



England

# Public Health Practitioner Development Scheme

Thames Valley Practitioner Development Scheme 2024

Presented by:

**Sally Cray and Branwen Thomas**

# Welcome to the Thames Valley Public Health Practitioner Scheme Webinar

## Before we start our session:

- Please set your mic on mute
- You will have an opportunity to ask questions at the end – please use the **chat function** during the session.
- Slides from this session will be shared on the website [www.oxsph.org](http://www.oxsph.org)

# Introductions to the team



Joanne McEwan  
Scheme Co-ordinator

# About you

**What geographical area do you work in?**

Please answer the poll

# Outline of today's session

- Role of UKPHR and the Practitioner standards
- Overview of Thames Valley 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

# What is the role of UKPHR?

It is the independent voluntary 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 514.
- Practitioners join a local scheme that is quality assured by the UKPHR.
- Standards are regularly reviewed. Latest version – *UKPHR Registration Standards 2018 2<sup>nd</sup> Edition*.



# Thames Valley Scheme

- The TV scheme has been running for over 9 years in its current format
- 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.
- The TV scheme has a strong reputation for providing a high level of support for practitioners and has been commended for the high quality of the work submitted within portfolios.
- It includes:
  - Application and interview process
  - Induction day
  - 4 portfolio development group days
  - Mentor support
  - Mid-year review
  - Assessment
  - Verification
  - Timeline: 11 months from induction to completion of portfolio



# What does a portfolio contain?

It is a unique systematic exploration of how you have demonstrated all the requirements for UKPHR registration

- 3 *commentaries* each representing a discrete area of work
- Each commentary will have a complete set of labelled and indexed evidence to corroborate how you have demonstrated each of the standards
- A completed assessment log (automatically generated by the e-portfolio system)
- A current CV and Job description
- A testimonial and reference



# 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

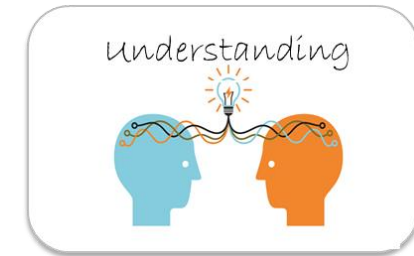
5. Implementing public health policy and strategy

6. Collaborating across organisations and boundaries

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

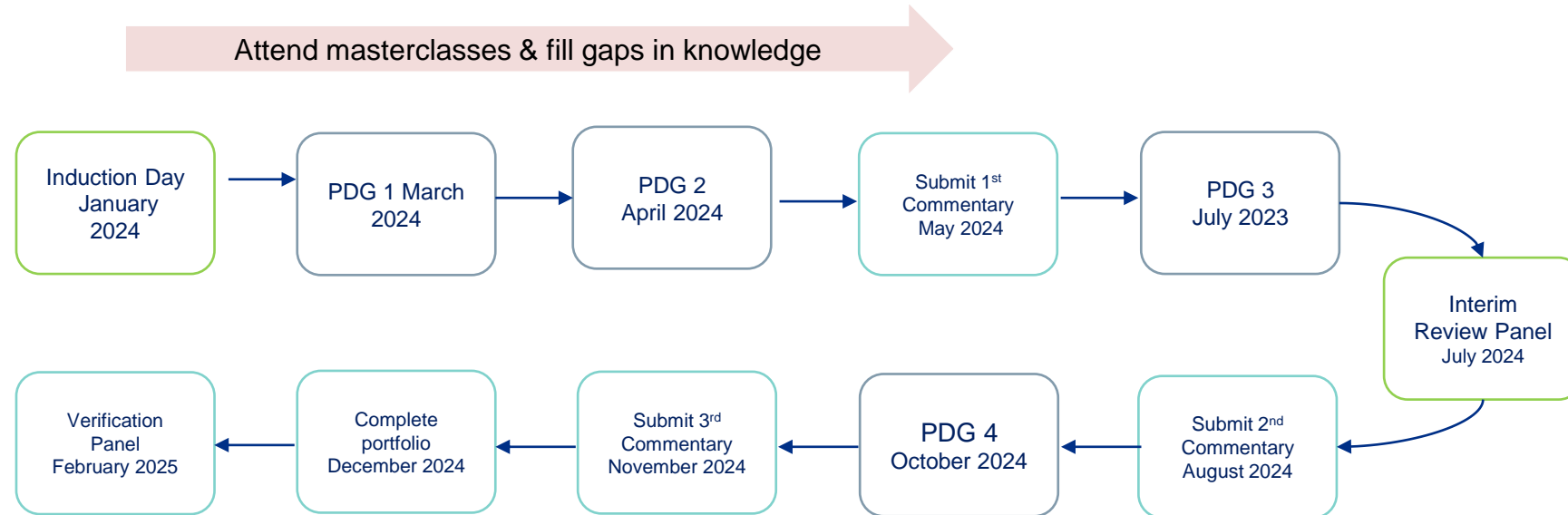
8. Communicating with others to improve health outcomes and reduce health inequalities

