

20 September 2021

Agenda Item: 7

REPORT OF DIRECTOR OF PUBLIC HEALTH

PUBLIC HEALTH SENIOR STAFFING ESTABLISHMENT

Purpose of the Report

1. To propose the establishment of 1 Full-Time Equivalent (FTE) Deputy Director of Public Health post on a permanent basis within the Public Health Division, at a cost of £130,940 (Band I) per year, inclusive of on-costs, funded from the Public Health Grant.

Information

2. In 2013, local authorities were delegated¹ the role of providing information and advice to ensure that parties discharge their roles effectively for the protection of the local population. The Director of Public Health is responsible for the local authority contribution to health protection matters, including the authority's role in planning for and responding to incidents which present a threat to the health of the population.
3. The proposal to establish a Deputy Director of Public Health role arises from the need to strengthen the resilience of the public health team in delivering these statutory duties and the delivery of other public health agendas and outcomes for people in Nottinghamshire.
4. In regard to health protection specifically, the need relates to two considerations. Firstly, the role is needed to bring additional senior capacity to the authority in discharging its health protection duties and to whom the Corporate Leadership Team can look for continuity of specialist public health cover, especially during periods requiring a sustained public health response. Secondly, it is clear that ensuring that everyone in Nottinghamshire is able to live safely with COVID-19 and other communicable disease threats will require greater attention to and scrutiny of health protection arrangements than capacity in the local system has allowed in recent years. Closely linked to this second point is the reform of health protection arrangements out of which the UK Health Security Agency is being established and which is likely to require additional ongoing attention from the Director of Public Health.
5. Aside from health protection, the Deputy Director of Public Health role will also contribute to improved outcomes on other public health agendas, working alongside senior officers in Nottinghamshire County Council, our Integrated Care System partners and our commissioned services.

¹ The Local Authority (Public Health functions and entry to premises by local Healthwatch representatives) Regulations 2013

Current Senior Staffing Establishment

6. Over 90% of the annual Public Health budget of £41.98m is invested in commissioned services. A total of 7% is spent on staffing and running costs, including a contribution to corporate overheads.
7. The senior permanent staffing establishment in the Public Health Division comprises 1 FTE Director of Public Health and 4 FTE Consultant in Public Health, of which 1 FTE post remains vacant after having failed on three occasions in the past year to secure suitable candidates for interview.
8. The Director of Public Health (Band J) is a statutory chief officer and is individually accountable for the delivery of the Authority's public health duties. They are the principal adviser on all health matters to elected members and officers, with a vital leadership role for system-wide efforts to improve and protect health and wellbeing.
9. Consultants in Public Health (Band H) are senior leadership roles focussed on defined portfolio areas (e.g. early years, public mental health, substance misuse, domestic abuse, sexual health). They lead teams of public health practitioners who commission services and work with partners to drive forward health and wellbeing priorities.
10. Both the Director of Public Health and Consultant in Public Health roles are subject to specialist professional registration requirements. This requires the completion of nationally assured specialist public health training and mandatory professional revalidation which is a process designed to monitor fitness to practise and promote improvement in the quality of public health practice.

Deputy Director of Public Health

11. The proposal is to establish 1 FTE Deputy Director of Public Health (Band I) on a permanent basis within the Public Health Division, funded from the Public Health Grant.
12. The key purpose of the role would be to:
 - a. Lead senior teams within the Council and across the health and care system with the overall aim of promoting evidence-based commissioning which results in improvements in population health and reduces inequalities.
 - b. Routinely deputise for the Director of Public Health in the discharge of their statutory duties in executive level partnership arrangements across the local system spanning all three domains of Public Health, and within the organisation.
 - c. Demonstrate and sustain a high level of resilience along with intellectual and practical flexibility to deal effectively with multiple and changing demands in complex multi-organisational contexts, and to meet tight deadlines. A high level of intellectual rigour, negotiation and motivation skills are required to deal with complex public health issues, to advise and make recommendations regarding services and patient care. An ability to understand other cultures to enable effective working across organisational boundaries, influencing without authority and working with tact and diplomacy are essential.

- d. Take responsibility for strategic objectives of the local authority and the Health & Wellbeing Board and act as a change agent to enable delivery of relevant outcome indicators from the public health, NHS, and social care outcome frameworks. The post holder will be expected to work across organisations, be able to influence budgets held by those organisations as well as advocate for change effectively. They will exercise direct managerial responsibility for services and budgets which directly contribute to these objectives but will usually also have substantially greater strategic responsibilities across the council and other agencies.
 - e. On behalf of the local authority, working to the Director of Public Health and with other consultant colleagues, lead on improving the health and wellbeing of local residents and contribute to the leadership of the health and wellbeing system.
13. The Deputy Director of Public Health would be subject to the same professional registration requirements outlined in paragraph 10.

Statutory and Policy Implications

14. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance finance, human resources, human rights, the NHS Constitution (Public Health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment 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

15. Establishing 1 FTE Deputy Director of Public Health on a permanent basis at Band I will cost £130,940 per year. This can be contained within the Public Health Grant and therefore represents no additional burden to the Council's Medium Term Financial Strategy.

Human Resources Implications

16. This report proposes to establish a new permanent post in the Public Health Division, as outlined in paragraphs 11-13. Given this is a completely new role, job evaluation has taken place and existing senior staff in the Public Health Division have been consulted.

RECOMMENDATION/S

That Members:

- 1) Approve the establishment of 1 FTE Deputy Director of Public Health post on a permanent basis within the Public Health Division, at a cost of £130,940 (Band I) per year, funded from the Public Health Grant

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Director of Public Health

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Constitutional Comments (ELP25/08/2021)

17. The recommendations fall within the delegation to Adult Social Care and Public Health Committee by virtue of its terms of reference.

Financial Comments (DG 24/08/2021)

18. The additional 1FTE Deputy Director of Public Health, will be funded from the Public Health grant at an annual cost of £130,940.

HR Comments (SJ 23/08/2021)

19. As identified in the report the post has been evaluated and the post will be recruited to in line with the authorities recruitment process and the requirements of Public Health England

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 Division(s) and Member(s) Affected

- All