

Right time, right place..... Right people?

Dr Andrew Fraser

Public Health Skills & Knowledge Framework Event

Glasgow

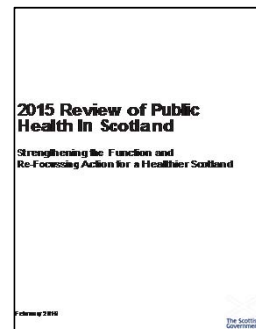
16 March 2017



Right time....

- Public Service reform
- Real pressure on health resources
- Faltering economy, demography, leaving the EU creates further pressures
- Scrutiny over performance of the public health function

- What's really important:
 - Public Health priorities
 - The politics:
 - Fairness, Inequalities & social justice, rights
 - Children's attainment & poverty
 - Climate change



Right place....

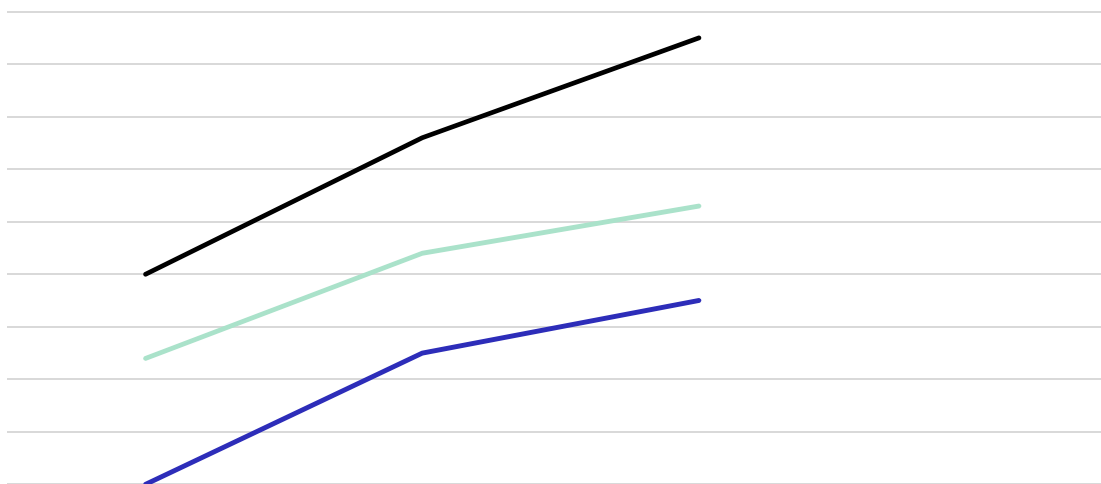




Right People.....

Right public health people

- Capacity – numbers and skills; specialists, practitioners, wider workforce
- Capability – organised, efficient, effective, blend of skills and qualities
- Performance – making a measurable difference



My Questions....



- Are we ready for what lies ahead?

About the Scottish PH Workforce Development Group

- Multi-disciplinary, multi-agency
- Strategic, shaping, not executive
-Commissioning?



What have I learned?

- **It's complex**

- Regulation
 - Revalidation / accreditation
 - Education – undergrad.;post-grad.; continuing development
 - Training
 - Standards
 - **Skills and Knowledge Framework**
- Employers – T&Cs, Bands
 - Sectors
 - The academic sector is very different
 - Specialist, practitioner, wider
 - Resources
 - 'Fit for purpose'
 -all marching in step

More learning....

- Academics....
-another world – different careers, metrics
- Third sector
-parallel frameworks
- Distinct skill set; lobbying and influence....

