

Item 5 – Reports marked to follow

Agenda

Appointments Etc Panel

Friday, 3 March 2017, 12.00 pm
County Hall, Worcester

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کوردی سۆزانی، ننگێر ناتوانی تێبگی له ناوهرۆکی نهم بێلگهیه و دهستت به ههچ کس ناگات که وههنگهه یهتوه بۆت، تکلیه تهلپون بکه بۆ ژماره 01905 765765 و داوا یهتوانی بکه. (Kurdish)

ਪੰਜਾਬੀ। ਜੇ ਤੁਸੀਂ ਇਸ ਦਸਤਾਵੇਜ਼ ਦੇ ਮਸ਼ਹੂਰ ਸਮਝ ਨਹੀਂ ਸਕਦੇ ਅਤੇ ਕਿਸੇ ਅਜਿਹੇ ਵਿਅਕਤੀ ਤੱਕ ਪਹੁੰਚ ਨਹੀਂ ਹੈ, ਜੋ ਇਸਦਾ ਤਰਜਮਾ ਲਈ ਅਨੁਭਵ ਕਰ ਸਕੇ, ਤਾਂ ਕਿਰਪਾ ਕਰਕੇ ਮਦਦ ਲਈ 01905 765765 'ਤੇ ਫ਼ੋਨ ਕਰੋ। (Punjabi)

DISCLOSING INTERESTS

There are now 2 types of interests:
'Disclosable pecuniary interests' and **'other disclosable interests'**

WHAT IS A 'DISCLOSABLE PECUNIARY INTEREST' (DPI)?

- Any **employment**, office, trade or vocation carried on for profit or gain
- **Sponsorship** by a 3rd party of your member or election expenses
- Any **contract** for goods, services or works between the Council and you, a firm where you are a partner/director, or company in which you hold shares
- Interests in **land** in Worcestershire (including licence to occupy for a month or longer)
- **Shares** etc (with either a total nominal value above £25,000 or 1% of the total issued share capital) in companies with a place of business or land in Worcestershire.

NB Your DPIs include the interests of your spouse/partner as well as you

WHAT MUST I DO WITH A DPI?

- **Register** it within 28 days and
- **Declare** it where you have a DPI in a matter at a particular meeting
 - you must **not participate** and you **must withdraw**.

NB It is a criminal offence to participate in matters in which you have a DPI

WHAT ABOUT 'OTHER DISCLOSABLE INTERESTS'?

- No need to register them but
- You must **declare** them at a particular meeting where:
You/your family/person or body with whom you are associated have a **pecuniary interest** in or **close connection** with the matter under discussion.

WHAT ABOUT MEMBERSHIP OF ANOTHER AUTHORITY OR PUBLIC BODY?

You will not normally even need to declare this as an interest. The only exception is where the conflict of interest is so significant it is seen as likely to prejudice your judgement of the public interest.

DO I HAVE TO WITHDRAW IF I HAVE A DISCLOSABLE INTEREST WHICH ISN'T A DPI?

Not normally. You must withdraw only if it:

- affects your **pecuniary interests OR** relates to a **planning or regulatory** matter
- **AND** it is seen as likely to **prejudice your judgement** of the public interest.

DON'T FORGET

- If you have a disclosable interest at a meeting you must **disclose both its existence and nature** – 'as noted/recorded' is insufficient
- **Declarations must relate to specific business** on the agenda
 - General scattergun declarations are not needed and achieve little
- Breaches of most of the **DPI provisions** are now **criminal offences** which may be referred to the police which can on conviction by a court lead to fines up to £5,000 and disqualification up to 5 years
- Formal **dispensation** in respect of interests can be sought in appropriate cases.

Appointments Etc Panel

Friday, 3 March 2017, 12.00 pm,

Membership: Mr A N Blagg, Mrs S L Blagg, Mr A C Roberts, Mr G J Vickery and
Mr T A L Wells

Agenda

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APPOINTMENTS ETC PANEL

3 March 2017

ESTABLISHMENT OF A SALARY BAND FOR NEWLY APPOINTED PUBLIC HEALTH CONSULTANTS

Recommendation

1. The Director of Public Health recommends that the Panel:

- (a) approves the establishment of a new Public Health Consultant salary band, as set out in paragraphs 25 to 30 of this report, specifically to address the issue of determining appropriate reward for this staff group; and**
- (b) approves that this salary band will, in addition to receiving the National Joint Council (NJC) annual pay award, be subject to a triennial review to ensure that reward levels for this staff group maintain a comparable market rate broadly in line with Band 8D salary range in the NHS and authorises the Director of Public Health to implement this.**

Background

- 2. The Health and Social Care Act 2012 moved responsibility for public health back to local government and thereby conferred new duties to local authorities to improve and protect public health. Public Health responsibilities transferred to the Council from the NHS from 1 April 2013. This included the establishment of a ring-fenced Public Health Grant (PHG), certain mandated duties, and the responsibility to appoint a Director of Public Health (DPH) jointly with the Secretary of State for Health.
- 3. Public Health staff transferred under a Statutory Transfer Order to the Council with effect from 1 April 2013. In line with the relevant legislation, the terms and conditions of those staff who transferred to the Council from the NHS, remain unchanged post transfer. A new Public Health team was duly established, combining a number of staff transferring from the NHS as well as staff already employed by Worcestershire County Council. The team formed part of the new Directorate of Adult Services and Health (DASH).

