

Supporting highly performing public health teams through audit

AIM To develop a strategic approach to supporting workforce development for the public health workforce within Leeds City Council.

Scope and approach

- The audit team used the Standard for Employers of Public Health Teams audit checklist, RAG rated performance against each of the descriptors contained within the 5 standards of the checklist, described the evidence to support rating and identified areas for improvement and areas of good practice.
- The Standards for Employers of Public Health Teams set out how good employers should support their public health workforce to develop and maintain their skills and knowledge and to retain their professional skills and registration (if appropriate), thus enabling them to provide an effective public health function. These expectations are in line with regulatory and improvement frameworks for public services and used by service and professionals.

Objectives within plan are as follows

- To systemise professional development processes to support a culture of quality learning.
- Workforce planning processes to be proactively used to ensure we have the right workforce to deliver the public health function now and in the future.
- To supporting staff to reach their potential.
- To systematically engage with academic partners, system leaders to shape CPD provision.
- To increase the level of research both contributory and in practice by public health specialists.
- To support the conditions for a connected and effective public health function.

The 5 Standards are:

1 Accountability and Partnerships Framework

“Employers should establish effective partnerships, within and between organisations to support the delivery of public health and enhance education and continuing professional development. Employers should have in place a clear accountability framework informed by knowledge of good professional practice (at all levels) and the experience and expertise of service users and practitioners.”

2 Effective Workforce Planning

“Employers should use effective workforce planning systems to make sure that a workforce, with the right level of skills and experience, in the right place, at the right time is available to deliver public health outcomes.”

3 Continuing Professional Development

“Employers should provide opportunities for effective continuing professional development, as well as access to up-to-date research and relevant knowledge”

4 Professional Registration

“Employers should ensure public health specialists and practitioners; nurses and other professional staff can maintain their professional registration and undergo professional revalidation if appropriate.”

5 Education and Training

“Employers should support the creation and maintenance of a qualified workforce, ensuring that public health teams have regular and appropriate opportunities for professional education, training and development.”

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Actions taken

- Developed Leeds Public Health Career Pathway - clear structured career progression across all public health posts from Public Health Practitioner to Consultant
- Support two funded MPH places a year
- Deliver the Public Health Development Forum - bi annually, which is a CPD event to support effective practice, opportunity to listen to key academic partners, reflect on own practice and support system thinking.
- Deliver the Bitesize Public Health Specialist Development Series - bi monthly in house development sessions, to support learning and sharing practice across teams/individuals
- Deliver the Staying Connected - bi annual event for all the public health function to come together with the aim of supporting how we connect to maximise our effectiveness and supportive culture.
- We run a quarterly Public Health Journal Club jointly with our academic colleagues to support critical thinking and support closer working across public health and academic partners.
- Developed Principles for local Portfolio Route support.

- This approach has given us a clear strategic direction to how to support public health staff in a consistent, transparent, and an effective method. It has provided a clear framework from us to keep what is good and focus on areas that require improvement.