

22 September 2021		ITEM: 10
Council		
Assistant Director and Consultant Public Health and Partnership Director Adult Health and Social Care Recruitment		
Wards and communities affected: All	Key Decision: Key	
Report of: Councillor Rob Gledhill, Leader of the Council		
Accountable Director: Lyn Carpenter, Chief Executive		
This report is Public		

Executive Summary

In accordance with Constitutional requirements this report seeks approval from Council to establish a specialist panel to conduct recruitment to both a permanent and interim Assistant Director and Consultant Public Health, due to requirements set out by the Faculty of Public Health.

Final approval of the appointment of the permanent Assistant Director and Consultant in Public Health will be delegated to the panel.

Additionally, in accordance with Constitutional requirements, this report seeks approval from Council to establish a specialist panel to conduct recruitment to a permanent Partnership Director Adult Health and Social Care, due to the joint nature of the role. The panel will comprise of representatives from Thurrock Council, NELFT and Essex Partnership University Trust (EPUT).

Final approval of the appointment of the permanent Partnership Director Adult Health and Social Care will be delegated to the panel.

1. Recommendation(s)

- 1.1 To agree in accordance with the Council's Constitution (Chapter 2; Part 1; Article 4; 4:1) the appointment of the sub-committee set out at 3.5 to conduct recruitment to the permanent and interim Assistant Director and Consultant in Public Health.**
- 1.2 To agree in accordance with the Council's Constitution (Chapter 2; Part 1; Article 4; 4:1) to discharge approval of the appointment to a permanent Assistant Director and Consultant in Public Health to the sub-committee set out at 3.5.**

1.3 To agree in accordance with the Council's Constitution (Chapter 2; Part 1; Article 4; 4:1) the appointment of the sub-committee recommended at 4.5 to conduct recruitment to the permanent Partnership Director Adult Health and Social Care.

1.4 To agree in accordance with the Council's Constitution (Chapter 2; Part 1; Article 4; 4:1) to discharge approval of the appointment to a permanent Partnership Director Adult Health and Social Care to the sub-committee recommended at 4.5.

2. Introduction and Background

2.1 The requirement for an interim Assistant Director and Consultant in Public Health has arisen from the need to cover maternity leave. In the case of the permanent role this has arisen due to the resignation of the current postholder who will leave the Council in October 2021.

2.2 In line with all NHS Consultant appointments, Faculty of Public Health requires Consultant in Public Health roles to be appointed by an Appointments and Advisory Committee to check that the person is appropriately clinically qualified, clinically competent and professionally regulated.

2.3 Council will recall the sub-committee agreed to appoint to the Director of Public Health role earlier in 2021 due to Faculty of Public Health requirements.

2.4 The Partnership Director Adult Health and Social Care role will become vacant from December 2021 due to the retirement of the current postholder.

2.5 The requirements relevant to the appointment of a permanent Partnership Director Adult Health and Social Care have been considered in liaison with the two other organisations that are critical in appointing to this role. These are NELFT and EPUT.

2.6 Local Authorities must have regard to the need to work closely with partners for joint roles and adapt normal processes appropriately.

3. Assistant Director and Consultant in Public Health

3.1 In accordance with Faculty of Public Health guidance recruitment to a Consultant in Public Health should be undertaken by a panel comprising of representatives from the Faculty of Public Health, NHS and the recruiting Local Authority.

3.2 In accordance with this guidance, Council is asked to approve the appointment of a temporary sub-committee that will carry out recruitment to this role on behalf of the General Services Committee.

- 3.3 Council is asked to give approval for this sub-committee to make the decision on appointment to the role and to discharge the duty set out in the Constitution for Council approval of the appointment.
- 3.4 This approach will enable the Council to adhere to the guidance set out by the Faculty of Public Health whilst also complying with the employment procedural rules set out in the Constitution.
- 3.5 The panel recommended to be appointed as sub-committee will include:

1	Cllr Allen Mayes	Portfolio Holder for Health
2	Cllr Victoria Holloway	Shadow Portfolio Holder for Health
3	Jo Broadbent	Director of Public Health
4	To be confirmed	Senior NHS Representative
5	To be confirmed	Faculty of Public Health Representative

4. Partnership Director Adult Health and Social Care

- 4.1 The Partnership Director Adult Health and Social Care role is an existing substantive post that is jointly shared with NELFT and EPUT. The postholder will be employed on Thurrock Council terms and conditions albeit the role is jointly funded by the partners involved.
- 4.2 Due to the joint nature of the role, it is appropriate to ensure that all parties are equally involved in appointing a postholder. As such, it is recommended that recruitment to this role is undertaken fairly by all of the partners: Thurrock Council, NELFT and EPUT.
- 4.3 In accordance with this requirement, Council is asked to approve the appointment of a temporary sub-committee that will carry out recruitment to this role on behalf of the General Services Committee.
- 4.4 Council is asked to give approval for this sub-committee to make the decision on appointment to this role and to discharge the duty set out in the Constitution for Council approval of the appointment.
- 4.5 The panel recommended to be appointed as sub-committee will include senior representatives from Thurrock Council, NELFT, EPUT and other key stakeholders.

1	Cllr James Halden	Chair of Health and Wellbeing Board
2	Cllr Allen Mayes	Portfolio Holder for Health
3	Cllr Victoria Holloway	Shadow Portfolio Holder for Health
4	Ian Wake	Corporate Director Adults, Housing and Health
5	To be confirmed	Senior NHS Representative
6	To be confirmed	Executive NELFT Representatives
7	To be confirmed	Executive EPUT Representatives

5. Reasons for Recommendations

- 5.1 To discharge the functions of recruitment and approval of the Assistant Director and Consultant in Public Health and Partnership Director Adult Health and Social Care to the recommended sub-committees.
- 5.2 To allow the Council to recruit to the Assistant Director and Consultant in Public Health and Partnership Director Adult Health and Social Care to ensure the council fulfils statutory functions and requirements and has appropriate senior leadership in place to deliver critical services and ambitions.

6. Consultation

- 6.1 The Leader and Portfolio Holder for Health have been consulted on the recommendations for the recruitment process.

7. Impact on corporate policies, priorities, performance and community impact

- 7.1 The Assistant Director and Consultant in Public Health and the Partnership Director Adult Health and Social Care posts are considered politically restricted deputy chief officer posts as described in the Local Government and Housing Act 1989.

8. Implications

8.1 Financial

Implications verified by: **Sean Clark**
Corporate Director Resources and Place Delivery

These are substantive posts and are therefore included within the council's core budgets.

8.2 Legal

Implications verified by: **Ian Hunt**
Assistant Director Legal Services and Monitoring Officer

The recruitment process should be undertaken in accordance with the relevant employment law provisions and the authority's constitutional framework.

8.3 Diversity and Equality

Implications verified by: **Rebecca Lee**
Team Manager Community Development & Equalities

These appointments will be made based on the council's recruitment process which is underpinned by the council's equal opportunity policy.

Report Author:

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