

Appointment of Deputy Director in Public Health

Date: 2nd March 2022

Report of: Chief Officer, Human Resources

Report to: Employment Committee

Will the decision be open for call in? Yes No

Does the report contain confidential or exempt information? Yes No

What is this report about?

This report outlines the reasons for the permanent recruitment to the post of Deputy Director (Dir 80%) in Public Health, Adults and Health Directorate.

Main issues: This report outlines the immediate need to recruit to one vacant Deputy Director in Public Health. 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. The purpose of this report is to seek approval to recruit a Deputy Director of Public Health, Adults and Health Directorate at the earliest opportunity to ensure senior leadership and capacity to drive forward the critical Public Health agenda.

The Consultant in Public Health/Chief Officer (Older People, Long Term Conditions, Cancer, Localities and Primary Care) post became vacant on 14th November 2021 when the post holder left to take up an alternative employment external to the Council. This gave an opportunity to review the current need across the Public Health function with agreement reached by senior leaders to recruit a Deputy Director of Public Health who would lead on the portfolio areas of the existing Consultant in Public Health/Chief Officer and deputise for the Director in a leadership position. This post forms part of the Public Health Senior leadership team and is critical to the public health agenda across the city. The post will report directly to the Director of Public Health.

Recommendations

The Employment Committee is asked to:

- a) Note the process for the recruitment of the post of Deputy Director of Public Health; and
- b) Following the interview 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 Rule.

Why is the proposal being put forward?

1. The Deputy Director in Public Health will support the Director of Public Health, 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, to deliver services and interventions in line with Council & Directorate priorities.
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 Deputy Director 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, this Deputy Director position needs to be recruited to.
3. The post of Deputy Director of Public Health Job Description has undergone a benchmarking exercise to assess job specification and profile and has established that the expectations of the role are commensurate with Dir 80% on the JNC pay scale. The job description has also been assessed and approved by the Faculty of Public Health.
4. The salary of this Dir. 80% grade is £119,354-£131,405 including on-costs. This post will be funded by the Public Health ring-fenced grant.
5. The advert, role profile and role specification for this position is attached and has been evaluated in line with Leeds City Councils processes for JNC posts. (Appendix 1a)
6. Tenders were invited for Executive Search and Selection in December 2021 to assist with the recruitment process. Gatenby Sanderson were successful with their tender bid.
7. The post will be advertised externally on the Leeds City Council job site and the NHS jobs site, Gatenby Sanderson has created a microsite for the vacancy.
<https://transformingleeds.com/>.

What impact will this proposal have?

Wards Affected:

Have ward members been consulted? Yes No

What consultation and engagement has taken place?

8. The proposals contained in this report have been consulted with the leadership of the Council and Executive Members including the lead members for Public Health, Adults and Health and Resources. Consultations have also taken place with the trade unions. The proposals have also been shared with HR pay advisory group, Chief Officer for Resources in Adults and Finance.

What are the resource implications?

9. The Council has responsibility 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.

What are the legal implications?

10. 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. 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 of 3 AAC panel members.

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

11. This appointment reflects the complexity and responsibility of the Deputy Director of Public Health and the importance of filling the post in supporting and delivering the strategic aims of the Council, city, region as well as national strategic aims and priorities.

Does this proposal support the council's 3 Key Pillars?

Inclusive Growth

Health and Wellbeing

Climate Emergency

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.

The post is within the budget provision for 2022/2023. This is a senior role and has been subject to external advertisement for an inclusive search to maximise the diversity of applicants.

Options, timescales and measuring success

a) What other options were considered?

12. Consideration was given to progress the vacant Consultant in Public Health/Chief Officer post following the resignation of the previous post holder. This option was reviewed with senior leadership agreement that the need for a Deputy Director of Public Health was essential for business continuity and in recognition of the current need and ongoing COVID-19 pandemic.

b) How will success be measured?

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

c) What is the timetable for implementation?

14. The recruitment process is being co-ordinated by Human Resources with Gatenby Sanderson. The Recruitment timeline is as follows:
- Job advert closes on – 21st February 2022
 - Short/Long List by Employment Committee and AAC (Appointments Advisory Committee) 2nd March 2022
 - Assessment and Interviews – 28th March 2022

Appendices

15. Appendix 1a-Job Description. Appendix 1b-Advert.

Background papers

16. N/A