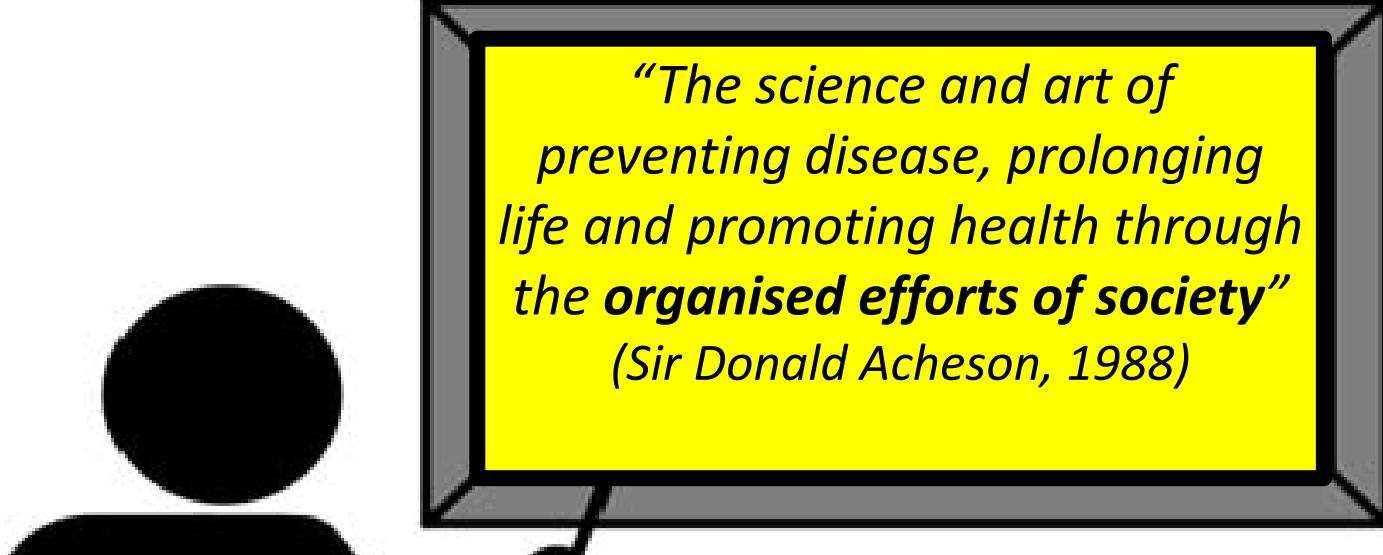




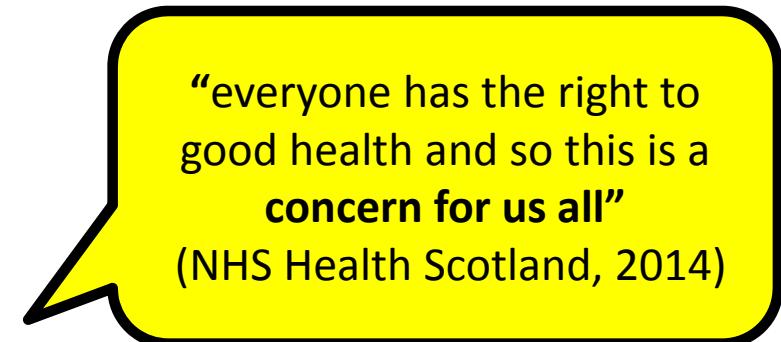
Public Health Workforce Development – our journey so far...

Clare Black
Health Improvement Lead
Department of Public Health
NHS Ayrshire & Arran



*“The science and art of preventing disease, prolonging life and promoting health through the **organised efforts of society**”*

(Sir Donald Acheson, 1988)

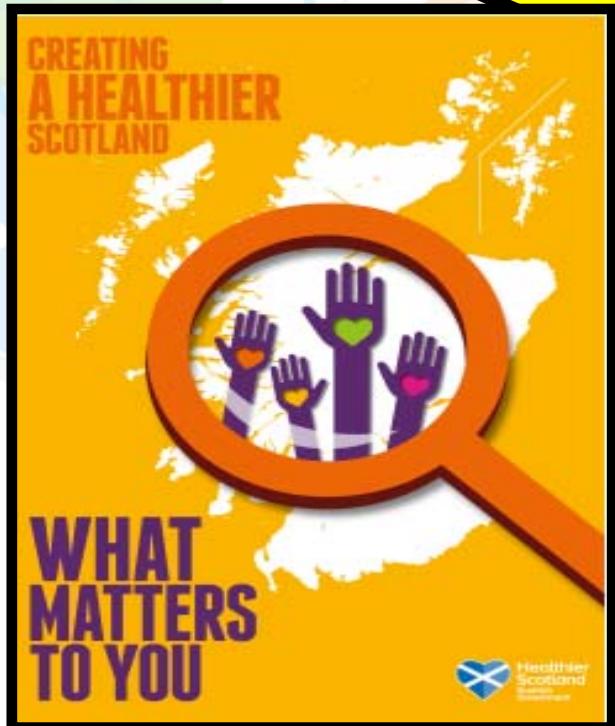


“everyone has the right to good health and so this is a **concern for us all**”

