

COUNCIL

Report subject	Appointment of new Director of Public Health
Meeting date	5 November 2019
Status	Public Report
Executive summary	<p>Councils have a legal duty through legislation related to Public Health to improve the health and wellbeing of residents; reduce the differences in health outcomes between populations they serve and protect the health of local people.</p> <p>Public Health in Dorset is a partnership between Bournemouth, Christchurch and Poole Council and Dorset Council, which is the host for the service.</p> <p>A robust recruitment process was undertaken by the two Councils and Public Health England in June 2019, which has led to the appointment of a new Director of Public Health, Sam Crowe. This appointment has been approved as is required by the Secretary of State for Health and Social Care.</p>
Recommendations	<p>It is RECOMMENDED that:</p> <p>Council notes the appointment of Sam Crowe as the Director of Public Health for Bournemouth, Poole and Christchurch Council and Dorset Council which has been approved by the Secretary of State for Health and Social Care.</p>
Reason for recommendations	To ensure that the Council is formally notified of this senior appointment and provided with assurance as to the recruitment process undertaken to secure this appointment.

Portfolio Holder(s):	Lesley Dedman, Portfolio Holder for Adult Social Care
Chief Executive	Graham Farrant
Contributors	Katie Tomkins, HR Business Partner
Wards	All wards
Classification	For information

Background

1. Councils have a legal duty through Public Health legislation to improve the health and wellbeing of residents; reduce the differences in health outcomes between populations they serve and protect the health of local people.
2. The Council is required to have in place a Director of Public Health.
3. The Public Health functions for BCP Council are undertaken in partnership with Dorset Council, which acts as the host authority. This is a continuation of the previous partnership between Dorset County Council, Borough of Poole and Bournemouth Borough Council.
4. Due to the retirement of the former Director of Public Health, a recruitment process has been undertaken by Dorset Council as lead authority, in collaboration with BCP Council, to identify and appoint a new Director of Public Health.
5. There is clear guidance on the requirements for this recruitment process issued on appointing directors of public health produced by Public Health England in partnership with the Faculty of Public Health and the Local Government Association and this guidance has been followed.

Recruitment Process

6. The position was advertised from 24 April 2019, through to 29 May 2019 on a wide range of national forums.
7. Of the 9 applications received, 6 met the essential criteria and 4 candidates were shortlisted.
8. The assessment centre comprised of OPQ (Occupational Personality Questionnaires); and a digital exercise to create a three-minute vlog to employees of the two councils demonstrating their knowledge, passion and vision for Public Health.

9. The selection day was held on 20 June 2019 at the Springfield Country Hotel, Wareham, Dorset. The day consisted of 4 panels: Formal Panel; Stakeholder Panel; Staff Panel and OPQ Feedback.
10. The Panel members consisted of both Dorset Council and BCP Council Officers and Councillors, alongside representatives from Public Health England, and external stakeholders from Dorset Police, Dorset Clinical Commissioning Group, Dorset Healthcare University NHS Foundation Trust.
11. Following a rigorous interview process the decision by the Panel was to recommend Sam Crowe for appointment. This recommendation was approved by the Member Appointment Panel on the 1 July 2019.
12. As is required in the appointment process for statutory Directors of Public Health, the appointment was recommended to the Secretary of State for Health and Social Care, who approved the appointment.

Summary of financial implications

13. The costs of the recruitment process fall within the budget for Public Health and Dorset Council have had the costs reimbursed. The salary of £128,000 for the post is based upon a range of benchmark criteria and competitive for this role. Employer's pension and National Insurance contributions are in addition to the salary. The total employment cost of the Director for Public Health forms part of the annual Public Health budget which is agreed and apportioned between the two Councils in Dorset in line with the partnership agreement.

Summary of legal implications

14. The process has been undertaken in accordance with the relevant guidance and employment law requirements and industry best practice.

Summary of human resources implications

15. The usual HR Employment checks have been undertaken prior to an employment contract being finalised.

Summary of environmental impact

16. None

Summary of public health implications

17. By law, every local authority must appoint a Director of Public Health. The Director works across all three main 'domains' of public health (health protection, health improvement, healthcare public health).

The joint Director of Public Health will be responsible for ensuring that public health is central to BCP and Dorset Councils. Using the best and most appropriate evidence, the post will determine the overall vision and aims for

public health in BCP and Dorset Councils. The joint Director of Public Health will manage the delivery of those objectives and report annually on their activities.

The joint Director of Public Health's responsibilities cover:

- commissioning (that is, organising the delivery of) health services that will be both clinically and cost effective
- providing leadership and expert advice to the BCP and Dorset Councils, NHS organisations and organisations that work with the local authorities
- establishing effective working relationships with other local agencies to ensure that public health priorities are acted upon
- managing and motivate employees (eg recruitment, personal development, appraisals, and any disciplinary or grievance issues)
- contributing to training and development programmes

Summary of equality implications

18. Equality considerations were taken into account as part of the best practice recruitment process that was followed. The Director of Public Health is required to ensure that the Public Health Service takes full account of all relevant Equalities and Human Rights duties and the needs of all communities and residents in every aspect of the work of the service.

Summary of risk assessment

19. Limited risk

Background papers

There are no background papers and no appendices to this report.