

# Developing our Public Health Workforce

Nichola Brown

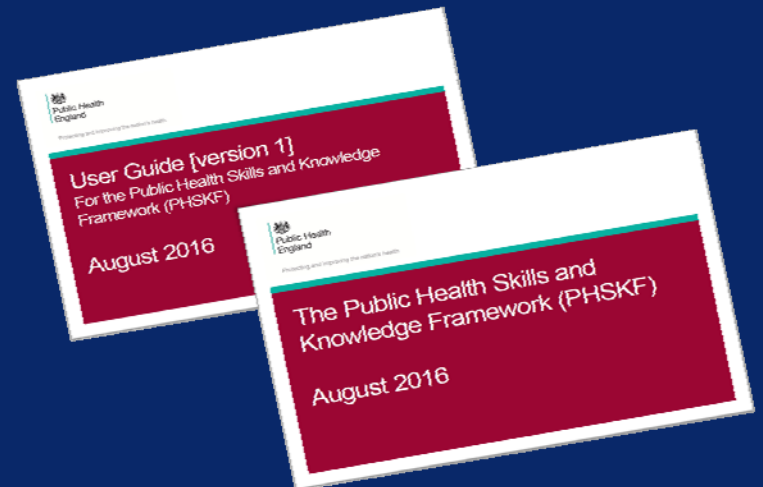
[nichola.brown2@ggc.scot.nhs.uk](mailto:nichola.brown2@ggc.scot.nhs.uk)

# 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

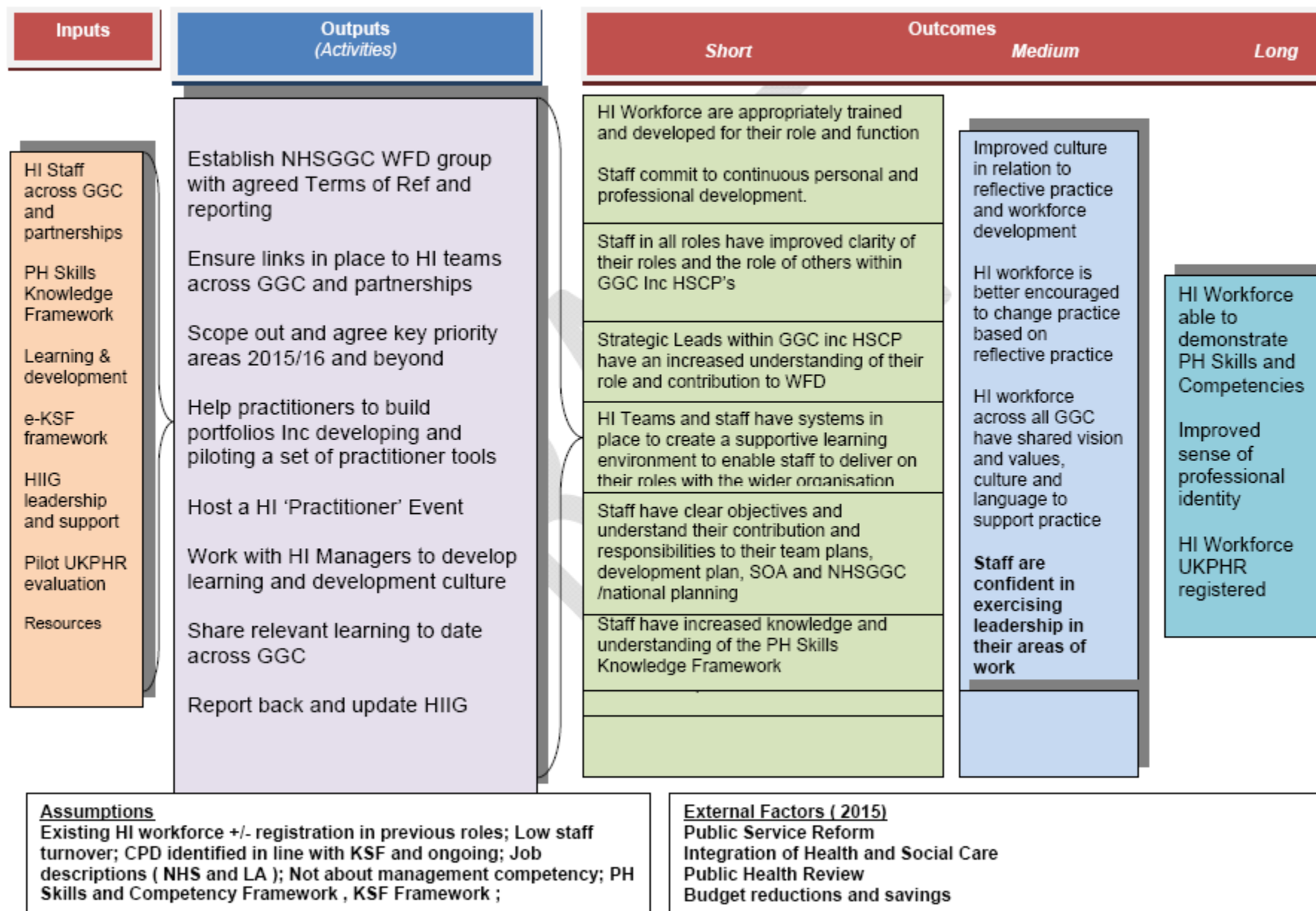


<https://www.gov.uk/government/publications/public-health-skills-and-knowledge-framework-phskf>

## 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

# Health Improvement Workforce Development (WFD) Logic Model



# 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

# Know How” tool

LEARNING OPPORTUNITY:		TRAINING PROVIDER:	
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VENUE:		DATE:		CPD POINTS	
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LEARNING OUTCOMES	'Know How' COMPETENCY
•	•
•	•
•	•
•	•
•	•
•	•
•	•
•	•

EVIDENCE INCLUDED:	1	
	2	
	3	
	4	

CRITICAL REFLECTION:	
<i>What did I learn?</i>	<i>How will I apply learning to practice?</i>
<i>What did I contribute?</i>	<i>Who will I share my learning with?</i>



PROJECT TITLE	
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START DATE		DURATION	
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CONTEXT	
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MY ACTIVITY		'Show How' COMPETENCE	EMBEDDED EVIDENCE
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			

#### CRITICAL REFLECTION

I am proud that..... I would have done .....differently I am disappointed that.....  
 I succeeded in ..... This work allowed me to..... My contribution resulted in.....  
 Given more time I would have..... I was instrumental in.....

LIST EVIDENCE TYPE (minutes/photographs/reports/emails/programmes)			
1.		6.	
2.		7.	
3.		8.	
4.		9.	
5.		10.	

# 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 ...

