

PLYMOUTH CITY COUNCIL

Subject: Senior Management Restructure – Update from the Appointments Panel held on 20 March 2014

Committee: Council

Date: 31 March 2014

Cabinet Member: Leader of the Council

CMT Member: Tracey Lee, Chief Executive and Head of Paid Service

Author: Linda Torney, Assistant Head of Legal Services

Contact details: linda.torney@plymouth.gov.uk

Ref:

Key Decision: No

Part: I

Purpose of the report:

This purpose of this report is to provide an update to Council about the decision of the Appointments Panel on 20 March 2014 to recommend that Council establish the post of Director of Public Health as part of a distinct Public Health Directorate reporting directly to the Chief Executive.

The Brilliant Co-operative Council Corporate Plan 2013/14 -2016/17:

The proposed change to the senior management structure will provide a clear demonstration of the importance which is attached to this area of work within the Council and be a clear contact point for colleagues, customers and partners.

Implications for Medium Term Financial Plan and Resource Implications, including finance, human, IT and land:

There are none directly arising from this report.

Other Implications: e.g. Child Poverty, Community Safety, Health and Safety and Risk Management:

There are none directly arising from this report.

Equality and Diversity:

Has an Equality Impact Assessment been undertaken? Yes

Recommendations and Reasons for recommended action:

1. It is recommended that Council establish the post of Director of Public Health as part of a distinct Public Health Directorate reporting directly to the Chief Executive, and

 2. It is also recommended that Council delegate the function of appointing and dismissing staff who report directly to the Director for Public Health to the Director for Public Health.
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Alternative options considered and rejected:

That the post of Director of Public of Health remains part of the People Directorate and reports directly to the Chief Executive in respect of Public Health matters.
 That Staff who directly report to the Director of Public Health be appointed and dismissed by the Appointments Panel.

Published work / information:

Report to Cabinet dated 11 December 2012 re Transfer of Public Health.
 Report to Council dated 16 September 2013 re Senior Management Restructure (Part II)

Background papers:

Title	Part I	Part II	Exemption Paragraph Number							
			1	2	3	4	5	6	7	

Sign off:

Fin MC 131 4.4 6		Leg LT 449/ 21/0 3/14		Mon Off DS 1995 0		HR		Assets		IT		Strat Proc	
Originating SMT Member													
Has the Cabinet Member(s) agreed the content of the report? Yes / No													

1.0 **Background**

- 1.1 Following the transfer of Public Health employees from the NHS into Plymouth City Council on 1 April 2013 there has been no permanent Director of Public Health in post. The role was already designated as a direct report to the Chief Executive on executive matters with day to day line management being undertaken by the Director of People. The Office of the Director of Public Health was placed within the People Directorate and operated in shadow form from January 2013 up until the date of transfer.
- 1.2.1 Other organisational models of public health had previously been assessed in the Options Appraisal¹ and these included:
- I. A distinct Public Health Directorate in the local authority (often including additional local authority functions)
 - II. Public Health as part of the Chief Executive's Office function
 - III. Public Health as a distinct function within the People Directorate
 - IV. Public Health as a distinct function within the Place Directorate.
 - V. A 'distributed' model in which public health responsibilities and staff work across directorates or functions as a 'virtual team'.

2.0 **Current Proposal**

- 2.1 Creating a Public Health Directorate was seen as a very ambitious option to achieve on the transfer date, although it was acknowledged that it could also deliver the greatest level of impact if public services were aligned. In discussion with the newly appointed Director (due to take up his post on 1 April 2014) and in line with the move of some Public Protection functions to this area this is now considered to be the best organisation fit for Public Health and Plymouth City Council. Following the appointment of the new permanent post holder and the benefit of almost a year since the transfer to allow for "bedding in" it is now felt appropriate to make this change the Appointments Panel therefore recommends that Council makes this change to the Council structure.
- 2.2 Staff who report directly to the Director of Public Health will be Deputy Chief Officers. However in light of the manner in which they operate in the organisation and their specialist skills it is considered appropriate that decisions about their appointment and dismissal should be delegated to the Director of Public Health. The alternative would be for all such appointments to be made by the Appointments Panel.

¹ Following guidance from the Local Government Association and the Department of Health on broad categories for future public health delivery.