policies, priorities, performance and community impact

- 6.1 The Director of Public Health will be responsible for delivery of the Council's corporate priorities.

7. Implications

7.1 Financial

Implications verified by: **Sean Clark**
Head of Corporate Finance

Any costs relating to the remuneration and associated costs of this post are fully funded through the ring fenced Public Health Grant.

7.2 Legal

Implications verified by: **David Lawson**
Deputy Head of Legal Services

The Health and Social Care Act (the Act) requires the Council, to appoint an individual to have responsibility for its Public Health functions under the Act. This individual is known as the Authority's Director of Public Health (DPH).

The Act makes it a statutory requirement of the DPH to produce an annual report on the health of the local population which the Council must publish. The DPH is also a statutory member of the Health and Wellbeing Board.

The DPH is a post on the statutory list of chief officers as set out in the Local Government and Housing Act 1989

The arrangements to recruit to the post should comply with the Department of Health Guidance on such appointments. The guidance requires that the appointment process is completed within three months of a post becoming vacant and the proposal to appoint a DPH will enable this to take place. It should also be noted that the post will be politically restricted and the post-holder should be part of the senior management structure of the authority and contribute to its overall management and leadership

7.3 Diversity and Equality

Implications verified by: **Roger Harris**
Director of Adults, Health and Commissioning

The post of Director of Public Health is a statutory post and covers key mandated functions for the local authority. The post has a key role to improve the health and well-being of the population of Thurrock and this is demonstrated by the Annual Public Health report being presented to tonight's Council.

7.4 Other implications (where significant) – i.e. Staff, Health, Sustainability, Crime and Disorder)

Not applicable.

8. Background papers used in preparing the report (including their location on the Council's website or identification whether any are exempt or protected by copyright):

- None

9. Appendices to the report

- None

Report Author:

Roger Harris

Director of Adults, Health and Commissioning