4. At an Appointments etc Panel on 10 February 2016 it was agreed that the statutory role of Director of Public Health should be separated from the statutory role of Director of Adult Social Services. Subsequently Council agreed on 12 May 2016 that the Directorate of Public Health should be formed in its own right with effect from 1 July 2016.
5. This proposed separation was to encourage a more Council-wide ambition for public health with a focused approach, to ensure a greater positive impact on the population of Worcestershire both young and old and across other services and outcomes within and outside social care.
6. Following a period from February 2016 onwards whereby Frances Howie acted as Interim DPH, a permanent appointment to the role was confirmed at a jointly attended Panel on 17 August 2016. This joint Panel included the Council Appointments etc Panel of elected members, together with a Public Health England representative, a Faculty representative and a representative from the CCGs. The Panel appointed Frances Howie to the role of DPH, with effect from 1 September 2016.
7. The post was offered to Frances on a 35 hour contract on the Council's terms and conditions with a salary based on Head of Service Band 1 (£78,871 to £86,873) plus a responsibility allowance of 18%. This reward level was approved, given the Director responsibility and with reference to comparative salaries within the Health Service.
8. In November 2016 the DPH led a restructure of the Public Health team as part of a longer term workforce agenda to ensure the workforce would have appropriate levels of capacity and capability and would be able to attract and retain high calibre individuals into public health. The review referenced recommendations from Public Health England (PHE) workforce review as well as findings from the Select Committee on the transfer of Public Health to local authorities.
9. The restructure proposal included a review of structures and reporting lines, the introduction of new and consistent job descriptions, person specifications and roles, the creation of clear levels of accountability and decision-making, the introduction of progressive and interesting career pathways, a framework to enable professional development and supervision as well as ensuring that pay and reward levels were appropriate, broadly in line with the market, and also linked to the Council's pay and grading structures. The proposals were subject to formal consultation with staff and Trade Unions.
10. The proposed restructure was also designed to provide clarity about the role of the Public Health Consultant within the wider structure, enabling its specialist and leadership functions to be delivered in an impactful way internally and externally. On behalf of the local authority, the postholder working with the DPH and other consultant colleagues will lead on improving the health and wellbeing of the residents, as directed by the statutory public health duties placed on local government. Consultants would have direct line management responsibility for Senior Practitioners and be responsible for the overall mentorship and development of the practitioner workforce. This would include developing strategies to embed public health skills in the wider workforce.

11. Following the outcome of consultation it was agreed to proceed with the restructure and review recommendations. This included an agreement that all new recruits/ appointments to posts in Public Health after 1 January 2017, would be offered on the Council's terms and conditions, grades and corresponding salaries.

Reward level for Public Health Consultant

12. In relation to the post of Public Health Consultant, there are currently 2 vacancies which urgently need filling. In 2012/13, consultant capacity was 8 posts (including a full-time DPH post. This has steadily decreased for a number of reasons; the lack of resource at this level is now becoming a real issue and has the potential to have a detrimental impact on the achievement of key outcomes. There are currently 2.6 consultants (including a full-time DPH post.) It is therefore essential to recruit to these posts. The vacancies have been advertised and interviews are scheduled for early March 2017.
13. It is acknowledged however that, due to the known market rate salary levels for these posts, the Council's job evaluation scheme and pay scales do not align to the principle in 12 above. Two of the existing consultants are still on NHS terms and conditions, following their TUPE-like transfer from the NHS.
14. The job description and person specification for the post of Consultant is attached for reference in Appendix 1 and has been approved by the Faculty of Public Health to ensure it meets the expected standards of competence, qualification and experience. All public health consultants have a statutory requirement for professional registration.
15. There are a number of relevant documents and guidance relating to the recruitment and appointment of Public Health Consultants in local government. These have been referenced with regard to this proposal. Broad principles regarding the future workforce are set out in Public Health England (May 2016) Fit for the Future document, as well as within the Select Committee Report (September 2016). These documents state that there is an imperative to ensure that organisations encourage movement of specialist staff across a range of settings within the public health system in order to develop breadth of experience. This recommends that organisations should address any barriers (including reward) to achieving that mobility.
16. In addition there is specific guidance relating to the appointment of Public Health Consultants within the Consultants in Public Health in Local Government and Higher Education Institutions document as well as the Employing Health Specialists in Local Government (2015) document. These documents explicitly refer to the fact that Consultants in public health can be employed by PHE, local authorities, universities or health service bodies, therefore their employment is deemed to be within a single market with expected mobility across these organisations. Local government therefore needs to operate in this market and reflect this in terms of the total reward offer when seeking to recruit consultants.
17. Whilst these reports do not specifically determine reward levels for specialists such as Consultants in local government, it is clearly important that reward packages are broadly comparable between settings in order to encourage mobility. As an employer, the Council needs to be mindful of this in order to ensure it can attract

and retain specialists in public health in order to properly discharge its statutory functions.

