

UKPHR

Public Health Register

Protecting the public | Improving practice



UNIVERSITY OF LEEDS

Yorkshire and the Humber

Public Health Practitioner

Workforce Development Programme

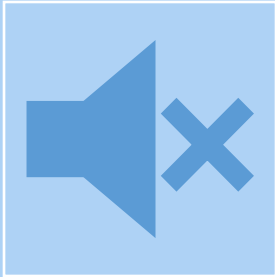
2024 Recruitment Event



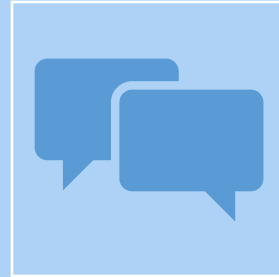
Joanne Deighton
Programme Co-Ordinator, University of Leeds

NHS
England
North East
and Yorkshire

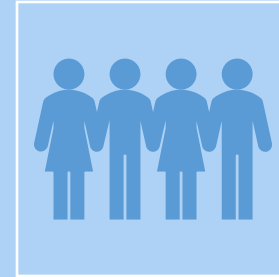
Welcome everyone



Please ensure your microphone is on mute



Any questions please write them in the chat, and we will aim to reply



Be respectful and considerate of all those involved with the event

What we'll cover today...

Meet the programme team and Public Health values;



Details and dates of regional Programme activity for 2024 and know how to register your interest or find out more;



First-hand accounts of Public Health practitioners who have taken part in the programme activity.

Approx. Time	AGENDA
13:30	Log In
13:30	<p>WELCOME TO THE HEE PUBLIC HEALTH PRACTITIONER WORKFORCE DEVELOPMENT PROGRAMME, YORKSHIRE AND THE HUMBER (PHPWDPYH) EVENT</p> <p>Welcome, Overview of session and meet the PHPWDPYH Team School of Public Health Values – Val Barker, Head of School of Public Health, Y&H Equality Diversity and Inclusion – Future Leaders Fellow - Modupe Hector-Goma</p>
13:50	<p>PUBLIC HEALTH PRACTITIONER WORKFORCE DEVELOPMENT PROGRAMME OFFER 2023</p> <p>Joanne Deighton, Public Health Practitioner Programme Coordinator, Y&H</p>
14:20	COMFORT BREAK 10 MINS
14:30	<p>THE PRACTITIONER EXPERIENCE</p> <p>First-hand experiences from Public Health Practitioners who have completed the Y&H scheme and now registered with UKPHR.</p>
14:40	<p>ASSESSOR, VERIFIER AND MENTOR ROLES</p> <p>Shirley Brierley, Assessor and Verifier for the UKPHR Y&H Scheme</p>
15:00	CLOSE

Meet the team.....



Jo Deighton

Programme Coordinator



Anna Cowan

Senior Programme
Administrator



Lucy Lamb (NHSE)

Programme Administrator



Chantelle Pierre

Programme Administrator

Val Barker

Head of School of Public Health, Y&H

Y&H School of Public Health Values

1. Trust the people you work with. Step out of 'approval mode' (checking everything your colleagues are doing). Instead, trust that people know what they are doing and focus on supporting your colleagues.
2. Make the people you work with feel good. Make this the focus of the managers in your team.
3. Give freedom within clear guidelines. People want to know what's expected of them. But they want freedom to find the best way to achieve their goals.
4. Be open and transparent. More information means people can take responsibility and ownership.
5. Recruit for attitude, train for skill. Wherever possible, recruit on attitude and potential ability, instead of qualifications and experience.

Y&H School of Public Health Values cont...

6. Share experience of failure and celebrate learning from mistakes. Create a no blame culture, to enable people to innovate without fear.
7. Community: Create mutual benefit. Have a positive impact on the world and build your organisation too.
8. Love work, get a life. The world, and your job, needs you well rested, well-nourished and well supported.
9. Choose supervisors that are good at supervising. Ensure the people you work with are supported by somebody who is good at doing that. Find other routes of recognition for those that have other strengths.
10. Play to your strengths and consider stepping out of your comfort zones in a supported environment. Make sure your people spend most of their time doing what they are best at and feel supported to try new things.

