

### **Public Health Workforce Planning And Development**

- Co-ordinated activity to 'Grow Our Own' PH Specialist Capacity
- Co-ordinated approach to provision and promotion of Specialist Trainee placements/ attachments
- Identify opportunities to develop and test flexible Health Intelligence capacity to work cross boundaries
- CPD opportunities are maximised

### **Collaboration across the Public Health Domains and Functions**

- Deliver shared activities to support Health Improvement collaboration in the NoS - performance framework, public mental health
- Deliver an agreed NoS Health Protection agenda – Surge Capacity MOU, position statement on strengths in NoS system
- Co-ordinate a health service improvement network
- Develop a shared Health Intelligence Network to consider potential opportunities for cross-Board / joint working to develop flexible Health intelligence capacity to work across boards.

### **Regional Planning / Working**

- Provision of specialist public health advise/ guidance / support to NHS Scotland North Regional Planning
- Identify where 'once for NoS' PH influence is required within wider regional groups
- To take a public health approach to the climate emergency and sustainability- co-ordinated NoS activity to improve sustainable medicines use
- To explore a NoS digital public health approach for prevention/ early intervention

### **National Input/ Influence/ Alignments**

- To support and Influence National Organisations/ groups where this adds value at a regional level
- Build relations with PHS to influence the localised working programme, identify further opportunities for joint posts / work

### **NoSPHN is fit for purpose**

- Ensure governance arrangements are in place
- Delivery of workplan
- Strengthen NoSPHN Visibility and Reach - refresh of website, e-bulletin, provide opportunities for wider PH staff involvement in NoSPHN activities

Objective	Goals / Outcomes	Key Tasks	Lead/s	Deadline/ Review date	
<b>1.Public Health Workforce Planning And Development</b>					
1.1	To address identified workforce planning and development issues across NoS	(1.1a) Shared understanding and commitment to agreed workforce planning & development programme	Finalise the NoSPHN Workforce and Development Scoping report setting out initial action phase  Engage with agreed PH professionals to scope activity to 'Grow your Own' and increasing NoS training places / attachments including identification of required resources to implement programme	Kim Penman  Kim Penman	June 2023  July 2023
		(1.1b) Co-ordinated activity to 'Grow Our Own' PH Specialist Capacity	Short working life group set up to progress scoping  Gathering learning from Boards on GYO examples  Information gathering to identify NoS staff with potential to fulfil UKPHR specialist registration  Identify training/ placement opportunities required and co-ordinate provision  Identify and co-ordinate support for staff to progress UKPHR Specialist Registration: protected times, mentoring/ supervision etc.	Kim Penman/ Phil Mackie/ Pip Farman	Quarterly Progress Updates
		(1.1c) Co-ordinated approach to promotion of Specialist Trainee placements/ attachments	Draft a briefing setting out potential areas for collaboration for discussion with Board Specialist Training Co-ordinators t  Initial meeting of Board Specialist Training Co-ordinators to identify joint approach.	Kim Penman  Kim Penman/ Phil Mackie/ Liz Smart/ Jane Bray/ Island reps	July 2023  Quarterly Updates

			<p>Map training placement arrangements currently available in NoS and the capacity to support these.</p> <p>Engagement with trainees to build a fuller understanding of attitudes to and experiences of placements in NoS Boards</p> <p>Scope areas for improvement and capacity required: regional approach to proactively promote and co-ordinate support for SpR training; placements and attachments</p>		
		(1.1d) Identify opportunities to develop and test flexible HI capacity to work cross boundaries	Refer to 2.4		
		(1.1e) CPD opportunities are maximised across NoS	<p>Co-ordinate/ Promote shared CPD programme across NoS</p> <p>Identify CPD needs of NoS staff and develop programme to meet need</p> <p>Develop and deliver an agreed CPD programme for NoS PH staff</p>	Kim Penman/ CPD Leads	Ongoing / Bi-annual update
<b>2.North of Scotland Collaboration across the Public Health Domains and Functions</b>					
2.1	To support health improvement collaborative working in NoS	(2.1a) Deliver shared outputs/ activities to support health Improvement collaboration in the NoS	<p>Co-ordinate Health Improvement Collaborative meetings to facilitate networking / communication and support HI leads to identify and progress shared priorities.</p> <p>Collectively review existing health improvement performance measurements/ frameworks, identify</p>	Kim Penman with HI leads	Ongoing / Bi-annual update

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			<p>appropriate measures for health inequalities / population health and consider adoption of performance measurements across NoS.</p> <p>Influence PHS led work on Place &amp; Wellbeing and Care &amp; Wellbeing Portfolio Indicators to ensure remote and rural factors are fully considered.</p> <p>Co-ordinate the NoS Mental Health and Wellbeing Practitioners Network to exchange learning and identify once for NoS opportunities</p> <p>Produce a NoS Child Healthy Weight Position Statement setting out challenges and issues experienced in NoS</p>		
2.2	To support opportunities for collaborative working on Health Protection in the NoS	(2.2a) Deliver an agreed NoS Health Protection agenda	<p>Co-ordinate Health Protection Network meetings for Health Protection Leads and Nurse Leads to facilitate networking and communication.</p> <p>Shared Health Protection CPD programmes</p> <p>Consider the harmonisation of regional practice where it adds value including completing the review of the Surge Capacity MOU</p> <p>Co-produce position statement setting out current strengths in NoS system and areas for improvement drawing on national work undertaken by Health Protection Consultants and Nurses groups</p>	Tim Allison (chair) / Kim Penman	Ongoing / bi-annual update
2.3	To develop a NoSPHN programme for	(2.3a) Develop a programme of work to support	Co-ordinate health service improvement network to develop relationships across NoS	On hold	On hold