18. The Director of Public Health recommends that it is appropriate to align the salary range for newly appointed Consultants to Band 8D of the NHS pay bands (Agenda For Change) set out at Appendix 4. Salaries in this band range from £66582 to £74825 based on a 37.5 hour contract, over a 4 point scale (as at 1 April 2016). The Director of Public Health did consider aligning the salary range to the higher Band 9 NHS pay band, but believes that, in light of regional practice and taking into account financial challenges, the lower scale of Band 8D would be appropriate and would attract suitable candidates.
19. The Council's maximum point and salary within the current main pay scales (for non-chief officer-related positions) is P07 (£61,758 based on a 37 hour contract, £58,416 based on a 35 hour contract), as set out at Appendix 2.
20. The proposed starting salary for a newly appointed Consultant therefore exceeds the maximum of PO7 available within the Council's established payscales for non-Chief officer posts.
21. The salary band for Chief Officer (Band 2) starts at £78,315 based on a 37 hour contract, or £74,078 based on a 35 hour contract) as set out at Appendix 3. However, these consultant posts are not Chief Officer posts and so are not appropriate to be used in any event.
22. The proposed salary range for a newly appointed Consultant therefore falls between the maximum point of PO7 and the first point of Chief Officer Band 2.
23. There is no obvious salary scale within the Council's current pay and grading scheme therefore on which to appoint new Consultants.
24. The Director of Public Health has considered alternative ways to achieve the desired (market) salary range for the post of Consultant, using the Council's existing pay and reward framework, i.e. by the addition of market forces payments or responsibility allowances on top of a substantive grade. However the Council's job analyst has confirmed that the Council's grading scheme cannot determine a substantive grade for this specialist role in Public Health (upon which any additional supplement could then be added).

Introduction of a new salary band

25. It is therefore proposed that a new salary band is established specifically for new Public Health Consultants which appropriately positions the range in line with the market and is broadly in line with NHS salary Band 8D. This would offer a competitive and progressive salary range, support the principle of movement of staff within the wider public health system and therefore enable the Council to attract capable and competent professional specialists to the role.
26. It is therefore proposed that salaries in this new salary band would range from £66582 to £74825 pa (based on 37 hours per week, reduced pro-rata for 35 hours) within a 4 point scale. Any new appointment would normally be offered on a 35 hour

basis, (with salaries pro rata accordingly) in line with the Council policy on new appointments.

27. If Panel agrees the creation of this scale, it is proposed that, once appointed, individuals would be eligible for incremental progression through the scale in line with the terms and conditions of this post, namely based on achievement of expected performance standards as assessed through the annual SRD process and as agreed by their line manager.
28. It is also proposed that this new salary band will receive the National Joint Council (NJC) annual pay award and be subject to a triennial review to ensure that reward levels for this staff group maintain a comparable market rate which is broadly in line with Band 8D salary range in the NHS. It is recommended that the DPH be authorised to keep this under review and implement any changes in accordance with these broad principles.
29. It is important to stress that the process for recruitment and appointment to the post of Consultant in Public Health is set out nationally and follows a standard approach requiring an Appointments Advisory Committee with advice from a Faculty nominated member. The interview, selection and appointment process for these posts is in any event outside of the remit of the Council's Appointments etc Panel since the posts are not chief officer-related.
30. The introduction, however, of a new dedicated salary band for Consultants is a matter for this Panel to determine, based on the recommendations in this paper.

Supporting Information

Attached to this agenda are the following papers:

- Appendix 1 – Job Description and Person Specification for the post of Public Health Consultant
- Appendix 2 – Salary card non chief officer
- Appendix 3- Salary card Chief Officer
- Appendix 4- Agenda for Change Pay Bands

Contact Points

County Council Contact Points

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Specific Contact Points for this Report

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Elaine Richardson, Strategic HR Business Partner – 01905 846207

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JOB DESCRIPTION

Job Title: Directorate & Section/Unit: Reporting to: Responsible for:	Consultant in Public Health Public Health Director of Public Health Senior Practitioners in Public Health
Salary Grade: DMA Management Level: * DMA Span of Control (Direct Reports): *	£66,582-£74,825 Pro-Rata (NHS Band 8d equivalent) 3 To be confirmed- at least 1 Advanced PH Practitioner at PO5, and Admin Team (TBC)

Purpose of job:

This post is a key member of the Public Health Directorate Leadership Team and will have leadership responsibilities across the range of public health functions. The post will, however, have specific lead responsibility for given areas dependent on the business need of the department. The post will support the Director of Public Health in providing advice to the local Clinical Commissioning Group and wider NHS commissioners. In addition, the post will provide public health leadership in: the delivery of statutory health protection responsibilities - assurance and advice; in system-wide strategic planning including the System Transformation Plan, Health and Wellbeing Strategy; and local service design and redesign across the health and social care system.