What have I learned? - process

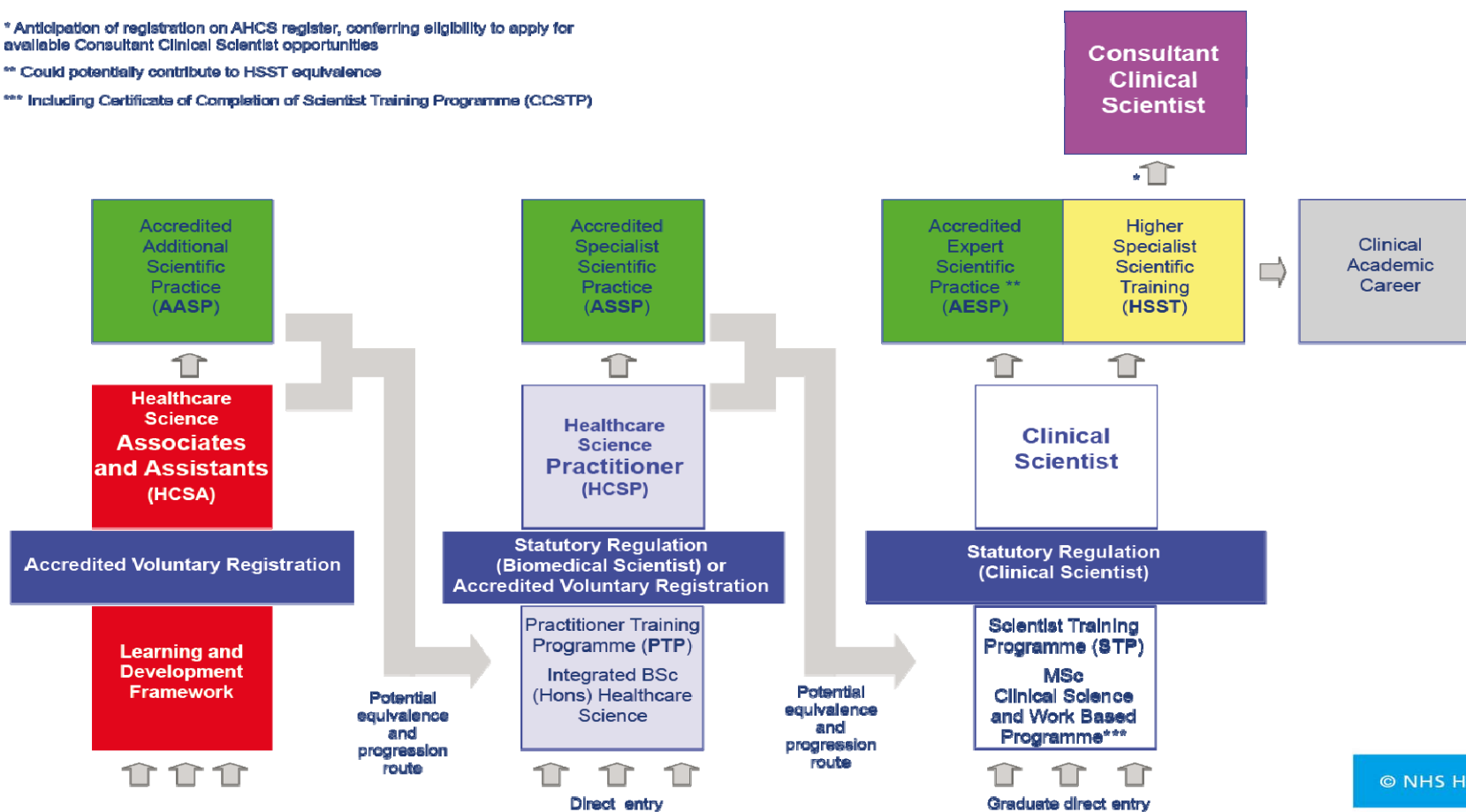
- Specialists
- Doctors & Dentists are well set up
- Nurses less so
- Everyone else is not
- Scientists
- Practitioners
- Numerous and multiplying disciplines
- Nursing: well structured
- AHP variable
- Health promotion and Environmental Health are developing programmes, but career progression in sometimes unclear
- Many others - lacking

Modernising Scientific Careers: Career and Training Pathways

* Anticipation of registration on AHCS register, conferring eligibility to apply for available Consultant Clinical Scientist opportunities

** Could potentially contribute to HSST equivalence

*** Including Certificate of Completion of Scientist Training Programme (CCSTP)



The new agenda on Workforce development

- We have let ‘a thousand flowers bloom’
- We need now:
- More sustained, co-ordinated focus, less variation Scotland-wide, ‘best-fit for purpose’
- To have a locally-orientated workforce that covers all domains and supporting functions, and allows local level public health to choose its own pathways to flourish
- To fix defined pressure points – e.g. career shape, leadership and succession, specific disciplines

The work of the Scottish Public Health Workforce Development Group

- Wider workforce
- Practitioners
- Specialists

- Leaders
- Cross-disciplines
- Succession planning
- Collaborate with domain, sector, special and task groups



PHSKF

- One unifying spine that unites many strands
- Across sectors, levels of public health work, UK countries – a ‘skills passport’
- Creates and validates a ‘fit for purpose’ workforce

Right time, right place, right deployment of skills and knowledge

Leaders, advocates, with technical and softer skills....connected to -

the team,

the blend of 'art and science' in practice; technical skills and personal effectiveness

wherever we are going to get things done

..... what lies ahead?

Right people

- Wider workforce
- Leadership – and followership
- Technical skills blended with softer skills
- Accept change that is necessary and continuous

Right people

- Top people –
 - widen the pipeline, and dismantle the ceiling
- Specialists –
 - everyone is a leader in something; address pressing skill shortages; senior managers, needing that skill and knowledge set
- Practitioners –
 - need a much better career & challenge framework
- Wider workforce –
 - in the business of transformation
- A strategy that creates and sustains a workforce that is fit for purpose



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Supported by a Public Health
Skills & Knowledge Framework

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