Consultant in Public Health/Public Health

Medicine  
Grade 15

**Employing organisation:** Staffordshire County Council

**Accountable to:** The post-holder will be dually accountable:

* + - * + professionally to the employing authority Staffordshire County Council.
        + managerially to the employing organisation via the line manager, usually the Assistant Director of Public Health.

**Managerially responsibility:** May be required to manage team members including:

Senior Commissioning Manager

Commissioning Manager(s)

Commissioning Officer(s)

1. **Appointment**

This is a post for a CPH/CPHM employed by Staffordshire County Councilserving a population of circa 870,000 residents. The main base for the role is at Staffordshire Place 1 in Stafford, but the Council supports flexible working, including some home working if required/preferred.

1. **Job Summary**

The Directorate of Health and Care leads the Council’s statutory responsibilities for Public Health and Adult Social Services, harnessing the resources of the whole Council and partners to improve and protect the health of the population. The role is within a friendly, supportive, highly professional and experienced public health team, and will offer an opportunity to work for a forward thinking, ambitious organisation, within a county rich in diversity, culture and natural assets. This role will not only be personally rewarding, but you will have the opportunity to really make a difference, that you will be challenged and equally supported to deliver

## If you are looking for a challenge in an organisation that has bold ambitions and a vision for the people we serve to prosper, be healthy and happy this could be the role for you.

As a Consultant in Public Health at Staffordshire County Council you will have the chance to support and improve the lives of our local population. There will be core and statutory functions to fulfil, but there is also opportunity to shape the role according to specific interests and areas of expertise. An initial job plan will be jointly agreed with Director of Health and Care and Assistant Director of Public Health and Prevention and will be reviewed regularly.

In this challenging but rewarding role you will be expected to be able to cope with multiple and changing demands, and to meet tight deadlines. A high level of intellectual rigour, negotiation, motivation skills and flexibility are required to deal with complex public health issues. You’ll have the ability to change and develop services, give advice, and make recommendations regarding health and care.

On behalf of the local authority, the post-holder working with the Assistant Director of Public Health and other consultant colleagues will lead on improving the health and wellbeing of the residents. The post-holder will act as a change agent to enable delivery against a range of public health outcomes and programmes of work. The post-holder will be expected to work across organisations, be able to influence without control as well as advocate for change.

**Strategic objectives may include:**

* + Ensure development and maintenance of systems and processes to enable us to work with partners to respond to major incidents and health protection threats.
  + Take responsibility for ensuring delivery of the public health mandated services, including: sexual health services, NHS Health Checks and specialist public health support to healthcare.
  + Leading work across all Council directorates as well as influencing strategic partnerships to embed health in all policies and tackle health inequities.
  + Provision of subject-matter expertise.
  + To lead on improving health and wellbeing outcomes for a particular target population.

The work will include building relationships and trust across other council departments and with partner organisations and communities. This will include providing specialist advice to the Health and Wellbeing Board and development of the Integrated Care Partnership.

The post-holder will be expected to demonstrate expertise in the full range of relevant competencies as set out by the Faculty of Public Health. This includes evaluation techniques, policy analysis and application and ability to communicate effectively with a range of stakeholders including politicians. In addition to any direct responsibility for managing staff or budgets, the postholder will be responsible for change and improvement in the agreed areas of work and for supporting the delivery of the statutory duty of the Council to take the steps it considers necessary to improve the health of residents.

**The employing organisation**

Our vision is to be a county where big ambitions, great connections and greener living give everyone the opportunity to prosper, be healthy and happy.

## About the Service

The health and care vision is*Inspiring healthy independent living*, and is led by the Director of Health and Care (DPH).

The structure for Health and Care provides a clear focus on 3 defined areas of work:

* Public Health and Prevention
* Adult Social Work and Safeguarding
* Care Commissioning

This role sits within the public health and prevention team but will be expected to work closely with, and across, all areas of the health and care directorate.

Health and Care will have four strategic objectives for 2021-26. These are:

1. **Promote good health and independence**, and encourage and enable people to take personal responsibility for maintaining their well-being
2. **Ensure effective and efficient assessment** of needs that offers fair access to services
3. **Maintain a market** for care and support that offers services at an affordable price
4. **Ensure best use of resources**, people, data and technology

The post-holder working with the Assistant Director and DPH will be expected to make best use of both public health department resources as well as influence the resources in the Council as a whole.