The post will provide senior public health leadership across the county council and 6 district councils, local Clinical Commissioning Groups, wider NHS commissioners and partners in relation to health improvement, health protection and healthcare services. The post holder will also provide public health leadership to agreed programmes of care and support the organisation in undertaking health equity audits, needs assessments, producing the Annual Report of the Director of Public Health and the Joint Strategic Needs Assessment for Worcestershire County Council. The post holder will provide strategic leadership into the appropriate commissioning of public health services, ensuring excellent outcomes, value and quality. In addition, the post holder will play a key role in the use and management of the public health budget. Further, the post holder will use their specialist professional knowledge and expertise to influence the decision-making of partners to ensure delivery of public health priorities, health benefits and reductions in health inequalities across the county.

The post-holder will be expected to be able to work flexibly and cope with multiple and changing demands with the ability to meet tight deadlines. A high level of intellectual rigour, negotiation and motivation skills and flexibility are required to deal with complex and often contentious public health issues, to advise and make recommendations regarding services and patient care. A high level of tact and diplomacy is required and an ability to understand and work with a wide range of individuals and organisations which may have different cultures and approaches, to enable effective working across organisational boundaries and influencing without authority.

It is expected that the postholder (as required dependent on business need):

- Will have responsibility for development, implementation and delivery of national, regional and local policies, developing inter-agency and interdisciplinary strategic plans and programmes, with delegated Board or organisational authority to deliver key public health targets.

- Will provide expert public health advice and leadership to support and inform an evidence-based approach within ethical frameworks for commissioning and developing high quality equitable services, across primary, secondary and social care, and across sectors including local authorities, voluntary organisations, etc.
- Will develop and utilise information and intelligence systems to underpin public health action across disciplines and organisations, leading collation and interpretation of relevant data.
- Will manage a team of staff or department and/or design and support matrix working/ act as a Public Health trainer.
- Will be responsible for the day-to-day management of a group of staff/ the allocation/placement and supervision of qualified staff or trainees for teaching/delivery of core training on a range of subjects or for specialist training.
- Will be an authorised signatory, budget or delegated budget holder as required and monitor or contribute to the formulation of department/service budgets and financial initiatives.
- Will lead, as required, on public health research, commission research audits/projects, and undertake research or audit and translate research findings into public health practice.

Main Activities & Responsibilities:

Surveillance and assessment of the population's health and well-being

- To ensure the proper design, development and utilisation of information and intelligence systems to underpin public health improvement and action for the population across disciplines and organisations.
- To receive, interpret, provide and advise on highly complex epidemiological and statistical information about the health of populations.
- To ensure the use of the best available evidence base to support the assessment of health needs, health inequalities, health impact assessment and the identification of areas for action within the local population.
- To write and/or contribute to national and local policy forming reports on the health of the population of Worcestershire.

Assessing the evidence of effectiveness of health and healthcare interventions, programmes and services

- To provide expert public health advice and leadership to support and inform an evidence-based approach within ethical frameworks for commissioning and to develop high quality equitable services, across primary, secondary and social care, and across sectors in potentially contentious and hostile environments where barriers to acceptance may exist.
- To be responsible for leading on service development, evaluation and quality assurance governance in specific areas and for preparing and adjusting action plans in line with changing needs and changing geographical boundaries.
- To provide expert advice to support evidence based commissioning, prioritisation of services for the population (and in some circumstances for the individual) in order to maximise opportunities for health.

Policy and strategy development and implementation

- To lead on the communication, dissemination and implementation and delivery of national, regional and local policies relating to areas of specific responsibility, developing inter-agency and interdisciplinary strategic plans and programmes, with delegated authority to deliver key public health targets.

- To act in an expert advisory capacity on public health knowledge, standards and practice, across the spectrum of public health at Board or equivalent level.
- To be responsible for the development and implementation of multi-agency long-term public health programmes as required, based on identification of areas of potential health improvement, the diversity of local needs and the reduction of inequalities.
- To ensure proper linkages between the health agenda and strategies related to the wider determinants including for example, community safety, the environment and sustainability.

