

Everything you ever wanted to know about Public Health Practitioner Registration...

...but were afraid to ask!

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Introductions



Today's webinar

Aiming to 'demystify' public health practitioner registration

- What is registration and what are the benefits?
- How do I fit into Public Health?
- Insights from Practitioner's in the current cohort
- What does the Wessex programme entail?
- How to apply

What is registration?

(And what are the benefits?)



What is registration?

- Registration provides public protection by ensuring that only competent public health professionals are registered, and that high standards of practice are maintained (safe pair of hands).
- UKPHR (United Kingdom Public Health Register) is the regulatory body for PH Practitioners.

The Value of Registration

- Provides **quality assurance** of the workforce to common and agreed professional standards
- Provides **quality control** of the workforce by assessment

“standards for public health practitioners should become an integral part of the career development pathway and skills escalator, developing the public health workforce and supporting the most effective delivery of the health protection and health improvement agenda” UKPHR 2013

OUR STRATEGY

2024 - 2029

UKPHR

Public Health Register

Protecting the public | Improving practice

UK Public Health Register (UKPHR) is the world's first independent, dedicated regulator for public health professionals in the United Kingdom, providing professional regulation to public health specialists, specialty registrars and practitioners from a variety of backgrounds, all of whom have a common core of knowledge and skills. We are an Accredited Register with the Professional Standards Authority (PSA), who have awarded us a Quality Mark.

OUR VISION

The public will benefit from excellent public health practice delivered by an effectively regulated multi-disciplinary profession who continuously maintain and enhance their professional competence.

OUR VALUES

- Ensuring public protection
- Achieving fairness and equity
- Promoting transparency and openness
- Enabling resilience through robust regulation
- Facilitating a collaborative approach across the profession

1

Maintain, develop, and grow our Register

Therefore, we will work to maintain, develop, and grow our register to:

- Ensure all specialists, practitioners and trainees are enabled to register with UKPHR and value their status.
- Understand what our data tells us about our registrants and work to promote inclusivity, accessibility, and fairness.
- Reduce barriers to registration and promote flexibility and fairness.
- Monitor, evaluate and review professional practice and define our ambitions across the wider public health system.

2

Support, and enable the multi-disciplinary public health workforce to maintain professional standards

Working closely with partners, we will ensure:

- There is a good understanding of the public health workforce and the demographics of our registrants, to ensure we provide insight from our professional data that results in an inclusive profession whose developmental needs are met.
- We provide clear and accessible information about training and career pathways which give public health professionals access to professional regulation and ongoing registration.
- The multidisciplinary public health workforce is fully recognised and valued across the sector.

3

Promote collaboration across the public health and regulatory sectors to enhance public safety

We will work to:

- Develop and maintain strong alliances with public health and healthcare organisations across the four countries of the UK and encourage four-country information sharing.
- Enhance information sharing across healthcare regulators and public health organisations to form a coherent view of public health practice.
- Promote our status as the only multi-disciplinary public health regulator in the world.
- Develop a clear, dynamic offer to all our stakeholders about what kind of organisation UKPHR is, what we do, and how we engage.

4

Invest in our people and systems

We will work to:

- Treat our staff and wider workforce fairly and ensure they feel heard and supported.
- Grow and retain staff and our wider workforce, making UKPHR a great place to work with a supportive culture.
- Ensure we maintain a fit-for-purpose governance system in place, with opportunities for Board development.
- Create conditions to ensure learning and improvement across the organisation.
- Continuously evaluate and improve our own performance to maximise efficiencies



register@ukphr.org



www.ukphr.org



0121 296 4370



@UKPHR1



What are the benefits for Practitioners?

Practitioners say...