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



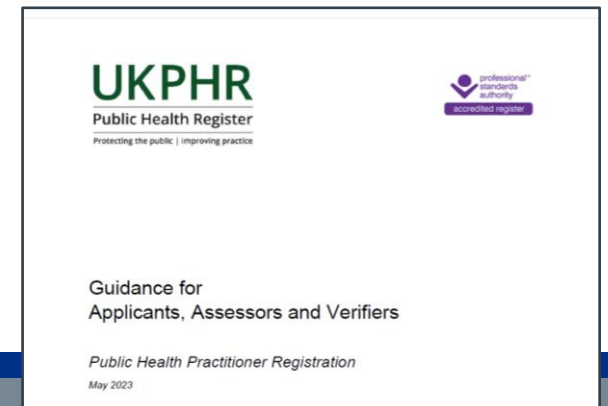
## Expectations of you:

- 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 masterclasses, evaluation and ongoing support of the scheme
- Meet scheme deadlines and submit work using the e portfolio platform

# Criteria for joining the scheme

- Employment in Thames Valley
- Minimum of 2 years' public health experience, in an NHS agenda for change band 5 – 7 post (or equivalent role). Working autonomously.
- 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 **16 December 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

[UKPHR – How to apply for Practitioner Registration](#)



Mental Health Promotion Specialist Domestic Violence Liaison Nurse Screening & Immunisation Co-ordinator  
Research Officer Senior Health Promotion Specialist Public Health Project Manager  
Public Health Lead Head of Information and Intelligence Project Manager  
Public Health Lead - NHS Health Checks Specialist Health Improvement Practitioner Oral Health Advisor  
Senior Manager Research Fellow Pressure Garment Study Health Promotion Manager  
Library & Knowledge Services Manager Public Health Intelligence PhD Researcher Health Inequalities Development Manager  
Public Health Programme Manager Oral Health Promoter Public Health Development Commissioner  
Senior PH Manager Public Health Project Manager Specialist Health Improvement Practitioner Health Improvement officer  
Health Improvement Research Fellow Health Checks Service Manager Principal Public Health Practitioner  
Health Promotion Officer Community Health Trainer Coordinator TB Clinical Research Nurse Healthy Lives Worker  
Health Improvement Specialist Strategy and Community Coordination Officer PH Immunisation & Screening Manager  
Health Development Officer Specialist for Children and Young People Head of Service Senior Environmental Health Officer  
Senior Public Health Practitioner Sexual Health Promotion Team Leader Clinical Service Manager  
Senior Health & Wellbeing Advisor Acting Principle Public Health Practitioner Development Manager (Health Protection)  
Oral Health Promotion Practitioner Health Improvement Officer Infant feeding project officer  
Senior Public Health Intelligence Analyst Senior Public Health Manager Senior Health Protection Practitioner  
Public Health Programme Manager Early Years Coordinator Strategic Commissioner for Sexual Health and Well-being  
Physical Activity Assistant Public Health Programme Officer Public Health Commissioning Head of Service Project Manager  
Health Improvement Lead (Mental Health) City Regions Project Lead Public Health Regional Development Manager  
Public Health Practitioner Health Protection Nurse  
Benchmarking Project Lead Health Checks Programme Manager Public Health Advisor Public Health Project Manager  
Locality Public Health Partnerships and Commissioning Head Scientific Officer  
Health Improvement Principal Dental Therapist Health Development Officer Team Leader (Drugs & Alcohol)  
Senior Public Health Research Officer Oral Health Improvement Practitioner Childhood Obesity Programme Co-ordinator  
Programme Manager Senior Public Health Practitioner Commissioning Public Health Lead  
Senior Public Health Development Commissioner Stop Smoking Adviser  
District Public Health Development Officer Health Improvement Practitioner Health and Physical Activity Development Manager  
Team Manager Health and Wellbeing Practitioner Oral Health Improvement Co-ordinator Business Support Manager  
Senior Health Promotion Specialist Senior Health Promotion Specialist Nutrition Team Leader  
Regional Tobacco Control Policy Manager Head of Commission Support Health and Social Care  
Public Health Business Analyst Tobacco Control Programme Manager  
Public Health Intelligence Analyst Well-being and Partnership Lead Project Co-ordinator Armed Forces  
Health Improvement Team Lead Trainer Public Health Resource & Campaigns Officer Suicide Prevention Worker  
Environmental Health Officer Health Improvement Manager Road Safety Manager Lecturer Faculty of Health Sciences  
Health Improvement Commissioning and Performance Lead Tobacco Control Strategy Lead Sexual Health Programme Lead  
Health Improvement Co-ordinator Health Improvement Specialist Clinical Effectiveness Specialist  
Mind Your Heart Development Worker Tobacco Control Lead Lead Trainer Health Improvement  
Health Promotion Manager Health Improvement Nutrition Specialist Senior Health Promotion Practitioner  
Specialist Health Improvement Practitioner Health Improvement Senior Business Analyst Healthy Living Coordinator  
Health Promotion Officer Health Improvement Nutrition Specialist Health & Wellbeing Physical Activity Co-ordinator  
Patient & Public Involvement Manager Chlamydia Lead Nurse Independent Public Mental Health Practitioner