Modupe Hector-Goma

Future Leaders Fellow for Equality, Diversity and Inclusion

Dr Victor Joseph

Training Programme Director, School of Public Health
Yorkshire and the Humber; Consultant in Public Health, City of
Doncaster Council

Yorkshire & Humber School of Public Health

- ✓ *Committed to equality, diversity and inclusion*
- ✓ *Helping people from all backgrounds and experiences thrive as future leaders*
- ✓ *Tackling systemic injustices limiting brilliant people to contribute as leaders*



Dr Victor Joseph - Training Programme Director, School of Public Health Yorkshire and the Humber; Consultant in Public Health, City of Doncaster Council

Modupe Hector-Goma - Future Leaders Fellow



Yorkshire and The Humber School of Public Health and NHSE Education
presents

Reciprocal Mentoring Programme Cohort 2

A mutually developmental learning partnership
to foster leadership and culture change.

For further details/expression of interest please send email by
Friday 22nd September 2023 to: modupe.hector-goma1@nhs.net

**TOGETHER WE
CREATE**



Why does this matter?

- Public Health is committed to reducing inequalities
- To develop a workforce that is representative of the diversity of the communities that we serve
- Commitment to meet the standards of the Equality Act 2010 and Public Sector Equality Duty
- Missing out of the diversity of experiences and perspectives
- More diverse teams lead to better outcomes for our Communities

