



## Personnel Sub-Committee – 19 March 2018

### Employment of a Health and Planning Co-ordinator

#### Purpose of report

This report seeks permission to employ a Health and Planning Co-ordinator at no cost to the Council.

#### 1.0 Background

- 1.1 The Northamptonshire Health & Wellbeing Board, on which the Chief Executive sits as the District and Borough Councils' representative, recently set up a sub-group, which the Chief Executive chairs, to look at how to link health and planning more effectively.
- 1.2 It has been recognised that, particularly when Local Planning Authorities are considering major developments, for example Rushden East, health input tends to be late and confined to consideration of what GP provision might be needed rather than wider health and wellbeing opportunities.

#### 2.0 Proposal

- 2.1 The Health and Planning Group mentioned above has looked at how provision is made elsewhere in the country and identified what is considered to be best practice. Consequently, it is proposed that a Health and Planning Co-ordinator (job title to be confirmed) should be employed to work with planning services and health partners across the county. It is recognised that it will be a major task for one person to carry out this role effectively, but the intention initially is demonstrate 'proof of concept' with a view to increasing the number of co-ordinators in due course.
- 2.2 Some grant funding has been obtained by the North Northamptonshire Joint Planning Unit (NNJPU) and further funding will be contributed by the County Council's Public Health service as part of its ring-fenced grant from Public Health England. This total funding is expected to fund the role for about a year, and opportunities for further funding are being investigated with a view to extending that period to two years.

#### 3.0 Employment Implications

- 3.1 While the long-term intention is for posts such as this to be hosted and paid for by health partners such as the CCGs, an interim arrangement is required for this role. As the NNJPU sourced the initial grant funding and the Head of the NNJPU is an ENC employee, it is proposed that the co-ordinator should also be employed by ENC, and will report to the Head of the unit.

#### 4.0 Financial implications

- 4.1 It is intended that this proposal should not create any new financial implications for this council. These could arise in two areas: costs of salary and expenses whilst in post and any potential costs arising from future redundancy. The term of employment will be based on the funding available to ensure that it is fully funded, and employment will cease when that funding is exhausted.

## 5.0 Legal implications

5.1 We will consider the need for a Memorandum of Understanding to ensure that the council's interests as the employer are protected. There are no other legal implications arising from this proposal.

## 6.0 Risk implications

6.1 The main risk to the Council is the financial risk, which will be managed as set out in section 4.1 above. The purpose of creating the role is to reduce the risk that health and wellbeing services are not adequately provided for on new developments.

## 7.0 Equality implications

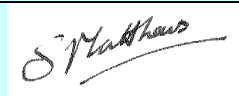
7.1 This post will be put through the Council's usual job evaluation process, which ensures that jobs are graded fairly compared to jobs of equivalent value across the council. Recruitment to the role will follow our normal procedures to ensure that candidates with protected characteristics are given equal opportunity.

## 8.0 Recommendations

8.1 The Sub-Committee is asked to:

- a) Approve the recruitment of a Health and Planning Co-ordinator; and
- b) Note that the appointment will be at no cost to the Council.

*(Reason: To enable health considerations to be taken into account more effectively in the planning process across the county while ensuring that the Council is not exposed to any increased financial or non-financial risks as a result)*

<b>Legal</b>	Power: Local Government Act 1972				
	Other considerations:				
<b>Background Papers:</b>					
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<b>Date:</b> 8 <sup>th</sup> March 2018					
<b>CFO</b>		<b>MO</b> 9/3/18		<b>CX</b>	

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