



**Scotland's  
health**

Scottish context for  
workforce development  
and progress on specialist  
revalidation arrangements

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Public health reform website

<https://publichealthreform.scot/>

# Public Health Reform

The Health and Social Care Delivery Plan describes three related national reform actions:

- **Establish national public health priorities**
- **Create a new national public health body**
- **Enable a joined-up approach to public health at a local level**



# Enabling the whole system

- Create a powerful coalition to promote health and challenge inequalities
- Shift from focus on clinical activity to health of the whole population
- Put Place at the heart of health and well being
- Empowerment and asset based approach to working within communities
- Collaborative Leadership at all levels



# Progress to date

Reform programme oversight, governance and delivery support established

Programme team from different partners established

Programme Board establishing commissions to recommend changes

The new national public health body –detailed planning work now underway

Progress on how best to achieve a ‘whole system’ and the ‘joined-up’ approach to public health at a local level

National public health priorities agreed





# Workforce outcome

A strong workforce that can respond to the challenges to ensure a robust, resilient and competent workforce of the future and that new talent can be attracted to the field of public health



# Scottish Public Health Workforce Development Group

- Representative of breadth of public health, set up by CMO, Chaired by Dr Andrew Fraser (also chairs DsPH)
- Trying to make sense of a complex landscape: CfWI report
- Public health specialists/leadership in all territorial boards and four of eight national Health Boards, increasing numbers from disciplines other than medicine
- Practitioners across NHS, LAs, third sector, CPPs, IJBs, universities
- Wider workforce potentially huge at leadership and frontline level



# Identifying the core public health workforce in Scotland (CfWI, 2015)

- Stakeholders through SPHWDG, FPH, DsPH, health promotion managers, Health Scotland, NSS, NES, HIS, heads of university academic departments, REHIS, CHEX
- Used same definition as in similar exercise in England:  
***‘All staff engaged in public health activities who identify public health as being the primary part of their role’***
- Identified 10 core categories of staff
- Notional cut-off at AfC Band 5



# CfWI Findings for Scotland

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Directors of public health, consultants,  
specialists and specialist trainees

**189**

Intelligence and knowledge professionals

**370-660**

Directors of Public Health

**[18]**

Health Visitors

**2,185**

Public Health academics

**360**

School nurses

**500**

Public health managers and practitioners

**970**

Public Health nurses (TB, inf control etc)

**640**

Public health academics

**360**

Environmental health professionals

**980**

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## SPHWDG Current agenda

- Worked with DsPH and NHS Education Scotland on public health leadership programme *Place to Be*
- Oversight of Health Scotland project to test out support for specialist registration and practitioner schemes
- Application of PHSKF in Scotland for CPD for practitioners and wider workforce
- Will be instrumental in forthcoming public health reform commissions



# Core PH Workforce project: reflections

- Registration and managing expectations
- Readiness and retrospective routes
- PHSKF and CPD
- Self assessment and learning and development opportunities
- Professional and peer support networks
- Governance and accountability within a public health system



# Revalidation of specialists

- Approximately 30 specialists, majority generalists
- Approximately half in consultant posts, remainder in specialist and/or managerial posts
- Now four in DPH or acting DPH roles
- DsPH agreed in September 2017 to national support for revalidation from Health Scotland
- We need reference from them and help to access SOAR appraisal tool, and access to peer support
- Registrants need to understand requirements
- Health Scotland support: Workshop on May 9<sup>th</sup> and work with NES to participate in ongoing development of SOAR