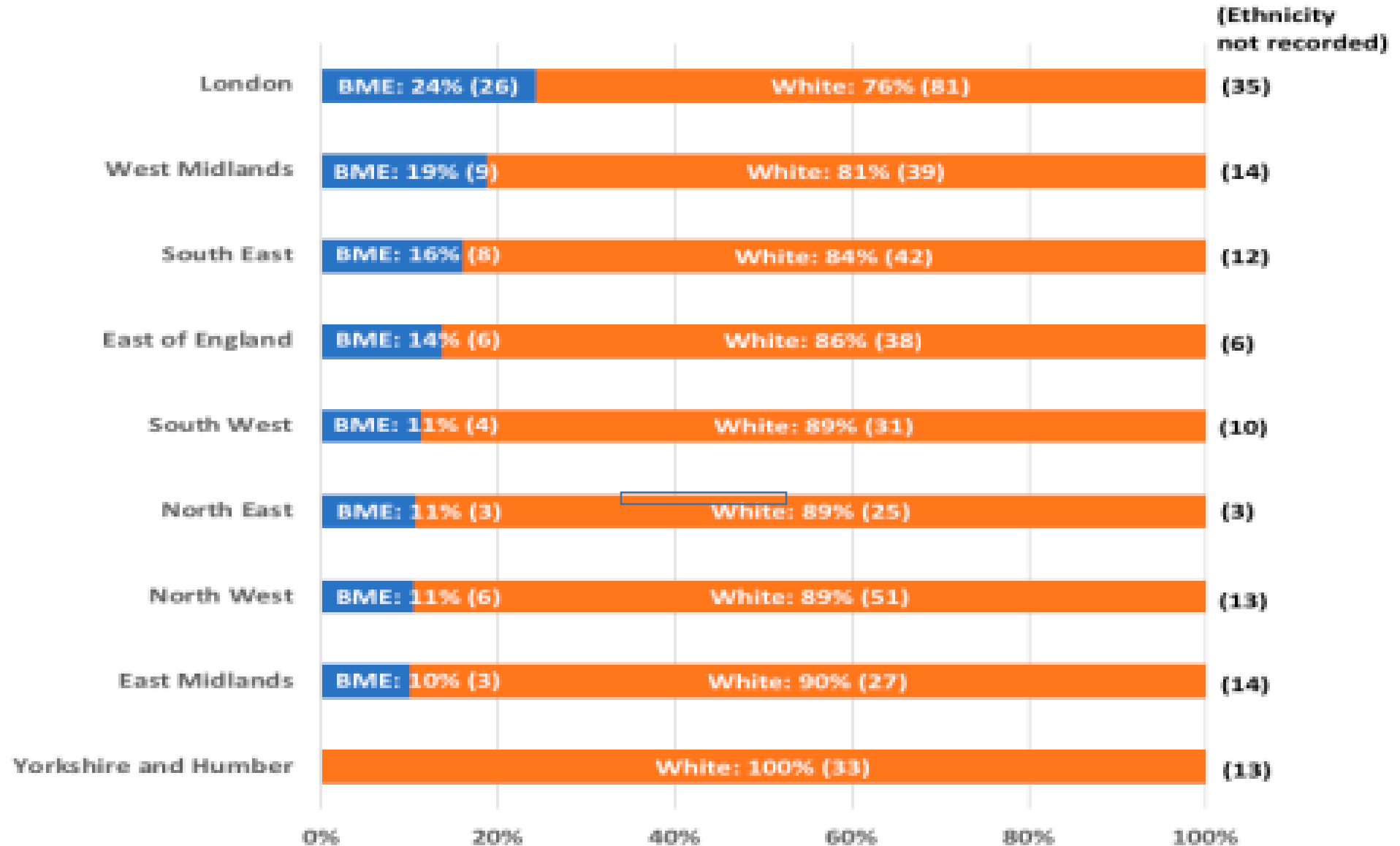


In response to the leaky pipeline survey

‘To help more people with varied experiences, backgrounds and ideas thrive as future leaders and do our part to tackle the systematic injustices that make it harder for brilliant people to contribute as leaders.’



Intake into Specialty Training Programme in England: 2018-2020



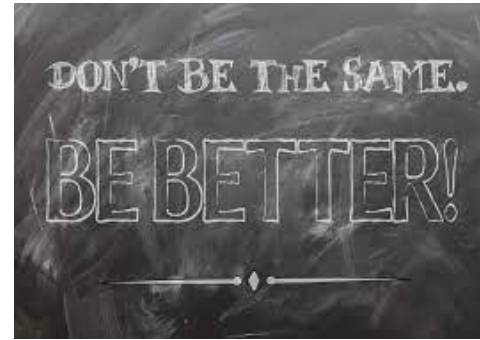
Ethnicity of PH trainees in England 2018-2020 by region; Source: Trainee Information Survey

Learning Outcomes

Developing others



Commitments to self development



Contextual awareness



Relationship Management



Effective communication



Behavioural Awareness



- **Faculty of Public Health Learning Outcomes:** The Reciprocal Mentoring Programme can be linked to addressing the following Learning Outcomes of the Faculty of Public Health Specialty Training Curriculum: **4.10, 5.1, 5.2, and 9.8.**

Joanne Deighton
Programme Coordinator

Public Health Practitioner Workforce Development
Programme, Yorkshire and the Humber

**Public Health Practitioner
Workforce Development
Programme, Y & H**



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graph TD; A["Public Health Practitioner Workforce Development Programme, Y & H"] --> B["A core workforce development training programme for Public Health workers in Yorkshire & the Humber"]; A --> C["A programme of structured support designed to enable registration with the UK Public Health Register (UKPHR)"];
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A core workforce development training programme for Public Health workers in Yorkshire & the Humber

A programme of structured support designed to enable registration with the UK Public Health Register (UKPHR)

Core Public Health Workforce Development Programme, Yorkshire and the Humber

- In **2024** we plan to deliver 12 CPD/Masterclass sessions
- 30 places available per session
- Cover a range of development needs of Public Health workers
- All sessions are FREE to Public Health Workers in the region
- Delivered online

Core Public Health Workforce Development Training Programme, Yorkshire and the Humber 2024