1. **The strategic responsibility and key tasks**

The post-holder is expected to demonstrate expertise across the full range of relevant competencies as set out by the Faculty of Public Health (Appendix 1) and where required, take responsibility for resolving operational issues. In negotiation with the Assistant DPH (&/or the Council), the post-holder may be asked to take on responsibilities that are underpinned by any of the FPH competencies. Post-holders will be expected to maintain both the general expertise as well as develop topic-based expertise as needed and will be expected to deputise for the Assistant DPH and/or DPH, when required.

The range of duties expected of the post-holder include:

* Leading the technical and managerial development, implementation and delivery of national, regional and local policies.

* Developing inter-agency and interdisciplinary strategic plans and programmes in collaboration with partners at all levels, contributing to the Joint Health and Wellbeing Strategy, with delegated authority to deliver key public health targets.
* Use of data and intelligence to provide expert public health advice and leadership to inform an evidence-based approach for commissioning and delivery of high-quality services.
* Provision of public health leadership and input to local NHS and partnerships, including development of the Health and Wellbeing Board and Integrated Care Partnership.
* Providing whole system leadership and strategic support to the Assistant DPH in undertaking key statutory and leadership duties including assurance programmes for health protection and emergency planning functions.
* Contributing to the formulation and robust oversight of public health and wider council business plans, budgets and financial initiatives.
* Designing and delivering training to enable workforce development e.g. Specialist Registrars/trainees, work placements and internal skills development.
* Actively taking part in local academic and research partnerships with the two local Universities (Keele and Staffordshire) and NHS Trusts.
* Actively undertake revalidation, audit or other measures required to remain on the GMC/GDC Specialist Register or the UK Public Health (Specialist) Register or other specialist register as appropriate through a programme of CPD/CME, in accordance with Faculty of Public Health requirements, or other recognized body.
* Commissioning or undertaking high quality research audits/projects and audit.
* Health needs and health impact assessment
* Development and maintenance of systems and processes to enable the authority to work with partners to respond to major incidents, including health protection threats, including taking part in on call arrangements.

1. **Management arrangements and responsibilities**

The post-holder will be professionally accountable to the employing authority and managerially accountable to the employing authority via their line manager. Professional appraisal will be required.

The post-holder will be expected to take part in on call arrangements for communicable disease control/health protection as appropriate depending on local arrangements, and to deputise for the Assistant Director and/or DPH as required.

1. **Professional Obligations:**

The post holder is required to contribute to the achievement of the Council objectives through:

* 1. **Financial Management**

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

* 1. **People Management**

Engaging with People Management policies and processes

* 1. **Equalities**

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

* 1. **Climate Change**

Delivering energy conservation practices in line with the Council’s climate change strategy.

* 1. **Health and Safety**

Ensuring a work environment that protects people’s health and safety and that promotes welfare and which is in accordance with the Council’s Health & Safety policy.

* 1. **Safeguarding**

Commitment to safeguarding and promoting the welfare of vulnerable groups.

* 1. Participate in the organisation’s staff appraisal scheme and quality improvement programme and ensure appraisal and development of any staff for which s/he is responsible.
  2. Practise in accordance with all relevant sections of the General Medical Council’s Good Medical Practice (if medically qualified) and the Faculty of Public Health’s Good Public Health Practice and UKPHR requirements.
  3. Public health practice must be carried out within the ethical framework of the health professions.

1. **Personal Qualities**

The post-holder will deal with complex public health and wellbeing challenges in a multi-organisational and political environment. It is expected that the post-holder will be able to cope with such circumstances as well as multiple and changing demands, and to meet tight deadlines. A high level of intellectual rigour, political awareness and negotiation and motivation skills as well as flexibility and sensitivity are required. The post holder will have a high level of tact, diplomacy and leadership, including the ability work within the local political structures and all tiers of local government. Most of all the postholder will be enthusiastic, solution-focused, and eager to make a difference!

