

**DEVELOPING THE PUBLIC HEALTH  
WORKFORCE FOR SCOTLAND  
- practitioner schemes in Scotland -**

Clare Black  
Health Improvement Lead

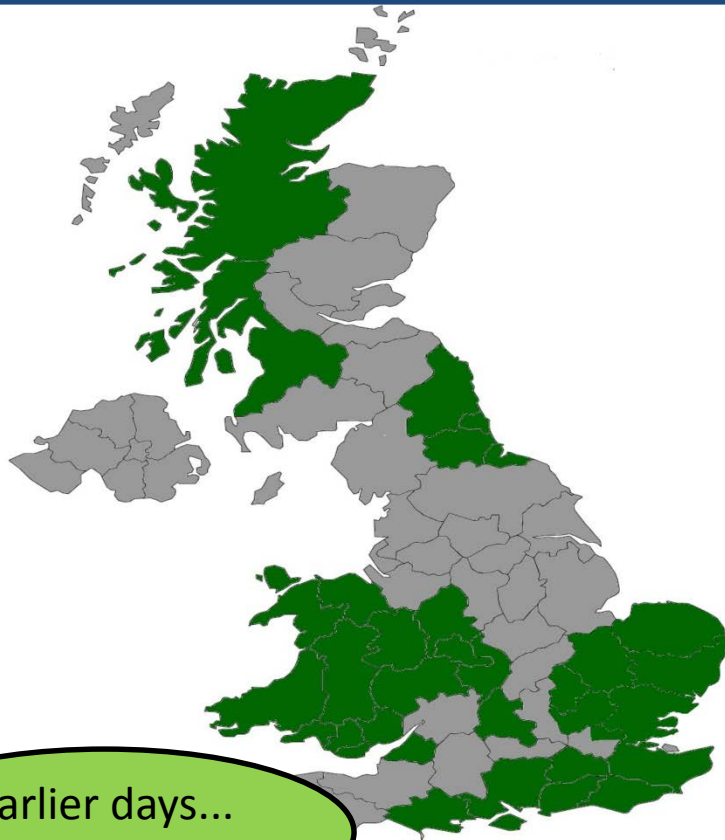
Speaking on behalf of a variety of partners!

“Mighty oaks from  
little acorns grow”

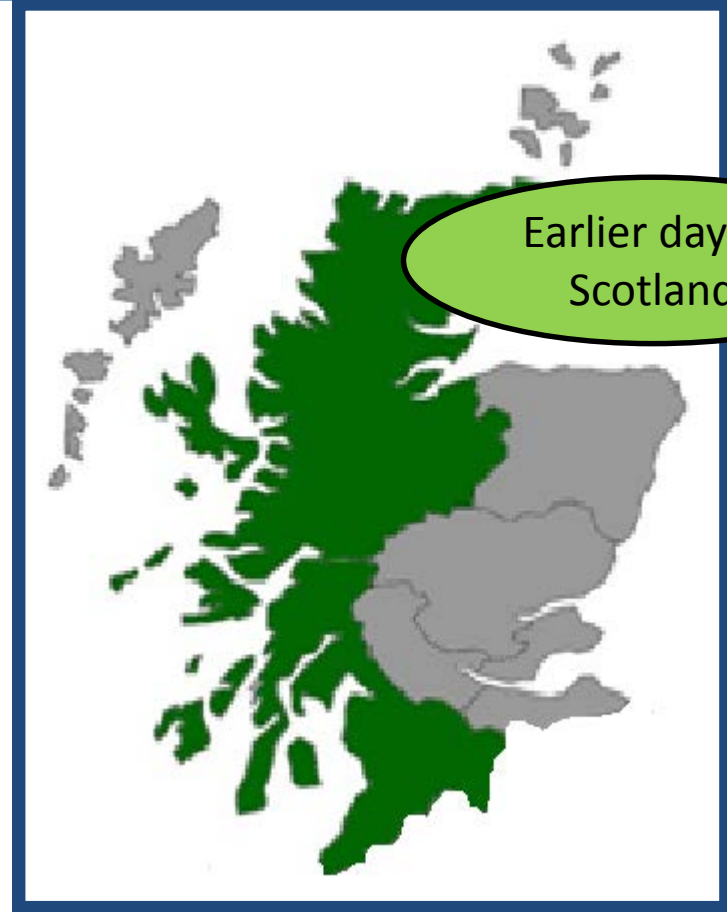
Great things come from small beginnings.....



