



Heads of Human Resources
Local Authorities with Public Health Responsibilities

6th February 2015

Dear Colleague,

Continuity of Service for Public Health Staff

Last year a group involving the Local Government Association, Public Health England, the Association of Directors of Public Health and the Faculty of Public Health published a joint document entitled *Public Health in the 21st Century: Organising and managing multidisciplinary teams in a local government context*. A copy is attached for ease of reference.

Public Health in the 21st Century dealt mainly with the question of when it might be appropriate to employ medical consultants in Public Health roles in Local Government and the contractual and recruitment consequences. The document acknowledged also that more work needs to be done to ensure that specialists in Public Health from backgrounds other than medicine remain an important component of effective, modern Public Health teams and that the valuable contribution that people from the wider workforce can make in Public Health is optimised. The group indicated that it would develop further support and guidance covering these wider groups of staff.

The group adopted a key principle which is that any national actions and guidance should be focused on ensuring that skilled and motivated people can develop their careers by moving freely around the new Public Health system. With this in mind, the group identified that the rules around continuity of reckonable service for some important terms and conditions were a major potential barrier to free movement. The group set out the issues in *Public Health in the 21st Century* and developed some options for action.

The most ambitious option involves working with Government, in consultation with employers and trade unions, to agree appropriate changes to regulations to produce a consistent and fair approach. The group is continuing to pursue such regulatory change but has no particular news to report at this time.

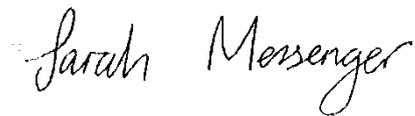
The most achievable options in the short term involve recommending to local employers that they use their current discretionary powers to best effect. The group would like to take this opportunity to reiterate its clear view that employers should endeavour to make an offer on continuous service to staff whenever possible.

To help employers with their decisions, the LGA has prepared the attached technical note which sets out in greater detail the options that are available. The note has been endorsed by Public Health England, the Association of Directors of Public Health and the Faculty of Public Health. Any enquiries on the note should be addressed in the first instance to jon.sutcliffe@local.gov.uk

Yours sincerely,



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Sarah Messenger
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Dr Peter Sheridan
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