

12 June 2017

Agenda Item: 7

REPORT OF THE DIRECTOR OF PUBLIC HEALTH

CHANGES TO THE STRUCTURE OF THE PUBLIC HEALTH DIVISION

Purpose of the Report

1. This report seeks approval from the Committee to establish an additional 0.36 FTE post of Senior Public Health and Commissioning Manager, in order to make an existing part time vacancy up to a full time post.

Background

2. The Public Health division had a full restructure in 2016. The new structure was approved by Public Health Committee on 14 July 2016 and implemented with effect from 1 August 2016.
3. The staffing element of the Public Health function delivers the following activities: Public Health policy and advice; partnership and influencing roles with Clinical Commissioning Groups (CCGs) and other partners; Public Health leadership; health protection and planning for health emergencies; support for the work of the Health and Wellbeing Board; leadership of Public Health commissioning and contract management of commissioned Public Health services.
4. The staffing resource is critical to the successful delivery of the Public Health function. Public Health skills are essential to accurately analyse health need, critically appraise effectiveness of service models and predict likely uptake of services. Public health staff provide both management of commissioned Public Health services and policy leadership of a range of Public Health topic areas. Staff also fulfil the statutory duties of the Public Health function as defined in the Health and Social Care Act.

Information and Advice

5. The Public Health division structure approved by Public Health Committee in 2016 included 8.0 FTEs of Senior Public Health and Commissioning Manager. Enabling filled 7.86 FTEs, owing to a part time working arrangement. The division has since carried the remaining 0.14 FTE as a vacancy, as it was impractical to recruit to such a small proportion of a post.
6. A recent flexible working request will reduce the staffing complement among the Senior Public Health and Commissioning Managers to 7.36 FTEs, leaving a vacancy of 0.64 FTE.

This level of vacancy cannot be sustained given current workload at a senior level within the Public Health division. Current pressures include preparation of the new Health and Wellbeing strategy, leadership on some policy areas, and participation in rota based arrangements around clinical governance and quality in commissioned Public Health services.

7. Previous experience over the last three years indicates that recruitment to a part-time position is unlikely to yield a suitable field of applicants with appropriate experience and skill sets. Therefore, approval is sought from Committee to increase the overall establishment at this level by 0.36 FTE, to maximise the opportunities for successful recruitment by offering a full time, permanent vacancy.
8. Appointing to this post on a permanent basis will provide stability and assurance to partners and support the recruitment and retention of high calibre officers. The proposed post will be fully funded by ring fenced Public Health grant until March 2019. 0.64 FTE of the post is already on the permanent establishment and so the amount of additional resource needed to make this into a full time post is comparatively small.
9. A failure to appoint an appropriately skilled officer in a timely manner would incur a risk to the Council that the timelines for the preparation of the health and wellbeing strategy would not be met, and could also have an adverse impact on the ability of the division to provide sufficient senior public health leadership. These risks would be mitigated through proceeding to appointment.

Other Options Considered

10. Consideration was given to deleting the vacant 0.64 FTE. However, this is not considered a desirable option because of the demands of the work at this level. Consideration was also given to advertising the post as a part time position, in line with the current establishment. However, increasing the establishment to enable a full time post to be advertised is judged to be likely to be more effective in recruitment and will avoid the risk of unsuccessful (and expensive) advertisement and recruitment exercises.

Reason for Recommendation

11. The Council's Constitution require all posts on the establishment to be approved by the appropriate Committee.

Statutory and Policy Implications

12. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution, the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

13. The job description for the post of Senior Public Health and Commissioning Manager has been evaluated at Band F. The costs associated with each post at the top of the scale is £56,017 p.a (plus on costs estimated to result in total cost of £70,631).
14. There is already provision in the budget for 0.64FTE so the additional cost to be funded would be £20,166 net p.a (plus on costs estimated to increase the additional cost to £25,427).
15. In practice the cost is likely to be less than this as it is unlikely that the appointment would be at the top of the scale.
16. The staffing costs of Public Health are currently met by Public Health grant. This grant is ring fenced until the end of March 2019 and with known projections of future Public Health grant, the additional cost can be met from within the Public Health grant until then. Beyond that, the additional element of staffing cost would need be included with all others in longer term budget plans.

Human Resources Implications (SJJ 18/05/2017)

17. These are included in the body of the report

RECOMMENDATION

The Committee is asked to approve the establishment of an additional 0.36 FTE permanent post of Senior Public Health and Commissioning Manager so that the total establishment at this level becomes 8.36 FTEs.

Barbara Brady
Director of Public Health

For any enquiries about this report please contact:

Kay Massingham
Executive Officer Public Health
Tel: 0115 993 2565
Email: kay.massingham@nottsccl.gov.uk

Constitutional Comments (LM 18/5/2017)

18. The recommendations in the report fall with the Terms of Reference of the Adult Social Care and Public Health Committee.

Financial Comments (KAS 23/05/2017)

19. The financial implications are contained within paragraphs 13-16 of the report.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Report to Public Health Committee, 14 July 2016, Restructure of the Public Health Division.

Electoral Divisions and Members Affected

- All