Thames Valley Practitioner Development Scheme

An invitation for you......
To join this exciting scheme in which we support and assess public health practitioners to gain registration with the UKPHR (UK Public Health Register).

Building on the success of the Thames Valley Scheme (and other Schemes across the UK), we are now seeking applicants to join the Public Health Practitioner Development Scheme. We welcome applications from individuals working at practitioner level within Thames Valley public health teams, local government, primary care or any of the health and social care organisations including voluntary and third sectors that promote, protect, advocate for, develop and improve health with local communities and groups.

What does the Scheme involve?
The Scheme supports public health practitioners and trains local assessors to provide a workforce assessed and certified as meeting the national UKPHR standards at an agreed level of competence (level 5 of the Public Health Skills & Knowledge Framework, see appendix A) equivalent to other “practitioners”; thereby giving local and national recognition through a quality-assured process of assessment and verification to the PH practitioners across the wide range of multi-sector organisations who contribute to the promotion, improvement and protection of health.

Only practitioners who have been through a local scheme such as this are eligible to apply to the UKPHR for registration as a public health practitioner.

Applicants must be committed to full participation in all elements of the Scheme, to develop a completed portfolio by 16 November 2015. This means a genuine commitment to attend the Practitioner Induction Day on 9 February 2015, full attendance at all learning sets, and an absolute commitment to undertake the associated commentary writing in between times, to ensure maximum use of the support available.

Who should apply?
Practitioners requesting support through the Thames Valley Practitioner Scheme are expected to be able to demonstrate:
- 2 years’ experience in public health, usually having occupied a public health practitioner post at NHS Agenda for Change band 5 -7 or equivalent in other sectors;
- operating at Level 5 or above on the Public Health Skills & Knowledge Framework (formerly PHSCF, see appendix 1)
- employment in the Thames Valley region
- Full support of your Line Manager and employing organisation.

What support is available?
Practitioners on the Scheme are supported through facilitated learning sets in priority areas of Continuing Professional Development (CPD) to enable them to complete a portfolio of evidence of competence against the UKPHR practitioner standards by 16 November 2015. Each practitioner attends up to 4 facilitated learning sets, where they are supported in preparing their portfolio and receive one-to-one feedback on progress. Peer support is crucial, with the practitioners very much benefiting from sharing their work with each other and talking through any concerns. Practitioners are assigned a UKPHR trained assessor.
Why should I join?
This Scheme demonstrates our local commitment to robust professional development for the practitioner workforce and is of particular importance to practitioners who are taking significant responsibility in commissioning and providing public health programmes who do not have any professional registration.

Working with UKPHR processes and frameworks to provide support, guidance and quality assurance of assessment against the practitioner standards, this Scheme will ensure locally accredited practitioners can apply to the UKPHR for national recognition.

What does completing portfolio entail?
A complete portfolio generally consists of 3 or 4 “commentaries” with associated supporting evidence - a commentary being your story of your role in a piece of work (such as a needs assessment you have undertaken, or your design of a healthy weight programme, or your evaluation of a project etc), linked to the UKPHR practitioner standards.

Time commitment
- Attendance of Induction Day
The purpose of this event is to provide a comprehensive understanding of the competencies, evidence requirements, completion of portfolio paperwork and support available
- Attendance of Learning sets
Mandatory participation in learning sets to support practitioners in the development of their portfolios of evidence (including reflective practice, summary writing and completion of the assessment log). In general terms most schemes offer 3-4 days of facilitated learning to support compiling the portfolio.
  - Time spent developing the portfolio itself and contact with assessor. Participants must expect that personal time will be expected to complete a portfolio by 16 November 2015.
  - Attendance of masterclasses if applicable.

How do I find out more?
You should discuss your interest in applying to the scheme with your Line Manager. You can also contact Allison Thorpe, Scheme Co-ordinator, at lesthorpes@btinternet.com, 07919 346547, to learn more about the scheme and your eligibility.

Recruitment to the Practitioner Development Scheme
- Completion of application form which includes a self-assessment and commentary form.
- A letter of support from your line manager and/or Director of Public Health where applicable
- Shortlisting of applications by a panel
- Successful shortlisted applicants will be invited to interview (30 January 2015).

