

Report of: Director of Public Health

Report to: Employment Committee

Date: 4th March 2021

Subject: Appointment of Chief Officer in Public Health

Are specific electoral Wards affected? If relevant, name(s) of Ward(s):	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Is the decision eligible 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 2 is exempt under rule (10.4 (1) & (2))	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Summary of main issues

This report outlines the reasons for the permanent recruitment to the post of Chief Officer/Consultant in Public Health, Adults and Health Directorate.

The Employment Committee is asked to:

- Note the process for the recruitment of the post of Chief Officer; and
- Following the interview process, should appropriate a candidate to be identified, make an offer of appointment, subject to the associated notification processes, as set out within the Officer Employment Procedure Rules.

1 Purpose of this report

- 1.1 This report outlines the reasons for the permanent recruitment to the post of Chief Officer/Consultant in Public Health within the Adults and Health Directorate.

2 Background information

- 2.1 This report outlines the immediate need to recruit to one vacant Chief Officer/Consultant in Public Health. This follows a recent recruitment exercise in October 2020 when there were 3 vacant Chief Officer posts, the employment committee only recruited to 2 of the vacant posts and there is now one vacant

post outstanding. Funding has been committed and secured through the Leeds Clinical Commissioning Group (CCG), two of the 3 posts are part funded by the CCG. All the Chief Officer posts will work across Leeds City Council and the CCG. This role and its' 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.

3 Main issues

- 3.1 The Chief Officer/Consultant in Public Health role 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.
- 3.2 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 and wellbeing board, making recommendations regarding services, residents' care and wider determinants of health. In order to achieve the Best Council Plan ambitions, the remaining vacant Chief Officer position needs to be recruited to.
- 3.3 The post of Chief Office/Consultant in Public Health has been evaluated at JNC Dir. 70%, the estimated 2021-22 cost of a post at this grade is £104,018 - £114,537 this includes on-costs. Actual salary range is JNC £81,756 to £89,884 p.a.
- 3.4 Funding has been committed by the Chief Executive of the Leeds Clinical Commissioning Group on a permanent basis. This post which will initially cover the remit of Mental Health and CCG Strategic Commissioning but will be expected to be flexible and cover all areas of public health. It will have 0.5 fte funding from the CCG. The total approximate funding to be received by the Council from the CCG that covered all 3 vacancies will be in the range of £104,018 - £114,537 per annum on a permanent basis subject to increments and pay awards. Two of the posts mentioned have now been recruited to, the Mental Health and CCG strategic commissioning post remains vacant.
- 3.5 The remainder of the funding for this 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 (between the 3 roles)

The advert, role profile and role specification for this is attached and has been evaluated in line with Leeds City Councils processes for JNC posts. (Appendix 1a and 1b)

- 3.6 Tenders were invited for Executive Search and Selection in December to assist with the recruitment process. Gatenby Sanderson were successful with their tender bid.

3.7 The post will be advertised externally on the Leeds City Council job site, NHS jobs and the Gatenby Sanderson website. The Executive Search and Selection agency, has been engaged in assisting the Council with the recruitment and selection.

3.6 The recruitment process is being co-ordinated by Human Resources. The Recruitment timeline is as follows:

- Job advert close – 19th February 2021.
- Short/Long List by Employment Committee and AAC (Appointments Advisory Committee) 4th March 2021.
- Assessment and Interviews – 18th March 2021.

4 Corporate Considerations

4.1 Consultation and Engagement

4.1.1 The proposals contained in this report have been consulted with the leadership of the Council and Executive Members. Consultations have also taken place with the trade unions.

4.2 Equality and Diversity / Cohesion and Integration

4.2.2 This is a senior role and has been subject to external advertisement for an inclusive search to maximise the diversity of applicants.

4.3 Council policies and the Best Council Plan

4.3.1 Recruiting to this role will build on achievements to date and continue to deliver positive outcomes for Leeds. This will be done by creating a culture of excellence in service delivery and continuous improvement that focusses on maximising resources and delivers agreed outcomes and objectives in accordance with the values, vision and service priorities.

4.4 Resources and value for money

4.4.1 The post is an established post and is within the budget provision for 2021/2022.

4.5 Legal Implications, Access to Information and Call In

4.5.1 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.

4.5.2 Due to the nature of the role we have an obligation to also work alongside the AAC, Appointments Advisory Committee which is a stipulation of the Faculty of Public Health. This will form part of a hybrid appointment process.

4.6 Risk Management

- 4.6.1 The Council has responsibilities for the health and wellbeing of all residents and failure to recruit to this key senior leadership post will impact on its ability to fulfil these responsibilities.

5 Conclusions

- 5.1 Members of the Employment Committee are requested to agree the content of this report.

6 Recommendations

- 6.1 The Employment Committee is asked to:
 - 6.1.1 Note the process for the recruitment of the post of Chief Officer of Public Health; and
 - 6.1.2 Following the interview process, should an appropriate candidates be identified, make an offer of appointments, subject to the associated notification processes, as set out within the Officer Employment Procedure Rules.

7 Background documents¹

- 7.1 N/A

Appendixes for the report

Appendix 1a - Advert. Appendix 1b - Role Profile and Role Specification.

¹ 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.