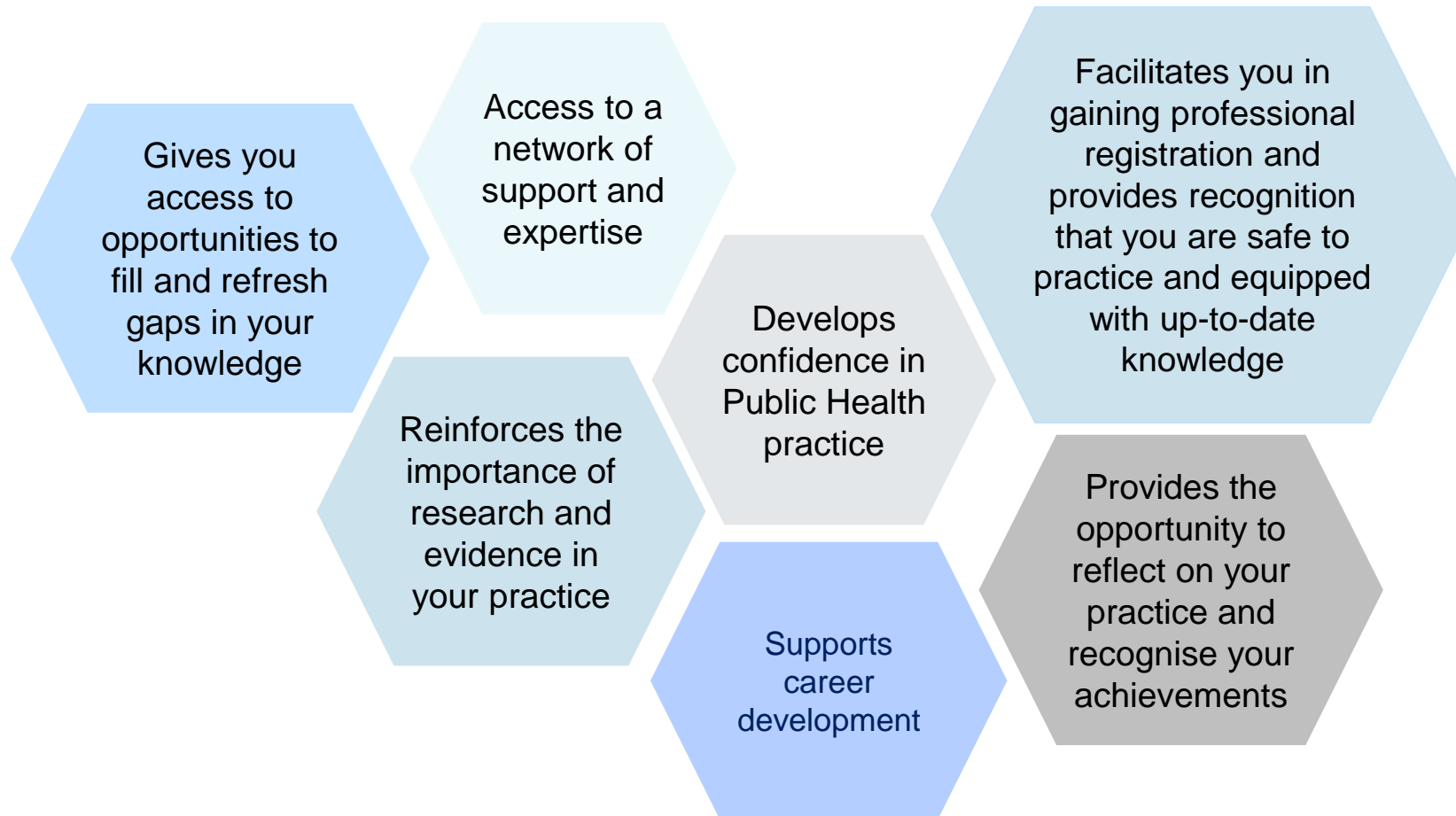
# Practitioner's perspective

**Aidan Gilbert-Ball: Public Health Practitioner Cohort 2022**

**Public Health Programme Officer, Royal Borough of Windsor & Maidenhead**



# Benefits of joining the scheme



*'The programme gave me an opportunity to explore and find my passion for public health. Every day has been a learning experience which will support my public health practice'* 2022 Practitioner

# The support you can expect during the scheme

## Access to a trained Mentor

### 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
- To access feedback on your draft work prior to submission



## 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
- Registration is renewed every year which includes a registration fee to UKPHR  
*(Current fees are: £25 one-off admin fee and £121 per annum)*
- Revalidation is every five years: registered practitioners are expected to maintain their CPD to fulfil revalidation (75 hours over 5 years)
- Opportunities to support the scheme as an assessor or mentor which goes towards your CPD and apply for a training award
- **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

Step 1: Identify 3 discrete pieces of work that you believe could become the commentaries that make up your portfolio. Note these on page 6 of the application form.

Step 2: Complete the baseline self-assessment for all 34 standards

RAG rate each 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 from one of the three pieces of work 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

Step 3: Informed by your baseline assessment highlight any ideas you have for addressing each of the gaps

# Section C: Baseline Self assessment

I have <b>sufficient</b> evidence to demonstrate this standard/indicator <b>(GREEN)</b>	I have <b>some</b> evidence to demonstrate this standard/indicator <b>(AMBER)</b>	I have <b>no</b> evidence to demonstrate this standard/indicator <b>(RED)</b>
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Area 1: Practising professionally, ethically and legally	RAG-Rating	Knowledge		Application
		Red	Amber	
1.1 <sup>xx</sup> Comply with statutory legislation and practice requirements in your area of work.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.2 <sup>xx</sup> Use an ethical approach in your area of work, identifying ethical dilemmas or issues arising and how you address them.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.3 <sup>xx</sup> Act in ways that promote equality and <u>diversity</u> .	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.4 <sup>xx</sup> Act in ways that value people as individuals.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.5 <sup>xx</sup> Act in ways that recognise people's expressed beliefs and preferences.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.6 <sup>xx</sup> Act within the limits of your competence, seeking advice when needed.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

