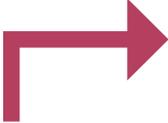


Next steps – establishing Public Health England



Appointing Public Health England's leadership team

Getting the right people to lead the new Public Health England is critical and the work to establish Public Health England begins now.

We expect to appoint a Chief Executive designate in April 2012 in advance of the organisation starting its operations to manage the transition process, and to further develop and implement the operating model for Public Health England through 2012/13.

The Chief Executive designate will then wish to appoint the senior team.

Transition plans for the Public Health England workforce

We have identified approximately 5,000 highly trained and dedicated members of staff within the existing organisations and functions that will transfer across into Public Health England in April 2013. We will negotiate specific terms and conditions that meet the Civil Service Code¹ but retain the flexibilities from NHS terms and conditions.

The expertise and professionalism of this workforce will prove a valuable asset for Public Health England.

Staff from a range of specialist organisations are coming together to form Public Health England:

- Health Protection Agency staff including scientists, doctors, nurses, technicians, emergency planners, analysts and administrators, who identify and respond to health hazards and emergencies caused by infectious disease, hazardous chemicals, poisons or radiation
- National Treatment Agency for Substance Misuse staff including clinicians, analysts and experienced drug treatment workers and commissioners from a variety of backgrounds across the health, social care, criminal justice and substance misuse fields, who improve the availability, capacity and effectiveness of drug treatment in England
- Department of Health staff, including public health practitioners, whose functions are expected to transfer to Public Health England
- public health staff working in strategic health authorities who currently lead a range of functions including health protection, health improvement and screening, which are expected to transfer to Public Health England
- the regional and specialist public health observatories whose staff produce information, data and intelligence on people's health and healthcare for practitioners, policy makers and the wider community
- the cancer registries and the National





Cancer Intelligence Network whose staff are responsible for the collection, analysis, interpretation and dissemination of population-based cancer data

- the National End of Life Care Intelligence Network whose staff aim to improve the collection and analysis of information related to the quality of care provided to adults reaching the end of life to support the improvement of services
- NHS Screening Programmes whose staff lead and support screening programmes in England
- the UK National Screening Committee which is responsible for providing advice on screening to the UK countries
- the quality assurance reference centres whose staff aim to maintain standards in the cancer screening programmes while supporting excellence
- public health staff working in primary care trusts whose functions are expected to transfer to Public Health England including consultants in dental public health who work with a range of partners to improve oral health and ensure patient safety and improved quality in dentistry
- public health staff working in specialised Commissioning Groups who support the effective commissioning of specialised services, and the optimal use of healthcare resources.

Once the final phases of Public Health England's design are completed in the

summer of 2012, we will identify the posts that will be needed before Public Health England is established and we will start the process of appointing to them in line with equalities legislation.

This stage will be called the pre-transfer appointment process. We will seek to offer staff as much detail about this process as we can as soon as we can.

We expect a significant majority of staff to be transferred to Public Health England, continuing the roles they currently fulfil.

Confirmation of the full details of the people transfer process will be published in June 2012, as part of the Public Health England People Transition Policy.

The pre-transfer appointment process will then run from July to October 2012 to match existing posts to Public Health England's new establishment.

Our transition milestones for establishing Public Health England are shown in the table on the following page.

¹ The Constitutional Reform and Governance Act 2010 includes provisions relating to the Civil Service. It places the Civil Service values on a statutory footing and includes the publication of a Civil Service Code. More information: www.civilservice.gov.uk/about/values





Transition milestones for establishing Public Health England	
January 2012	Building Public Health England People Transition Policy document published, outlining the high-level process for filling posts, the process for senior appointment and the progress on partnership working Public Health England's running costs and budgets confirmed
June 2012	Full People Transition Policy published with terms and conditions
July to October 2012	Confirmation of employment pools for transfers, and redeployments available Pre-transfer appointment process to match existing posts to new Public Health England establishment
October 2012	Consultation with all staff and trade unions on the transfer process
December 2012 to March 2013	Review and agree Public Health England People Transition Policy for phase two of transfers and appointments
1 April 2013	Public Health England assumes full powers ¹
¹ Subject to the Health and Social Care Bill receiving Royal Assent	



Produced: December 2011
Gateway reference: 16912