

Committee Name and Date of Committee Meeting

Council – 16 July 2025

Report Title

Director of Public Health Appointment

Is this a Key Decision and has it been included on the Forward Plan?

No

Strategic Director Approving Submission of the Report

Ian Spicer, Strategic Director of Adult Care, Housing and Public Health

Report Author(s)

Jenny Roodt, HR Business Partner

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Ward(s) Affected

Borough-Wide

Report Summary

The Council is required to appoint a Director of Public Health. Full Council has been designated this function under the terms of the Constitution. The Council are requested to agree to the recommendation of the Senior Officer Appointments Panel which was established in accordance with the terms outlined in the Staffing Committee report dated 23rd January 2025.

Recommendations

1. That Council appoints Emily Parry-Harries to the post of Director of Public Health.

List of Appendices Included

None

Background Papers

The Constitution of Rotherham Metropolitan Borough Council

Consideration by any other Council Committee, Scrutiny or Advisory Panel

No

Council Approval Required

Yes

Exempt from the Press and Public

No

Appointment of the Director of Public Health

Director of Public Health Appointment

1. Background

- 1.1 Councils have a legal duty through legislation related to Public Health to improve the health and wellbeing of residents; reduce the differences in health outcomes between populations they serve and protect the health of local people.
- 1.2 On 23 January 2025, Staffing Committee approved the recruitment process for the Director of Public Health.
- 1.3 An appropriate recruitment process was undertaken which resulted in Emily-Parry-Harris being the preferred candidate to take the role as the Director of Public Health.
- 1.4 The appointment has been approved by the Secretary of State for Health and Social Care.
- 1.5 There is guidance on the requirements for this recruitment process issued on appointing directors of public health produced by Public Health England and this guidance has been followed throughout the recruitment process.

2. Key Issues

- 2.1 The Council has undertaken a robust recruitment process to arrive at the appointment of the Director of Public Health, ahead of the Senior Officer Appointments Panel.
- 2.2 The Senior Officer Appointments Panel made their final decision on 10 June 2025 and recommend Council formally appoint Emily Parry-Harries as its Director of Public Health.
- 2.3 The salary for the post of Director of Public Health is £99,174.

3. Options considered and recommended proposal

- 3.1 The Council is required to appoint to the statutory role of Director of Public Health. It has done so through a fair and transparent recruitment and selection process.
- 3.2 Recruitment to the role has been undertaken by the Senior Officer Appointments Panel and is required to be ratified by Council in accordance with the Constitution.
- 3.3 The Council is required to have a Director of Public Health and has followed the appointment process which accords with legislation. No other options are available for the appointment of this role.

4. Consultation on proposal

- 4.1 Consultation has taken place with the Leader and Chief Executive.

5. Timetable and Accountability for Implementing this Decision

- 5.1 The date of commencement of the Director of Public Health is 1 September 2025.

6. Financial and Procurement Advice and Implications

- 6.1 The Director of Public Health is a budgeted post; therefore the current and future costs of this post are factored into the Council's financial planning.

7. Legal Advice and Implications

- 7.1 The recruitment process has been undertaken in accordance with legislation, employment law and best practice. All other legal implications are covered within the main body of the report.

8. Human Resources Advice and Implications

- 8.1 All HR implications have been considered throughout this process and a fair and transparent recruitment and selection process has been followed.
- 8.2 An appropriately rewarded workforce motivates employees and meets standards of fairness and equality required by employment legislation.
- 8.3 The Director of Public Health is an essential role within the local authority and has a statutory duty to seek assurance around the steps in place to protect the health of the population.

9. Implications for Children and Young People and Vulnerable Adults

- 9.1 The Director of Public Health will be responsible for ensuring that all public health services are central to Council activities. Using the best and most appropriate evidence, the Director will determine the overall vision and aims for public health in Rotherham.
- 9.2 The Director of Public Health will work closely with colleagues supporting children, young people and vulnerable adults to manage and deliver all relevant objectives.

10. Equalities and Human Rights Advice and Implications

- 10.1 The Director of Public Health is required to ensure that the Public Health Service takes full account of all relevant Equalities and Human Rights duties and the needs of all communities and residents in every aspect of the work of the service. There are no equalities implications arising from the report.

11. Implications for CO₂ Emissions and Climate Change

- 11.1 There are no direct implications arising from this report, although appointing to the role of Director of Public Health will support continued leadership of the Council's strategies.

12. Implications for Partners

- 12.1 The Director of Public Health will work with all agencies and partners to deliver the aims and objectives of the Council's and Partners' Public Health plans and programmes

13. Risks and Mitigation

- 13.1 By having regard to the detail of the report above in respect of meeting statutory requirements, any risk implications will have been mitigated. Consequently, there are no risks to be borne in mind in respect of the recommendation.

Accountable Officer(s)

Jenny Roodt, HR Business Partner

Approvals obtained on behalf of:

	Name	Date
Chief Executive	John Edwards	02/07/25
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	02/07/25
Assistant Director of Legal Services (Monitoring Officer)	Phillip Horsfield	03/07/25
Assistant Director of Human Resources (if appropriate)	Lynsey Linton	27/06/25
The Strategic Director with responsibility for this report	Ian Spicer, Strategic Director of Adult Care, Housing and Public Health	03/07/25
Consultation undertaken with the relevant Cabinet Member	Cabinet Member for Adult Social Care and Health - Councillor Baker- Rogers	10/06/25

Report Author: Jenny Roodt HR Business Partner, Human Resources

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