

UKPHR Public Health Registration

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UKPHR

Public Health Register

Protecting the public – improving practice



Health Education East of England

About UKPHR

The UK Public Health Register is an independent, dedicated regulator for public health professionals in the United Kingdom, providing professional regulation to public health specialists and public health practitioners from a variety of backgrounds, all of whom have a common core of knowledge, and skills.

The Register is particularly for those public health professionals who have no other regulatory body.

We define public health as: “The science and art of preventing disease, prolonging life and promoting health through organised efforts of society.” (Sir Donald Acheson) and our primary objective is to provide public protection by ensuring that only competent public health professionals are registered and that high standards of practice are maintained.

UKPHR is Independent

- ▶ A private Company limited by guarantee
- ▶ No shareholders
- ▶ Independent of Government
- ▶ No commercial links with training providers
- ▶ Registrar's independence guaranteed
- ▶ Operates a stakeholder Consultative Forum

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Principles

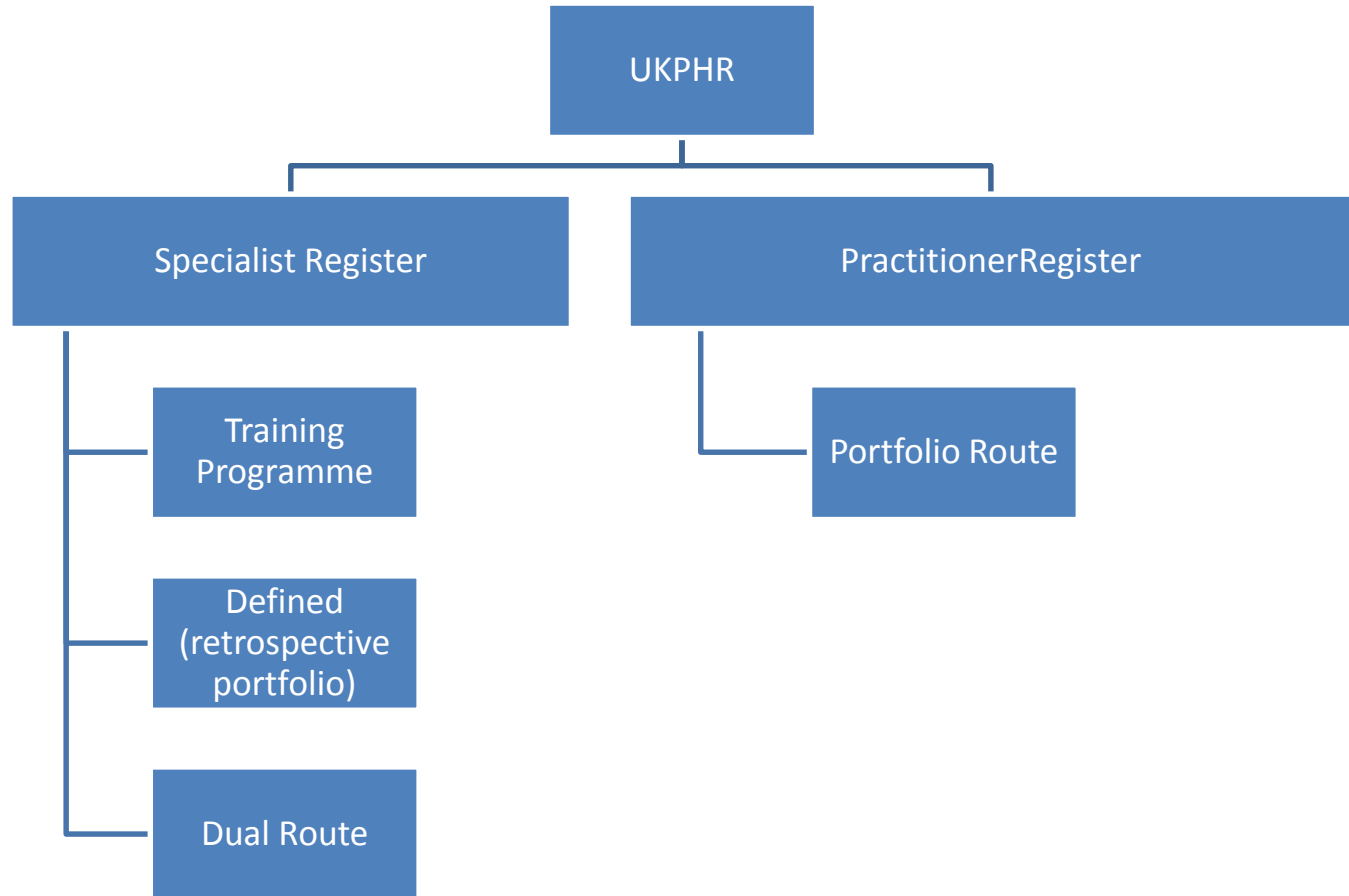
The underpinning principles for the UK Public Health Register include:

