DEVELOPING THE PUBLIC HEALTH WORKFORCE FOR SCOTLAND

- practitioner schemes in Scotland -

Clare Black Health Improvement Lead

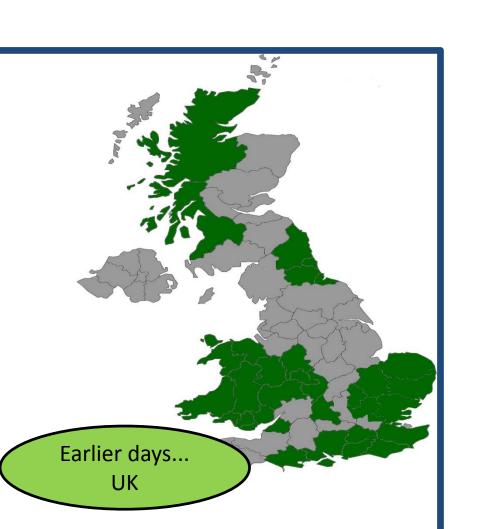
Speaking on behalf of a variety of partners!

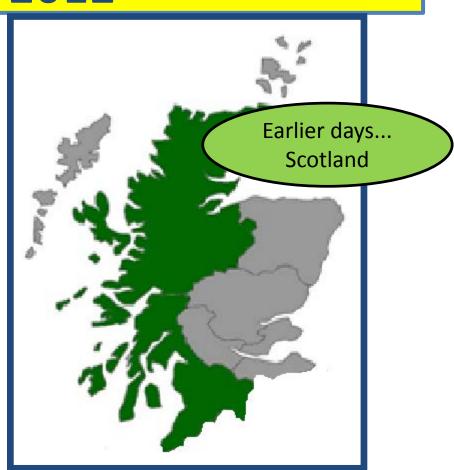
"Mighty oaks from little acorns grow"

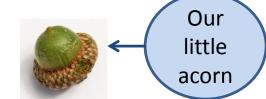
Great things come from small beginnings......



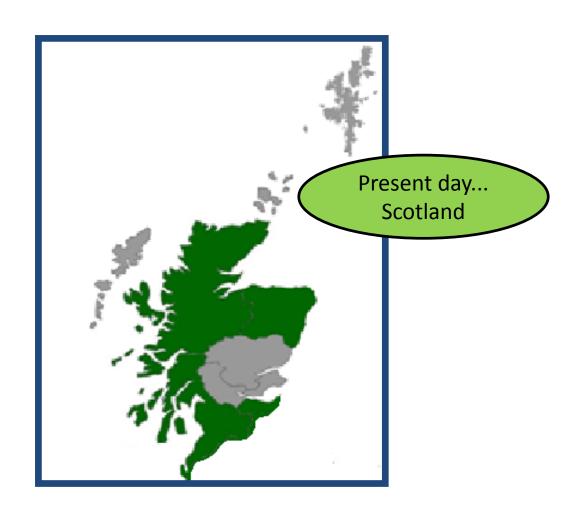
West of Scotland scheme – launched in Feb 2012







Scottish Boards Scheme





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?

INPUTS

HI workforce

PH Knowledge & Skills & Framework

KSF / PDP & other frameworks

Reflective Practice Tools

Scottish Health Promotion Managers Group (SHPMG) & Champions

Local HI / WFD Strategic Group(s)

Leadership and Support

Local Learning Plans

Training & CPD

Budget

UKPHR Pilot & Evaluation

Dedicated officer / capacity to coordinate UKPHR

Senior Practitioner UKPHR Assessors

Public Health Review (National & Shared Services)

OUTPUTS (Activities)

SHPMG creates a system wide suite of learning for appropriate level of practitioners

SHPMG & Champions establish processes to support the alignment of PDPs, the Public Health Skills and Knowledge Framework (PHSKF) & PHP Standards

SHPMG support their teams to utilise the PHKSF in developing a learning plan

SHPMG and their team managers create the environment to support staff 'practitioners' in completing and discussing at least two reflective practice pieces per annum

Continue to implement a fair system of recruitment for practitioners working towards registration (evaluate outcome from previous cohorts)

SHPMG implement agreed time for portfolio building, peer support and initial training for Registration.

