

Public Health Practitioner Development Scheme



Kent, Surrey & Sussex 2022-2023

Welcome to the Kent, Surrey & Sussex Public Health Practitioner Scheme Webinar

Before we start our session:

- Please set your mic on mute
- We have set up a Jamboard for questions. Please use this to ask questions as we go through. We will make sure there is time to have a Q&A at the end.

https://jamboard.google.com/d/1w2OM_HVbjkyX8-AQwoK-Ap-f73buEHrOmi_JsFI_mg4/edit?usp=sharing

About you

Your Name

Your Role



30 seconds

Outline

- Role of UKPHR and the Practitioner standards
- Overview of Kent, Surrey, Sussex Public Health Practitioner Programme
- A Practitioner's perspective
- Benefits of joining the scheme
- Criteria for joining the scheme
- The Support you can expect
- How to apply
- Q&A's

What is the role of UKPHR?

It is the independent, regulator for public health professionals in the United Kingdom, and is responsible for the professional regulation of public health specialists, specialty registrars and practitioners



Registration assures the public, employers and commissioners of public health services that practitioners who are registered are safe and effective in what they do. It also provides recognition of achievement for the practitioner

It serves to provide public protection by ensuring that only competent public health professionals are registered and that high standards of practice are maintained.

- Since 2003, UKPHR has been the voluntary regulator for non-medical public health specialists – over 1000 Specialists have registered with UKPHR to date.
- From 2011, the Register opened to practitioners – The latest number of Practitioners who have registered with UKPHR is just over 600.
- Practitioners join a local scheme that is quality assured by the UKPHR.
- Standards are regularly reviewed. Latest version – *UKPHR Registration Standards 2018 2nd Edition*.



Kent, Surrey & Sussex Scheme

- Launching for 2023 as part of the new KSS school of Public Health.
- It is not a training programme, but it does facilitate and support practitioners who meet the entry criteria in filling gaps in their knowledge and experience so that they can prepare a portfolio of evidence to achieve registration with the UKPHR.
- Will provide a high level of support for practitioners, building on the experience of schemes run in different parts of the country.
- It includes:
 - Application and interview process
 - Induction day
 - A series of 5 masterclasses
 - 4 portfolio development group days
 - Mid-year review
 - Assessment
 - Verification
 - Timeline: 12 months from induction to completion of portfolio
- On successful completion Practitioners are eligible to apply for professional registration with the UKPHR

Introducing the standards

34 standards spread over 8 areas of practice

1. Practising professionally, ethically and legally

2. Using public health information

3. Assessing the evidence for public health interventions and services

4. Protecting the public from health risks

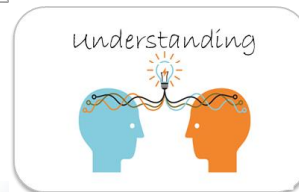
5. Implementing public health policy and strategy

6. Collaborating across organisations and boundaries

7. Planning, implementing and evaluating public health programmes and projects

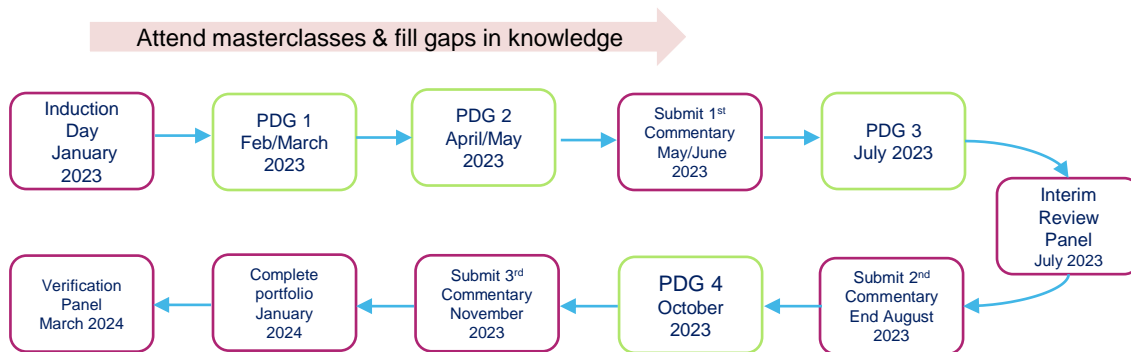
8. Communicating with others to improve health outcomes and reduce health inequalities

For every standard the practitioner must demonstrate 3 elements



E.g. Standard 1.2: Use an ethical approach in your area of work, identifying ethical dilemmas or issues and how you address them.