Leadership and collaborative working for health

- To take the lead role for areas of responsibility in developing inter-agency and interdisciplinary short and long-term strategic plans for securing health improvement both in the general population and in vulnerable groups at high risk of poor health and reduced life expectancy, in partnership with a range of agencies.
- To work with primary care professionals and community staff to raise awareness of their public health role.
- To lead on the integration of health, social services and voluntary organisations to promote effective joint working to ensure delivery of the wider government targets.
- To influence external agencies in their public health policy decisions by working with complex professional, managerial and population groups and other organisations in the statutory, non-statutory and private sectors.

Health Improvement

- To be responsible for designated areas of health improvement programmes, public health surveillance, population screening or geographical areas.
- To take a leadership role in specified areas with local communities and vulnerable and hard to reach groups, helping them to take action to tackle longstanding and widening health inequality issues, using community development approaches as appropriate.
- To provide expert knowledge to ensure effective community involvement. This includes commissioning and prioritising high cost services and to ensure that policies and strategies are interpreted, developed and implemented at all levels.

Health Protection

- To take responsibility for safeguarding the health of the population in relation to communicable disease, infection control and environmental health, including delivery of immunisation targets.
- To communicate effectively and diplomatically with a wide audience including the media and the public to change practice in highly challenging circumstances such as communicable disease outbreaks, chemical incidents, immunisation and screening.

Service Improvement

- To provide expert advice to support evidence based commissioning, prioritisation of health and social care services for the population (and in some circumstances provide highly specialised advice on preferred treatment options or protocols based on the evidence for individual patients) in order to maximise opportunities for health.
- To be responsible for implementation of NICE and National Service Frameworks or equivalent national standards, guidance and frameworks as required.
- To lead the developments of clinical networks, clinical governance and audit.

- To review evidence and provide highly specialised advice on preferred treatment options or protocols based on the evidence for individual patients.

Public Health Intelligence

- To analyse and evaluate quantitative and qualitative data and research evidence from a range of sources to make recommendations and inform decision making which has long term impacts.
- To compare, analyse and interpret highly complex options for running projects identified as key public health priorities, and communicate this information across organisations and the local community.
- To present, analyse and communicate knowledge in a way that appeals to diverse groups, influences decision-making and supports community engagement.
- To be responsible for the identification and implementation of appropriate health outcome measures, care pathways, protocols and guidelines for service delivery across patient pathways for the local population.
- To work with the information and intelligence of Public Health England and other organisations to strengthen local, regional and national public health intelligence and information capacity.

Academic Public Health/ Research and Development

- To undertake and commission literature reviews, evaluative research surveys, audits and other research as required informing equitable services and reducing health inequalities. This may involve taking the lead on research and development public health and related activities.
- To develop links with local universities to ensure the work of the organisation is based on a sound research and evidence base.
- To develop public health capacity through contributing to education and training and development within the Department and within the wider public facing workforce.

Generic Accountabilities:

- Deputise for the Director of Public Health as required.
- Understand and comply with the County Council's environmental policies.
- Comply with all Health & Safety policies and legislation in performance of the duties of the post.
- Work with information technology and associated systems in accordance with the County Council's policies & procedures.
- Comply with standing orders, financial regulations and Departmental instructions.
- Carry out duties and responsibilities of the post in compliance with the County Council's Equality and Diversity policy.
- Practise in accordance with all relevant sections of the General Medical Council's Good Medical Practice (if medically qualified) and the Faculty of Public Health's Good Public Health Practice.
- Participate in the Council's staff appraisal scheme, and ensure appraisal and development of any staff for which s/he is responsible
- Pursue a programme of continuous professional development, in accordance with Faculty of Public Health requirements, or other recognised body, and undertake revalidation, audit or other measures required to remain on the GMC/GDC Specialist Register or the UK Public Health (Specialist) Register or other specialist register as appropriate.
- Contribute actively to the training programme for Foundation Year Doctors/ Specialty Registrars in Public Health as appropriate, and to the training of practitioners and primary care professionals within the locality
- To develop public health capacity and skills through education and training by raising awareness of the contribution of public health skills and knowledge in the local health community, including the local authority,

health and voluntary sectors, by contributing to teaching at undergraduate and postgraduate level and by supervise those working in public health.

- The post holder may be required to undertake other duties which fall within the grading of the post to meet the needs of this new and developing directorate. The employing organisation is currently working in a climate of great change. It is therefore expected that all staff will develop flexible working practices both within any relevant local public health networks and at other organisational levels as appropriate, to be able to meet the challenges and opportunities of working in public health within the new and existing structures.
- To undertake other such duties, training and/or hours of work as may be reasonably required and which are consistent with the general level of responsibility of this job
- To be fully conversant with the Public Health Outcomes Framework (PHOF) and National Institute of Health and Care Excellence (NICE) guidance and to champion their effective use within the directorate and beyond.
- To undertake health and safety duties commensurate with the job and/or as detailed in the Directorate's Health and Safety Policy
- To undertake health and safety duties commensurate with the job and/or as detailed in the Directorate's Health and Safety Policy
- The duties described in this job description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the Council's Equality and Diversity Policy
- This post meets Regulated Activity (as defined by the Safeguarding Vulnerable Groups Act 2006 as amended by the Protection of Freedoms Act 2012) and is subject to an enhanced Criminal Records Check (Via the Disclosure Barring Service, (DBS) and the relevant children and/ adults barred list(s) checks.

