UKPHR Public Health Practitioner Development: Public Health Workforce Development Roadshow

Preston
14th September 2018
9:30am – 12:30pm

#NWPHPScheme
Welcome & Opening Remarks

Martin Smith
Consultant in Public Health, Liverpool City Council & Chair of the Event
Personal Experience of a Practitioner

Friday 14 September 2018
Better Start Bradford

- A successful £49 million, 10 year Big Lottery Fund bid led by Bradford Trident

- Intensive partnership work between Bradford Trident, Children’s Services and Public Health in the Council, the Police, CCGs, NHS providers, VCS organisations, elected members and families

- Operates within the Wards of Bowling & Barkerend, Bradford Moor and Little Horton

- Outcomes: social and emotional development, communication and language development and nutrition

- For pregnant women, children aged 0-3 and their families
Professional Background

• Degree in Youth & Community Development (2001)
• Community Cohesion with young people and families
• Consultation into the development of a Sure Start Local Programme (2004)
• Progressed to community development/education role in Early Years.
• Lead an Integrated Children’s Centre and Nursery School (2008)
  NPQICL
• Moved to Better Start Bradford as Programme Facilitator (2015)
Achieving UKPHR competencies within my role

The process

- Evaluated the competencies and chose areas of work that I felt passionate about
- Used UKPHR as an opportunity to:
  - Gain a deeper understanding of particular areas of my work
  - Resolve problem issues re: data and evaluation
  - Take leadership within my role and network with the wider workforce
So what were the benefits?

- Provided an approved route for me to demonstrate my fitness to practice with external validation.
- Demonstrated my achievements to employers and extended my portfolio to further my career development
- Increased confidence.

- Enabled me to take up national opportunities and become part of the Maternal Mental Health Alliance Leadership Programme.
- Led service design and wrote manual for Bradford Doula Project.
- Full implementation of Baby Steps Targeted Perinatal Programme (NSPCC)
- More leadership opportunities in the development of the Better Births initiative across the whole district.

- Increased sense of belonging to a wider community of practice defined by shared values and core values.
- Learning from colleagues in different public health roles and local support network / work shadowing.
- Ability to set work within the framework for public health outcomes – put my work in context.
Top Tips – What worked for me...

- Choose areas of your work that you are most passionate about!
- Use the UKPHR as an opportunity to take a deep dive into certain area’s of your work / particularly where items need resolving
- Use UKPHR to progress in key areas of work / policy development / set context
- Let the programme build your confidence to take up leadership and networking opportunities
- Be well organised, use the application process as a framework for content of your commentaries
- Stagger submission of commentaries with your mentor / assessor
- Take full advantage of having a mentor - 1 hour per month telephone interviews
- Negotiate blocks of study time with your employer as opposed to 1 hour per week
Over to you!

Do you have any questions?
Like, Follow & Share!

We would love to connect with you through our website, Facebook and Twitter.

Find out the latest project news, learning updates, local activities, jobs and how to get involved:

www.betterstartbradford.org.uk   @BetterStartBradford   @BetterStartBfd
UK Public Health Register
North West Roadshow Autumn 2018

Carole Wood
UKPHR Moderator
Learning outcomes for this session

- Have insight into role of the UK Public Health Register
- Be aware of the history of the Practitioner Registration Scheme
- Understand the benefits for all those taking part in the scheme
Group work 1: work in 2s or 3s

Introduce yourself
Why is practitioner registration important?
Why am I here?
What do I most need from today?
UKPHR’s purpose

To protect the public and promote public confidence in public health practice.

We set standards for admission to the register and remaining on the register.

We publish the register.

We deal with registered professionals who fail to meet the necessary standards.
What registration means

Registration is a **public statement** that you, as members of a professional group, agree to meet and maintain standards of good practice appropriate to the work that you do.

**Assessment of competence** is a key part of our registration work: on application, renewal, revalidation and fitness to practise.
Categories of registration

Public Health Specialist:
- CCT for Public Health Training Programme
- Retrospective portfolio assessment route.

Specialty Registrar

Public Health Practitioner:
- Portfolio assessment (devolved locally)
Since 2003, UKPHR has been the voluntary regulator for Multi-disciplinary PH specialists (general and defined) – over 600 registrations

2006: the 4 UK Health Departments commissioned UKPHR to scope a regulatory framework for practitioners and in 2008 to implement.

2009 implementation postponed by Review of Regulation

2010 decision to pilot

Practitioner registration was introduced (piloted) in 2011.

Devolved administration meant it developed as and when willing local partners found.
How were the standards developed?