(NHS Health Scotland, 2014)

*“Our work will
increasingly focus on
preventing and detecting
health problems”*

(Everyone Matters: 2020 Workforce Vision; P. 4)

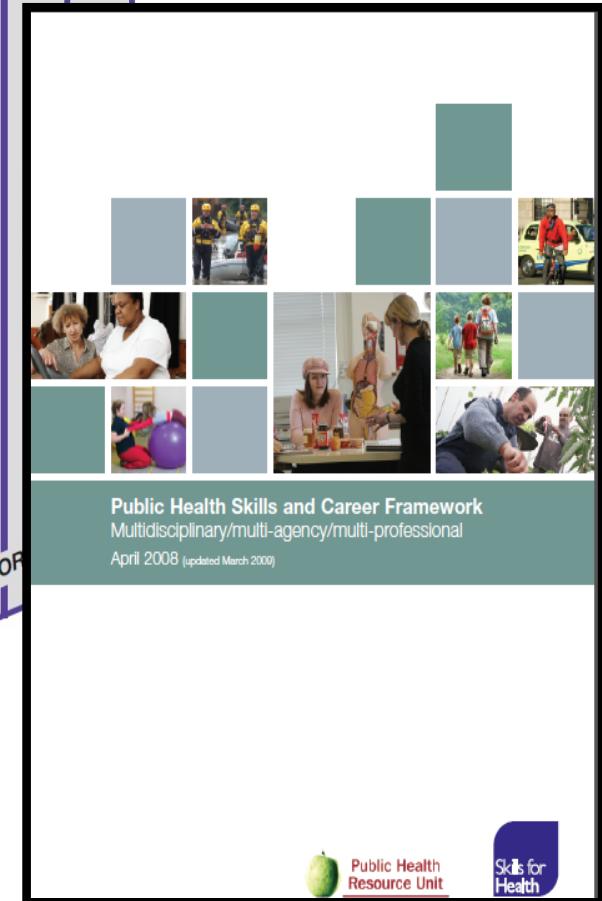
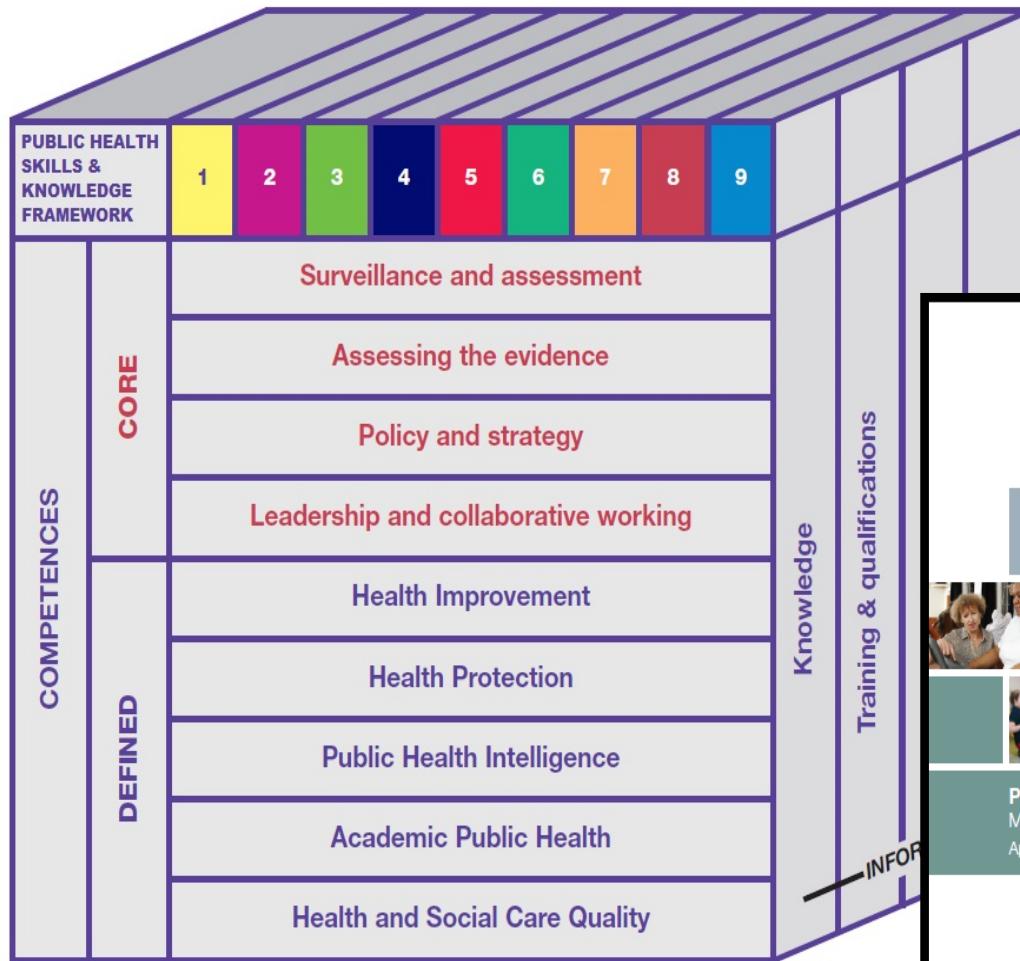