# West of Scotland scheme – launched in Feb 2012



Earlier days...  
UK

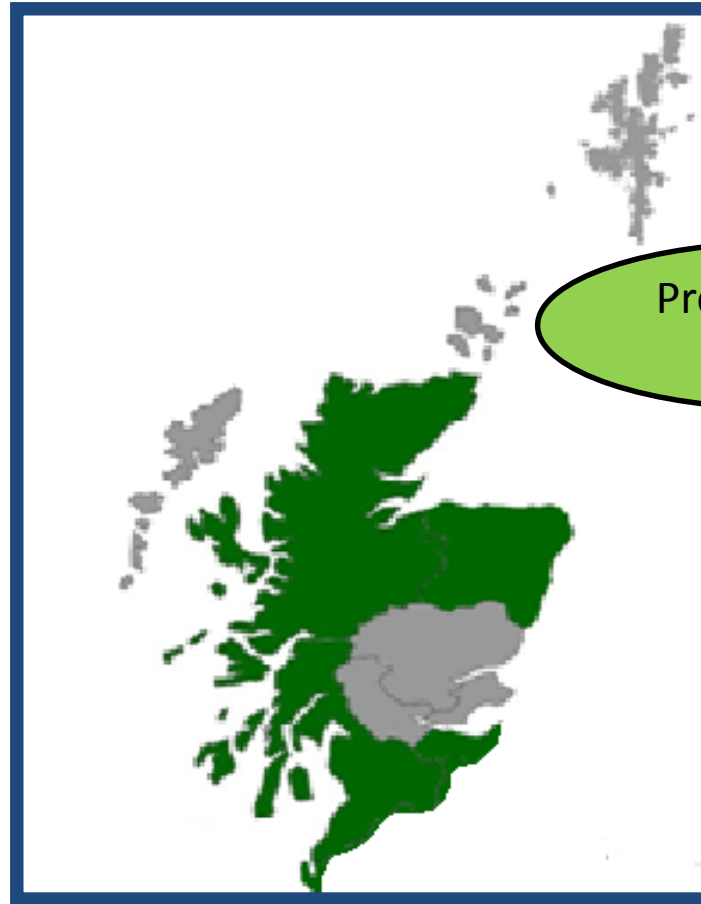


Earlier days...  
Scotland



Our  
little  
acorn

# Scottish Boards Scheme



Present day...  
Scotland



# What has enabled the scheme to grow?

- Acknowledgement of the importance of the health improvement workforce as part of the public health workforce
  - Public health practitioner workforce as part of the PH Review (Reform)
- Learning
  - Evaluation carried out (survey to practitioners, assessors, verifiers and managers to gather views on what/how the scheme can be improved)
- Infrastructure
  - Scheme co-ordinators, resources (people, money, etc)

