

# Staffing Committee

16 December 2024

## Appointment of Director for Public Health & Prevention

### For Decision

**Portfolio Holder:** Cllr G Taylor, Portfolio Holder for Public Health, Environmental Health, Housing, Community Safety and Regulatory Services

**Local Councillor(s):** All

**Executive Director:** Matt Prosser – Chief Executive

Report Author: Chris Matthews

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**Report Status:** Public

**Brief Summary:** Following the decision of Bournemouth, Christchurch & Poole Council to bring the existing Pan-Dorset Public Health function to an end, Dorset Council has created a new role of Director for Public Health & Prevention. A recruitment and selection process for the Director role is complete and we wish to appoint a candidate with Staffing Committee's approval.

**Recommendation:** To consider the interview panel's recommendation for the permanent appointment of the Director for Public Health & Prevention.

**Reason for Recommendation:** As required by our constitution, the role of Director for Public Health & Prevention requires the approval of the Staffing Committee.

## **1. Executive Summary**

- 1.1 The post of Director for Public Health & Prevention will lead the Council's Public Health responsibilities. The role will also take responsibility for the leadership of the Council's Community & Public Protection Service, incorporating Environmental Protection, Licensing and Community Safety, Trading Standards, Registration services, Bereavement services and Food, Safety, and Port Health, as well as take a whole-Council lead on wider prevention activity.

## **2. Financial Implications**

- 2.1 Costs will be managed within budget and the postholder will be paid at Executive Director salary level.

## **3. Wellbeing and Health Implications**

Strong leadership of the Council's Public Health function and wider community and public protection services will have a direct positive impact on the wellbeing and health of Dorset's communities.

## **4. Climate implications**

None

## **5. Other Implications**

None

## **6. Risk Assessment**

- 6.1 Having considered the risks associated with this decision, the level of risk has been identified as:  
Current Risk: Low  
Residual Risk: Low

## **7. Equalities Impact Assessment**

- 7.1 This post has been recruited to according to the council's equality and diversity policies.

## **8. Appendices**

None

## **9. Background papers**

None

## **10. Recruitment**

- 10.1 The decision to disaggregate the current Pan-Dorset Public Health function has led to the proposed deletion of the current Director for Public Health role.
- 10.2 As Dorset Council is the host employer of the current Pan-Dorset function, we have the responsibility for managing the impact of the disaggregation on the workforce, in line with the Council's Redundancy and Redeployment policies and procedures.
- 10.3 The deletion of the current Director for Public Health role has introduced a risk of redundancy to the current postholder. In line with the Council's redundancy policy, the new role of Director for Public Health & Prevention has been ring-fenced to the current postholder, providing them with the opportunity to be considered for the role before other candidates, to minimise the risk of redundancy.

## **11. Appointment process for the Director for Public Health & Prevention**

- 11.1 As the appointment to the Director for Public Health & Prevention is being managed in accordance with the Council's Redundancy policy and procedure, only the current postholder has been interviewed for the role.
- 11.2 A single interview process was adopted. In accordance with Public Health England requirements, the assessment of the candidate was supported by the South-West Regional Director for Public Health and a Public Health Faculty Adviser from outside of the South-West region.

11.2 The formal interview panel's membership consisted of:

- Cllr Nick Ireland – Leader of the Council
- Cllr Richard Biggs - Deputy Leader, Portfolio Holder for Property & Assets, Economic Growth & Levelling Up
- Cllr Clare Sutton - Portfolio Holder for Children's Services, Education & Skills
- Cllr Andrew Parry
- Cllr Jane Somper
- Dr Justin Varney-Bennett – Regional Director of Public Health South-West
- Dr Nicola Bengel, Faculty Adviser (West-Midlands)
- Matt Prosser – Chief Executive
- Chris Matthews – Head of Human Resources

11.3 As a result of the interview, the Formal Interview Panel wish to make a recommendation to the Staffing Committee for the appointment to the newly created role of Director for Public Health & Prevention.