Contacts:

In all contacts the post holder will be required to present a good image of the Directorate and the County Council as well as maintaining constructive relationships.

Internal: Elected Members, Directors, Heads of Service, Senior Managers, Management Teams, Managers & Staff across all directorates, Project Staff, Governors, Head Teachers, Teachers, Support and other school based staff

External: District & County Councils, Government Agencies & Departments, Healthcare Professionals, CCG(s), Police, Fire, Probation Service, Educational Settings, Suppliers, Contractors, Service providers, Statutory and Voluntary Organisations, service users, clients, customers, parents & pupils, members of the public, volunteers

Additional Information:

- The Council reserves the right to alter the content of this job description, after consultation to reflect changes to the job or services provided, without altering the general character or level of responsibility
- Reasonable adjustments will be considered as required by the Equality Act.

Author: Dr Frances Howie

Date: 17 January 2017

PERSON SPECIFICATION

Job Title: Consultant in Public Health
Directorate & Section/Unit: Public Health
Salary Grade:

WCC KNOWLEDGE, SKILLS AND ABILITIES

The consultant in Public Health will demonstrate skills in:

Creating a Compelling Vision

- Have an in-depth understanding and knowledge of how your role fits with and supports organisational objectives and the wider public needs.
- Translate the Directorate vision into clear quantifiable goals for your area of work
- Expands current boundaries of thinking and present possibilities that can take you and your area of work beyond perceived limitations
- Engages and inspires the service in building commitment to growth

Leading Change

- Be adaptable in dealing with change, ambiguity and uncertainty, acting decisively, knowing how to challenge the status quo whilst respecting the past
- Provide the necessary direction and impetus in leading others to change; being sensitive to the impact of change in others, whilst still dealing with and overcoming resistance to change
- Seek to evolve the Council to meet future trends by challenging the status quo.

Agile Thinking

- Make objective decisions using sound judgment, evidence and knowledge to provide accurate, expert and professional advice.
- Use a suitable balance of rational analysis, personal intuition and consultation with others to evaluate options before arriving at well-reasoned justifiable decisions.
- Facilitate member and officer thinking, helping them to look at issues from different perspectives.
- Use their analytical skills and personal judgement to quickly diagnose underlying causes in a complex environment.
- Take informed decisions, anticipating, tackling and mitigating against performance issues.

Delivering Results

- Strive to build a performance culture to deliver outcomes with a firm focus on prioritisation and addressing performance issues resolutely, fairly and promptly
- Create results through a disciplined approach to business planning, goal setting and setting meaningful targets, aligned with WCC's strategic aims
- Use clear targets and metrics to provide feedback on performance and seek out customer-centric feedback that when acted upon will enhance service delivery

Leading from within and Communicating with impact

- Use influence and strong interpersonal skills to inspire the confidence of elected members, local businesses, employees, council staff and other stakeholders.
- Lead from the front and communicate with clarity, conviction and enthusiasm. You support principles of fairness of opportunity for all and a dedication to a diverse range of residents.
- Establish a strong direction and a persuasive future vision; managing and engaging with people with honesty and integrity.
- Act with authenticity, courage and conviction, responding positively to feedback from both internal and external sources.

Fostering Teamwork and Facilitating Development

- Develop and implement strategies to enhance the performance of your teams, maximising individual performance.
- Build cohesive teams around a common purpose and inspire allegiance, ensuring accountability through defining clear roles and responsibilities
- Build mutually beneficial relationships, seeking opportunities to promote a culture of collaboration and partnership
- Empower staff to solve WCC challenges through seizing responsibility and engaging their own innovation
- Enhance your own personal performance by seeking out constructive feedback, gaining insight and awareness of your own strengths and challenges