Development Training Session	Facilitator	Date/Time	Location
1. Systems Leadership	Debbie Sorkin	Tues 16 th , Apr. 2024, 13:30-16:30	Online session
2. Coaching Skills	Dr Susy Stirling	Mon 22 nd Apr. 2024, 13:30-16:30	Online session
3. Introduction to public health: the context and climate of practice	Faculty of Public Health facilitator	Mon 15 th Apr. 2024, 13:30-16:30	Online session
4. Professional skills for public health, ethical practice and communication	Faculty of Public Health facilitator	Mon 29 th Apr. 2024, 13:30-16:30	Online session
5. Introduction to epidemiology: using information for health	Faculty of Public Health facilitator	Wed 8 th May 2024, 13:30-16:30	Online session
6. Evidence based practice to reduce health inequalities	Faculty of Public Health facilitator	Mon 20 th May 2024, 13:30-16:30	Online session
7. Designing, delivering, and evaluating public health interventions	Faculty of Public Health facilitator	Mon 3 rd Jun. 2024, 13:30-16:30	Online session
8. Working collaboratively to deliver the public health function in a changing political and economic climate	Faculty of Public Health facilitator	Mon 17 th Jun. 2024, 13:30-16:30	Online session
9. Personal Wellbeing	Dr Martin Billington & Dr Jaimee Wylam	Mon 1 st Jul. 2024, 13:30-16:30	Online session
10. Tackling inequalities; wider determinants of health	Rachel Forbes and Kerry Badger	Mon 8 th Jul. 2024, 13:30-16:30	Online session
11. Critical Appraisal	Chloe Bracewell & Marie Rogerson	Mon 9 th Sep. 2024, 13:30-16:30	Online session
12. Health Protection	Health Protection Team – Simon Padfield	Mon 7 th Oct. 2024, 13:30-15:45	Online session

Faculty of Public Health Masterclasses

- Mapped to UKPHR practitioner standards and meet the theoretical knowledge requirements for portfolios
- Training is at the right level to demonstrate competence for practitioner registration
- Training is mapped to the Public Health Skills and Knowledge Framework
- Optional FPH - Practitioners Accredited Programme, if you attend 4 or more of the Masterclass sessions and complete a piece of written work that is submitted to the FPH for assessment - educ@fph.org.uk



HOW TO REGISTER FOR THE PROGRAMME

Ensure you sign up to the Programme mailing list

Registration will open on the **9th November 2023** and we'll send you an email with instructions about how to register

Places are allocated on a first come first served basis unless you have a place on the UKPHR Practitioner Registration Scheme

Joanne Deighton
Programme Coordinator

UKPHR - Public Health Practitioner Registration Scheme
Yorkshire and the Humber

UKPHR - Public Health Practitioner Registration Scheme, Y & H

- Offer up to 15 places a year on the registration scheme and the aim is to take practitioners through the registration process in 12-18 months
- Application process opens on **13th December 2023** and closes **23rd February 2024**, and the scheme will commence on **30th April 2024**
- Practitioners should be working autonomously and contributing to policy and programme development with at least 2 years+ of practice at AFC Band 5 and above, Skills for Health Levels 5-7
- Practitioners are guaranteed a place on the Core PH Practitioner Workforce Programme sessions.
- UKPHR Registration - <https://ukphr.org/fees-and-charges/>

Benefits of UKPHR registration:

- **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.
- Practitioner registration now 'desirable' on many Y&H Council job descriptions

Registration process for UKPHR entails:

- To create a portfolio of work comprises of **3 commentaries** demonstrating competence against all 34 of the UKPHR practitioner standards
- Commentaries describe **key pieces of work or projects** backed up by **documentary evidence** that highlight your specific skills that demonstrate the UKPHR standards
- Commentaries are marked by a UKPHR trained assessor and portfolios verified by a panel for quality assurance

Practitioner Support

UKPHR Y&H Scheme Information Session – Alix Sheppard	Wednesday 22nd November 2023, 09:30 - 11:30
UKPHR Y&H Portfolio Skills Workshop 1 - Alix Sheppard	Tuesday 30 th April 2024, 09:30 -13:30
Portfolio Skills Workshop 2 - Dr Susy Stirling	Wednesday 5 th June 2024, 13:00 -15:00
UKPHR Y&H Portfolio Skills Workshop 3 - Alix Sheppard	Tuesday 25 th June 2024, 09:30 -13:30
6 Practitioner Forum	2024-2025

Further Support

Practitioner Mentor

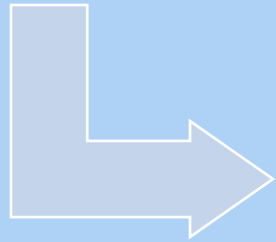
- An experienced public health professional conversant with UKPHR practitioner standards.

