

**1 December 2016**

**Agenda Item: 5**

## **REPORT OF THE DIRECTOR OF PUBLIC HEALTH**

### **CHANGES TO THE STRUCTURE OF THE INTEGRATED CHILDREN'S COMMISSIONING HUB**

#### **Purpose of the Report**

1. This report provides information on changes to the structure of the Integrated Children's Commissioning Hub and seeks approval from the Public Health Committee to establish the posts of Public Health and Commissioning Manager, and Public Health Support Officer.

#### **Background**

2. The Children's Integrated Commissioning Hub (ICH) provides a single point of coordination for commissioning relating to children's health and wellbeing. Set up in September 2013, and based within the Division of Public Health, the ICH works on behalf of five Nottinghamshire clinical commissioning groups (CCGs) and Nottinghamshire County Council, including Children's and Public Health services. This arrangement excludes Bassetlaw CCG.
3. Commissioning activity delivered by the ICH on behalf of the Nottinghamshire CCGs is funded through an annual contribution of £230,000 towards the costs of the Hub. The ICH leads on the commissioning of statutory and priority services for the CCGs, including the Integrated Community Children and Young People's Healthcare Services (ICCYPH), Community Paediatrics, Special Educational Needs and Disabilities (SEND) health services, health services for looked after children, maternity services and Child and Adolescent Mental Health Services.

#### **Information and Advice**

4. Following a re-structure within the public health division, the following posts in the ICH have been vacated by officers who have been successfully appointed to permanent positions in the division:
  - 1.0 FTE Band D Strategic Performance and Needs Assessment Manager (permanent);
  - 2 FTE Band D ICCYPH Programme Managers (fixed term).

5. The Consultant in Public Health responsible for the ICH and the ICH Senior Public Health and Commissioning Manager met with the Chief Operating Officers of the CCGs on 26<sup>th</sup> September 2016. At this meeting it was confirmed that the CCGs were highly satisfied with the work of the ICH, and Chief Officers confirmed their continued intention to fund current ICH arrangements for a further three year period. The CCGs' priorities for the ICH were also restated, to include ongoing implementation of the ICCYPH, SEND, Better Births and Future in Mind arrangements, and a review of community paediatric services.
6. To deliver on the priorities set out by the CCGs, it is now necessary to appoint new officers to the ICH with appropriate experience and skill sets, in particular with regards to commissioning of health services. As such, it is proposed that the posts recently vacated are deleted from the Public Health department establishment, and replaced by the following new posts:
  - 1.0 FTE Band D Public Health and Commissioning Manager (permanent);
  - 1.0 FTE Band B Public Health Support Officer (permanent).
7. Following a period of significant change in personnel within the ICH, appointing on a permanent basis will provide stability and assurance to the CCGs, and support the recruitment retention of high calibre officers. The proposed posts are fully funded by the CCGs, and given the three year term of the funding, appointing on a permanent basis will not incur any additional cost risk associated with employment rights, either through external advert or [internal secondment](#).
8. A failure to appoint appropriately skilled officers in a timely manner would incur a risk to the Council that the CCGs withdraw their funding, which supports a range of posts within the Public Health Division, and the benefits of an integrated commissioning structure could be lost. These risks would be mitigated through proceeding to appointment.

### **Other Options Considered**

9. Consideration was given to appointing to the posts within the existing establishment. However, as the priorities for the CCG funders relate to commissioning activity, and with a reduced requirement for programme management skills in the future, creating new posts more closely aligned with the demands of the post is considered a more appropriate approach.

### **Reason for Recommendation**

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

### **Statutory and Policy Implications**

11. 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**

12. A job description for the post of Public Health and Commissioning Manager has been evaluated as Band D. The costs associated with establishing this post at the top of the scale will be £41,551 per annum (plus on costs).
13. A job description for the post of Public Health Support Officer has been evaluated as Band B. The costs associated with establishing this post at the top of the scale will be £34,196 per annum (plus on costs).
14. There is no additional Council resource required to meet the costs of the post as the posts would be fully funded through the CCG investment in the ICH.

### **Human Resources Implications (SJ 14.11.2016)**

15. The Human Resources implications are outlined within the body of this report.

### **RECOMMENDATION**

- 1) Public Health Committee is asked to approve the establishment of a permanent post of Public Health and Commissioning Manager at Hay Band D, and a permanent post of Public Health Support Officer at Hay Band B.

**Barbara Brady**  
**Director of Public Health**

#### **For any enquiries about this report please contact:**

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### **Constitutional Comments (CEH 10.11.16)**

16. The recommendation falls within the delegation to the Public Health Committee under its terms of reference.

### **Financial Comments (DG 8.11.16)**

17. The financial implications are contained within paragraphs 12 to 14 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.

### **Electoral Divisions and Members Affected**

- All