

REPORT TO:	APPOINTMENTS COMMITTEE 17 November 2015
AGENDA ITEM:	6
SUBJECT:	APPOINTMENT TO DIRECTOR OF PUBLIC HEALTH
LEAD OFFICER:	Nathan Elvery - Chief Executive Heather Daley - Director of Human Resources
CABINET MEMBER:	Councillor Louisa Woodley Cabinet Member for Families, Health and Social Care
WARDS:	All
CORPORATE PRIORITY/POLICY CONTEXT: The Council's management structure	
FINANCIAL SUMMARY: The salary cost of this post is contained within the 2015/2016 budget.	
KEY DECISION REFERENCE NO: n/a	

1. RECOMMENDATIONS

- 1.1 That the Committee undertakes the interviews for the post of Director of Public Health based on the details contained within this report, noting that this is being reported to the Committee under section 40 of the Localism Act 2011.

2. EXECUTIVE SUMMARY

- 2.1. This report seeks the Committee's approval to appoint to the Director of Public Health as required by the threshold set and specified under section 40 of the Localism Act 2011.

3. DETAIL

Background

- 3.1. The Council has restructured its first tier (Executive Director and Director) and has moved from four to three departments and the 2015/16 budget reflects the structure that took effect from 01 April 2015.

Localism Act 2011

- 3.2 Following the decision of the Annual Council meeting on 03 June 2014, the Appointments Committee has delegated responsibility for approving appointments in accordance with the threshold specified in statutory guidance issued by the

Secretary of State under section 40 of the Localism Act 2011. The statutory guidance is that elected Members should be given an opportunity to vote before: salary packages upon appointment above a specified threshold are offered; and severance packages beyond a specified threshold are approved for staff leaving the Council's employment. For both these purposes, the specified threshold is currently £99,999.

- 3.3 Under the Council's current pay arrangements the Director of Public Health would be graded at a level in accordance with section 40 of the Localism Act 2011 and therefore a decision is required by the Committee to appoint at this pay level.
- 3.4 The pay and grading arrangements for chief officers has recently been reviewed and incorporated into the Council's pay policy. Provisions within the pay policy exist to ensure that the salary applied is sufficiently competitive to recruit and retain a suitably qualified and capable individual.
- 3.5 The fixed pay point for the post would be £115,000; and benchmarking against comparable roles in London and south-east England and salary data from the London Council's pay survey 2014 and from the Hays Group indicate that this is appropriate.

4. SELECTION PROCESS

- 4.1 The Director of Public Health is a statutory Chief Officer appointment and the principal adviser on all health matters to elected members and officers for the borough; and with a leadership role spanning all three domains of public health: health improvement, health protection and healthcare public health.
- 4.2 Public Health England (PHE) acts on behalf of the Secretary of State for Health in appointing the Director of Public Health. In accordance with PHE guidance therefore on appointing directors of public health:
 - The job description, person specification and advertisement for this post were approved in advance by PHE;
 - A Faculty of Public Health assessor and a PHE assessor were involved in the shortlisting process;
 - A Faculty of Public Health, PHE and CCG representative will participate as co-opted non-voting members for this appointment only alongside the Members of the Council and therefore join the Appointments Committee for Part B of the Committee meeting. Their role will be to advise the Council and the Secretary of State on the appointment. If they disagree with the local decision their route is to advise the Secretary of State who makes the appointment jointly with the Council.

5. FINANCIAL AND RISK CONSIDERATIONS

5.1 Revenue and Capital consequences of report recommendations

		Medium Term Financial Strategy – 3 year forecast		
		2015/16	2016/17	2017/18
		£'000	£'000	£'000
Revenue Budget available		115		
Effect of decision from report				
Salary costs		115		
Overspend / (underspend)		0	0	0

5.2 The effect of the decision

The post is budgeted for in the 2015/16 budget and is funded from the Public Health Grant.

5.3 Options

The alternative option of not filling the role is not considered sustainable.

5.4 Future savings/efficiencies

None identified

Approved by: Richard Simpson, Assistant Chief Executive (Corporate Resources and S151 Officer)

6. COMMENTS OF THE COUNCIL SOLICITOR AND MONITORING OFFICER

6.1 The Solicitor to the Council comments that the Council may appoint such staff as it considers necessary for the proper discharge of its functions on such reasonable terms and conditions, including remuneration, as the Council thinks fit.

Approved by Julie Belvir, Borough Solicitor and Monitoring Officer

7. CUSTOMER, EQUALITIES, HUMAN RIGHTS, FREEDOM OF INFORMATION, DATA PROTECTION CRIME AND DISORDER IMPACT

7.1 There are no direct considerations arising from this report.

CONTACT OFFICER: Heather Daley, Director of Human Resources

BACKGROUND DOCUMENTS: Job description, person specification