

Developing our Public Health Workforce

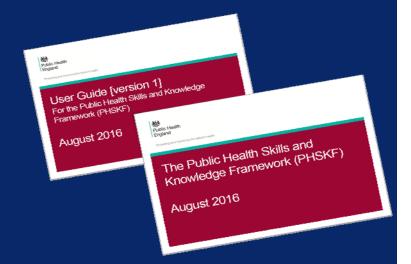
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Brief Background

- approximately 270 Health Improvement staff in Greater Glasgow and Clyde NHS Board
- NHSGGC works across six local authorities six Health and Social Care Partnerships, 3 hosted specialist Board wide teams and Public Health Health Improvement
- Q...how to collegiately respond in supporting the continuing professional development of our workforce?

The Challenges

- integration of health and social care
- New relationships with colleagues in local authorities and across the NHS as well as partners
- Unprecedented financial pressures
- Performance scrutiny



https://www.gov.uk/government/publications/public-health-skills-and-knowledge-framework-phskf

Response: Provide leadership and engage our workforce in this agenda

- Workforce development is a core work-stream of the Health Improvement and Inequalities Group (HIIG) – providing clear accountability
- Workforce development involves consistent support for all NHSGGC specialist HI staff
- The specialist HI workforce of NHSGGC are engaged in developing and shaping their own learning, individually and collectively
- There is a commitment to contributing and sharing individual knowledge and skills in order to enhance the development of the collective HI specialist workforce
- There is a collective commitment to demonstrating continuous learning and practice improvement

Inputs

Outputs (Activities)

Short

Medium

Outcomes

Long

HI Staff across GGC and partnerships

PH Skills Knowledge Framework

Learning & development

e-KSF framework

HIIG leadership and support

Pilot UKPHR evaluation

Resources

Establish NHSGGC WFD group with agreed Terms of Ref and reporting

Ensure links in place to HI teams across GGC and partnerships

Scope out and agree key priority areas 2015/16 and beyond

Help practitioners to build portfolios Inc developing and piloting a set of practitioner tools

Host a HI 'Practitioner' Event

Work with HI Managers to develop learning and development culture

Share relevant learning to date across GGC

Report back and update HIIG

HI Workforce are appropriately trained and developed for their role and function

Staff commit to continuous personal and professional development.

Staff in all roles have improved clarity of their roles and the role of others within GGC Inc HSCP's

Strategic Leads within GGC inc HSCP have an increased understanding of their role and contribution to WFD

HI Teams and staff have systems in place to create a supportive learning environment to enable staff to deliver on their roles with the wider organisation

Staff have clear objectives and understand their contribution and responsibilities to their team plans, development plan, SOA and NHSGGC /national planning

Staff have increased knowledge and understanding of the PH Skills Knowledge Framework Improved culture in relation to reflective practice and workforce development

HI workforce is better encouraged to change practice based on reflective practice

HI workforce across all GGC have shared vision and values, culture and language to support practice

Staff are confident in exercising leadership in their areas of work HI Workforce able to demonstrate PH Skills and

Competencies

Improved sense of professional identity

HI Workforce UKPHR registered

Assumptions

Existing HI workforce +/- registration in previous roles; Low staff turnover; CPD identified in line with KSF and ongoing; Job descriptions (NHS and LA); Not about management competency; PH Skills and Competency Framework , KSF Framework;

External Factors (2015)

Public Service Reform Integration of Health and Social Care Public Health Review Budget reductions and savings

How Have We Delivered?

- Annual events on workforce development
- Group members and WD champions support the agreed workplan
- Accountability at various levels

- Reflective practice tools in use by all teams cross Board (Know how/show how)
- Facilitated reflective practice sessions in 11 teams
- 2 reflective pieces a year, not an add on but embedded into PDPs

How Have We Delivered?

- Co-ordination and cross organisational approach to training (eg IH:DEP, ABCD)
- Pilot registration: participating Board, Mentors for candidates, consistency of support
- Offering learning opportunities eg sponsored Faculty Conference places

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CRITICAL REPLECTION
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What 's next ... the Workforce Development Group 's CPD...

- Post Development session November
- Refresh of Logic Model
- Formalising role descriptor for WFD champions
- Revised action plan based on feedback

Looking up and letting go ...