An overview of the Scheme



Expectations of you:

- Fill gaps in knowledge and/or application
- Complete **3** written pieces of work (commentaries) to demonstrate knowledge, understanding & application of all 34 standards
- Participate in all aspects of the programme including evaluation and ongoing support of the scheme, for example by becoming a mentor or assessor for the scheme
- Meet scheme deadlines and submit work using the e portfolio platform

Criteria for joining the scheme

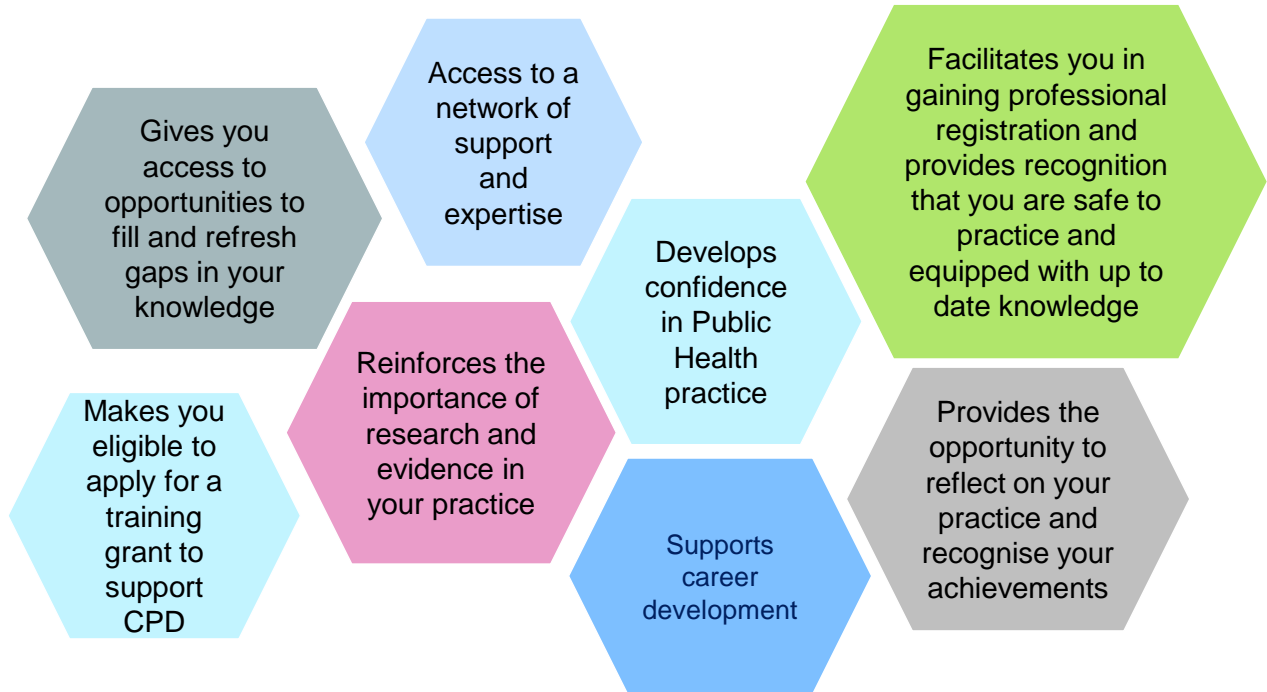
- Employment in Kent, Surrey or Sussex
- Minimum of 2 years' public health experience, in an NHS agenda for change band 5 – 7 post (or equivalent role)
- Demonstration of a broad range of relevant experience, with any gaps capable of being met within 6 months of starting on the scheme
- Commitment to completing a portfolio by **19th January 2024**, with the expectation that applicants will dedicate a significant amount of **personal time** along with up to 8 days of work time
- Commitment from your line manager to support you through the process
- To read and understand the Public Health Practitioner Development Scheme Framework & Guidance Document, prior to submitting an application



Practitioner's perspective



Benefits of joining the scheme



“Doing this in this extraordinary year has given me an even greater sense of achievement. It has been an affirming experience at a very challenging time.”

Practitioner 2020 Scheme

The support you can expect during the scheme

- **Engagement in a portfolio development group**

Protected time with your peers in a safe and constructive environment

- ✓To help guide you through the portfolio requirements
- ✓To access support and challenge from peers in different Public Health roles
- ✓To explore how you will fill gaps in knowledge and experience
- ✓To motivate you to keep yourself on track and complete your portfolio

- **Feedback on your draft work prior to submission**

- **An interim review to support you with your progress**

- **We recommend you also consider finding a local mentor to support you on your journey towards registration, someone familiar with the requirements**

What happens at the end of the scheme?

- Your final portfolio will be reviewed by a verifier
- A verification panel will determine if you have met the criteria for registration
- Successful candidates will be recommended to UKPHR
- You will apply to go on the UKPHR register
 - Annual fee payable- £108 pa plus one off £25 admin charge for 1st year (You can claim tax relief on professional fees)
- Revalidation is every five years: registered practitioners are expected to maintain their CPD to fulfil revalidation (75 hours over 5 years)
- But most of all, a great achievement!

Completing the application form:

- Section A – Your details
- Section B – supporting information
- **Section C – Baseline Self Assessment**
- **Section D- Write up of a piece of work**
- Section E- For your line manager to complete

Section C: The baseline assessment

An opportunity to start to get familiar with the standards

- Be honest in your self assessment for each standard. You are expected to have gaps.
- Knowledge and application are assessed separately.