- Public protection
- Fairness
- Transparency
- Robustness
- Collaboration with appropriate bodies

Governance

The Register is administered by a not-for-profit company. This arrangement protects the independence of the Register. The Register will be kept secure and protected against falsification and procedures comply with the Data Protection Act.

Routes



Practitioners

The term ‘public health practitioner’ is designed to describe a level of practice, not a specific job role or type of job. The UKPHR has taken the broad definition of a ‘public health practitioner’ as someone who has autonomy in specific areas of public health work, continually developing their area of work and supporting others to understand it.

In the East of England HEE have a Practitioner Registration Scheme (PRS) open to all PH employees in the region.

<https://heeo.ee.nhs.uk/node/1626>

Specialists

Training route: The standard route entails completion of higher specialist training, including in training posts (which involve substantial periods of work in a public health field) fulfilling the Faculty of Public Health's Curriculum.

Defined (portfolio) route: If you are already highly experienced and in a senior role in a specific area of public health practice, you can apply to use the retrospective route to become registered as a defined specialist in public health. This entails putting together a portfolio of evidence to show that you meet the standards required by the public health register. The UKPHR directly assesses the full application for defined registration.

Dual route: The dual route is for those people who are on the specialist registers of the GMC or GDC as doctors or dentists in public health and wish their names to appear on a register specifically for public health as a public health specialist. Registration for them on the public health register will not replace existing professional regulation.

Practitioner Registration

CfWI estimates 36k-41k core PH workers in England. Up to 10,000 may be unregulated

UKPHR has piloted practitioner registration since 2011 with good **evaluation results**

14 local practitioner registrations schemes, including East of England across the UK and NI

Currently 200+ practitioners registered

Supported by both PHE and HEE as a way of developing the PH workforce

The benefits expressed by practitioners:

- I am more aware of my own **competence**
- It enhances my professional **credibility** with partners who have their own professional registration
- I feel I have something **nationally recognised** to offer in job applications
- It was a big **confidence** boost
- Its made me more **articulate** about my skills and able to lead

From E of E Practitioners

Health Education East of England

- In a nutshell, it evidences that we understand and are able to apply the ‘nuts and bolts’ of public health.
- Many of us work for Local Authorities which are facing unprecedented cuts. This will undoubtedly impact on the Public Health workforce.
- As Public Health teams are restructured or streamlined and potentially fewer PH roles are available (and therefore competition for jobs increases), having the PHP registration will be a huge boost and will set us aside from those who don’t have it.

“Why do you feel practitioner registration is important?”

It has given me the confidence that I *do* have the knowledge and skills for public health. This was particularly important to me because I came from another area of work entirely, so I have found it very affirming.

Employer benefits

Evidence of an accredited workforce

Accountability

Ensures a competent workforce that can deliver value and build evidence base, is competent and fit to practice

Knowledgeable, effective and efficient staff

Benchmarked set of skills

Supports effective and relevant CPD

A standard level of applied skills, QA

Allows transferability

Raises the profile of PH with local government

Attracts new employees recognition, shows employer committed to CPD

Improves commissioning ability

Practitioner registration

The green shaded areas are where a scheme exists to register practitioners. HEE are currently looking at developing nationwide coverage.

