

**Manchester City Council  
Report for Resolution**

**Report to:** Personnel Committee – 17 October 2018  
**Subject:** Public Health Staffing  
**Report of:** Director of Public Health

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**Purpose**

To seek approval for the establishment of a role of Consultant in Public Health within local government terms and conditions.

**Recommendation**

The Committee is recommended to disestablish the previously transferred role of Public Health Consultant at Agenda for Change Band 8d plus clinical allowances (£95,860) and establish a role of Public Health Consultant within local government terms and conditions at SS3 (£77,172 - £85,507).

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**Wards Affected:** All

**Financial Consequences for the Revenue and Capital Budgets**

The previous postholder was employed on NHS Agenda for Change Band 8D and also had a number of clinical merit awards and was paid at the top of the NHS Consultant Scale £95,860 (£137,972 budget availability including on costs). The maximum salary for the post is £85,507 (£109,664 with on costs) representing a saving of £28,308.

**Contact Officers**

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## **Background Documents**

The following documents disclose important facts on which the report is based and have been relied upon in preparing the report. Copies of the background documents are available up to 4 years after the date of the meeting. If you would like a copy please contact one of the contact officers above.

- Personnel Committee Report 24 March 2015, Reform of Public Health
- Executive Report 8 February 2017, Single Commissioning Organisation

## 1. Background

- 1.1 Following the implementation of the 2012 Health and Social Care Act the public health team previously based with Manchester Primary Care Trust (PCT) was transferred to Manchester City Council on 1 April 2013.
- 1.2 The team was restructured in 2015/16 following a report to Personnel Committee on the Reform of Public Health. This report set out the senior leadership arrangements which included the two Consultant in Public Health roles previously employed by Manchester PCT.
- 1.3 The Consultant in Public Health roles are designated professional roles that require the individuals to be on either the UK Public Health Register or General Medical Council Register. The job descriptions for these roles are based on the standard job description provided by the Faculty of Public Health with additional information pertaining to local arrangements.
- 1.4 Every Consultant in Public Health must be able to work across the four domains of public health set out below. However, normally, a Consultant would have a lead role for at least one of these areas in support of the Director of Public Health:
  - a. **Health protection:** taking action to protect the health of the public from communicable disease, environmental hazards and major emergencies.
  - b. **Health improvement:** taking action across the life course to improve the health of the population through a range of programmes and activities.
  - c. **Healthcare public health:** ensuring that healthcare services are safe, effective and support the health of the public as a whole, not just the health of individual patients.
  - d. **Wider determinants of health:** addressing socio- economic and environmental factors that will support efforts to improve the health of the population.

## 2. Public Health and Manchester Health & Care Commissioning

- 2.1 On 1 April 2017 the Director of Public Health for Manchester City Council also took on the role of Director of Population Health (DPH) and Wellbeing for Manchester Health and Care Commissioning (MHCC). MHCC was formally established on this date and the Executive Committee report of 8 February 2017 set out the deployment of staffing and resources to MHCC under a formal partnership arrangement.
- 2.2 In November 2017 the Consultant who had the lead role for health protection left the Council and this post has now been vacant for eight months.

## 3. Establishment of a Role of Consultant in Public Health within Local Government Terms and Conditions

- 3.1 As the previous postholder transferred to the City Council through 'TUPE like' arrangements in 2013 that individual had remained on Agenda for Change terms and conditions including grading (as per Transfer legislation). Now that the post has become vacant it will be established and appointed to under local government terms and conditions in accordance with the requirements of the Health and Social Care Act.
- 3.2 This means we now need to establish the role through Manchester City Council policies and processes and review the required responsibilities of the post to evaluate its grade through the City Council's Senior Job Evaluation Scheme.
- 3.3 A summary of the key responsibilities of the post is provided below:
- Leading the delivery of a number of statutory public health functions and the priorities contained in both the Operational Plan of MHCC and the Manchester Population Health Plan.
  - Providing specialist advice and guidance to MHCC executive directors and senior managers, chief officers and elected members of the City Council and partner agencies in the voluntary and community sector.
  - Contributing to culture change across MHCC, influencing and shaping the strategic policy direction.
  - Ensuring that the commissioning of services, informed by the Joint Strategic Needs Assessment, contributes to a significant reduction in health inequalities.
  - Contributing to further development and re-designing the JSNA, enabling assurance of relevant health protection plans, assessing performance and ensuring an evidence-based approach to service re-design and commissioning as well as policy development.
  - Designated lead for a life course area as part of a flexible portfolio. This will include managerial responsibility for commissioning services and programmes relating to the lead portfolio areas and the associated budgets.
- 3.4 The above key responsibilities have been evaluated as SS3 (£77,172-£85,507).
- 3.5 The current and proposed structures are appended to this report. It is important to note that other, in post, public health consultants who were part of the 2013 transfer will remain on Agenda for Change Terms and Conditions and grading at this time as there is no material change to their roles connected to the TUPE like transfer.
- 3.6 Recruitment to the new post will not take place until the 1 April 2019 in order to contribute to the budget savings for 2018/19. In the interim period, the City Treasurer has agreed an honoraria payment to an existing Strategic Lead, to ensure that some of the key health protection tasks are supported.

#### **4. Recommendations**

##### 4.1 The Committee is recommended to:

Disestablish the previously transferred role of Public Health Consultant at Agenda for Change Band 8d plus clinical allowances (£95,860), and, establish a role of Public Health Consultant within local government (JNC for Chief Officers) terms and conditions at Grade SS3 (£77,172 - £85,507)

#### **5. Comments of the Director of HR & OD**

5.1 I have been consulted on, and support the proposals.

#### **6. Comments from Finance**

6.1 The proposal has been reviewed and supported by Finance

#### **7. Comments from Trade Unions**

7.1 No comments submitted