



**Report of: HR Business Partner**

**Report to: Director of Adults and Health**

**Date: 22/07/20**

**Subject: Appointment to position of 3 x Chief Officers in Public Health, Adults and Health Directorate**

Are specific electoral wards affected? If yes, name(s) of ward(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Has consultation been carried out?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Will the decision be open for call-in?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, access to information procedure rule number: Appendix number:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

## Summary

### 1. Main issues

This report outlines the immediate need to recruit to three vacant Chief Officer/Consultant in Public Health posts within Public Health. This has arisen due to one post holder being promoted to the Director of Public Health, one post holder retiring from the post in April 2020 and an existing vacancy. Funding has been committed and secured through the Leeds Clinical Commissioning Group (CCG), two of the 3 posts will be part funded by the CCG. These posts will work across Leeds City Council and the CCG. These roles and responsibilities have an impact in delivering the Council's Public Health responsibilities and achieving the aims and outcomes for the Council, city, region and nationally.

This report seeks approval to recruit to the posts to ensure senior leadership and capacity to drive forward the critical Public Health agenda and are seeking to appoint at the earliest opportunity.

### 2. Best Council Plan Implications (click [here](#) for the latest version of the Best Council Plan)

- The Chief Officer/Consultant in Public Health roles support the Lead Member for Adults and Health and the Chief Executive of Leeds City Council in order to deliver programmes of strategic significance to the Council in order to deliver services and interventions in line with Council & Directorate priorities.

- In addition to the above, the posts 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 roles advise the health and wellbeing board, making recommendations regarding services, residents' care and wider determinants of health. In order to achieve the Best Council Plan ambitions, the 3 vacant Chief Officer positions post need to be recruited to.

### 3. Resource Implications

The implication and costs in relation to the recommendations of this report are as follows:-

- The post of Chief Officer/Consultant in Public Health has been evaluated at JNC Dir. 70%, the estimated 2020-21 cost of a post at this grade is £104,018 - £114,537 this includes on-costs and the pending 2020-21 pay award therefore the approximate total cost of 3.00fte posts will be in the range of £312,053 - £343,612
- Funding has been committed by the Chief Executive of the Leeds Clinical Commissioning Group on a permanent basis. Funding will be provided for 0.5fte of the Chief Officer/Public Health Consultant – Children & Families, including CCG Strategic Commissioning post and 0.50fte of the Chief Officer/Public Health Consultant – Public Mental Health & CCG Strategic Commissioning post. The total approximate funding to be received by the Council from the CCG will be in the range of £104,018 - £114,537 per annum on a permanent basis subject to increments and pay awards.
- The remainder of the funding for these post will be funded from the Public Health ring-fenced grant and has been budgeted as part of the 2020-21 budget setting process, the approximate total cost will be in the range of £208,036 – £229,074

### Recommendations

That the Director of Adults and Health agrees the positions of:

- Chief Officer/Consultant in Public Health – Health Protection & Sexual Health; Chief Officer/Consultant in Public Health - Children & Families, including CCG strategic commissioning; and Chief Officer/Consultant in Public Mental Health & CCG Strategic Commissioning are recruited to immediately.

That the Director of Adults and Health notes that:-

- We are aiming to be in a position to recommend the successful candidates by October 2020, however it is likely that the successful candidates would not be in post until later in the year due to notice periods.
- We request that the recruitment process be expedited immediately due to the critical nature of these posts to enable the successful candidates to be in post at the earliest opportunity.

## **1. Purpose of this report**

- 1.1 The purpose of this report is to seek approval to recruit to the posts of three Chief Officer/Consultant in Public Health within the Adults and Health Directorate of Leeds City Council.

## **2. Background information**

- 2.1 The previous post holder of the Chief Officer/Consultant in Public Health - Mental Health, Sexual Health, Primary Care and Localities and Capacity and Capability post was promoted to the Director of Public Health effective 2<sup>nd</sup> March 2020 and the post has been vacant since. The previous post holder of the Chief Officer/Consultant in Public Health – Health Protection and Child and Maternal Health retired on the 4<sup>th</sup> April 2020. These posts are part of the Public Health Senior Leadership Team and are critical to deliver the public health agenda across the city. They will report directly to the Director of Public Health.

