

Appointment of the Chief Officer / Consultant in Public Health

Date: 5th September 2024

Report of: Director of Public Health

Report to: Employment Committee - Interview

Will the decision be open for call in? Yes No

Does the report contain confidential or exempt information? Yes No

Brief summary

This report outlines the reasons for the recruitment and selection to the post of Chief Officer / Consultant in Public Health.

Recruiting to this role will secure vital capacity to provide strategic leadership to drive forward the critical Public Health agenda and contribute to delivering the Council's Public Health responsibilities, achieving the Public Health aims and outcomes for the Council, city, region and nationally.

This post will be funded from the Public Health ring fenced grant.

Recommendations

- a) Note the process for the recruitment and selection to the post of Chief Officer/Consultant in Public Health on a permanent basis.

and

- b) Following the selection process, should an appropriate candidate be identified, make an offer of appointment, subject to the associated notification processes, as set out within the Officer Employment Procedure Rules.

What is this report about?

- 1 This report outlines the reasons for the recruitment to the post of Chief Officer/Consultant in Public Health.

- 2 The Chief Officer/Consultant in Public Health post provides strategic leadership on Public Health, providing advice and expertise to decision makers across the Council. Working with key partners at national, regional and local level championing Public Health initiatives within the organisation and in collaboration with colleagues across the Health economy, to support the delivery of real change across the city. The role will work across Leeds City Council and the Integrated Care Board and will take the lead for improving the health and wellbeing of residents, reducing inequalities in health outcomes and protecting local communities from public health hazards (infectious diseases and environmental threats).
- 3 This role is critical within the Public Health function. The postholder will work across the Council and Integrated Care Board at leadership level and will work closely with the Director of Public Health and other Chief Officer/Consultants in Public Health and Public Health colleagues internally and externally, leading on improving the health and wellbeing of residents. This is underpinned by the statutory duty placed on local government to take such steps as it considers appropriate, to improve the health of its residents, delivering programmes of strategic significance to the Council in line with the Council & Directorate priorities.
- 4 The post holder is accountable to the Director of Public Health and their work falls under the remit of the Executive Member for Equality, Health and Wellbeing.

What impact will this proposal have?

- 5 Appointment to this post will ensure the sufficient level of capacity, experience, knowledge and skills to deliver vital Public Health leadership and programmes of work and ensure continued contribution to the Best City Ambition - our overall vision for the future of Leeds.

How does this proposal impact the three pillars of the Best City Ambition?

Health and Wellbeing

Inclusive Growth

Zero Carbon

- 6 Making this appointment will also ensure relevant issues in relation to the above three pillars are considered across the Public Health service.
- 7 Specifically, this post will take the lead for improving the health and wellbeing of Leeds residents, reducing inequalities in health outcomes and protecting local communities from public health hazards (infectious diseases and environmental threats).
- 8 In addition to the above, the post will take responsibility for a strategic objective 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. Working across organisations, the Consultant will influence budgets held by those organisations as well as advocate for change effectively. The role advises the Health & Wellbeing Board, making recommendations regarding services, residents' care and wider determinants of health.

What consultation and engagement has taken place?

Wards affected: None

Have ward members been consulted? Yes

No

- 9 Approval to recruit to the post has been obtained in accordance with the Council's vacancy control process and is supported by the Executive Board Members.

What are the resource implications?

- 10 The Chief Officer/Consultant in Public Health has been benchmarked at Dir 70% grade (£87,834 - £96,418 excluding on-costs). The post will be funded from the Public Health ring-fenced grant.

What are the key risks and how are they being managed?

- 11 The key risk is that the post remains unfilled if a suitable candidate is not identified. In order to manage this risk, the post was advertised on both the LCC and NHS Jobsites and included in the Association of Directors of Public Health BriePH e-newsletter which is circulated nationally to all ADPH members. A robust selection process is also in place, with a number of both internal and external stakeholders participating in a Stakeholder Panel.

What are the legal implications?

- 12 This post is an Employment Committee appointment in line with the criteria set out in the Officer Employment Procedure Rules and will be recruited to in accordance with those Procedure Rules.
- 13 Due to the nature of the role, the recruitment will be in line with the guidance issued by the Faculty of Public Health (FPH) which outlines the recommended appointments process for senior public health appointments in local authorities, academia and the NHS.
- 14 The recruitment process has been developed to maintain a national standard for the appointment of public health consultants and consultant academics having regard to the NHS (Appointment of Consultants) Regulations 1996 and the Department of Health's Good Practice Guidance (DHGPG)³. This guidance has been considered alongside the Officer Employment Procedure Rules.
- 15 An Advisory Appointment Committee (AAC) is the panel under NHS (Appointment of Consultants) Regulations, used to advise on the selection of, or make the selection of, consultant appointments. The AAC will assess and advise on the necessary technical and professional skills, qualifications and professional registration issues and will form part of a hybrid appointment process.
- 16 The Council's Access to Information Procedure Rules require that the public must be excluded from meetings whenever it is likely in view of the nature of the business to be transacted, or the nature of the proceedings that confidential information would be disclosed. As such, the personal information contained within appendix 2 to this report which identifies individuals in the form of application details, is designated as being confidential under the provisions of Access to Information Procedure Rule 9. Therefore, when the committee considers this information, the public must be excluded from the meeting.

Options, timescales and measuring success

What other options were considered?

17 It is vital for the Council to have fully qualified Public Health Consultants to deliver the Councils Public Health responsibilities, therefore no other options were considered.

How will success be measured?

18 Recruiting to this role will build on the commitment across the Council, NHS and with all our partners to improve health outcomes for our residents by not only delivering against statutory duties but also making a much broader leadership contribution to the local priorities.

What is the timetable and who will be responsible for implementation?

19 The recruitment and selection process is being co-ordinated by the Human Resources team. The post has been advertised on the Leeds City Council jobsite as an external vacancy. The post was also advertised on the NHS jobsite and included in the Association of Directors of Public Health BriePH e-newsletter which is circulated nationally to all ADPH members. The recruitment and selection timeline is as follows:

- Job advertisement live on LCC and NHS Jobsites – 1st July 2024.
- Job advertisement closed – 31st July 2024.
- Shortlist by Employment Committee – 5th September 2024.
- Stakeholder Panel – 13th September 2024
- Selection interviews by Employment Committee – 13th September 2024.

20 Following the selection process, should an appropriate candidate be identified, the Employment Committee is asked to make an offer of appointment, subject to the associated notification processes, as set out within the Officer Employment Procedure Rules.

Appendices

- Appendix 1 Candidate information pack.
- Appendix 2 - Applicant details - designated as being confidential under the provisions of Access to Information Procedure Rule 9.

Background papers

- None