

# REPORT FOR DECISION

<b>DECISION OF:</b>	<b>HUMAN RESOURCES AND APPEALS PANEL</b>
<b>DATE:</b>	<b>02/10/20</b>
<b>SUBJECT:</b>	<b>Establishment of new post – PH practitioner for substance misuse and inclusion</b>
<b>REPORT FROM:</b>	<b>Lesley Jones - Director of Public Health</b>
<b>CONTACT OFFICER:</b>	<b><i>Jon Hobday – Consultant in Public Health</i></b>
<b>TYPE OF DECISION:</b>	<b>HUMAN RESOURCES AND APPEALS PANEL</b>
<b>FREEDOM OF INFORMATION/STATUS:</b>	Public Domain
<b>SUMMARY:</b>	To back fill a vacancy on the staffing establishment within Public Health
<b>OPTIONS &amp; RECOMMENDED OPTION</b>	To back fill and redevelop the post of Public Health Practitioner for substance misuse and inclusion in the public health department, and allow permanent recruitment to commence as per HR guidance.
<b>IMPLICATIONS:</b>	
<b>Corporate Aims/Policy Framework:</b>	Do the proposals accord with the Policy Framework? <b>YES</b>
<b>Statement by the S151 Officer: Financial Implications and Risk Considerations:</b>	The cost of the proposal can be met within existing public health budget (due to an existing vacancy). (agreed by Lisa Kitto)
<b>Equality/Diversity implications:</b>	The post would have a positive impact on equality and diversity as key part of the role is around engaging groups who experience inequalities and
<b>Considered by Monitoring Officer:</b>	Local authorities have, since 1 April 2013, been responsible for improving the health of their local population and for public health services including most sexual health services and services aimed at

	<p>reducing drug and alcohol misuse. This role support that function. The Council's recruitment and selection procedures must be followed in filling this role and due consideration given to equality issues.</p> <p>(Agreed by Janet Witkowski)</p>
<b>Wards Affected:</b>	All
<b>Scrutiny Interest:</b>	No

Chief Executive/ Strategic Leadership Team	Executive Member/Chair	Ward Members	Partners
Scrutiny Committee	Committee	Council	

## **1.0 BACKGROUND** *[brief]*

A key function of the council is to provide strategic leadership and to commission and develop appropriate services to assist in improving and protecting the health of Bury residents. A key contributor to poor health and health inequalities in Bury residents is the misuse of drugs and alcohol. Until recently (April 2020) a member of staff from the strategic development unit (funded through public health) has carried out the day to day programme management of this agenda with strategic oversight and leadership provided by the consultant in public health. However, during a recent reorganisation of the staffing, the staff member from the Strategic Development Unit has moved on to different areas of work, and the budget to fulfil this function has moved back in to public health – leaving a vacancy. During the interim the consultant in Public Health has continued to provide strategic oversight but capacity is required to provide the day to day programme management of the substance misuse agenda to ensure we continue to have a positive impact on this area of work.

The contract for substance misuse is in excess of £1.2 million per year and wider drug and alcohol use and related issues can be highly expensive and politically sensitive. As such it is essential will employ a highly skilled public health practitioner – who under the strategic direction of the consultant in public health can effectively manage our substance misuse contract and work with a range of partners to drive our local wider substance misuse action plan. The individual will be required to work autonomously and manage elements of the substance misuse budget. The direct financial control would be over the Substance misuse budget for the signing off of supervised consumption invoices from pharmacists and for tier 4 detoxification invoices. The total budget available is around £200k

The post has been redesigned to also be responsible for picking up the inclusion agenda. In Bury as with many other areas certain groups and cohorts within the community experience poorer health outcomes. The post holder will lead on the identification and engagement of groups who experience these health inequalities to understand the key public health issues within the communities. They will also work on a community level to understand what communities feel could be done to assist them to achieve better health outcomes. They will work in collaboration with the wider public health team, community and primary care teams, Integrated Neighbourhood Teams and the community hubs.

It has been proposed that this post is a permanent post, set at Grade 13 and is to be progressed to recruitment at the first opportunity.

## **2.0 ISSUES** *[brief]*

Due to the vacancy there is currently limited capacity within the team to effectively manage the day to day demands linked to substance misuse and inclusion. Permeant recruitment in line with HR policies will be progressed if the post is agreed.

### **3.0 CONCLUSION** *[brief]*

In conclusion this post would ensure Bury Council have adequate capacity to effectively deliver our substance misuse action plan and ensure we obtain maximum value for money from our substance misuse contract. The post would also provide essential day to day leadership around the inclusion agenda, which will strongly contribute to reducing inequalities across Bury.

Funding for this post is available via existing budgets due to a staff vacancy.

---

#### **List of Background Papers:**

- JD and Person Specification
- Structure chart
- Job evaluation score sheet



PH practitioner JD  
and person spec v2.



PH Structure  
(002).pptx



Score Sheet - Public  
Health Practitioner.c

#### **Contact details:**

Jon Hobday – Consultant in Public Health  
Email: [j.hobday@bury.gov.uk](mailto:j.hobday@bury.gov.uk)