## **3. Main issues**

- 3.1 The Chief Officer/Consultant in Public Health positions will provide 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 roles will work across Leeds City Council and the Clinical Commissioning Group 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).
- 3.2 The previous post holders originally TUPE'd into the council in 2013 from the NHS and therefore had NHS Job Descriptions and terms and conditions. Although these posts have not changed in content or responsibility, they have now been re-assessed as Leeds City Council positions and will be established on Leeds City Council terms and conditions.
- 3.3 The roles are critical within the Directorate structure. They work across the Council and CCG at leadership level and will work closely with the Director of Public Health, other Chief Officers/Consultants in Public Health and Public Health colleagues internally and externally leading on improving the health and wellbeing of residents which is underpinned by the statutory duty placed on local government to take such steps as it considers appropriate to improve health of its residents.
- 3.4 A full profile of the role is shown in Appendix 1.
- 3.5 The post of Chief Officer/Consultant in Public Health Job Description has undergone a benchmarking exercise to assess the revised job specification and profile has been undertaken and has established that the expectations of the role are commensurate with Dir.70% on the JNC pay scale.
- 3.6 The funding commitment for these posts from the CCG is indicative of their commitment to work with Public Health and the wider Council to address Health Inequalities.

## **4. Corporate considerations**

### **4.1 Consultation and engagement**

4.4.1 Consultation has taken place on the implications of this report with Cllr Charlwood for Adults & Health in June and at members briefing for 9 July and with Cllr Lewis for Resources & Housing in May, and with Governance in May and the Trade Unions on 13 July.

### **4.2 Equality and diversity / cohesion and integration**

4.2.1 An equality screening document is attached at Appendix 2 relating to those proposals.

### **4.3 Council policies and the Best Council Plan**

- The Chief Officer/Consultant in Public Health roles support the Lead Member for Adults and Health and the Chief Executive of Leeds City Council in order to deliver programmes of strategic significance to the Council in order to deliver services and interventions in line with Council & Directorate priorities.
- In addition to the above, the posts 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 roles advise the health and wellbeing board, making recommendations regarding services, residents' care and wider determinants of health. In order to achieve the Best Council Plan ambitions, the 3 vacant Chief Officer positions post need to be recruited to.

#### **4.3.1 Climate Emergency**

These posts will have very little impact on climate change, therefore the decision can be made without consideration on the climate change/emergency agenda.

### **4.4 Resources, procurement and value for money**

The implication and costs in relation to the recommendations of this report are as follows:-

4.4.1 The post of Chief Office/Consultant in Public Health has been evaluated at JNC Dir. 70%, the estimated 2020-21 cost of a post at this grade is £104,018 - £114,537 this includes on-costs and the pending 2020-21 pay award therefore the approximate total cost of 3.00fte posts will be in the range of £312,053 - £343,612

4.4.2 Funding has been committed by the Chief Executive of the Leeds Clinical Commissioning Group on a permanent basis. Funding will be provided for 0.5fte of the Chief Officer/Public Health Consultant – Children & Families, including CCG Strategic Commissioning post and 0.50fte of the Chief Officer/Public Health Consultant – Public Mental Health & CCG Strategic Commissioning post. The total approximate funding to be received by the Council from the CCG will be in the

range of £104,018 - £114,537 per annum on a permanent basis subject to increments and pay awards.

- 4.4.3 The remainder of the funding for these post will be funded from the Public Health ring-fenced grant and has been budgeted as part of the 2020-21 budget setting process, the approximate total cost will be in the range of £208,036 – £229,074

#### **4.5 Legal implications, access to information, and call-in**

- 4.5.2 This is a Significant Operational Decision and not subject to call-in. There are no legal implications identified as a consequence of this report.

#### **4.6 Risk management**

- 4.6.2 This change reflects the complexity and responsibility of the Director of Public Health and the importance of filling the posts in supporting and delivering the strategic aims of the Council, city, region and national.
- 4.6.3 If the approval to appoint to these posts is not agreed this would have a significant and detrimental impact on the ability to deliver the Council's Public Health responsibilities including the management and delivery of the expected outcomes and priorities as set out in this report.

### **5 Conclusions**

- 5.1 This report seeks approval to recruit to the posts to ensure senior leadership and capacity to drive forward the critical Public Health agenda and are seeking to appoint at the earliest opportunity.

### **6 Recommendations**

That the Director of Adults and Health agrees the positions of:

- Chief Officer/Consultant in Public Health – Health Protection & Sexual Health; Chief Officer/Consultant in Public Health - Children & Families, including CCG strategic commissioning; and Chief Officer/Consultant in Public Mental Health & CCG Strategic Commissioning are recruited to immediately.

That the Director of Adults and Health notes that:-

- We are aiming to be in a position to recommend the successful candidates by October 2020, however it is likely that the successful candidates would not be in post until later in the year due to notice periods.
- We request that the recruitment process be expedited immediately due to the critical nature of these posts to enable the successful candidates to be in post at the earliest opportunity.

## **7 Background documents<sup>1</sup>**

7.1 None.

## **8. Appendices**

8.1 Appendix 1 – Job Description and Role Profile

Appendix 2 – Equality Impact Assessment

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<sup>1</sup> The background documents listed in this section are available to download from the council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.