What are the next steps?
Practitioners wishing to join the Scheme are asked to complete an application form to be returned via email by 19 December 2014 to Jo Frank, Joanne.Frank@ouh.nhs.uk, Training and Development Officer, Public Health Training, Oxford University Hospitals NHS Trust.
## Public health careers and skills framework levels 1-9

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<tr>
<th>Framework Level</th>
<th>Expectation of practice</th>
<th>Example job titles</th>
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<tbody>
<tr>
<td>1</td>
<td>Has little previous knowledge, skills or experience in public health. May undertake specific public health activities under direction or may acknowledge the value of public health in a wider context</td>
<td>Volunteer workers (e.g. in breast feeding)</td>
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<td>2</td>
<td>Has gained basic public health knowledge through training and/or development. May undertake a range of defined public health activities under guidance or may use knowledge to influence public health in a wider context.</td>
<td>Dental health worker (schools), public health receptionist in NHS unit, administrator or admin assistant (e.g. in drug and alcohol team, community safety unit, public health development unit), peer educator, lay health worker, childcare worker, classroom assistant, crèche worker, refuge worker, refuse worker, health care assistant, community pharmacy support staff</td>
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<td>3</td>
<td>May carry out a range of public health activities or small areas of work under supervision. May assist in training others and could have responsibility for resources used by others. May use public health knowledge to set priorities and make decisions in a wider context.</td>
<td>Stop smoking adviser, health promotion resources officer, community food worker, fluoride technician (schools), child smile worker (oral health), health promotion assistant, clerical officer in health protection unit, health trainer, clinical dental educator, pest control officer, dog warden, porter acting as smoking cessation worker, catering services manager, senior community pharmacy support staff</td>
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<td>4</td>
<td>Has responsibility for specific areas of public health work with guidance, which may have a breadth and/or depth of application</td>
<td>Health visitor assistant, community nursery nurse, intelligence officer in regional government office, primary drugs education development worker (Healthy Schools), advanced community food worker (nutrition and dietetic service), health protection administrator, health visitor assistant, social care assistant, community-based dental health educator, safety officer (e.g. in the home or community), housing officer, countryside officer</td>
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<td>5</td>
<td>Has autonomy in specified areas, continually develops own area of work and supports others to understand it. May contribute to a programme of work in multi-agency or multi-disciplinary environment.</td>
<td>Nutrition advisor (health promotion), community nutrition worker, public health information analyst in PCT, health protection information officer, community pharmacist, environmental technical officer, smoking cessation coordinator, oral health promoter, clinical dental health educator, allied health professional, registered nurse</td>
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<td>6</td>
<td>Has autonomy and responsibility in coordinating complex work, reflecting wider and deeper expertise in own area of work. Able to develop, facilitate and contribute to programmes of work in multi-agency or multi-disciplinary environment.</td>
<td>Specialist in community public health nursing (e.g. school nurse, health visitor, occupational health nurse); children’s Family nurse, specialist smoking advisor, senior information analyst in PCT support service, regional information officer pharmacy public health facilitator, health trainer programme co-coordinator, senior health improvement officer, environmental health officer, drug and alcohol coordinator, health promotion officer, sexual health adviser, oral health promoter</td>
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<tr>
<td>Level</td>
<td>Description</td>
<td>Possible Roles</td>
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<td>7</td>
<td>Has autonomy and expertise in areas of public health. Will lead on areas of work within a defined field.</td>
<td>Health emergency planning adviser in HPA, senior researcher in NHS unit, senior health promotion officer, public health dietician/nutrition specialist, specialist smoking advisor, health visitor, school nurse team leader, health trainer programme manager, pharmacy public health specialist, environmental health officer, health protection nurse, health improvement manager or programme lead, community development manager, drug and alcohol coordinator, health promotion officer, sexual health adviser, service and corporate planner</td>
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<td>8</td>
<td>Has a high level of expertise in a specific area of work or across a substantial breadth of service delivery and/or programmes. Is accountable for work across boundaries and agencies. Has leadership responsibility and autonomy to act. Sets strategic direction in own area of work</td>
<td>Deputy director of public health, head of information in public health observatory, director of environmental health, regional health emergency planning adviser, senior research fellow, head of public health in LA or CHP, lead pharmacy public health specialist, principal environmental health officer, health protection nurse specialist, nurse consultant, area health promotion manager, head of health improvement and planning, investors for health manager, health promotion commissioner, community development manager, service and corporate planner, cross-sector or multi-agency partnership lead</td>
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<td>9</td>
<td>Sets strategic direction across organisations and/or areas of work. Provides multi-disciplinary or multi-sectoral public health leadership that determines priorities.</td>
<td>Director of public health in PCT, SHA or health board, director of public health observatory, head of adult social care and health, consultant in health protection, regional or national lead in health improvement, regional epidemiologist, director of community planning</td>
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