SHPMG has a work plan and terms of reference

Scottish Health Promotion Managers provide leadership inc development and alignment with ongoing national developments

SHORT (1-3yrs)

HI Workforce can access learning opportunities appropriate for their role and function

Staff demonstrate continuous personal and professional development in line with organisational and professional frameworks.

HI workforce are knowledgeable of, and can articulate their contribution and role in line with the PH Skills & Knowledge Framework

SMPHG & Health Improvement Managers support system wide consistency in developing the current and future workforce

Consistent and appropriate organisational standards are in place for the recruitment of the Health Improvement Workforce

HI practitioners are able to access support for reflective practice and building portfolios

The Practitioner Registration Pilot Scheme and the development of the National approach is supported

OUTCOMES

MEDIUM (3-5yrs)

Enhanced culture in relation to reflective practice and workforce development

HI workforce has shared vision and values, culture and language to support practice

HI Workforce able to demonstrate PH Skills and knowledge in line with Public Health Skills and Knowledge Framework

Health Improvement workforce are working towards practitioner registration

LONG (5-10yrs)

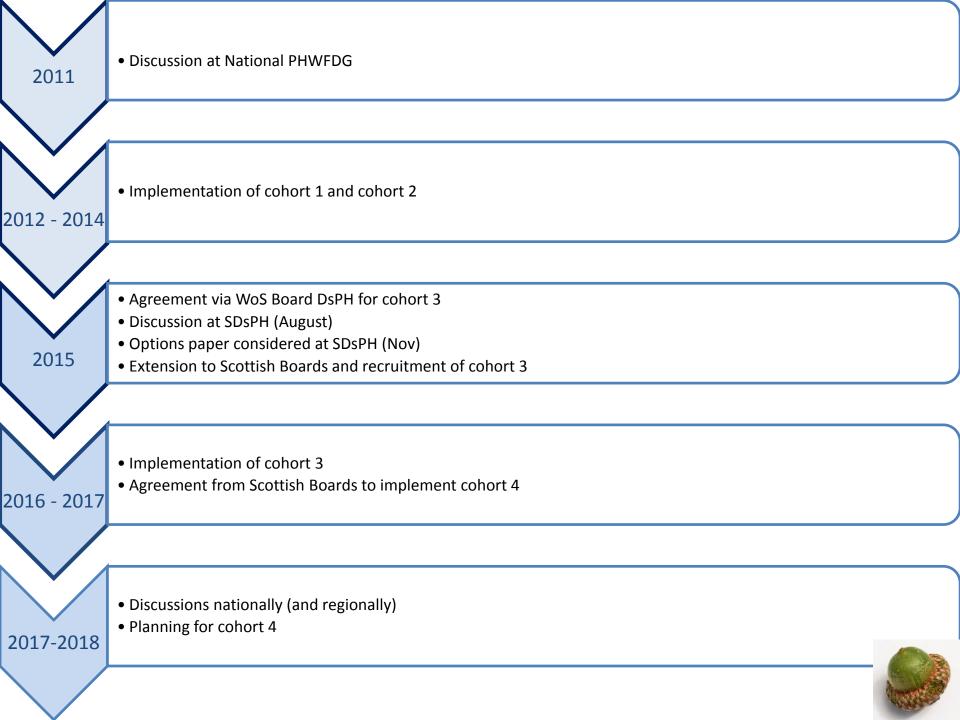
Health Improvement is a nationally recognised profession with a demonstrably, competent workforce



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





Achievements

Number registered with UKPHR
7
5
9
1
10
5
37

Underpinned by committed assessors and verifiers



