

Meeting:	Employment panel
Meeting date:	Wednesday 8 November 2017
Title of report:	Appointment of director of public health
Report by:	Director for adults and wellbeing

Classification

Open

Decision type

This is not an executive decision

Wards affected

(All Wards);

Purpose and summary

To approve the appointment committee's identified preferred candidate for the post of director of public health.

Recommendation(s)

That:

- (a) subject to there being no valid objections received from Cabinet members by 9am on Friday 10 November, [name to be confirmed] be appointed as the council's director of public health.**

Alternative options

- 1 If employment panel determines that the preferred candidate is not appointable as director of public health, panel members can initiate a new search for the right candidate.

Key considerations

- 2 On 13 July 2017, employment panel approved the recruitment process for the post of

director of public health.

- 3 Subsequently a national search for candidates was undertaken and after longlisting by the recruitment agency, the appointments committee shortlisted and then interviewed candidates on 23 October 2017.
- 4 The appointments committee was convened to comply with statutory guidance for the appointment of directors of public health and the committee has identified [name to be confirmed] as the preferred candidate.
- 5 Under the council's employment rules (para 4.9.1) the appointment of a statutory chief officer is undertaken by the employment panel. Therefore, after a full and rigorous appointment process, employment panel is asked to confirm the appointment of the preferred candidate, [name to be confirmed] as the council's director of public health, subject to no valid objections being received from Cabinet members within the time specified, in accordance with the requirements of the council's employment rules.

Community impact

- 6 The post holder provides strategic leadership to a key council service delivery area. Without effective leadership, outcomes for communities and individuals in Herefordshire could be adversely affected.

Equality duty

- 7 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.
- 8 The recommendations in this report and the recruitment and selection process take full account of the legislation and will ensure the council's equality duty is met.

Resource implications

- 9 The establishment budget for this post is available if an appointment is made for three days a week. Any appointment made for more than three days a week will result in a salary shortfall and this will be met from within the public health grant and will not have an impact on the AWB budget.

Legal implications

- 10 Director of Public health is a statutory chief officer and the principal advisor on all health matters to elected members and officers, with a leadership role across health improvement, health protection and healthcare public health. The Health and Social Care Act 2012 states that

councils must, acting jointly with the Secretary of State for Health, appoint an individual to have responsibility for its public health functions under the Act

- 11 Any employee employed by the council must be employed on the council's normal terms and conditions and will be subject to all relevant policies and procedures as any other employee would be.
- 12 The appointment is delegated to the employment panel as stated in paragraph 5 above.

Risk management

- 13 The risk of not being able to successfully recruit to the role has been considered and mitigated by proposing the council invests in specialist recruitment expertise to undertake the search and that a market forces supplement is available to attract the right candidate.

Consultees

- 14 Public Health England has been consulted at every stage of the recruitment process for this post.

Appendices

None.

Background papers

None identified.