- It's improved my career prospects
- I've gained professional recognition
- It's given me a lot more confidence
- I had the opportunity to reflect on my career and achievements

Benefits for Practitioners

“I recognised early that I was doing all sorts of work but I wasn't being recognised...being able to demonstrate at a more formal level that I was working to project specifications, I was delivering work and I was evaluating it” [Registered Practitioner]

“You can show the public in the UK that you're part of a process where you've been asked to meet standards” [Registered Practitioners]



Impact on organisations

- Formal recognition of Public Health Practitioners
- Support career development
- Provide quality assurance
- Demonstrate competence

“there was a need to formalise the educational support for practitioners at a lower level than specialists.” [Manager]

“they would be able to evidence their competence because its been signed off against the standards we understand” [DPH]



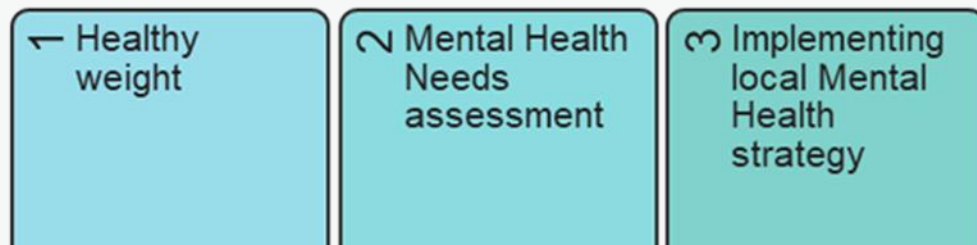
Additional benefits of registration

Following registration practitioners are eligible to:

- Apply to the Wessex School of Public Health for a Training Award
- To train to become a UKPHR assessor
- Access to Wessex CPD opportunities

What is required?

- You will need to produce a portfolio of work
- This will contain three or four projects of distinct pieces of work
- These show how you meet the 34 practitioner standards
- Backed up by evidence to show that you have sufficient knowledge, understanding and application
- A final reference and testimonial



How do I fit in?

(To Public Health)