- Used PHSKF as source document, recently updated to align with 2016 version
- Up to and including Level 5 (autonomous practice)
- Also drawn from NHS KSF and NOS for PH
- **Principles of:**
  - robustness; simplicity; cost effective implementation;
  - focus on PH practice linked to assessment of risk;
  - feedback on what is needed
- Input from PH experts from broad range of backgrounds
The story so far

- April 2011 practitioner route to the Register opened
- 11 schemes in operation
- 400 plus practitioners working towards registration
- Over 100 assessors and verifiers trained
- After 5 years’ operation, and revised PHSKF, UKPHR reviewed practitioner registration.
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<td>Bradford Pilot</td>
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<td>East Midlands</td>
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<td>East of England</td>
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<td>Kent, Surrey &amp; Sussex</td>
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<td>London Pilot</td>
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*both schemes involved in 9 registrations
Practitioners apply to UKPHR for registration after going through devolved system of support, assessment and verification.

UKPHR sets standards and provides advice, quality assurance and support.

We cannot accept direct applications from individuals outside local schemes.
Advantages of devolved system

- Moves assessment of competence nearer to the workplace
- Enables a more supportive and supported approach for practitioners
- UKPHR works in partnership with public health development leads and local networks of assessors and verifiers
Benefits for registrants

Recognition of one’s competence by others, including employers.

Self-confidence about one’s own abilities.

Independent validation of competence in public health practice, which can be shared with line managers, employers and commissioners of public health services.
Benefits for employers and others

Easy to check if practitioner is on register - and know where to take a query or complaint.

Help satisfy recruitment due diligence, as competence is assured if registered.

System in place to support practitioners and ensure competence is maintained through, for example, a formal CPD requirement.
Feedback

- [Practitioner] “It allows the world to know that we are ‘up to scratch’, that we are fit for purpose”

- [Scheme co-ordinator] “…saw this as a structure and a ‘hook’ to help develop a culture of learning within the public health system”

- “Local government like the approach – (it) being skills oriented and inclusive across a wide range of practitioners”

- [Employer] “… individuals aware of strengths and development needs…. credible workforce in all sectors…. ability to plan the workforce and flex capacity…. more motivated workforce means better health outcomes”
Recent Developments

- PHE Report ‘Fit for the Future’
- HEE Public Health Practitioner Scheme Deep Dive Evaluation
- Revalidation scheme adopted February 2017
- Review of the scheme undertaken 2017-18
- Piloting, consultation and implementation of revised standards and guidance under way, to be operational spring 2019
Practitioner registration review

UKPHR’s Board has accepted all the recommendations of task & finish group:

- Draft amended standards being consulted upon;
- E-portfolio to become standard;
- Process and marketing improvements.

Implementation group formed to introduce the recommendations.
Revalidation

Specialists’ revalidation scheme approved and will start April 2019.

Annual professional appraisal arranged for most specialists in the four nations (with thanks to PHE and others).

Professional appraisal for practitioners is a key challenge, holding up revalidation.
Consultation on amended standards for practitioner registration

- Deadline for responses 19th October

Questions so far?
Contact details for UKPHR

register@ukphr.org

Telephone 0121 296 4370

Suite 18c, Mclaren Building,
46 Priory Queensway
Birmingham B4 7LR
Plans to Set up a Scheme in the North West &
Introducing the Newly Appointed Coordinator

Alison Farrar
Public Health Workforce Lead, HEE (North West)

Richard Phillips
Workforce Development Manager, PHE (North West)

Lucia Scally
NW Practitioner Scheme Coordinator
My vision for the North West Public Health (PH) Practitioner Scheme

To establish (with stakeholders) a scheme where practitioners receive:

• Consistent, fair and objective assessment of their PH Skills & Knowledge;

• Underpinned by support that can respond to individual(s) & collective learning cohort needs;

• Resulting in achieving the maximum number of completed portfolios by practitioners (proudly evidences their learning and PH practice).
Introducing the Newly Appointed Coordinator - Lucia Scally

Background

- Health & Social Care
- Commissioning of services
- Leadership and Management
- Project Management
UK Public Health Register
North West Roadshow Autumn 2018

Carole Wood
UKPHR Moderator
Learning Objectives

- Understand the portfolio development and assessment journey
- What is meant by a ‘commentary’
- Understand what can count as ‘evidence’
- Be aware of verification and quality assurance
Summary of process for meeting practitioner registration

Practitioner applies to local scheme & is accepted

Practitioner commences learning sets and attends master classes

Practitioner submits evidence & commentaries to assessor, demonstrating competence against the UKPHR standards

Assessor assesses evidence & reports back to applicant & Scheme Coordinator

All activity recorded on Assessment Log for audit trail

12 – 18 months

Practitioner admits to Register & issued with registration number

Practitioner applies to UKPHR
Application presented to Registration Approvals Committee

Local Verification Panel meets to review portfolios & makes recommendation to UKPHR

Verifier undertakes initial verifier check

Practitioner submits complete assessed portfolio to Scheme Coordinator
How does a practitioner demonstrate competence against the standards?
What you have to do ....

- You need to gather evidence against the standards
- Describe discrete pieces of work in a commentary, supported by accompanying evidence

Things to help you:
- Supporting Information document
- Examples and explanatory notes
- Glossary

- Assessment is a supportive process
- You do not have to submit all evidence to Assessor at the same time
What is a commentary?

