



SENIOR OFFICER AND APPOINTMENTS STAFFING SUB-COMMITTEE

Thursday, 28 July 2022

REPORT TITLE:	DIRECTOR OF PUBLIC HEALTH APPOINTMENT
REPORT OF:	CHIEF EXECUTIVE

REPORT SUMMARY

This report provides an update on the appointment process to the Director of Public Health role and recommends that the Sub-Committee approves the outcome of that process.

This matter affects all wards in the borough.

RECOMMENDATION/S

The Senior Officer and Appointments Staffing Sub-Committee is recommended to approve the outcome of the recruitment process for the Director of Public Health.

SUPPORTING INFORMATION

1.0 REASON/S FOR RECOMMENDATION/S

- 1.1 The Director of Public Health is a key Chief Officer role. A recruitment process has taken place in accordance with the requirements of the Office for Health Improvement and Disparities (OHID), Public Health England (PHE), and the Council's Constitution in relation to the appointment of Chief Officers.

2.0 OTHER OPTIONS CONSIDERED

- 2.1 It is necessary to recruit to this post and therefore no other options were considered.

3.0 BACKGROUND INFORMATION

- 3.1 Earlier this year, the Director of Public Health notified the council of her intention to retire in September 2022. The role was advertised in June, closing on 3 July 2022. Seven applications for this role were received.
- 3.2 Two candidates were shortlisted for the final stages of the process which includes an Advisory Appointments Committee (AAC panel) The AAC Panel is a formal requirement for the appointment of a Director of Public Health and includes representatives from the Office of Health Improvement and Disparities (OHID) and the Faculty of Public Health.
- 3.3 The AAC Panel took place on Friday 22 July with members of the Senior Officer and Appointments Staffing Committee invited.
- 3.4 The outcome of the interviews will be formally reported to the Sub-Committee at the meeting on 28 July.

4.0 RESOURCE IMPLICATIONS: STAFFING, ICT AND ASSETS

- 4.1 The Director of Public Health post is already established and therefore the costs are met within existing budgets.

5.0 LEGAL IMPLICATIONS

- 5.1 Under s73A of the Health & Social Care Act 2012 each local authority acting jointly with the Secretary of State must appoint an officer of the Local Authority as it's Director of Public Health.
- 5.2 Section 7 of the Local Govt and Housing Act 1989 requires that all local authority staff are to be appointed on merit. Part 4 section 7 of the Council's Constitution, the Officer Employment Procedure Rules, sets out the process of appointment for chief and deputy chief officers.

6.0 RELEVANT RISKS

6.1 There are risks to the Council if it does not have the appropriate capacity and capability within the Senior Leadership Team to deliver our plans. This post is required as part of this.

7.0 ENGAGEMENT/CONSULTATION

7.1 There is no requirement for consultation or engagement in relation to this report.

8.0 EQUALITY IMPLICATIONS

8.1 The Council will ensure that the recruitment process is fair and undertaken in accordance with policies and procedures in relation to equality.

9.0 ENVIRONMENT AND CLIMATE IMPLICATIONS

9.1 The content and recommendations contained within this report are expected to have no impact on emissions of greenhouse gases.

9.2 As with all senior leadership roles, postholders will be expected to sign up to and actively promote the Council's approach in relation to climate change.

10.0 COMMUNITY WEALTH BUILDING IMPLICATIONS

10.1 There are no community wealth building implications arising from this report.

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APPENDICES

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Employment and Appointments Committee	26 November 2020
Employment and Appointments Committee	3 March 2020
Employment and Appointments Committee	5 March 2019