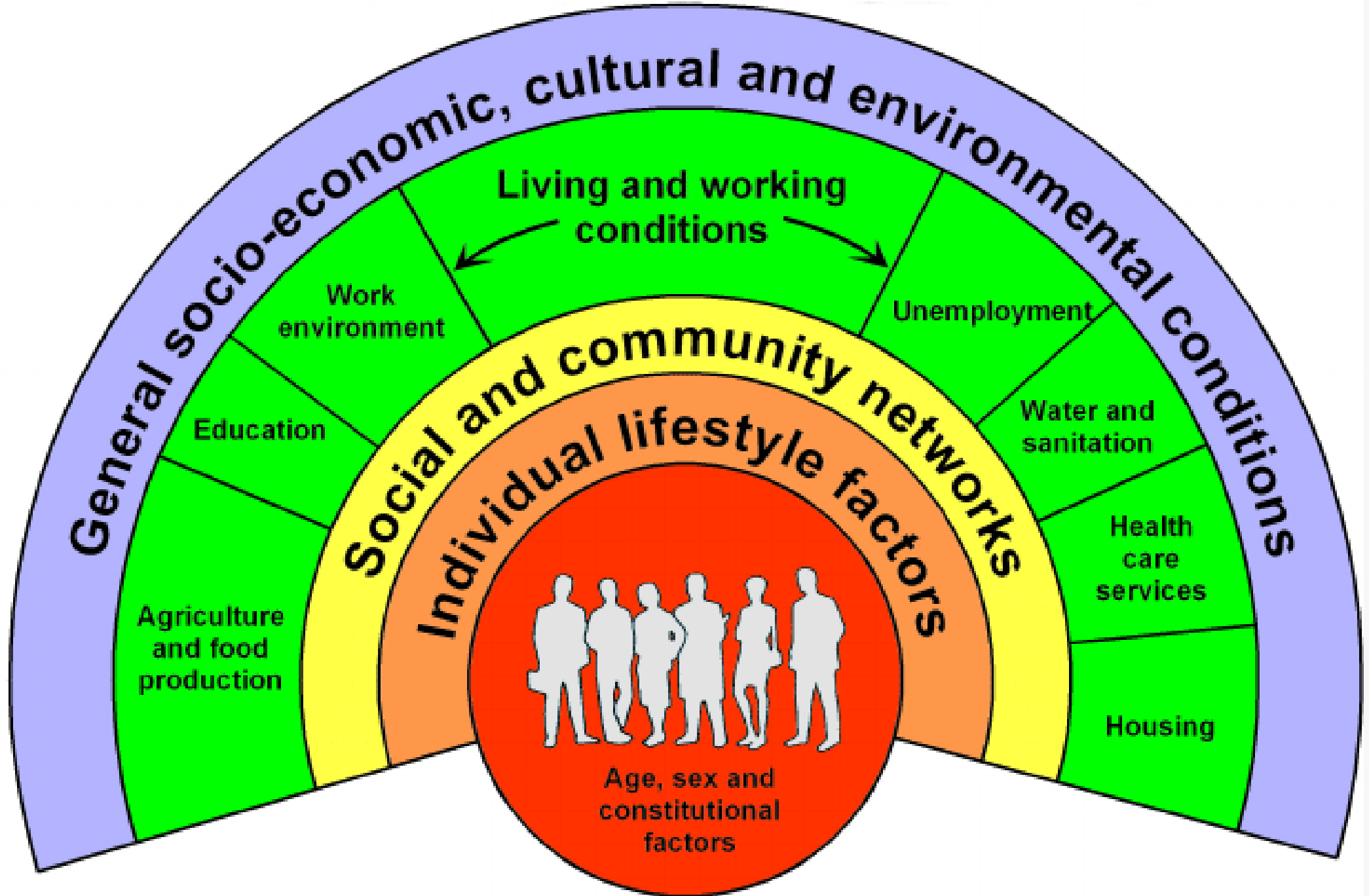


What is Public Health

There are four domains of public health:

1. Health Improvement
2. Healthcare Public Health
3. Academic Public Health
4. Health Protection

Videos on each of these are available at <https://tinyurl.com/2oxbjo7t>





Public Health Function

Public Health Skills and Knowledge Framework 2016 describes the **Public Health Function** as something that:

‘improves and protects the public’s health and reduces health inequalities between individuals, groups and communities through system wide action’



Who is Registration aimed at?

- Individuals who are:
- Working to improve health and wellbeing
- Already working as Public Health professionals (at least 2 years in a PH role)
- Working autonomously in a specific area of work
- Continually developing their own area of work
- Supporting others to understand their area of work
- Supporting or contributing to working in multi-agency and multi-disciplinary environments
- Able to satisfy the requirements of all 34 UKPHR practitioner standards (determined through self-assessment and interview)
- Some gaps expected at application stage, must be able to fill these over the 12 month period

Insights from Practitioner's in the current cohort

What does the Wessex programme entail?

The Wessex Support Programme

- Hosted and run by the Wessex School of Public Health Board at NHS England, Workforce, Training & Education, South East.
- It is not a training programme, but it does facilitate and support practitioners who meet the entry criteria in filling gaps in their knowledge and experience so that they can prepare a portfolio of evidence to achieve registration with the UKPHR.
- Provides a high level of support for practitioners.

A twelve month timeline that includes:

- Application and interview process
- 1:1 to support finalising choice of pieces of work to go in portfolio
- Induction day
- A series of 5 masterclasses and access to MECC Lite training
- 5 portfolio development group days (small facilitated peer group)
- Feedback on draft work prior to submission
- Regular practitioner forum drop in sessions
- Access to 1:1's with the scheme facilitator
- Assessment of submitted work by a UKPHR trained assessor
- Mid-year review
- Verification of the completed portfolio



Localised Support

- Local Public Health Development Leads
- Current Registered Practitioners
- Line Managers
- Registered Practitioners

