

Title of meeting: Employment Committee

Date of meeting: 14th June 2016

Subject: Senior Management Structure - Director of Public Health

Report by: Chief Executive

Wards affected: N/A

Key decision: No

Full Council decision: No

1. Purpose of report

- 1.1 The purpose of this report is to seek members' approval to engage with Southampton City Council with a view to securing a jointly appointed post to fulfil the statutory role of Director of Public Health (DPH), and, subject to this, to agree to the redundancy of the existing DPH.

2. Recommendations

2.1 Members are recommended to:

- (i) Authorise the Chief Executive to engage with Southampton City Council to secure the appointment of a joint post across the two organisations to fulfil the statutory role of Director of Public Health (DPH)
- (ii) Subject to (i) above, approve the redundancy of the existing Director of Public Health
- (iii) Subject to (i) above, request the Chief Executive to work with the new joint DPH to design and implement a suitable senior management structure to enable the delivery of Public Health services across Portsmouth and Southampton, and to continue to engage with Isle of Wight Council to pursue a closer integration.

3. Background

- 3.1. The current senior management structure was agreed by this committee in February 2015. It was subsequently modified in September 2015 to clarify the management responsibilities within Children's Services, and again in December

2015 to enable the appointment of a joint post with the Portsmouth Clinical Commissioning Group to fulfil the statutory role of Director of Adults Services.

3.2 The requirement for upper-tier councils to appoint a Director of Public Health is contained in the Health and Social Care Act 2012. Guidance from the Department of Health states that the DPH should:

- be the person who elected members and senior officers look to for leadership, expertise and advice on a range of issues, from outbreaks of disease and emergency preparedness through to improving local people's health and concerns around access to health services
- know how to improve the population's health by understanding the factors that determine health and ill health, how to change behaviour and promote both health and wellbeing in ways that reduce inequalities in health
- provide the public with expert, objective advice on health matters
- be able to promote action across the life course, working together with local authority colleagues such as the director of children's services and the director of adult social services, and with NHS colleagues
- work through local resilience fora to ensure effective and tested plans are in place for the wider health sector to protect the local population from risks to public health
- work with local criminal justice partners and police and crime commissioners to promote safer communities
- work with wider civil society to engage local partners in fostering improved health and wellbeing.

(Department of Health: Directors of Public Health in Local Government: Roles, responsibilities and context. 2012)

3.3 It is felt that, with adequate safeguards and controls, the statutory role of DPH could be carried out jointly with another council. This would enable a financial saving to be made by both parties, as well as facilitating a more efficient use of other Public Health resources. In the lead-in to the transfer of public health responsibilities to local government, the Council did share a DPH with Southampton for an interim period. Both councils then decided to appoint a full time DPH to oversee and shape the implementation of the transfer in each city.

3.4 Subsequently, we have seen huge reductions to local authority budgets, including cuts to the Public Health grant from the Department for Health. Both councils have also progressed their adoption of the public health responsibilities and the two cities share many similarities in terms of the health profiles and needs of their populations. Public Health has been identified as an area of high expenditure with growing pressures. Therefore, it is appropriate to seek ways in which capacity and expertise can be deployed more efficiently. As Public Health responsibilities have become more embedded within local government, and as we have developed our thinking locally about the integration across health and social care, there has been good reason to explore whether this capacity and expertise should be deployed on a sub-regional basis, i.e. between Portsmouth, Southampton and the Isle of Wight.

At this stage, the Isle of Wight does not seek a shared arrangement at DPH, but is interested in exploring greater collaboration in other aspects of public health, such as the deployment and skills sets of the public health consultants across the area and the deployment of analysts. This work can be developed over time, giving the area a more robust and efficient service.

- 3.5 Assuming that agreement can be reached across the two councils, a joint appointment would be sought, with an appointment panel comprising elected members from both councils, as well as the required representation from Public Health England and the Faculty of Public Health. Both cities will also wish to ensure that their Clinical Commissioning Group colleagues are appropriately involved in the recruitment process. Any changes affecting staff will have to be managed according to the relevant HR policies of each council.
- 3.6 The costs and savings associated with the redundancy of the existing DPH are attached in the confidential **appendix 1**.

4. Equality impact assessment

An EIA is not required for this report

5. Legal implications

The Council has a statutory duty to appoint a Director of Public Health, as detailed in section 3.2 of the report.

6. Director of Finance's comments

There will be a substantial ongoing saving to the Public Health grant funded budget arising from the approval of a jointly funded post. Financial implications are shown in **appendix 1**.

.....
Signed by:

Appendices: Appendix 1 - (confidential) - redundancy information and savings

Background list of documents: Section 100D of the Local Government Act 1972

The following documents disclose facts or matters, which have been relied upon to a material extent by the author in preparing this report:

Title of document	Location
<i>(Department of Health: Directors of Public Health in Local Government: Roles, responsibilities and context. 2012)</i>	Department of Health website

The recommendation(s) set out above were approved/ approved as amended/ deferred/ rejected by on

.....
Signed by: