

Public Health, Protection and Wellbeing Directorate



Public Health functions overview – Senior Leadership Team responsibilities

FUNCTIONS	Public Health Consultant Children, Family and Communities (CFC)	Public Health Consultant Health Improvement and Prevention (HIP)	Public Health Consultant Health and Public Protection (HaPP)	Head of Wellbeing & Leisure	Programme Director Family Support
	<ul style="list-style-type: none"> • Children’s 0-19 (SN, HV) • Maternity - CDOP & Infant Mortality • NCMP • Healthy start vitamins • Oral Health • Health at work and schools • Community Development /CVS • Inequalities & Wider/Commercial Determinants leadership & policy (HiAP) • Relevant NHS advice • Quality improvement • Children’s safeguarding lead • CYP Mental Wellbeing & resilience • Domestic Abuse • Educational/clinical supervisor – SpR, FY2 • Support DPHAR 	<ul style="list-style-type: none"> • Alcohol and Drugs • Tobacco (inc. control) • Physical Activity/diets • Obesity across life course • MECC (behaviour change) • Mental wellbeing /Suicide prevention • NHC HC/CVD (Core 20 +) • Homelessness/ inclusion health • PH Insights (JSNA, PNA, HNA, bespoke analysis) • Relevant NHS advice • Quality improvement leadership for the directorate • Community Safety liaison • Educational/clinical supervisor – SpR, FY2 • Support DPHAR 	<ul style="list-style-type: none"> • Sexual and Reproductive Health, teenage pregnancy, Chlamydia screening, LGBTQ support, HIV and BPAS • Health Protection inc. screening and Immunisations (S7a) • Public Protection service (Environmental Health ie Air Quality, Part 2a approval and Consumer Protection ie Trading Standards, Licensing liaison) • Relevant NHS advice • Quality improvement • PH training and workforce development • Adults safeguarding lead • Educational/clinical supervisor – SpR, FY2 • Support DPHAR 	<ul style="list-style-type: none"> • Leisure and Wellbeing Service • Bereavement Care Service • PH Partnerships, Quality & Departmental governance • Armed Forces concordat • Oversight and up to date risk register • Oversight business continuity plan • Contracts Register • Lead the development and support of HWBB • Business planning / Workplan coordination • Support departmental learning and development • Facilitate effective working of the department and coordination of recruitment and retention • Departmental link with Corporate communications 	<ul style="list-style-type: none"> • Family Support Programme oversight and delivery • Workstream management and programme support

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Departmental committees**	<ul style="list-style-type: none"> • CAFs Overview and Scrutiny 	<ul style="list-style-type: none"> • Quality and Performance 	<ul style="list-style-type: none"> • ASCHIW Overview and Scrutiny 	<ul style="list-style-type: none"> • Transformation Oversight Group 	
Partnership meetings**	<ul style="list-style-type: none"> • Children's Improvement Board • CYPFSP Board Meeting • Children's safeguarding • NHS Partnership forums as appropriate 	<ul style="list-style-type: none"> • Community Safety Partnership • Adults safeguarding • NHS Partnership forums as appropriate 	<ul style="list-style-type: none"> • S-o-T Local Health Protection Forum • NSLAQP Air Quality Plan • SSOT LHRP • NHS Partnership forums as appropriate 	<ul style="list-style-type: none"> • Armed Forces Covenant Health and Wellbeing Board 	<ul style="list-style-type: none"> • Family Support Partnership Board

** These are indicative and not exhaustive and may change as partnerships and structures change



Public Health – Children, Families and Communities

Deliverables

- Locality based community development
- Support Food Partnership
- To support the development of the Local Plan
- Develop the council knowledge and use of HEAT and HIA tools to inform the development of policy and strategy
- Deliver the infant mortality action plan

Achieved/ business as usual

- Voluntary, Community and Faith Sector Alliance Agreement
- 5-year VCSE agreement