1st RAG rate the standard

If your RAG rating is Green or Amber

- In the knowledge column, note: How you acquired the knowledge e.g., through an assessed course module, internal training programme etc
- In the Application column, note an example of where you have applied this standard and how you might evidence this e.g., a report or email

If your RAG rating is Red this highlights a development opportunity:
Highlight any ideas you have for addressing your gaps at the end of section C

Section C: Baseline Self assessment

I have sufficient evidence to demonstrate this standard/indicator (GREEN)	I have some evidence to demonstrate this standard/indicator (AMBER)	I have no evidence to demonstrate this standard/indicator (RED)
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		The evidence you think you will use to demonstrate each of the standards.¶ How you acquired the Knowledge e.g. a course module ¶ Evidence of application e.g. a piece of work with corroborative evidence such as a report¶		
Area 1: Practising professionally, ethically and legally¶		¶ RAG-Rating¶	Knowledge-evidence?¶	Application-evidence?¶
1.1¶	Comply with statutory legislation and practice requirements in your area of work.¶	¶	¶	¶
1.2¶	Use an ethical approach in your area of work, identifying ethical dilemmas or issues arising and how you address them.¶	¶	¶	¶
1.3¶	Act in ways that promote equality and diversity¶	¶	¶	¶
1.4¶	Act in ways that value people as individuals.¶	¶	¶	¶
1.5¶	Act in ways that recognise people's expressed beliefs and preferences.¶	¶	¶	¶

Example of a section of the Self assessment

Std	Description of standard	RAG rating	Knowledge evidence?	Application evidence?
1.2	Use an ethical approach in your area of work, identifying ethical dilemmas or issues arising and how you address them.	Green	LSBU Masterclass in Ethics (Feb 2023)	<u>Child health project</u> Ev: Specification I wrote with section on need for an ethical approach
1.3	Act in ways that promote equality and diversity	Yellow	In house Equality and Diversity training (2022)	<u>Healthy Weight Project</u> Not sure what evidence to use for this standard
1.4	Act in ways that value people as individuals	Red	<u>Gap</u> See page 10	<u>Gap</u> As I work strategically not sure how to demonstrate this standard- see page 10

Excerpt from page 10

Using the baseline self-assessment form above, please summarise below any gaps you have identified & your suggested plan to address them:		
Standard that you have identified a gap in knowledge and/or application	Proposed activity to address gap (i.e. training, shadowing, etc.)	Target completion date
1.4	<p><u>In relation to application:</u> Discuss opportunities to address this standard with my line manager by getting involved with a suitable piece of work</p> <p><u>In relation to Knowledge:</u> Use masterclass or on line course to top up learning</p>	April 2023

Section D: Write up of a piece of work

Insert title of piece of work here

Choose two standards that you can address from this piece of work.

For each standard write your narrative below, demonstrating: How you acquired the knowledge; your understanding of the standard and how you have applied that understanding within the piece of work in no more than 300 words per standard

List the evidence you would use to demonstrate knowledge and application

First standard (insert standard number here) followed by your narrative

Second standard (insert standard number here) followed by your narrative

Section D: Write up of a piece of work

- Choose a distinct piece of work that
 - ✓ is complete
 - ✓ has led to some positive outcomes
 - ✓ will enable you to showcase your competence
- Give the piece of work a title with a clear **Public Health Outcome**
- Pick two standards (one from area 1 and one from area 5) that you can demonstrate through your chosen piece of work.
- Use the template to demonstrate
 - ✓ How you acquired the knowledge
 - ✓ your understanding of the standard
 - ✓ How you have applied the standard within the piece of work
- List the evidence you would use to demonstrate your *knowledge & application* in the appropriate column

See examples on page 11 of the application form

Important dates

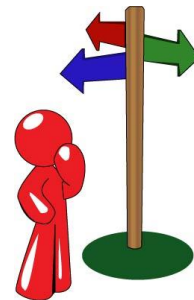
- Deadline for submitting an application: 10th November, 12pm
- Outcome of shortlisting 22nd November
- Interviews scheduled for w/c 5th December
- Outcome of interviews w/c 12th December
- Induction day 17th or 19th January (specify preferred date on application form)

See page 2 of the application form for further information

Reflections: Should I apply?

Be clear about your motivation for doing this

- Recognise your skills and experience?
- Help progress your career?
- Help you move into a different area of Public Health?
- Help you apply for a more senior role?
- Increase your employability?
- Enable you to gain some professional development?
- Other?



Be honest with yourself about the commitment required

- Are you able to commit to all the dates set out in the application form?
- Are you prepared to **invest personal time** on a regular basis in addition to the protected development time?
- How will you juggle the requirements with other priorities?
- Is this the right time for you?



'I've gained a lot from doing the scheme. My confidence has grown and I've been able to secure a more senior role in mainstream Public Health that I couldn't have got without this'
Practitioner 2021 Scheme

'I've grown in confidence and It has validated the work I am involved in and helped me see how what I do benefits the population. I've learnt to be more explicit in expressing what I do and reflect on the impact of my work'

Practitioner 2021 Scheme

'Its made me reflect on ways of working and given me opportunities to access different types of work and top up my knowledge'
Practitioner 2021 Scheme

Send your completed application (along with your CV) to
phworkforcedevelopment@kent.gov.uk by 10th November 2022