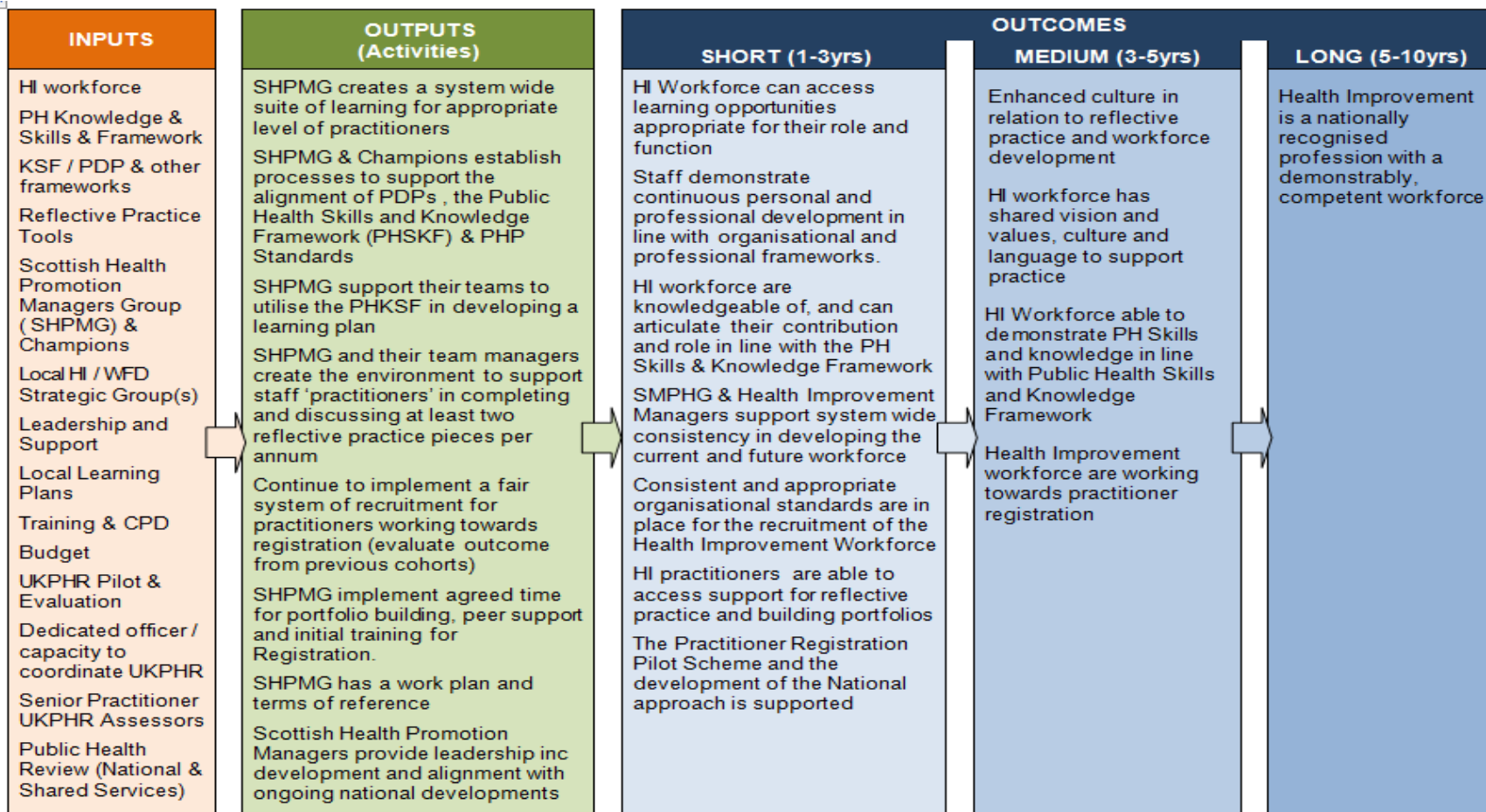


# What are we doing to enable the scheme to continue to grow?

- **Strategic leadership and management support**
  - Via health improvement senior managers (Scottish Health Promotion Managers Group)
  - Focus not just on registration....but on building a health improvement practitioner workforce that is competent and fit to practice



# What are we doing to enable the scheme to continue to grow?





# What are we doing to enable the scheme to continue to grow?

- Support the development/implementation of a variety of **tools and resources**
  - Annual PDP, self-assessment tool, CPD matrix, reflective practice tool
- Developing **local/regional/national solutions**
  - Workforce champions and scheme co-ordinator roles being considered and support will be explored
- Providing **access to Practitioner Registration**
  - Implementation of an action plan



2011

- Discussion at National PHWFDG

2012 - 2014

- Implementation of cohort 1 and cohort 2

2015

- Agreement via WoS Board DsPH for cohort 3
- Discussion at SDsPH (August)
- Options paper considered at SDsPH (Nov)
- Extension to Scottish Boards and recruitment of cohort 3

2016 - 2017

- Implementation of cohort 3
- Agreement from Scottish Boards to implement cohort 4

2017-2018

- Discussions nationally (and regionally)
- Planning for cohort 4



# Achievements

Year	Number registered with UKPHR
2013	7
2014	5
2015	9
2016	1
2017	10
2018	5
<b>Total:</b>	<b>37</b>

Underpinned by committed assessors and verifiers





**Congratulations to all  
those practitioners who  
are now professionally  
registered!!!**



**“Mighty oaks from  
little acorns grow”**