

NoSPHN Public Health Workforce Development - Grow Our Own Public Health Specialist Workforceⁱ

Purpose:

To identify and support North of Scotland senior public health professionals through the UKPHR specialist registration by portfolio assessment route (SRbPA). A tailored package of support will be co-designed to meet the eligibility criteria for UKPHR specialist registration, with initial focus on preparation for the pre-application process.

Intended Outcomes:

Increased pool of senior public health staff who undertake specialist roles in the North of Scotland that are UKPHR pre-application stage ready.

Increased pool of Public Health Specialists (accredited) working in the North of Scotland that have successfully completed their UKPHR portfolio accreditation to fulfil senior roles

Contribution to a supportive learning environment for North of Scotland, in which UKPHR accreditation supports development and maintenance of a competent public health workforce

Aligns with the Scottish Public Health Workforce Planning and Development Group

Draft Action Plan Action 6:

Create a programme of work to support senior public health specialists in Scotland through the UKPHR portfolio accreditation route to increase the pool for future consultant appointments

Summary of Proposed Approach:		Approximate Timeframe
Stage 1	Information and Insight Gathering/ Parameter Setting <ul style="list-style-type: none"> - Consideration of programme parameters by DsPH - Identify & engage with NoS staff who have experience of SRbPA and / or recently appointed as new PH consultants - Identify experienced senior public health professionals in NoS who meet or are close to meeting the UKPHR criteria - Insight Gathering - Mapping of existing support capacity in the NoS system 	Sept 23 – Feb 2024
Stage 2	Co-Production of the Grow Your Own Support Package <ul style="list-style-type: none"> - DsPH consensus on approach / resources required - Co-design approach adopted to explore sustainable support package/s for staff - Support package agreed and funding / resource secured 	March – June 2024
Stage 3	Implementation <ul style="list-style-type: none"> - Support package to complete pre-application stage - Support for Portfolio preparation - Support for consultant appointment readiness 	Sept 2024 onwards
Stage 4	Evaluation <ul style="list-style-type: none"> - Process evaluation at each stage - Evaluation of Grow your Own Support Package with staff cohort - Review / revision of programme for rolling provision 	Sept onwards August 25

Activity At Each Stage

Stage One	Information & Insight Gathering / Parameter Setting
<p>This stage will ensure the scope and scale is defined, understood and in line with expectations. We will quantify the current staff cohort eligible to proceed with UKPHR SRbPA and gather staff insight to inform support requirements.</p>	
Output	Proposed Activity
<p>Shared understanding / position of the Grow Your Own programme parameters by DsPH</p>	<ul style="list-style-type: none"> - Facilitated conversation with each DsPH to discuss expectations, commitment to a programme, quantify parameters and red lines. - Joint discussion with DsPH reviewing the outputs of individual discussions to reach a shared understanding of and agree parameters
<p>Identification and engagement with identified NoS PH staff groups who have experience of SRbPA and / or recently appointed as PH consultants.</p> <p>Insight gathered on staff experiences and perceptions including what works well, challenges and support requirements to complete portfolio and/or be appointed into a consultant post</p>	<p>DsPH to advise how to identify the following staff groups in their workforce:-</p> <ul style="list-style-type: none"> - Identification of NoS senior public health professionals who have embarked on (completed/ started/ stalled) the UKPHR SRbPA (UKPHR portfolio and / or pre-application) - Identification of those who have undertaken SpR Training programme but were eligible for UKPHR SRbPA - Identification of NoS PH consultants who took up first consultant post 5 years ago or less <p>Undertake 1:1 interviews to fully understand individual's experiences and perceptions: Reflections on UKPHR journey, perceptions of SRbPA, support requirements for transition into consultant role.</p>
<p>Identification of experienced senior public health professionals in NoS who meet or are close to meeting the UKPHR criteria to be eligible for the UKPHR specialist registration.</p>	<p>Discuss and Agree with DsPH how best to identify the pool of current staff in each Board area:</p> <ul style="list-style-type: none"> - Band 8as and above currently without specialist registration - Experienced Band 7s with significant PH experience at that level or above - Also hold a post graduate qualification (in any relevant public health discipline) Level 7 and above in the Qualifications and Credit Framework¹ or Level 11 and above in Scottish Credit and Qualifications Framework <p>Complete data collection of identified Public Health Workforce that meet the above criteria to gather baseline data: AfC grade, PH discipline, postgraduate qualification</p>
<p>Insight gathered through direct engagement with identified cohort who meet or are close to meeting</p>	<p>Agreement from DsPH on best approach to make initial contact with identified staff group.</p>

the UKPHR criteria to understand their knowledge, perceptions and experience of UKPHR SRbPA	Online Questionnaire to all cohort to understand their knowledge and experience of UKPHR SRbPA , their attitudes on personally progressing accreditation and perceived readiness for pre-application stage 1:1 interviews to develop deeper understanding
Understanding of Support Capacity in the system	Through engagement with DsPH and the identified staff groups, current support capacity will be mapped to assess its potential to support NoS and identify resource gaps

Stage Two	Co-Production of the Grow Your Own Support Package
In this stage the elements of support required will be fully understood and we will co-design options for a sustainable package of support in response to the insight provided by NoS public health staff and in line with DsPH expectations.	
Output	Proposed Activity
Informed DsPH Position reached on the approaches and resources DsPH are able/ willing to support	<ul style="list-style-type: none"> - Share outputs of the Insight Gathering stage with DsPH and present potential models/ methods of support - Discuss and reach consensus on approaches and resource requirements
Development event/s hosted to co-produce the core elements of a sustainable NoS support package in line with parameters agreed by DsPH	<p>Engage with identified cohort to participate in development event/s. Dependant on resources available host at least one in person session with supplementary virtual contact.</p> <p>(those who are actively considering portfolio route and those who have decided against, if they are willing to engage)</p> <ul style="list-style-type: none"> • Share findings from questionnaire and interviews to consolidate and confirm this accurately reflects individuals' input • Support completion of matrix to understand the journey to readiness • Identification of competency gaps : knows how and show how • Identification of training and work placements requirements • Identification gaps in other pre-application requirements • Identification of support capacity gaps in the NoS system • Co-produce support package options

Stage 3	Implementation
This stage will see the agreed programme of support being put into practice to support the selected/ identified staff cohort to become UKPHR pre-application stage ready in the first instance.	
Output	Proposed Activity
Support package to complete pre-application stage	<p>Detailed programme of support to be determined through co-design process but is likely to cover the following elements:</p> <ul style="list-style-type: none"> • Provision of key Training Opportunities / Connect into existing training opportunities to fulfil knowledge gaps • Provision of work placements • Provision of support for preparation of faculty exams • Provision of support and guidance / peer support to help prepare pre-application form, matrix of evidence etc. <p>Rolling programme of support TBD.</p>
Support for Portfolio preparation	To be determined through co-design process
Support for consultant appointment readiness	To be determined through co-design process

Stage 4	Evaluation
Evaluation will inform the Grow Our Own Programme at every stage.	
Output	Proposed Activity
Process evaluation	Process evaluation will be integral at each stage of the programme, to support an iterative approach.
Outcome Evaluation	An outcome evaluation will be designed and undertaken to assess the extent to which the programme has delivered its intended outcomes. This will inform the provision of a rolling programme/ package of support. The evaluation will be shaped by the final form of the programme

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ⁱ This is one of three development areas NoSPHN DsPH have agreed to progress, that were identified in the NoS Workforce Planning and Development Scoping Report. This report set out a broad regional development programme to address the workforce challenges identified.