



<b>Classification</b>	<b>Item No.</b>
<b>Open</b>	

<b>Meeting:</b>	HR & Appeals Committee
<b>Meeting date:</b>	25/02/2021
<b>Title of report:</b>	Establishment of new post – Consultant in Public Health
<b>Report by:</b>	Cllr Andrea Simpson (Health & Wellbeing)
<b>Decision Type:</b>	<b>Non-Key Decision</b>
<b>Ward(s) to which report relates</b>	<b>Borough wide</b>

### **Executive Summary:**

To establish a new Consultant in Public Health Post within the Public Health Department Structure within existing resources in order to fulfil statutory duties.

### **Recommendation(s)**

**That:** The Panel approve establishment of the post and allow permanent recruitment to commence as per HR guidance as soon as possible.

### **Key considerations**

#### **Background**

The Council has a statutory function through the Director of Public Health to improve health and wellbeing and protect the health of the local population.

During the corporate restructure, Environmental Health was moved from under the Director of Public Health to the Exec Director of Operations to integrate with Trading Standards and Licencing. This has left a gap in the leadership of the Health

Protection function within the Public Health Department. This gap in the structure has been highlighted by the Covid-19 pandemic and the Public health response. We have been fortunate to have had these responsibilities covered by a high calibre final year Trainee with Health protection experience, if this had not been the case we would have either needed to recruit sooner or bring in someone via an agency.

During this time, a reorganisation of Public Health England has been announced which will see the formation of a new National Institute of Health Protection being formed from April 1<sup>st</sup>, 2021. As part of this restructure and based on learning from the Covid-19 response, there are strong signals that more duties and greater local accountability for health protection will be devolved to Directors of Public health in the future.

In addition, Covid-19 has shone a light on and exacerbated health inequalities. The Health & Wellbeing Board has made a renewed commitment to focus on driving population health approaches and there is significantly greater emphasis being placed on addressing inequalities within the health & care system which requires support and guidance from a qualified public health consultant specialising in health care public health.

The corporate restructure also brought a number of posts back into the Public Health team and there is now a need to consolidate and develop the PH team within the OCO after period of disinvestment and establish a robust professionally led management structure.

## **The proposal**

The proposal is to establish a Consultant in Public Health Post at Chief Officers Band B, with market supplement equivalent to NHS Consultant / NHS Agenda for Change 8d. The case for establishing the post is supported by the Executive Director for Strategic Commissioning.

There are four key domains to Public Health: Health Improvement, Wider Determinants of Health, HealthCare Public Health and Health Protection.

An existing Consultant in Public Health post leads on Health Improvement and Wider Determinants of Health, the new post will be an equivalent post to lead on Health Care Public Health and Health Protection and manage the associated staff teams. (structure attached)

These posts are professional posts which can only be undertaken by registered professionals who meet the requirements of the Faculty of Public Health Recruitment.

The post will be funded from within existing resources utilising funding from a long-standing vacancy (Public Health Programme Manager NHS 8b) and funding brought back into the Public Health Budget from the previous Communities and Wellbeing Strategy and Policy Team during the OCO re-structure (equivalent to Grade 10 post).

Engagement with Public Health team members has taken place and all staff support and welcome the proposal.

Newly qualified Public Health Consultants are eligible to begin applying for posts from February and it is recommended to move rapidly to recruitment to ensure access to a strong field of candidates.

### **Other alternative options considered**

1. Not to recruit - This would not resolve the capacity challenges within the Public Health team and risks lack of assurance around statutory responsibilities for health protection
2. Recruit to lower grade management post. This is a role which requires a professionally qualified member of staff, the necessary duties cannot be fulfilled by a lower grade post.

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### **Community impact/links with Community Strategy**

This post will directly and proactively support delivery of the Healthy People element of the Bury 2030 strategy.

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### **Equality Impact and considerations:**

*Under section 149 of the Equality Act 2010, the 'general duty' on public authorities is set out as follows:*

*A public authority must, in the exercise of its functions, have due regard to the need to -*

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;*
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;*
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

*The public sector equality duty (specific duty) requires us to consider how we can positively contribute to the advancement of equality and good relations, and demonstrate that we are paying 'due regard' in our decision making in the design of policies and in the delivery of services.*

<b>Equality Analysis</b>	<i>Please provide a written explanation of the outcome(s) of either conducting an initial or full EA.</i>
<p>The post would have a positive impact on equality and diversity as key part of the role is around identifying and understanding health inequalities experienced by different populations within Bury and working with partners to put measures in place to address them.</p> <p>The post will be recruited to in accordance with Council HR policies and Procedures.</p>	

*\*Please note: Approval of a cabinet report is paused when the 'Equality/Diversity implications' section is left blank and approval will only be considered when this section is completed.*

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**Assessment of Risk:**

The following risks apply to the decision:

<b>Risk / opportunity</b>	<b>Mitigation</b>
<p>The Covid-19 pandemic response is currently substantially supported by Final Year Public Health Trainee Consultant whose placement with us ends in August 2021. There is a risk he will leave sooner as he is eligible to apply for full-time qualified roles from February 2021. This would leave the Council very vulnerable in it's Covid response.</p> <p>The Public Health Team is small and very stretched with no spare capacity to cover gaps in provision.</p> <p>Greater responsibilities for Health protection are likely to be devolved to the Director of Public Health</p> <p>The role of the health and care system in contributing to population health and tackling inequalities is becoming</p>	<p>.</p>

increasingly recognised and prominent. There are risks that without sufficient advice, guidance and support from public health, opportunities will be missed and not fully realised.	
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Heath protection and provision of public health advice to the NHS are two statutory duties which could not be adequately fulfilled without this post.	
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**Consultation:**

HR and Union advice is that the establishment of this post does not require formal staff consultation as it is a professional post which no member of staff within the organisation is eligible to apply for, it does not have consequential impact on any other member of staff and that it addresses a gap in the structure created by the corporate restructure which requires leadership by an appropriately qualified professional.

Engagement with Public Health team members has taken place and all staff support and welcome the proposal.

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**Legal Implications:**

The reasons for recruitment to this post are set out in the report and are in line with the Council's response to the pandemic and its statutory duties. Recruitment must be in line with the Council's HR policies particularly on recruitment and selection and regard must be had to the Council's public sector equality duty.

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**Financial Implications:**

*The cost can be met from the existing budget.*

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## Background papers:

Job description and Person Specification



Consultant in  
Public Health (Health)

Organisational chart



Structure feb  
21.odp

**Please include a glossary of terms, abbreviations and acronyms used in this report.**

Term	Meaning