Informally review evidence and draft commentaries providing advice and guidance through a dialogue with the mentee.

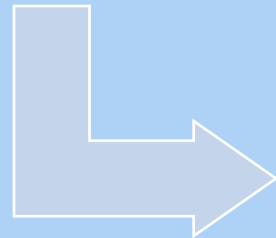
Each practitioner has a practitioner **mentor**

HOW TO APPLY

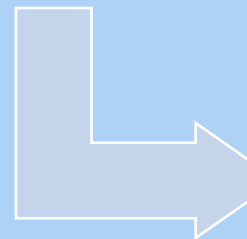
Applications open on
**Wednesday 13th December
2023 and close on Friday
23rd February 2024**



Application form, self-
assessment form, CV, Job
description and Line Manager
approval to complete



Completed forms to
PHPPYH@leeds.ac.uk



Short-listing then online
interviews in March
2024

Tom Mapplethorpe and Laura Quinn

The Practitioner Experience

My practitioner journey

- Started the process as part of the 2021 intake, when I was working for PHE
- Switched jobs mid-way through, moved to Kirklees Council for a PH practitioner role
- Doing the practitioner portfolio was viewed v positively as part of my interview
- Points where it was really tough... but nothing I ultimately couldn't handle
- Had a really amazing and supportive mentor which made a huge difference
- Also, a really great assessor who was clear, transparent and responsive
- Had to ask for flexibility from the programme team at various points, which was invaluable
- Took me the best part of 2.5 years to get through everything, registered in Oct 2023
- Not enjoyable but fulfilling... made me realise just how much I've achieved
- Great material for interview prep!



Learning, tips and tricks

- Be organised – plan time in and stick to your commitments where you can!
- Be ready for things to take longer than you expect and account for that in your planning
- Forward plan your commentaries and your evidence... map it all out in advance
- Can seem overwhelming so need to break down into manageable chunks
- Know what your mentor and assessor are there for (and what they're not)
- Establish clear expectations with your mentor and assessor – what, how and when
- Stay in contact with your peers and share your experiences and perspectives collectively
- Take advantage of the CPD programme... even if you have already have your MPH!
- Try to use your current employed role to target any gaps in your evidence of application
- Voluntary roles count too (as long as they're relevant to public health)
- Pay close attention to how standards are worded... and address all aspects in your evidence
- Assume no knowledge from your assessor... lay things out clearly and systematically
- There's lots still to do after your final commentary is assessed... application process takes time
- Believe in yourself... you're already doing this, you just need to evidence that

My Practitioner experience

Laura Quinn
Public Health Senior Practitioner
Barnsley Council

My journey

- **Cohort 3 (Yorkshire & Humber PH Practitioner programme)**
- **Applied in 2020 (after returning from maternity leave)**
- **Felt quite vulnerable after returning from 10 months out of work, personal experience wanted to prove to myself that I have got the necessary skills and experience to do my job and meet the standards of the PHP**



**Barnsley – the place
of possibilities.**

**Healthy
Barnsley**

Advice

- **Planning – never too early to start planning. The more you plan, the easier it is.**
- **Start to think about what you could use as evidence of your knowledge.**
- **Think about the programmes/projects you work on, have worked on. Have you got access to documents from those programmes that you could use in your portfolio**
- **Have a look at the standards in advance of applying, start to think about how they apply to your work**



**Barnsley – the place
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**Healthy
Barnsley**

Advice

- Take advantage of the Masterclasses (save the notes, they will be helpful)
- If you are attending courses/training – make sure you get a certificate/evidence of your attendance. Keep copies of the learning objectives from any CPD opportunities.
- Try to pull this sort of stuff together in advance, so you save time flapping, trying to find things later down the line
- You need to allocate sufficient time to this – you need to work on this every week!



Barnsley – the place
of possibilities.

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Barnsley

Mentor/Assessor

- Found my mentor and assessor guidance invaluable. The guidance is different the assessor role is very different to the mentor role, but listen to their comments – it will only help to improve your submissions
- Don't be phased by CLARIFICATIONS – I had them for each submission. Embrace them, they help you to put your very best work forward!