Public Health – Health Improvement and Prevention

Deliverables

- Review NHS Health Checks model
- Ensure all public health contracts are delivering high quality, effective provision
- Maximise new grant funding for smoking cessation and substance misuse, and explore local barriers to accessing sexual health services and work to improve access and outcomes.
- Sign up to the Prevention Concordat for Better Mental Health, and deliver a mental health campaign
- Deliver an effective partnership approach to tackling drug and alcohol

Achieved/ business as usual

- Obtaining timely primary care data on vaccinations and screening.
- Mobilisation of new Community Drug and Alcohol Services (CDAS), whilst managing our drug alert system to reduce drug related deaths and working with criminal justice and community safety partners to strengthen pathways into treatment



Public Health - Health and Public Protection

Deliverables

- Align workplace health and safety proactive interventions with HSE
- Deliver air quality management functions including Ministerial Direction.
- Operate an Intelligence led and risk-based approach to tackle Illegal Tobacco and Illegal Vapes supply
- Engage with trusted voices to raise awareness and increase uptake of vaccinations inc. MMR, vaccinations in pregnancy and HPV
- Collaborate with partners to increase cervical cancer screening coverage.
- Lead on Health Protection Strategic Forum and its work programme for 2024/25.
- Delivery of Public Protection CX digital projects

Achieved/ business as usual

- Deliver intelligence led and risk-based approach programme
- food hygiene and safety interventions,
- environmental permitting and petroleum safety inspections
- interventions at highest risk businesses
- Sampling and surveillance programmes
- tackle underage sales and safety of consumer goods
- Actively promote any relevant, national and local campaigns.
- Operate as local responsible bodies in Licensing Act 2003 matters and stray dog service
- Comply with Food and Feed Law and Animal Health Framework requirements.
- Develop the SoT Protection Strategic Forum; Increase uptake of vaccinations and screening
- Lead on the delivery of the Staff Flu Vaccination Programme
- Strengthen partnership with Council Comms to share key health protection information
- Work with UKHSA and other wider partners to support the PH management of infectious disease clusters

Wellbeing and Leisure Team

• Deliverables

- Review internal investment from the Public Health Grant to ensure vfm
- BCS that meet the needs of all communities, roll out of cashless payments, implementation of revised fees and charges and continuation of the modernisation programme.
- BCS compliance with the environmental protection act
- Built facilities & Playing Pitch strategy updated. Building conditions surveys completed.
- Reprogramming LWS aligned to income generation plan. Future options of New Horizons.
- Implementation of new events management programme – Review booking and pricing policy, inline with corporate review.
- Community outreach programme aligned to options for use of outdoor greenspaces.
- Procurement and implementation

Achieved/ business as usual

- Develop a Leisure strategy
- Develop a mitigation strategy
- Develop Burslem Sports and Wellbeing Campus and Abbey Hulton Campus project proposals
- Develop a City-wide Activity and Wellbeing strategy
- Bereavement & Wellbeing 5-Year Plan



Family Support Team

Deliverables

- Development of Family Support Locally Trusted Organisations and Family Coordinator model
- Deliver an effective programme of family support to prevent crises which can result in children being put at risk or taken into care by piloting a mental health programme in 3 schools working to strengthen mental health support in schools for young people, professionals and parents.
- Provide timely, accessible and effective family support services by piloting a mental health programme in 3 schools working to strengthen mental health support in schools for young people, professionals and parents

Achieved/ business as usual

- Programme development and set up



Principles of our new structure

1 - Form reflects Focus and Functions of service area

2 - Layers and Span

- 3-6 direct reports per manager

3 - Career Progression

- Build pathways into structure from apprenticeships to service managers
- Use career grades for professional roles where opportunities to progress in structures are limited to support retention of experienced staff