- A summary of key pieces of work or roles, or shadowing or observation, within which you demonstrate specific competencies

  **But focus on the competence!**

- Set out context and the role that you had. Use ‘I’ as much as possible

- Provide clear **signposting** to allow the assessor to find the supporting evidence
Commentaries contain

- The context of the work
- Your own role
- How you acquired the knowledge to support the work
  - Refer to the glossary for the knowledge requirements
- Your understanding of the issues
- How you have applied that knowledge
- Precisely how you believe the evidence demonstrates the particular standard, relating directly to the wording of the standard
- A reflection on your learning from this work
What counts as evidence?

- Different types of evidence
  - Written reports from work setting; write-up of case studies or observation of colleagues; emails
  - Presentations, videos, DVDs with accompanying commentary
  - Occasionally, detailed testimonials with accompanying commentary
  - Could be from other settings, e.g. voluntary work
Amount and currency of evidence

- Minimum of 3 discrete pieces of work, supported by knowledge statements, demonstrating understanding and application for each standard
- Half of the evidence should be recent i.e. past 5 years
- Pay attention to data confidentiality
Why is reflection on what you learned important?

- There is an expectation that you reflect on what is being done, and why, and that you improve/change your practice as a result.

- Relates theory to practice - unless this link is made then knowledge is of little practical value. Reflection is a valuable tool to help us do this.
Recap: Demonstrating competence

- Both commentary and supporting evidence are necessary
- Neither is sufficient alone
- You need to demonstrate knowledge, understanding and application of the knowledge to practice
- You only need to demonstrate competence of each standard once
Questions so far?
The assessment and verification process
Assessors

- Assessors need not be registered public health professionals but will have sound knowledge of public health
- Nominated by the local scheme and appointed by UKPHR following successful completion of training
- Will be *allocated* to practitioners by Scheme Co-ordinator
Assessment log

- Important – open document between applicant and assessor and provides full audit trail

- The applicant, **must** list the title(s) of the evidence being presented against each sub-section of the standard

- Assessor records: acceptance (A), clarification (C), resubmission (R) and comments on why evidence meets the standard
Verification process

- Verifiers are registered public health specialists (GMC, GDC, UKPHR) with at least 2 years at consultant level
- They check that the assessment has been carried out appropriately – independent scrutiny (QA role)
- Verification is **not** a second assessment
- Verifiers will meet as the Scheme Verification Panel
- The Panel may interview applicants and assessors
- Verification Panel decision is final (apart from moderation processes and formal appeals)
Administration of Verification and Registration

- Applications forms for both stages in the “Framework and Guidance” document
- Details about a reference and a testimonial etc.
- Applicant responsibility to send paperwork to scheme co-ordinator for allocation to a verifier when appropriate
- After verification, applicant has **3 months** to apply for registration to the UKPHR
- Admin fee of £25, annual registration fee of £102.00
- UKPHR Registration Panel process
- Evidence of adherence to CPD
UKPHR Quality Assurance of the process

- Provides quality assurance through:
  - Moderation
    - Sample of applications (up to 100%) will be moderated before accreditation
    - Moderator will assist with problem areas for interpretation
  - Retrospective audit of processes
  - UKPHR Registration Panel will take overview of Verification Panels on consistency and recommend registration to the Board
- Appeal process for applicants
The UKPHR guidance documents, available on website

- **Framework and Guidance document**
  - Main document – how the scheme works – for applicants, assessors and verifiers
  - Standards and processes

- **Supporting Information document**
  - Standards - Examples and explanatory notes
  - Glossary – indication of expected knowledge
  - Assessment log
  - Observation proformas
  - Application forms for verification and registration
  - Guidance on testimonials and references
Contact details for UKPHR

register@ukphr.org

Telephone 0121 296 4370

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A Digital Tool for the PHSKF

Richard Phillips
Workforce Development Manager, PHE (North West)
The digital tool for the PHSKF aims to create a platform that helps those within or seeking to enter public health a resource to learn, map, assess their own skills against the framework and build over time a passport of evidence to take with them.

Who will be using the digital service?

The digital service is designed to be directly applicable to the framework and broad enough for everyone.

Individual

Regular user: Uses the framework to monitor ongoing professional progress and as a repository for gathered evidence.

Lead

Regular user: Uses the framework to map competencies, manage staff, create job descriptions and roles and monitor team strengths and weaknesses.
The Digital Tool can help you prepare for Practitioner Registration by enabling you to:

- Map your own experience against the PHSKF
- Record evidence of your CPD
- Identify areas for development

To find out more about how you can utilise the prototype of the Digital Tool to prepare for Practitioner Registration, please register your interest to attend the Digital Tool Webinar to be held on 4th October 2018 from 10:00 – 11:00
Summary & Next Steps

Martin Smith
Consultant in Public Health, Liverpool City Council & Chair of the Event