Barnsley – the place
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Healthy
Barnsley

What do you gain

- This is personal and unique to every PHP as your reasons for joining the programme will be different
- For me
 - Confidence, reflection on everything that you have worked on, acknowledgement that we do a lot, and know a lot 😊



Barnsley – the place
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Healthy
Barnsley

Evaluation Roles

Assessor

An public health professional with at least 2 years experience at senior or advanced practitioner level and conversant with UKPHR practitioner standards.

They impartially assess evidence submitted by practitioners to demonstrate competence against the practitioner standards, providing a decision against standards and formal feedback.

Verifier

Is a Registered public health specialist in good standing and have held a consultant or a post of equivalent responsibility.

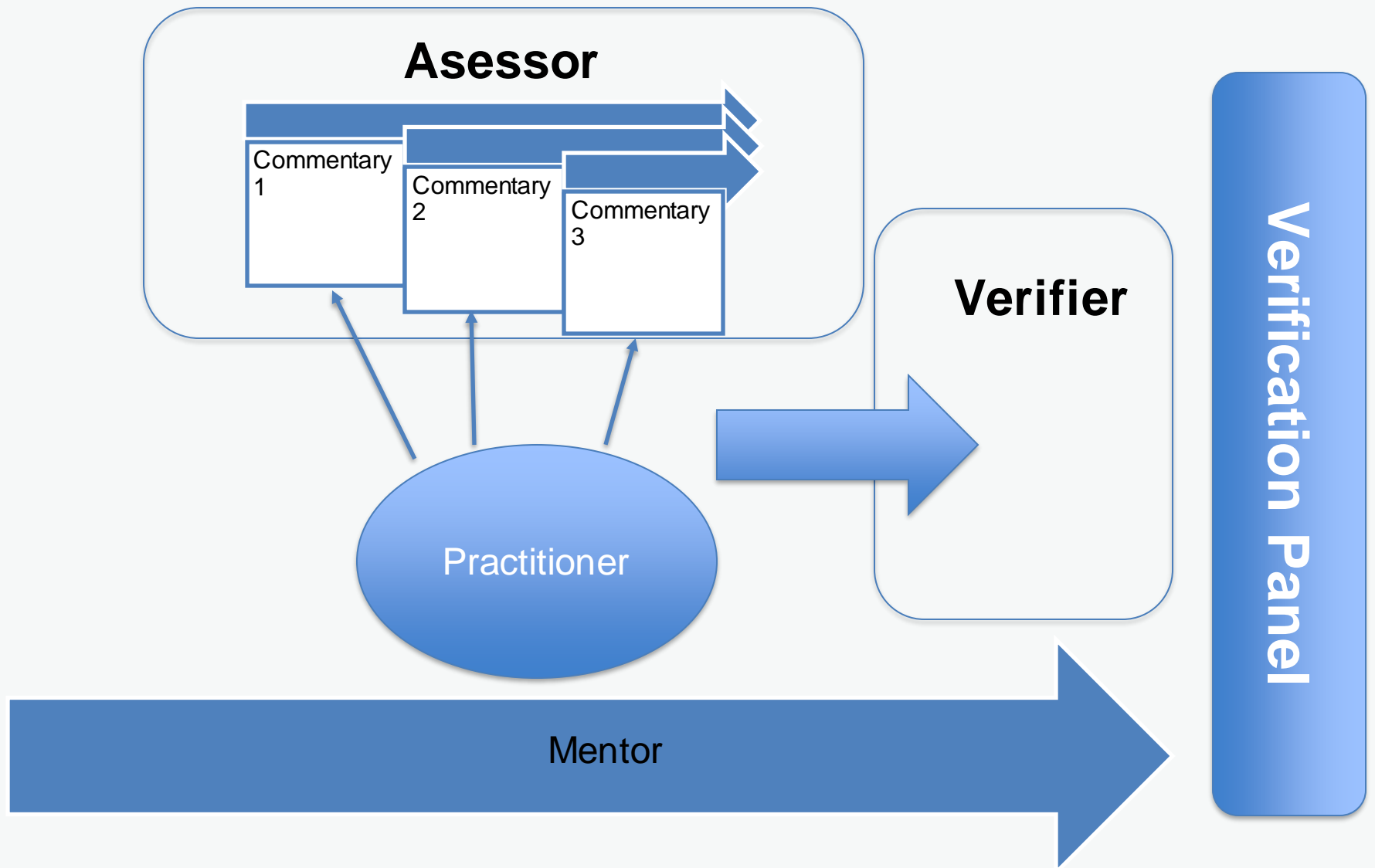
They quality assure a practitioner's portfolio at verification panels.