4 - Succession Planning

- Support staff to progress through career pathways appropriate to profession specialities.
- For PH this would be Practitioner, Specialist, beyond
- Examples exist for PP, BCS and Leisure through their Chartered Institutes (e.g. CIEH/CIMPSA/ICCM)

5 - Apprenticeships and Graduate posts

- Include these posts in all structures

6 - CPD and PDPs

- Ensure all staff have opportunities to undertake appropriate CPD, especially for roles that require re-validation of professional standards
- Ensure all staff have active PDPs that are part of the annual appraisal and revisited during year
- Use council's digital L&D platforms as effectively as possible to do this

7 - Grade consistency across different teams

- in-line with roles and responsibilities

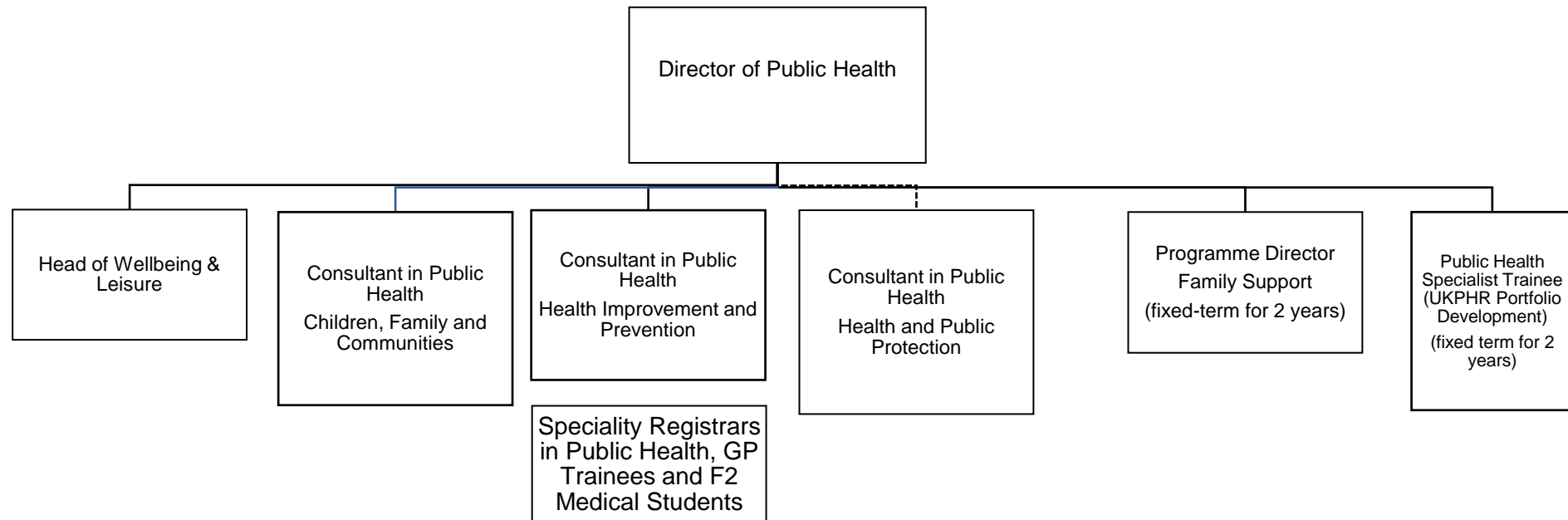
8 - New structure to be cost neutral

- Identify savings if possible
- Case would need to be made for additional investment