**Person Specification**

A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

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| --- | --- | --- |
| **Minimum Criteria for Disability Confident Scheme \*** | **Criteria** | **Measured by** |
| **employer_small**  **employer_small**  **employer_small**  **employer_small** | **Qualifications/Professional membership**   * Pursue a programme of CPD/CME, in accordance with Faculty of Public Health requirements, or other recognized body, and undertake revalidation, audit or other measures required to remain on the GMC/GDC Specialist Register or the UK Public Health (Specialist) Register or other specialist register as appropriate. * Inclusion in the GMC Specialist Register/GDC Specialist List/UK Public Health Register (UKPHR) for Public Health Specialists. * If included in the GMC Specialist Register in a specialty other than public health medicine/dental public health, candidates must have equivalent training and/or appropriate experience of public health medicine practice. * Public health specialist registrar and specialist trainee applicants who are not yet on the GMC Specialist Register/GDC Specialist List in dental public health/UKPHR must provide verifiable signed documentary evidence that they are within 6 months of gaining entry at the date of interview; all other applicants must provide verifiable signed documentary evidence that they have applied for inclusion in the GMC. **If you do not have this, contact us for an informal chat about development opportunities.** * Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body. | A/I  A/I  A/I  A/I  A/I |
| **employer_small**  **employer_small**  **employer_small** | **Knowledge and Experience**   * Delivery and development of successful change management programmes across organisational boundaries and whole systems and a complex public sector landscape. * Significant experience of working in a commercial environment driving efficiencies and value for money based on considerable market insight. Highly developed analytical skills using qualitative and quantitative data. * Experience of synthesising and simplifying complex information/data to explain public health issues to a range of audiences. * High level of understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation along with the ability to design, develop, interpret and implement strategies and policies. * In-depth understanding of the health and care system nationally and locally along with establishing influential relationships with local and national government. * In-depth knowledge of methods of developing clinical quality assurance, quality improvement and evidence based clinical and/or public health practice. | A/I  A/I  A/I  A/I  A/I  A/I |
| **employer_small**  **employer_small** | **Skills**   * Strategic thinker with proven leadership skills along with proven ability influence senior members including directors, CEO’ and Elected Members. * Motivating and articulate with ability to lead and manage teams across a complex system both directly and through matrix arrangements. * Able to take accountability for significant, direct and indirect budget/spend demonstrating understanding of the key drivers of financial management and oversight. * Ability to lead and respond appropriately in unplanned and unforeseen circumstances. | A/I  A/I  A/I  A/I |

**employer_small** If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, Braille, another language, on cassette or disc, please ask us by contacting

**Recruitment Admin Team on 01785 278300**

**Shared Services on 01905 947446**

**Shortlisting notes**

The Faculty of Public Health advises that in order to be shortlisted for a consultant post, applicants who are not yet on the GMC Specialist Register/GDC Specialist List in dental public health/UK Public Health (Specialist) Register (UKPHR) **must provide verifiable signed documentary evidence** that an application for inclusion on one of these specialist registers is **guaranteed within six months of the interview** and is simply the time taken to process application.

1. **Applicants in training grades**
   1. *Medical and dental applicants*

All medical/dental applicants must have Full and Specialist registration (with a license to practice) with the General Medical Council or General Dental Council (GMC/GDC), **or be eligible for registration within six months of interview.** Once a candidate is a holder of the Certificate of Completion of Training (CCT), registration with the relevant register is guaranteed.

Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), **or be within six months of award of CCT** by date of interview demonstrated by a letter from the Training Programme Director (TPD).

* 1. *Non-Medical Applicants in training programme*

All nonmedical applicants must be registered with the UKPHR or be within six months of registration at the date of the interview. Applicants must provide proof (letter of confirmation from UKPHR or the CCT) at interview.

1. **Applicants in non-training grades**

Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT.

Applicants from a medical background will be expected to have gained full specialist registration with the GMC through the Certificate of Eligibility for Specialist Registration (CESR) route.

Applicants from a background other than medicine would normally be expected to have gained full specialist registration with the UKPHR. However, exceptionally, individuals who can demonstrate that they have submitted a portfolio application to the UKPHR may be considered for shortlisting. **Suitable evidence at interview will be a letter from the UKPHR setting out likelihood of acceptance of portfolio within the next six months.**

**Employers are advised that individuals should not take up consultant in public health posts (including DPH posts) until such point as they have gained entry to the GMC Specialist Register/GDC Specialist List in dental public health/UK Public Health (Specialist) Register. Although applicants will be able to provide documentary evidence that an application is in progress, no guarantee can be made as to the outcome of an application to the GMC/GDC/UKPHR specialist registers. The exception to this is when the candidate holds the CCT.**

**The above guidance applies to applications for both general and defined specialist registration with the UKPHR. Individuals with defined specialist registration are eligible for consideration for shortlisting for, and appointment to, consultant posts including those at DPH level. In all appointments, employers will wish to ensure that an applicant’s areas of competence meet those required in the person specification.**

**GENERAL CONDITIONS**

**Local authority employers should add the following as appropriate to their policies and procedures.**

**Terms and conditions of service**

Authorities may:

1. Use health service medical and dental contracts for all applicants
2. Use health service medical and dental consultant contracts for doctors and dentists and Agenda for Change contracts for other specialists (but this is not recommended after the introduction of statutory registration).
3. Use local authority conditions modified to reflect professional obligations

**On call arrangements**

The post-holder will be expected to be on call for health protection and public health and to participate in the communicable disease and environmental hazards control and emergency planning arrangements for Staffordshire County Council. Suitable training will be provided for those who need it in discussion with UKHSA.

