

TO: EMPLOYMENT COMMITTEE
17 DECEMBER 2014

**PUBLIC HEALTH TRANSFER – 18 MONTHS ON
(Director of Adult, Social Care, Health & Housing/Director of Corporate Services)**

1 PURPOSE OF REPORT

- 1.1 The purpose of this report is to inform the Committee on the background to and the progress made with transfer of Public Health staff from Berkshire PCTs to Berkshire Council's and Bracknell Forest in particular.

2 SUPPORTING INFORMATION

- 2.1 The Health and Social Care Bill 2012 relocated the Public Health functions, resources and commissioning responsibilities from the NHS to local government. Local authorities are now required to discharge their Public Health functions in accordance with the 2012 Public Health Outcomes Framework. The Framework has 4 elements:

- Improving the wider determinants of health
- Health improvement
- Health protection.
- Healthcare, Public Health and preventing premature mortality.

- 2.2 Prior to the changes, Public Health services were provided through two Public Health Directorates, Berkshire East and Berkshire West.

The new structure from 1 April 2013 saw the appointment of a Berkshire wide Strategic Director for Public Health (SDPH) overseeing a core (or "Shared") Team of professionals with pan-Berkshire responsibilities. The Shared Team work across the six Unitaries and the SDPH reports to the Bracknell Forest Director, Adult Social Care, Health and Housing. There is a Consultant (CPH) in charge of a Locality Team in each Unitary who reports as determined by their structure (in Bracknell this is also the Director of Adult Social Care, Health & Housing), linked strategically and professionally to the SDPH.

- 2.3 The transfer of responsibilities and staff from Public Health took place under a TUPE style arrangement on 1 April 2013.

At the point of transfer all eligible staff transferred from East and West Berkshire PCTs to Berkshire Unitaries. There was always a problem with allocating staff from the two PCT's into 7 new teams because it was difficult to ensure every new employer received their fair share of a limited pool of expertise. That therefore left a number of vacancies in the establishments of all the Councils. Bracknell's initial allocation left a significant number of vacancies and the Council has now recruited to the remaining vacant posts on the staffing structure. There are now 9 staff in the Locality Team and 10 in the Shared Team.

Unrestricted

- 2.4 Bracknell also recruited a number of Health Activists and Health Check Nurses on Relief (Casual) contracts to undertake project work across Berkshire when required. They are employed under the same terms and conditions as other Relief or Casual employees within the Council.

In addition to the permanent PH staff there are two PH Trainees who are attached to the Shared Team for six months as part of their training. They are paid through the Oxford Deanery and are not a charge to Bracknell Forest.

- 2.5 When staff transferred from the PCT although they brought with them their pay and pension entitlements under their NHS Agenda for Change contracts from day 1 they were subject to the Council HR policies on Disciplinary, Absence Management and Grievance. However with effect from 1 February 2014 they were harmonised onto all Bracknell's policies but retained their pay scales and NHS pensions as they are permitted to do under the terms of their transfer. There are currently only 8 employees who remain in this position.

All Public Health staff who did not come over through the transfer mechanism and who have therefore been recruited by Bracknell since 1 April 2013 are on the same standard contract terms and conditions of other Council employees.

- 2.6 Public Health staff are now very much part of the "team". They were inducted into the organisation like normal new starters and this has given them a good grounding and has helped them find their feet. Staff across the Council are working with them on projects to improve the health of Bracknell residents.

Background Papers

None.

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