9 - Build in supportive ways of working

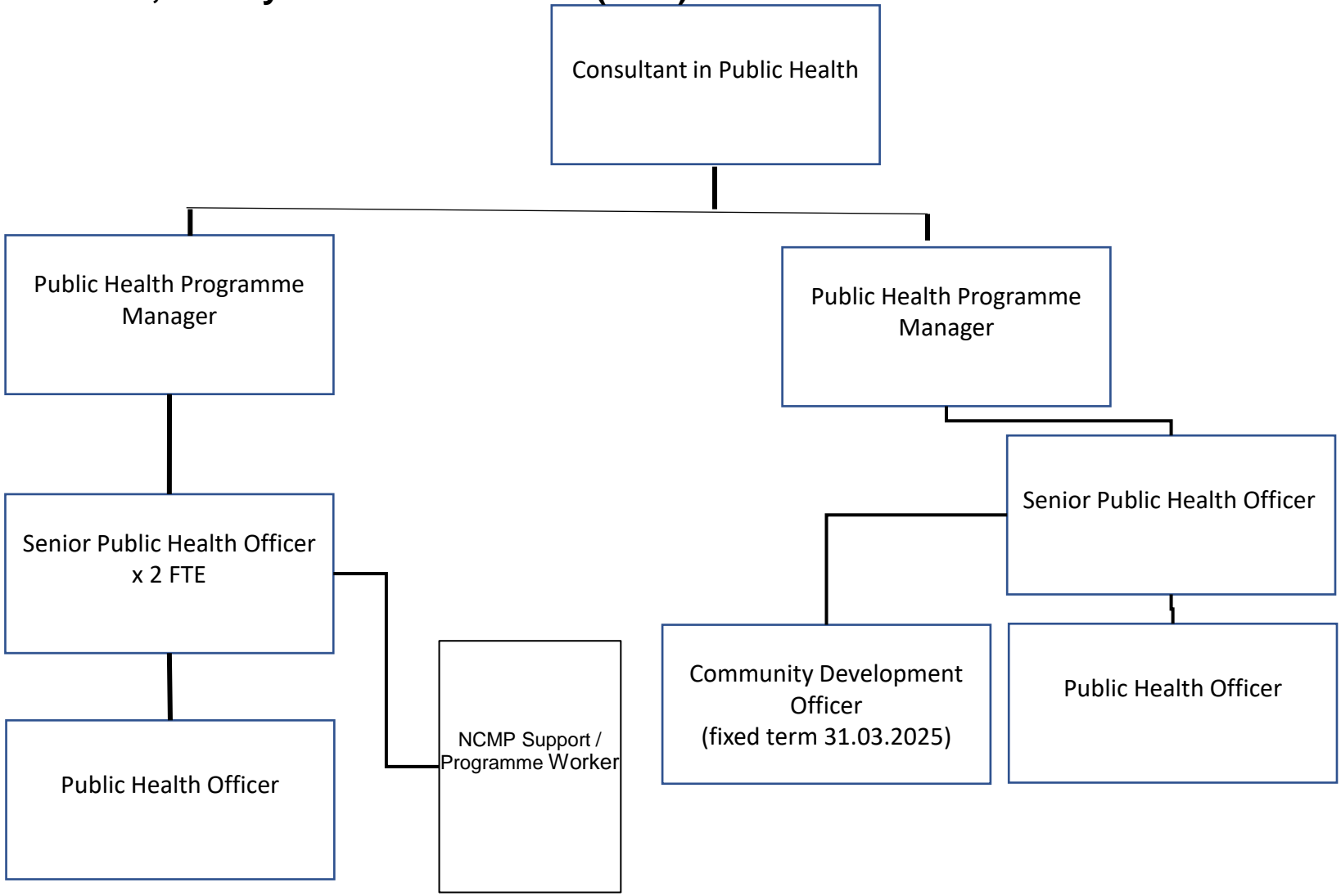
- Use of digital and channel shift e.g. phone to internet
- Explore alternative delivery models e.g. LATC, Trust, VCSE sector

