

NORTH LINCOLNSHIRE COUNCIL

**NEIGHBOURHOOD, ENVIRONMENT AND COMMUNITIES
AND
CORPORATE SERVICES CABINET MEMBERS**

POST OF HEALTH IMPROVEMENT AND PARTNERSHIPS MANAGER

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To seek the Cabinet Members' approval for a change in the reporting line and duties and responsibilities of the currently designated post of Health Improvement Strategy Manager.

2. BACKGROUND INFORMATION

- 2.1 The post of Health Improvement Strategy Manager currently reports to the vacant post of Head of Performance and Partnerships. It was the intention to formalise the interim management reporting line to the Assistant Service Director in a review of the Performance and Partnerships division that is scheduled to be considered by the Corporate Services Cabinet Member at the November meeting. However, there is a need to expedite the recruitment process, hence the need for an urgent report to be considered.
- 2.2 In addition, as a result of the recent peer review of Healthy Communities, it is intended that the post will have a wider remit focusing on developing partnerships both inside and outside of the council to address the recommendations made by the peer review.
- 2.3 The postholder will build on a solid foundation of health improvement initiatives principally built on a platform of successful external funding bids. Both the peer review and the Director of Public Health have identified a need for a post to bring together the various health improvement initiatives in the Primary Care Trust (PCT) and in service areas within the council e.g. Asset Management and Culture; Adult Services.
- 2.4 The Director of Public Health is supportive of this approach, which he sees as pivotal in achieving the area's desired public health outcomes. The postholder will have a 'dotted line' responsibility to the Director.
- 2.5 The Service Director Neighbourhood and Environment also sees a need for the postholder to develop a partnership working approach with

other external stakeholders (other councils, the voluntary sector, local businesses etc) to improve the health of the local population.

3. OPTIONS FOR CONSIDERATION

There are two options for consideration:

- 3.1 Option 1 – to support the proposed changes to the post of Health Improvement Strategy Manager.
- 3.2 Option 2 – to delay consideration until the review of the Performance and Partnerships division in November.

4. ANALYSIS OF OPTIONS

- 4.1 Option 1 – Early recruitment to the revised post of Health Improvement and Partnerships Manager will enable the council and the PCT to expedite the actions needed to achieve the requirements of the area's public health agenda.
- 4.2 Option 2 – The Director of Public Health is anxious to commence the recruitment process as soon as possible to make progress on the recommendations contained within the peer review. Any delay in addressing these concerns will have a negative impact when a follow up visit is made in the spring of 2009.

5. RESOURCE IMPLICATIONS (FINANCIAL, STAFFING, PROPERTY, IT)

- 5.1 Financial
The grade of the post has been evaluated at Grade 11, an increase of one grade.
- 5.2 The regrading from Grade 10 to 11 will cost £7,433pa inclusive of on-costs. The increase will be covered by the November review report outlined earlier in this report.
- 5.3 Staffing
There are no additional staffing implications.

6. OTHER IMPLICATIONS (STATUTORY, ENVIRONMENTAL, DIVERSITY, SECTION 17 - CRIME AND DISORDER, RISK AND OTHER)

- 6.1 The post will enhance the council's ability to address the area's public health needs.

7. OUTCOMES OF CONSULTATION

- 7.1 The Director of Public Health and the trade unions are supportive of the recommendations contained within this report.

8. **RECOMMENDATIONS**

- 8.1 That the Cabinet Members approve the enhanced role of the post of Health Improvement and Partnerships Manager and the regrading to Grade 11.

SERVICE DIRECTOR NEIGHBOURHOOD AND ENVIRONMENT

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Background Papers used in the preparation of this report : None.