



APPOINTMENTS SUB COMMITTEE

Subject Heading:

Appointment to the posts of Assistant Director of Public Health (Consultant in Public Health).

SLT Lead:

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Report Author and contact details:

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Policy context:

The Council's Constitution sets out in Part 3: Responsibility for Functions, Section 1.2: "Functions delegated to general council committees," that the Appointments Sub-Committee will appoint senior officers i.e. Director, Assistant Director and Head of Service (where reporting directly to the Director).

Financial summary:

All posts are funded from the ring fenced Public Health Grant. Three CPH posts are already budgeted for. Re-grading of these posts will have no impact on actual spend as the increase in salary will be offset by a reduction in the market supplement currently offered.

The subject matter of this report deals with the following Council Objectives

| | |
|-------------------------------|-----|
| Communities making Havering | [X] |
| Places making Havering | [X] |
| Opportunities making Havering | [X] |
| Connections making Havering | [] |

SUMMARY

Stage 2 of the TOM process confirmed three public health assistant director roles providing public health leadership and expertise to each of the people, place and

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resources themes. The Committee is asked to note that the two existing Consultants in Public Health (1.6wtes) have been assimilated into these roles. The committee is also asked to approve the process whereby the Council will recruit to the remaining unfilled posts to comply with the professional requirements of the Faculty of Public Health and the Council's constitution, which requires that the Appointments Sub-Committee appoint senior officers.

RECOMMENDATIONS

That the Committee note the assimilation of the existing consultants in public health into the assistant director of public health role and endorse the process suggested to appoint to the remaining vacancies.

REPORT DETAIL

Impact of TOM on Public Health Directorate

A recent organisational change report has confirmed the senior management structure that will underpin the new target operating model (TOM).

Amongst the various changes to tiers 1 and 2, the paper confirmed the creation of three assistant director of public health roles at G13; one for each of people, place and resources.

Currently there are three consultant in public health roles at G12 with two incumbents totalling 1.6 wtes. Aspects of the remaining post has been partly covered by another member of the public health team with an interim backfilling for them.

The organisation change report confirmed that the two substantively appointed consultants in public health would be assimilated into the new AD roles leaving 1.4wtes vacant.

The change in grading will be cost neutral as the market supplement they receive will be reduced.

Recruiting to vacant AD in public health posts

In professional terms, the AD roles remain consultant level roles. The Faculty of Public Health maintains standards in public health by reviewing and approving consultant job level appointments and by providing external assessors for interview panels. This assures employers and the public that individuals are being recruited to the highest standard required to protect the population's health.

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To this end, the Faculty requires¹ that a standard process must be followed for the recruitment of all public health Consultant posts. For the appointment to be recognised professionally the Faculty must approve the job description and other documentation and a Faculty Adviser must participate in a properly constituted Appointments Advisory Committee (AAC) panel.

At the same time, the Council's constitution requires that senior officers be appointed by the Appointments Sub-Committee.

To combine these two processes with the minimum of duplication it is proposed that at least one member of the Appointments Sub-Committee will participate in the AAC panel. They will participate in the selection process to decide if any of the candidates meet the requirements of the Faculty and are also appointable as senior officers of Havering Council. Should this be the case, they will ask the Appointments Sub-Committee to endorse the AAC panel's preferred candidate(s) at the earliest opportunity.

The Appointments Sub-Committee is asked to endorse this approach and receive a report after the AAC panel.

IMPLICATIONS AND RISKS

Financial implications and risks:

There are no new financial implications directly arising from this decision. The cost of the Public Health Service is charged against the ring fenced Public Health Grant. Three consultant posts at G12 plus a market supplement are currently budgeted for. Substituting these posts for three ADs in public health will be cost neutral as the market supplement will be adjusted downwards to account for the increase to G13.

Legal implications and risks:

The proposal outlined in the paper is consistent with the Staff Employment Procedure rules and the constitution.

Human Resources implications and risks:

The TOM restructure consultation and implementation process has been managed in accordance with the Council's Organisational Change & Redundancy policy and relevant associated guidance. Likewise, the existing staff affected have been assimilated to the newly created roles in accordance with the Council's Organisational Change & Redundancy policy and the Staff Employment Procedure Rules.

Involvement of the Faculty of Public health in the recruitment to senior public health roles provides confidence that they are appropriately qualified.

¹ <https://www.fph.org.uk/media/3606/fph-employers-guidance-oct-2022-final.pdf>

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Equalities implications and risks:

An Equality Analysis is not appropriate nor required for this restructure as only two employees are impacted. Consequently, the outcomes of an Equality Analysis may identify protected characteristics of the staff involved.

ENVIRONMENTAL AND CLIMATE CHANGE IMPLICATIONS AND RISKS

There are no negative environmental or climate change implications or risks as a result of this Committee Report.