Public Health: Leadership Team
Current Structure



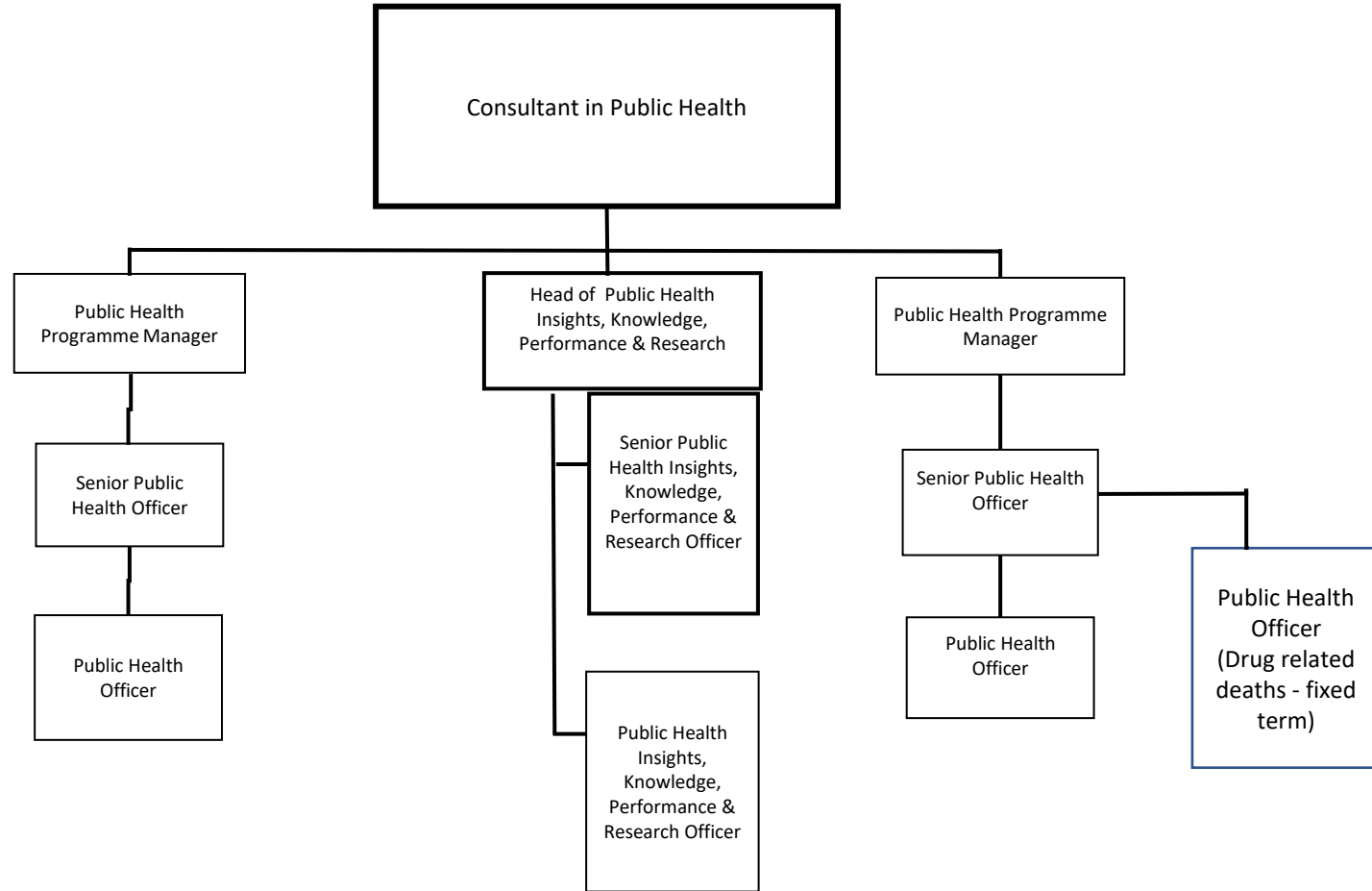
Public Health: Team Children, Family and Communities (CFC)

Current Structure



Public Health: Health Improvement and Prevention (HIP)

Current Structure



Public Health: Health and Public Protection (HPP)

Current Structure