Education/Qualifications	<i>Essential</i>	<i>Desirable</i>
Inclusion in the GMC Specialist Register/GDC Specialist List/UK Public Health Register (UKPHR) for Public Health Specialists	X	
If included in the GMC Specialist Register/GDC Specialist List in a specialty other than public health medicine/dental public health, candidates must have equivalent training and/or appropriate experience of public health medicine practice	X	
Public health specialty registrar applicants who are not yet on the GMC Specialist Register/GDC Specialist List in dental public health/UKPHR must provide verifiable signed documentary evidence that they are within 6 months of gaining entry at the date of interview; all other applicants must provide verifiable signed documentary evidence that they have applied for inclusion in the GMC/GDC/UKPHR specialist registers.	X	
Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body	X	
MFPH by examination, by exemption or by assessment		X
Personal qualities		
Strong commitment to public health principles	X	
Able to prioritise work, and work well against a background of change and uncertainty	X	
Adaptable to situations, able to handle people of all capabilities and attitudes	X	
Commitment to team-working, and respect and consideration for the skills of others	X	
Self-motivated, pro-active, and innovative	X	
High standards of professional probity	X	
Experience		
Project management skills	X	
Staff management and training	X	
Practical experience in facilitating change	X	
Budget management skills	X	
Training and mentoring skills		X
Scientific publications, presentation of papers at conferences, seminars etc.		X

Skills		
Strategic thinker with proven leadership skills	X	
Excellent oral and written communication skills (including dealing with the media)	X	
Effective interpersonal, motivational and influencing skills	X	
Ability to respond appropriately in unplanned and unforeseen circumstances	X	
Good presentational skills (oral and written)	X	
Sensible negotiator with practical expectation of what can be achieved	X	
Substantially numerate, with highly developed analytical skills using qualitative and quantitative data	X	
Computer literate	X	
Ability to design, develop, interpret and implement policies	X	
Ability to concentrate for long periods (e.g. analyses, media presentations)	X	
Resource management skills	X	
Knowledge	X	
High level of understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation.	X	
Excellent understanding of the full commissioning process	X	
Understanding of NHS and local government cultures, structures and policies	X	
Knowledge of methods of developing clinical quality assurance, quality improvement and evidence based clinical and/or public health practice	X	
Understanding of social and political environment	X	
Understanding of interfaces between health and social care	X	

Spinal Column

GENERAL SALARY GRADES FOR LOCAL GOVERNMENT EMPLOYEES (Formerly APT+C and Manual Workers) AND SALARIES FOR EMPLOYEES APPOINTED ON A 35 HOUR BASIS

Effective from 1.4.16

	SCP	37 hour per week £pa	35 hour per week £pa	
	6	£14,514	£13,728	Scale 1
	7	£14,615	£13,824	
	8	£14,771	£13,971	
	9	£14,975	£14,164	
Scale 2	10	£15,238	£14,413	
	11	£15,507	£14,668	
	12	£15,823	£14,966	
	13	£16,191	£15,315	
Scale 3	14	£16,481	£15,589	
	15	£16,772	£15,864	
	16	£17,169	£16,240	
	17	£17,547	£16,597	
Scale 4	18	£17,891	£16,923	
	19	£18,560	£17,556	
	20	£19,238	£18,197	
	21	£19,939	£18,860	
Scale 5	22	£20,456	£19,349	
	23	£21,057	£19,917	
	24	£21,745	£20,568	
	25	£22,434	£21,220	
Scale 6	26	£23,166	£21,912	
	27	£23,935	£22,640	
	28	£24,717	£23,379	
SO 1	29	£25,694	£24,303	
	30	£26,556	£25,119	
	31	£27,394	£25,911	
SO 2	32	£28,203	£26,677	
	33	£29,033	£27,462	
PO 1	34	£29,854	£28,238	
	35	£30,480	£28,831	
	36	£31,288	£29,595	
	37	£32,164	£30,423	
PO 2	38	£33,106	£31,314	
	39	£34,196	£32,346	
	40	£35,093	£33,194	
	41	£36,019	£34,070	
PO 3	42	£36,937	£34,938	
	43	£37,858	£35,809	
	44	£38,789	£36,690	
	45	£39,660	£37,514	
PO 4	46	£42,243	£39,957	
	47	£43,629	£41,268	
	48	£44,604	£42,190	
	49	£45,555	£43,090	
PO 5	50	£46,971	£44,429	
	51	£47,955	£45,360	
	52	£48,954	£46,305	
	53	£49,944	£47,242	
PO 6	54	£52,401	£49,566	
	55	£53,436	£50,545	
	56	£54,441	£51,495	
	57	£55,521	£52,517	
PO 7	58	£58,197	£55,048	
	59	£59,358	£56,146	
	60	£60,546	£57,270	
	61	£61,758	£58,416	

OTHER GRADES **SCP**

Teaching Assistants

TA1	6-13
TA2	14-17
TA3	18-25
TA4	26-28

Social Worker

- Social Work Assistant	18-25	a
- Level 2 Qualified SW	26-30	b
- Level 3 Qualified SW	31-36	b
- Senior Practitioner	36-39	

Residential Staff

G2	20-23/25	c
G3	23-24/26	c
G4	25-28/30	c
G5	28-31/33	c
G6	31-34	
G7	34-37	
G8	37-40	
G9	40-43	

Social Educational Centres

Day Centre Officers	L1	16-21/23	c
	L2	20-24/26	c
Day Centre Managers	G1	32-34	
	G2	34-37	
	G3	37-40	
	G4	40-42	

a Progression bar between Spinal Column Points 21/22

b Progression bar between Spinal Column Points 30/31

Progression bar between Spinal Column Points 34/35-36 subject to commitment to PQ award

c Top two points of grade payable to qualified officers only

ABBREVIATIONS

SCP	Spinal Column Point
SO	Senior Officer
PO	Principal Officer
L	Level
G	Grade

*Employees should note that the figures provided in this table have been rounded so they will differ slightly to the ones on SAP.