(<http://www.gov.scot/Topics/Health/Policy/2020-Vision>)



**National Health and Social
Care Workforce Planning:
Discussion Document**

February 2017







Our approach

Workforce development plan for the Specialised Public Health Workforce

Objective - Develop the Public Health Learning Forum as a vehicle for competency development				
Actions	Person responsible	Timescale	Desired Outputs	Progress
1.1 Align to KSF, Public Health competences and Public Health priorities	Andrew Pufford Kerry Ingram Kathy Owens Alan Brown	March 2013	Future learning forum sessions will be linked to KSF dimensions and public health competencies Reflective diaries used	
1.2 Review learning forum	Andrew Pufford Kerry Ingram Kathy Owens	March 2013	Sessions to be held on surveillance, critical appraisal and assets and evaluation	
1.3 Develop a mechanism for peer support	Andrew Pufford Kerry Ingram Kathy Owens	March 2013	Peer support provided via Learning Forum	
1.4 Links with Training Centre and other local and national bodies	Claire Black	On-going across the year	Meeting held with Training Centre Attendance at National Workforce Development Group by Health Promotion Manager CDU	

Objective - To ensure the training programme meets competency profiles at foundation level				
Actions	Person responsible	Timescale	Desired Outputs	Progress
1.5 Implement actions in relation to the Training Review	Claire Black HP Managers HPO-CDU	April 2013	Public Health training programme developed	

Implementation supported by internal Workforce Development Group which reports to the internal Public Health Governance Group

Our approach



"it is imperative our specialised public health workforce is fit to practice. Knowing the contribution those in practitioner roles make, it is really important to promote practitioner registration to ensure a professional workforce to drive improvements in the public's health"

Dr. Carol Davidson
Director of Public Health
March 2017

13 registered practitioners



Some of our registered practitioners
with our DPH and Assistant Director



Perceived successes

- Co-ordinated approach
- Commitment to workforce development with management support
 - i.e. participation in Public Health Practitioner Registration and support to staff
 - i.e. support for staff to undertake academic awards etc



Our approach



- (attempting) to influencing development of wider workforce at strategic level e.g. **Workforce Planning Programme Board** (NHS and HSCPs) and **Ayrshire Education Partnership** (NHS, HSCPs, University of the West of Scotland, Ayrshire College, Scotland's Colleges)
 - Development of training, development and information

“Very helpful review and reminder of good practice. Helped put own practice and job role into perspective...”

(training participant)

“Brilliant. Very worthwhile and informative training. Great for building on current knowledge and experience”

(training participant)



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

Guidance

Public health skills and knowledge framework (PHSKF)

From: [Public Health England](#)
First published: 10 August 2016
Last updated: 15 November 2016, [see all updates](#)
Part of: [Public health skills and knowledge framework](#)

UK-wide tool to develop public health capabilities needed in the future.

Documents



[Public Health Skills and Knowledge Framework](#)

Ref: PHE publications gateway number 2016440
PDF, 4.45MB, 29 pages

This file may not be suitable for users of assistive technology. [Request an accessible](#)



Contact details

Clare Black

Health Improvement Lead

NHS Ayrshire & Arran

01292 885935

Clare.black@aapct.scot.nhs.uk





Thank you
for listening