



BROMLEY CIVIC CENTRE, STOCKWELL CLOSE, BROMLEY BRI 3UH

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## EXECUTIVE

### Meeting to be held on Wednesday 10 February 2016

Please see attached supplementary information for the item below.

- 7 **PROPOSAL FOR THE COUNCIL'S PUBLIC HEALTH BUDGET 2016/17 AND 2017-18** (Pages 3 - 6)

*Copies of the documents referred to above can be obtained from*  
<http://cds.bromley.gov.uk/>

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# Consultation Feedback.

## Staff Feedback

	Description of issue /concern	How to manage:
1	Loss of GP posts. How will clinical input and expertise be provided?	
2	Concerns about capacity with the loss of staff, potential loss of staff during transition to new structure. (Is there a backup plan for expediting recruitment)	Expedite recruitment
3	Programme cannot be without trained staff for any length of time, recruitment for new position and/if further existing staff leave.	
4	Concerns about more generic Admin roles: <ul style="list-style-type: none"> <li>• Recognition that Admin supports are specifically trained to manage the programme IT software, test results and pathways (Grade?)</li> <li>• Also disparity between the role in managing this quite diverse programme against other PH roles.</li> </ul>	Support in reassuring existing staff, to avoid losing them.
5	Accuracy of posts titles <ul style="list-style-type: none"> <li>• Consultant in Public Health (Children) should read 0.8WTE</li> <li>• Title posts, should be Vascular Prevention Programme</li> <li>• Will nurses title change</li> </ul>	Correct titles in structure

# Stakeholders Feedback

	Description of issue / concern	How to manage:
<b>Public Health England</b>		
	<ul style="list-style-type: none"> <li>• A cut in childhood obesity programme when rates of overweight children remain high</li> <li>• Cessation of adult weight management programme, physical activity programme and smoking cessation programme against the HWB Strategy priorities and evidence of effectiveness</li> <li>• An uncertain picture regarding the school nursing programme</li> <li>• Clarity about future use of PH grant</li> </ul>	Discussions with Director of Public Health
<b>Users of HIV peer-support service – engagement exercise</b>		
	<ul style="list-style-type: none"> <li>• It is a well informed and educated group that provides opportunities for learning and advice around self-management, as well as medical updates regarding current treatment and health information.</li> <li>• A safe, confidential and honest environment for people to discuss their diagnosis and helped combat the severe social</li> <li>• Advocacy support was for many invaluable at times when information regarding housing and welfare benefit had become unmanageable</li> <li>• There is no similar provision in the borough that provides a lifeline for people who are often extremely vulnerable. All service users said the closure of the service would have a “huge impact” on their resilience and quality of life.</li> </ul>	

## Public Health Consultation Meetings

As part of the consultation process the following meetings have been held with staff, and it is believed that all staff have attended one or more meetings.

September 18th 2015, at 11 am

September 25th 2015, at 2 pm

October 1st 2015, at 3.30pm (repeat of information given on 25th)

January 20<sup>th</sup> 2016, at 2.30 pm.

A further meeting will be held on February 15<sup>th</sup> 2016.

The times of the meetings have been varied to allow all staff to attend, and in addition the Director of Public Health has had an “open door” policy for any staff wanting to meet with her.

Human Resources have been available for 1 to 1's, and two members of staff have taken these up.

(Additionally all affected staff are also being offered 1-1 consultation if required in line with good HR practice and the legal provisions in the Trade Union and Labour Relations (Consolidation Act 1992).

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