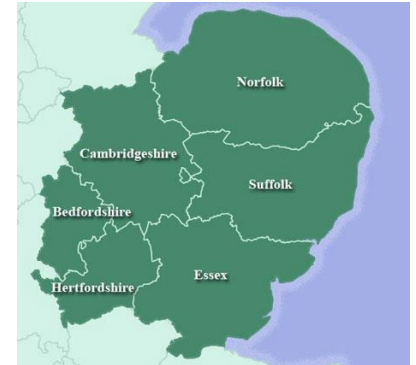


East of England Scheme- the story so far...

Five cohorts each with approx. 10 practitioners are currently developing portfolios

Ten practitioners have successfully achieved UKPHR registration

A team of 12 Assessors (senior PH workforce members)
3 Verifiers, Consultants in Public Health





WordItOut

How does it work?

Each scheme has:

- Scheme coordinator
- Locally recruited cohorts of practitioners developing their portfolios
- Locally trained assessors from the advanced practitioner/specialist workforce (voluntary)
- Locally trained verifiers from the local consultant/specialist workforce (voluntary)
- An assigned UKPHR moderator
- Local engagement of the university sector to address skills/knowledge gaps and add capacity

Process for the practitioner

START



Develop portfolio
(up to 12 months)



Apply for
assessor



Submit
within
12 months

1. Apply to join the scheme with manager's endorsement
2. Attend portfolio development groups and other master classes
3. Identify 3 or 4 areas of work that you will present in your portfolio (commentaries)
4. Map your work against the standards and start writing and collecting evidence
5. Apply for an assessor with 1 completed commentary
6. Respond to assessment and submit further commentaries until evidence for all standards accepted
7. Submit Portfolio to the local verification panel
8. Portfolio submitted to the national registration panel

Am I eligible?

- ▶ At least **three years public health experience** working at **level 5** (the level of autonomous practice) or above on the Skills for Health Career framework
- ▶ Commitment to attend 4 portfolio development days and to carry out development and training as needed
- ▶ Commitment from line managers
- ▶ Signed **commitment** to submit a completed portfolio for verification within 12 months of joining the programme

Practitioners

Open Day

Induction Day

Learning Contract

4 x PDG

3 x Masterclass

Monthly Telecon

6 month Progress review

Assessors

Yearly training for new assessors

Yearly refresh for existing team

Bi monthly telecon

Verifiers

Yearly training for new Verifiers

Bi monthly Panels

Stakeholders

Quarterly Newsletter

Advocacy with employers

Links to professional networks

Steering Group

Assessors and Verifiers

Assessors:

- must have at least 2 years experience at senior level in PH
- skilled in assessing evidence
- thoroughly conversant with standards
- supportive yet impartial, up to date CPD

Verifiers:

- are registered public health specialists with at least 3 years at consultant level
- Check the assessment has been carried out appropriately – independent scrutiny (QA role)
- Verifiers meet as the local Verification Panel

Assessor role

Certainly a good thing to have in ones CV as being committed to developing the workforce and actually having evidence that they have done it. Would go down well in their first consultant interviews.

I think in general this is a good thing to do as assessing the work of others is what senior people do – and they are training to be senior people. Part of the metacompetency of a consultant / senior leader.

Dr Augustine Peirera PH Consultant, ***Dr Alistair Lipp***, Head of School of PH and Regional Medical Training Director (Midlands and East)

How much does it cost the practitioner?



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The EofE scheme is jointly funded by HEEoE and the ADPH network.

At the point of registration practitioners are liable for UKPHR current fees (paid directly to UKPHR):

- Annual registration fee of £95
- One-off administration fee of £25

Next steps

1. We are currently recruiting Assessors and Verifiers for the scheme.
2. There are 12 places available for practitioners to join the scheme.
Applications close on 15th February 2017
3. A network for Specialists to develop their portfolios is currently under development
4. For more information alix@healthtalks.org.uk

<https://heeo.hee.nhs.uk/node/1626>

www.ukphr.org.uk

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