Evaluation and Support Roles - Recruitment/Training

- The application process is open for Assessors and Verifiers all year round
- Assessor training is compulsory – 1.5 days of UKPHR online training
- Verifier training is compulsory – .5 day of UKPHR online training
- Practitioner Mentor training - .5 day – online training
- Refresher Assessor/Verifier Training every 2 years
- Application forms and further information about the roles and eligibility available on the Programme Webpage

Shirley Brierley

The role of an Assessor, Verifier and Mentor
UKPHR Y&H Scheme



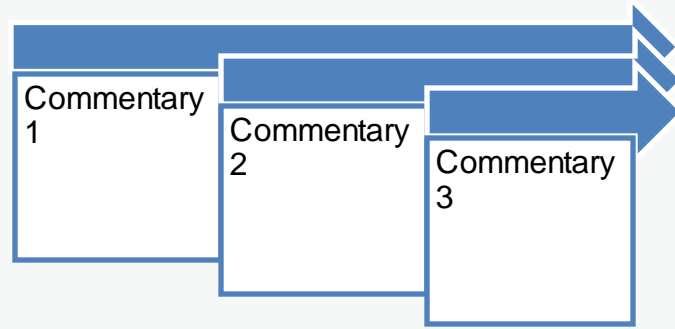


Mentor



- informal, encourage and empower
- Help with focus, ensuring portfolio is easy to read
- Ensure commentaries demonstrate Knowledge, Understanding and Application for each standard and using correct supporting information
- Light touch, regular meetings (5-10 hours)
- issues discussed with Programme Co-ordinator

Asessor



- Formal approach - work to agreed deadlines
- Review each commentary to assess if it demonstrates Knowledge, Understanding & Application for each standard
- give concise clear feedback via e portfolio (adequate, clarification or resubmission)
- No coaching, explaining or encouraging
- Takes 5-10 hours per Commentary
- Support from Programme Co-ordinator and Moderator if needed for difficult issues

Verifier



- focus on ensuring that the process of assessment has been carried out correctly by examining the assessment log.
- Part of panel with external UKPHR lead
- Does the Portfolio reach the correct standard?
- Is Assessor report clear and standard compatible with level expected
- Takes 2-3 hours to sample the work
- Panel meeting
- recommendation for registration to UKPHR

Verification Panel



Why do people do these roles?

- You get to meet a lot of interesting people and learn about the great work they do
- Contribute to ensuring the YH Public Health Practitioner scheme is of high standard
- Contribute to workforce development
- Professional development – training peer support and to understand how to be a good mentor, assessor and verifier
- Fun and enjoyable

Getting Involved with the Programme

- As a participant in Public Health workforce development training sessions and/or a practitioner on the UKPHR registration scheme
- As an Assessor, Verifier or Mentor to support practitioners through the registration process
- As a facilitator, with a desire to deliver high quality training to Public Health Practitioners
- As an advocate, assisting us in spreading the word to colleagues about the programme across the region

CONTACT DETAILS

PUBLIC HEALTH PRACTITIONER WORKFORCE DEVELOPMENT TRAINING PROGRAMME

Joanne Deighton, Programme Coordinator

Anna Cowan, Senior Programme Administrator

Chantelle Pierre, Programme Administrator

Lucy Lamb, Programme Administrator

WEBSITE: <https://www.yhphnetwork.co.uk/links-and-resources/career-and-workforce-development/public-health-practitioner-workforce-development-programme/>

EMAIL: PHPPYH@Leeds.ac.uk

TWITTER: [@YHPHPP](https://twitter.com/YHPHPP)