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	health service improvement	health service improvement	<p>Undertake a stocktake of current HSPHI capacity in NoS and current priorities and identify potential areas for 'once for NoS' approach</p> <p>Develop shared understanding of national priorities considering where bespoke remote and rural/ NoS approaches are required and advocate on behalf of NoS</p>		
2.4	To develop a NoSPHN health intelligence network	(2.4a) Develop a shared Health Intelligence Agenda	<p>Co-ordinate health intelligence network to support HI leads to consider/ identify common agenda</p> <p>Map current health intelligence staff/ capacity and resources</p> <p>Consider potential opportunities for cross-Board / joint working to develop flexible Health intelligence capacity to work across boards. Identify and address barriers and test identified opportunity/ies</p>	Emma Fletcher (Chair) / Kim Penman	<p>Sept 2023</p> <p>Quarterly Update</p>
<b>3. Regional Planning / Working</b>					
3.1	To support delivery of regional priorities, co-ordinating the public health contribution	(3.1a) Provision of specialist public health advise/ guidance / support to NHS Scotland North Regional Planning	<p>Influence and Shape Regional Planning to ensure a population health approach underpins regional developments</p> <p>NoS DsPH representation on Integrated Regional Planning Executive Group / Planning group</p> <p>Inform and support NoSCAN ovarian cancer action plan early detection and pre-habilitation action/s</p>	<p>Emma Fletcher / Kim penman</p> <p>TBC</p> <p>Kim Penman in conjunction with identified CPHs</p>	Ongoing

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		(3.1b) Identify where 'once for NoS' PH influence is required within wider regional groups	Map out regional groups with a role in improving health and addressing health inequalities where no / limited PH interface currently exists  Identify where representation is required and build relationships	NoSPHN Steering Group	Dec 2023
3.2	To take a public health approach to the climate emergency and sustainability	(3.2a) Co-ordinated NoS activity to improve sustainable medicines use	Discuss and Agree parameters for a NoS sustainable medicines use project  Scope out the project outcomes and outputs / milestones and funding required  Toolkit of interventions produced to educate prescribers and patients	Tim Alison/ Sharon Pflregar	Aug 2023
3.3	To explore a NoS digital public health approach for prevention/ early intervention	(3.3a) Explore potential of digital public health interventions	Discuss and Agree parameters for a NoS approach to use of digital tools / opportunities  Scope and test	NoSPHN Steering Group	Dec 2023
<b>4. National Input/ Influence/ Alignments</b>					
4.1	To support and Influence National Organisations/ groups where this adds value at a regional level	(4.1a) Maximise influence, minimise duplication and promote understanding of NoS / R,R&I issues.	Build relations with PHS to influence the localised working programme, identify further opportunities for joint posts / work  Re-establish PHS representation on NoSPHN steering group to build 2 way information flow  NoS representation on the National PH workforce planning group	Tim Alison/ Kim Penman  Tim Alison  Emma Fletcher	TBC   ongoing

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		(4.1b) Develop shared understanding and practice for public health within an island context	Co-ordinate quarterly meetings of the Island Approaches to Public Health Group providing appropriate administrative support and support to DsPH  Identify and progress joint opportunities	Kim Penman	ongoing
<b>5. Development of NoSPHN to ensure it is fit for purpose and delivers a sustainable public health response for the region</b>					
5.1	To develop NoSPHN's infrastructure and governance arrangements	(5.1a) Delivery of workplan priorities	Workplan agreed and implemented. Scope and identify resources required to deliver workplan  Engagement and dialogue with stakeholders on emerging priorities	Kim Penman / NoSPHN Steering Group	June 2023/ ongoing
		(5.1b) Ensure governance arrangements are in place for NoSPHN	Regular NoSPHN steering group meetings with appropriate administrative support / recording and quorate attendance  Review and update NoSPHN terms of reference and governance arrangements  Annual Report produced for NHSS North CEXs  Review sustainability of Network post March 24	Kim Penman  Kim Penman  Kim Penman  Steering Group	Ongoing  July 2023  March 24  February 24
		(5.1c) Strengthen NoSPHN Visibility and Reach	Complete refresh of the NoSPHN website and raise awareness of it and how to access it. Build website content to increase NoS PH staff awareness of NoSPHN and use/involvement in NoSPHN activities.  Production of NoSPHN e-bulletin x2 year  Provide opportunities for wider PH staff involvement in NoSPHN activities: CPD opportunities, participation / lead on NoSPHN priorities	Kim Penman  Kim Penman  NoSPHN Steering Group	June 2023/ ongoing  Bi-annual  ongoing

### Criteria for endorsing / prioritising NoSPHN projects:

- Work is in line with NoSPHN aims
- Work has been discussed by NoSPHN partners
- Timelines for delivery are reasonable / achievable (and to allow for impact on related decision making)
- Capacity / resources are likely to be identified (financial or commitment in kind) to deliver the work
- There is clear ownership of the work (a commissioner is nominated for the work)
- Commitment of two or more NoS Boards
- Sponsorship by one member of the Steering Group / a Lead
- Likely that the work will add value e.g. that the work will make a difference; likelihood of success
- Subsidiarity: the project will add value at a regional level rather than needing to be progressed at local or national level
- Alternative ways of achieving the work have been considered
- The work is complementary to national priorities (where this is deemed appropriate)