# Example of a section of the Self-Assessment

Area 1: Practising professionally, ethically and legally		RAG Rating			Knowledge e.g., a course module	Application e.g., a piece of work with corroborative evidence such as a report. Indicate commentary 1, 2 or 3
		Red	Am	Green		
1.1	Comply with statutory legislation and practice requirements in your area of work.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	°FPH masterclass in <u>Ethics</u> (2023)	°Commentary 1 - Child Health project  Ev: Specification I wrote with section on need for an ethical approach
1.3	Act in ways that promote equality and diversity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	°In-house Equality and Diversity Training (2022)	°Commentary 2: Healthy weight project  Not sure what evidence to use for this standard
1.4	Act in ways that value people as individuals.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	°Gap - see page 14	°Gap as I work strategically, not sure how to demonstrate this standard - see page 14

Excerpt from page 14



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	<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 <u>In relation to Knowledge:</u> Use masterclass or online course to top up learning	April 2024

## 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 example on page 15 of the application form

# 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*

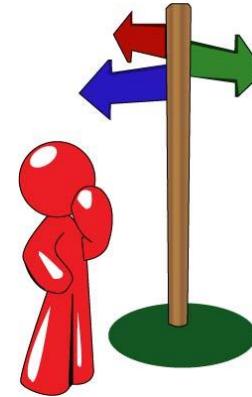
# Reflections: Should I apply?

## 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?





# Questions



*'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

*'The Practitioner Scheme has been a challenging but rewarding process that has helped me develop further as a public health professional. It has also been a great experience"*

Practitioner 2022 Scheme

Access your application [here](#) and send to [england.tvpublichealth.se@nhs.net](mailto:england.tvpublichealth.se@nhs.net) by 14 November 2023. For colleagues who couldn't attend this session 2 November. Contact [Lauren.kirk4@nhs.net](mailto:Lauren.kirk4@nhs.net) to attend

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## Thank You



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