**Indemnity**

As the post-holder will only be indemnified for duties undertaken on behalf of Staffordshire County Council the post-holder is strongly advised to ensure that he/she has appropriate professional defence organisation cover for duties outside the scope of the Staffordshire County Council and for private activity within Staffordshire County Council. For on call duties provided to other organisations as part of cross cover out of hours arrangements the Staffordshire County Council has confirmed that those organisations will provide indemnity for the post-holder. These arrangements may differ across the four countries.

**Flexibility**

The post-holder may, with their agreement - which should not reasonably be withheld - be required to undertake other duties which fall within the grading of the post to meet the needs of this new and developing service. The employing organisation is currently working in a climate of great change. It is therefore expected that all staff will develop flexible working practices both within any relevant local public health networks and at other organisational levels as appropriate, to be able to meet the challenges and opportunities of working in public health within the new and existing structures.

**Confidentiality**

A consultant has an obligation not to disclose (other than in accordance with GMC guidelines) any information of a confidential nature concerning patients, employees, contractors or the confidential business of the organisation.

**Public Interest Disclosure**

Should a consultant have cause for genuine concern about an issue (including one that would normally be subject to the above paragraph) and believes that disclosure would be in the public interest, he or she has a duty of candour and should have a right to speak out and be afforded statutory protection and should follow local procedures for disclosure of information in the public interest.

**Data protection**

If required to do so, the post-holder will obtain, process and/or use information held on a computer or word processor in a fair and lawful way. The post-holder will hold data only for the specified registered purpose and use or disclose data only to authorised persons or organisations as instructed in accordance with the General Data Protection Regulation (GDPR).

**Health and safety**

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) and its amendments and by food hygiene legislation to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients and visitors.

**Equal opportunities policy**

It is the aim of the employing organisation to ensure that no job applicant or employee receives less favourable treatment on grounds of gender, religion, race, colour, sexual orientation, nationality, ethnic or national origins or disability or is placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable. To this end, there is an Equal Opportunities Policy in place and it is for each employee to contribute to.

**Appendix 1: FACULTY OF PUBLIC HEALTH COMPETENCIES**

**(2015 PH Specialty Training Curriculum)**

***Use of public health intelligence to survey/assess a population’s health and wellbeing***

To be able to synthesise data into information about the surveillance or assessment of a population’s health and wellbeing from multiple sources that can be communicated clearly and inform action planning to improve population health outcomes.

***Assessing the evidence of effectiveness of interventions, programmes and services intended to improve the health or wellbeing of individuals or populations***

To be able to use a range of resources to generate and communicate appropriately evidenced and informed recommendations for improving population health across operational and strategic health and care settings.

***Policy and strategy development and implementation***

To be able to influence and contribute to the development of policy as well as lead the development and implementation of a strategy.

***Strategic leadership and collaborative working for health***

To use a range of effective strategic leadership, organisational and management skills, in a variety of complex public health situations and contexts, dealing effectively with uncertainty and the unexpected to achieve public health goals.

***Health Improvement, Determinants of Health and Health Communications***

To influence and act on the broad determinants and behaviours influencing health at a system, community and individual level.

***Health Protection***

To identify, assess and communicate risks associated with hazards relevant to health protection, and to lead and co-ordinate the appropriate public health response.

***Health and Care Public Health***

To be able to improve the efficiency, effectiveness, safety, reliability, responsiveness and equity of health and care services through applying insights from multiple sources including formal research, health surveillance, needs analysis, service monitoring and evaluation.

***Academic public health***

To add an academic perspective to all public health work undertaken. Specifically to be able to critically appraise evidence to inform policy and practice, identify evidence gaps with strategies to address these gaps, undertake research activities of a standard that is publishable in peer-reviewed journals, and demonstrate competence in teaching and learning across all areas of public health practice.

***Professional, personal and ethical development***

To be able to shape, pursue actively and evaluate your own personal and professional development, using insight into your own behaviours and attitudes and their impact to modify behaviour and to practise within the framework of the GMC's Good Medical Practice (as used for appraisal and revalidation for consultants in public health) and the UKPHR’s Code of Conduct.

***Integration and application of competencies for consultant practice***

To be able to demonstrate the consistent use of sound judgment to select from a range of advanced public health expertise and skills, and to use them effectively, working at senior organisational levels, to deliver improved population health in complex and unpredictable environments.