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**SALARY GRADES FOR WORCESTERSHIRE COUNTY COUNCIL
JOINT NEGOTIATING COMMITTEE (JNC) CHIEF OFFICER RELATED POSTS**
with effect from 01.04.2016

Chief Executive:

	35 hours per week
Point	£pa
1	152,511
2	158,907
3	165,306
4	171,702

Director of Adult Services and Health, Children, Families and Communities,
Economy & Infrastructure, and Commercial and Change:

	37 hours per week	35 hours per week
Point	£pa	£pa
1	£114,129	£107,954
2	£116,412	£110,114
3	£118,692	£112,270
4	£120,978	£114,433
5	£123,258	£116,589
6	£125,541	£118,749

Heads of Service:

		37 hours per week	35 hours per week
	Point	£pa	£pa
Band 2	1	£78,315	£74,078
	2	£80,004	£75,675
	3	£81,690	£77,270
	4	£83,382	£78,871
	5	£85,071	£80,468
	6	£86,766	£82,071
	7	£88,455	£83,669
	8	£90,150	£85,272
	9	£91,842	£86,873
			Band 1

Employees should note that the figures provided in this table have been rounded so they will differ slightly to the ones on your payslip.

**SALARY GRADES FOR WORCESTERSHIRE COUNTY COUNCIL
JOINT NEGOTIATING COMMITTEE (JNC) CHIEF OFFICER RELATED POSTS**
with effect from 01.04.2017

Chief Executive:

	35 hours per week
Point	£pa
1	154,038
2	160,497
3	166,959
4	173,421

Director of Adult Services and Health, Children, Families and Communities,
Economy & Infrastructure, and Commercial and Change:

	37 hours per week	35 hours per week
Point	£pa	£pa
1	£115,272	£109,035
2	£117,576	£111,215
3	£119,880	£113,394
4	£122,187	£115,576
5	£124,491	£117,756
6	£126,798	£119,938

Heads of Service:

		37 hours per week	35 hours per week
	Point	£pa	£pa
Band 2	1	£79,098	£74,818
	2	£80,805	£76,433
	3	£80,508	£76,152
	4	£84,216	£79,659
	5	£85,923	£81,274
	6	£87,633	£82,892
	7	£89,340	£84,506
	8	£91,050	£86,124
	9	£92,760	£87,741
			Band 1

Any queries regarding the above please contact Bridget Clark, HR Service Centre Manager
on Tel: 01905 766215 or bclark@worcestershire.gov.uk

Employees should note that the figures provided in this table have been rounded so they will differ slightly to the ones on your payslip.

Agenda for Change pay bands and spine points from 1 April 2016 (England)

The table below shows the values of the Agenda for Change pay spine points from 1 April 2016. Full details of the Agenda for Change pay arrangements are available in the *NHS terms and conditions of service handbook*.

Spine point	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29
Band 1	REMOVED	£15,251	£15,516																										
Band 2	REMOVED	£15,251	£15,516	£15,944	£16,372	£16,800	£17,351	£17,978																					
Band 3						£16,800	£17,351	£17,978	£18,152	£18,653	£19,217	£19,655																	
Band 4											£19,217	£19,655	£20,348	£21,052	£21,692	£21,909	£22,458												
Band 5															£21,909	£22,458	£23,363	£24,304	£25,298	£26,302	£27,361	£28,462							
Band 6																				£26,302	£27,361	£28,462	£29,333	£30,357	£31,383	£32,407	£33,560	£35,225	

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Spine point	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	
Band 7	£31,383	£32,407	£33,560	£35,225	£36,250	£37,403	£38,683	£40,028	£41,373																					
Band 8	Range A							£40,028	£41,373	£43,038	£44,703	£46,625	£48,034																	
	Range B											£46,625	£48,034	£50,467	£53,285	£56,104	£57,640													
	Range C														£56,104	£57,640	£59,606	£62,397	£66,582	£68,484										
	Range D																			£66,582	£68,484	£71,338	£74,825	£78,629	£82,434					
Band 9																							£78,629	£82,434	£86,390	£90,537	£94,883	£99,437		

Annually earned pay points – see the *NHS terms and conditions of service handbook*.

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