Key scheme expectations

- Complete an honest self-assessment against the 34 UKPHR standards
- Map the standards to 3 suitable pieces of work.
 - Every standard must be addressed only once.
- Fill gaps in knowledge and application
- Identify suitable evidence of knowledge and application for every standard.
 - At least 50% of evidence to be from within the last five years
- Complete 3 written pieces of work (commentaries) to demonstrate knowledge, understanding and application of all 34 standards
- Participate in all aspects of the programme including evaluation and ongoing support for the scheme
- Meet scheme deadlines for the submission of work and completion of the portfolio and submit work using the e portfolio platform
- Engage in a formal review after commentary 1 submission to review progress with the Programme team
- Invest personal time as well as allocated work time to completing portfolio



How to apply

The Application Process

Application – opens 6th of September

- Complete Application form
- Section A - Your details
- Section B - Supporting information
- Section C –Signed Declarations

Include Your CV (including qualifications and record of CPD)

- Complete Self- Assessment

Submission deadline: 30th October (noon) 2024

Interview: Assessing readiness and motivation 22nd November 2024

The baseline assessment

An opportunity to start to get familiar with the standards and check whether you are ready to apply

- Be honest in your self assessment for each standard. You are expected to have some gaps.
- Start by identifying 3 pieces of work that together could allow you to address all of the standards. For example:

<ol style="list-style-type: none">1. Working on chapters of the JSNA2. Carrying out a health-needs assessment3. Developing a strategy for obesity prevention	<ol style="list-style-type: none">1. Warm homes prevention programme2. Improving vaccination rates during COVID3. Project to Increase physical activity for older people
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- Knowledge and application are assessed separately
 - In the Knowledge column identify the source of your underpinning knowledge for each standard. If you are unable to identify a suitable source of Knowledge, note this.
 - In the Application column note which of the three pieces of work you could use to demonstrate each standard and specify a piece of evidence that could corroborate what you did. If you are unable a suitable example/ piece of evidence note this.
- When you have filled in both the Knowledge and Application sections, rag rate each standard separately.
- If your RAG rating is **Red** this highlights a development opportunity: Highlight any ideas you have for addressing your gaps in the section at the end of the baseline assessment

Section C: Baseline Self assessment

I have sufficient evidence to demonstrate this standard (GREEN)	I have some evidence to demonstrate this standard (AMBER)	I have no evidence to demonstrate this standard (RED)
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Step 2: Complete the full self -assessment using this table

Area 1: Practising professionally, ethically and legally		RAG Rating			Commentary Claiming 1/2/3	Example of evidence of Knowledge e.g course/module	Example of evidence of application e.g a piece of work with corroborative evidence
		G	A	R			
1.1	Comply with statutory legislation and practice requirements in your area of work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Choose an item.	Click or tap here to enter text.	Click or tap here to enter text.
1.2	Use an ethical approach in your area of work, identifying ethical dilemmas or issues arising and how you address them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Choose an item.	Click or tap here to enter text.	Click or tap here to enter text.
1.4	Act in ways that promote equality and diversity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Choose an item.	Click or tap here to enter text.	Click or tap here to enter text.
1.3	Act in ways that promote equality and diversity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Choose an item.	Click or tap here to enter text.	Click or tap here to enter text.
1.4	Act in ways that value people as individuals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Choose an item.	Click or tap here to enter text.	Click or tap here to enter text.

Example of a section of the Self assessment

Area 1: Practising professionally, ethically and legally		RAG Rating			Commentary Claiming 1/2/3	Example of evidence of Knowledge e.g course/module	Example of evidence of application e.g a piece of work with corroborative evidence
		G	A	R			
1.1	Comply with statutory legislation and practice requirements in your area of work.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Commentary 1	FPH Masterclass in ethics (2024)	Commentary 1 – Child health project Ev -Specification I wrote with section on need for an ethical approach
1.2	Use an ethical approach in your area of work, identifying ethical dilemmas or issues arising and how you address them.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Commentary 2	In house equality and diversity training (2022)	Commentary 2 – Healthy weight project Not sure what evidence to use for this standard.
1.4	Act in ways that promote equality and diversity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Unsure	Gap see page 14	Gap as I work strategically not sure how to demonstrate this standard. See page 14.

