

PROPOSAL FOR THE APPOINTMENT OF A NEW DIRECTOR OF PUBLIC HEALTH AND TEMPORARY CHANGES TO THE COUNTY COUNCIL'S LEADERSHIP ARRANGEMENTS

Report of the Chief Executive

Recommendation: that the Committee:

- (a) endorse the proposals and note the resultant changes for the role of the Director of Public Health;
- (b) endorse the revised appointment process for the Director of Public Health to ensure that the Council complies with the Faculty of Public Health requirements for the appointment of a new Director of Public Health; and
- (c) note the recommendations for the interim leadership arrangements for Communities, Public Health, Environment and Prosperity (COPHEP) pending County Council Elections in May 2021.

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### **1. Introduction**

- 1.1 The current Director of Public Health will retire in September 2020. Currently The Director of Public Health is encompassed within the role of Chief Officer for Communities, Public Health, Environment and Prosperity.
- 1.2 There are statutory requirements to be met when making an appointment for a Director of Public Health. The Health and Social Care Act 2013, Directors of Public Health: role in Local Government – Oct 2013. The appointment is a joint appointment between the Secretary of State and the Local Authority and therefore will require a different appointment process than that of other Chief Officer/Heads of Service appointments within Devon County Council.

### **2. The Proposal**

- 2.1. The proposal is that a permanent appointment is made for the Director of Public Health. This role will have responsible for the portfolio of services managed by the current Director of Public Health, Virginia Pearson.
- 2.2. The Director of Public Health is accountable to the Chief Executive and will continue to be a member of Leadership Group (LG8).
- 2.3 County Council elections will take place in May 2021 and therefore the Chief Executive is proposing that in view of this timetable and the timing of Virginia Pearson's retirement, interim leadership arrangements are put in place for the wider portfolio of services that currently fall under her Chief Officer role.
- 2.4 The Chief Executive will make temporary leadership arrangements for Communities Public Health, Environment and Prosperity following the appointment of a new Director of Public Health to take effect from September 2020.
- 2.4 In respect of the appointment of a Director of Public Health, the Faculty Guidance suggests that the appointment panel is chaired by a lay member such as an elected member. In addition the panel is required to consist of:
  - the Chief executive or their representative
  - Public Health England regional director, or another senior professionally qualified member of PHE acting on their behalf

- Faculty of Public Health Assessor
- Senior NHS representation

- 2.5 In order to comply with Faculty of Public Health requirements we need to consider which elected member representation we would wish to join the recruitment panel.
- 2.3. The recruitment process will be used to provide assurance of the technical expertise, knowledge and skills required by the Faculty of Public Health and to ensure that the new Director of Public Health demonstrates the leadership behaviours identified as part of the 'Doing What Matters' activity within Devon County Council.
- 2.4. The recruitment process would commence following the necessary approval process including endorsement of that process by Council on 20<sup>th</sup> February.

### **3. Financial and Other Implications**

- 3.1. Strong candidates for Director of Public Health roles are in short supply across the country. Many employers are having to advertise multiple times and the use of market supplements being used by Local Authorities to match NHS salaries is common. Cornwall Council are just advertising for the 3<sup>rd</sup> time with a salary of £115,000 including a market supplement. There are 3 potential employers for Senior Public Health staff, Local Authorities, Public Health England and the CCG's (NHS). Therefore, it is critical that Devon County Council can attract strong candidates and make an appointment.
- 3.2. In order to do this a competitive reward package needs to be on offer, which will match one that the strongest candidates in this field will be currently getting with other employers. For this reason, it is important that the Council offers a salary in line with an NHS salary for the role plus similar terms and conditions, including Pension provision.
- 3.3. The salary range for the Director of Public Health will be £89,537 to £103,860 by incremental progression plus a recommended supplement of £10,000 to recognise the size of Devon's population. This gives a salary of £99,537 - £113,860. If the successful candidate is currently on NHS terms and conditions these will be matched where appropriate and as the Council has an NHS Pensions Direction Order, they will be able to maintain their NHS pension membership.
- 3.4. These proposals will not result in additional costs for the Director of Public Health. Changes have been made in the last few years to the reward package for Directors of Public Health which has resulted in a reduction in allowances payable to new appointments.

### **4. Conclusion**

- 4.1 It is recommended that the Appointments, Remuneration and Chief Officer Committee note the rationale for the changes to the recruitment process for a Director of Public Health and agree the proposal in respect of the terms of the appointment.

**Phil Norrey, Chief Executive**

[Electoral Divisions: All]

**Local Government Act 1972: List of Background Papers**

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**Background Paper            Date            File Reference**