

TRAFFORD COUNCIL

Report to: Council
Date: 15 February 2023
Report for: Decision
Report of: Executive Member for Health and Wellbeing and Equalities

Report Title

Director of Public Health recruitment

Summary

As the current postholder has indicated her intention to retire this year, a pay benchmarking exercise for salary levels of Directors of Public Health was undertaken with local authorities across Greater Manchester that informs the recommendations of this report.

Recommendations

It is recommended that Council: -

1. notes Employment Committee's approval and recommendation to Council and approves the uplift of the salary for the Director of Public Health post, up to £105,000, in recognition of pay comparisons across Greater Manchester; and
2. notes the recruitment arrangements in progress with the Faculty of Public Health.

Relationship to Corporate Priorities	The proposed uplift to salary will strengthen the opportunity to attract and retain a suitably qualified and experienced practitioner to fulfil the statutory role and support delivery of the Council's Corporate Priorities and the Trafford Locality plan.
Relationship to GM Policy or Strategy Framework	The role will support alignment of Trafford locality priorities and NHS GM integrated care strategies.
Financial	This proposal is fully funded.
Legal Implications	The proposal will ensure that the Council meets its statutory requirements to appoint to a Director of Public Health role.
Equality/Diversity Implications	We continuously strive to be inclusive and are committed to creating an environment that values and respects the diversity and richness that differences bring. The role has a key part in the delivery of our equality strategy ambitions.

Sustainability Implications	The role plays an important part in both climate change and health inequalities recognising that they are complex issues requiring concerted action and bravery if we are to make the changes that will reduce the risks each poses.
Carbon Reduction	This role plays a key role in supporting us to meet measures to address our climate emergency.
Staffing/E-Government/Asset Management Implications	The Director of Public Health will assume all people responsibilities and accountability for systems and assets within scope of the role.
Risk Management Implications	The Director of Public Health role will ensure all health-related risk is managed and mitigated effectively.
Health and Safety Implications	Will drive improvements to health and well-being of residents and services that people need and that they are accessible, supporting mitigation of risks to the health and safety of all.

1. Background

- 1.1 The Director of Public Health is a chief statutory officer, a status defined by section 2(6)(zb) of the Local Government and Housing Act 1989, inserted by Schedule 5 of the Health and Social Care Act 2012.
- 1.2 The post is responsible for ensuring that public health is at the heart of our council priorities and using evidential data, in collaboration with system leaders it determines and delivers on the aims and objectives for public health in the locality.
- 1.3 In July 2019, as part of a wider suite of committee reports on changes to senior leadership arrangements, a revised salary package for the Director of Public Health post at £95,000 was approved based upon benchmark comparison of posts at this time and reporting into the Corporate Director for Adults and Well-being.
- 1.4 The current postholder has indicated her intention to retire in May this year and so a further salary benchmarking exercise was undertaken with our statistical neighbours across Greater Manchester to determine what the current salaries for these roles are now.
- 1.5 The report was considered by the Employment Committee on 6th February 2023 and the proposals were subsequently approved. The Employment Committee recommends the increased salary for this post to Council.
- 1.6 We would also want to acknowledge in this report the important leadership provided by the Eleanor Roaf in navigating us successfully through the challenges faced in the recent Covid 19 pandemic, leading the Trafford response and recovery programme and her role in advising and guiding us on

all aspects of our ambitions to improve population health and our drive to address health inequalities.

2.0 Salary benchmarking

- 2.1 The current pay information for Directors of Public Health is attached at the end of this report in Appendix 1 and it shows that from the 10 local authorities surveyed in Greater Manchester, we are the lowest in terms of remuneration level for this post.
- 2.2 This data suggests that to be competitive and reflect the required salary for this role, we will now need to offer an enhanced rate.
- 2.3 It is proposed that the salary of the post shall be increased up to £105,000 to attract and retain an experienced and qualified practitioner to take on the role in Trafford.
- 2.4 The increased remuneration also reflects the significant importance placed on the role requirements, as a statutory chief officer, an independent advocate for the health of the Trafford population and specialist advisor to elected members and senior officers.

3.0 Recruitment process

- 3.1 The Public Health England position for recruitment to a Director of Public Health role is that an external process is required, and we are working closely with the Faculty of Public Health to put an assessment process in place.
- 3.2 We have secured the Regional Director of Public Health NHS NW Office for Health Improvement and Disparities, Dr Andrew Furber, as the appointment will require ratification by the Secretary of State, and this is delegated to him to act on their behalf.

3.0 Budget

- 3.1 The Director of Finance and Systems has confirmed that budget for the post of £141,000 including on costs will be financed from Adults directorate budget.

4.0 Recommendations

It is recommended that Council: -

1. notes the Employment Committee's approval and recommendation to Council and approves the uplift of the salary for the Director of Public Health post, up to £105,000, in recognition of pay comparisons across Greater Manchester; and
2. notes the recruitment arrangements in progress with the Faculty of Public Health.

Appendix 1

Current salaries for Director of Public Health across GM

Local Authority	DPH Salary £	Notes
1. Bolton	112,611 - 123,679	
2. Manchester	101,996 - 112,411	
3. Salford	95,787- 111,432	proposed salary range from 1.4.23 is £100,000 to £112,000 - to be agreed Feb
4. Wigan	110,430	
5. Bury	100,258 - 108,827	
6. Stockport	107,500	
7. Rochdale	(87,830 - 99,077) 104,441	Postholder on top of scale with market supplement of £5364
8. Oldham	95,000-100,000 98,350	
9. Tameside	98,350	
10. Trafford current salary level	95,000	Postholder on £101,001 following inflation increases and based on working pattern