Using the baseline self-assessment form above, please summarise below any gaps you have identified & your suggested plan to address them:		
Standard that you have identified a gap in knowledge and/or application	Proposed activity to address gap (i.e. training, shadowing, etc.)	Target completion date
1.4	In relation to application: Discuss opportunities to address this standard with my line manager by getting involved with a suitable piece of work In relation to Knowledge: Use masterclass or on line course to top up learning	April 2025

Role of Line Managers

- Key role
- Line manager support
- Regular supervision
- Personal Development Plans/Reviews
- Support integration into work
- Motivate, encourage and support

Local Public Health Development Leads

Area	Contact
Programme coordination	lauren.kirk4@nhs.uk phil.godfrey@nhs.uk (PR0595) sally@sallycray.co.uk
Hampshire	Louise Bevan (PR0344) louise.bevan@hants.gov.uk
Isle of Wight	Louise Bevan (PR0344) louise.bevan@hants.gov.uk
Portsmouth	Rob Anderson-Weaver (PR0346) Robert.Anderson-weaver@portsmouthcc.gov.uk
Southampton	Ravita Taheem (PR0452) ravita.taheem@southampton.gov.uk
OHID	Liz Burchett (PR1177) Elizabeth.Burchett@dhsc.gov.uk

Reflections: Should I apply?

Be clear about your motivation for doing this

- Recognise your skills and experience?
- Help progress your career?
- Help you move into a different area of Public Health?
- Help you apply for a more senior role?
- Increase your employability?
- Enable you to gain some professional development?
- Other?

Be honest with yourself about the commitment required

- Are you able to commit to all the dates set out in the application form?
- Are you prepared to **invest personal time** on a regular basis in addition to the protected development time?
- How will you juggle the requirements with other priorities?



Resources

- Wessex School of PH website:
<https://wessex.hee.nhs.uk/school-of-public-health/ph-practitioner-training/>

NHS England
Workforce, training and education
Working across Wessex

Home About Medical & Dental Training Workforce Supervisors & Educators Quality Learning & Development

Home > School of Public Health > Practitioner Training

Practitioner Training

Public health practitioners are key members of the public health workforce. They can have a great influence on the health and well-being of individuals, groups, communities and populations. Working across the full breadth of public health in a wide range of settings, from the NHS and local government to the voluntary, and private sectors they work on health improvement, health protection, health information, community development and nutrition.

The Wessex Public Health Practitioner Scheme offers a support programme for individuals to develop their portfolio for registration with the [UK Public Health Register \(UKPHR\)](#).

This section of our website gives information on how we deliver the programme in Wessex.

We are proud to be supported by our Public Health Development Leads who can be your point of contact when you wish to express an interest in the programme. Their details are below:

Public Health Development Leads

- Hampshire and Isle of Wight – [Louise Bevan](#)
- Portsmouth – [Robert Anderson-Weaver](#)

School of Public Health

Specialty Training

Practitioner Training

- | Application and Recruitment
- | Development Programme
- | Support and Guidance
- | Assessors and Verifiers

School of Public Health Team

Careers in Public Health

Public Health School Board

Public Health Development Network

Annual Wessex Public Health Conference

Public Health Websites

Population Health and Prevention

Learning and Development

UKPHR
Public Health Register
Protecting the public | Improving practice

professional standards authority
accredited register

Supporting Information
for Public Health Practitioner Registration
March 2024

- UKPHR Supporting Information
<https://ukphr.org/wp-content/uploads/2024/04/UKPHR-Practitioner-Registration-Supporting-Information-March-24.pdf>

Your questions..

Find out more by reading
Supporting info (add link)