# **Yorkshire & Humber Public Heath Registrar Training Programme – FAQs 2021**

This document was developed following our Recruitment day online on October 7th 2021. Please note that although the School of Public Health is located within the medical part of Health Education England Yorkshire and Humber deanery, we have welcomed people from a variety of different backgrounds for many years. These backgrounds include the NHS such as nursing, medicine, management or commissioning, the Council from a range of areas, the Voluntary and Community Sector and a range of other organisations and professions. You can hear from our Educational Supervisors about their paths into Public Health [here](https://www.yorksandhumberdeanery.nhs.uk/public_health/recruitment-and-retention/educational-supervisor-perspectives).

Please start with the Faculty of Public Health links for your general queries and also the whole of the Yorkshire and Humber School of Public Health website including the Recruitment and Retention section from the pull down menu as below:

<https://www.yorksandhumberdeanery.nhs.uk/public_health>

To begin with, please look at the resources below which should be able to answer your questions.

*Press Ctrl + click to follow the link.*

* Faculty of Public Health [Recruitment Information](https://www.fph.org.uk/training-careers/recruitment/recruitment-information/) webpage
* Faculty of Public Health [Application Process](https://www.fph.org.uk/training-careers/recruitment/application-process/)
* Faculty of Public Health [Training Curriculum](https://www.fph.org.uk/training-careers/specialty-training/curriculum/)
* Faculty of Public Health [Person Specification](https://specialtytraining.hee.nhs.uk/portals/1/Content/Person%20Specifications/Public%20Health/PUBLIC%20HEALTH%20-%20ST1%202022.pdf)
* Faculty of Public Health [Essential Guidance and Frequently Asked Questions](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.fph.org.uk%2Fmedia%2F3358%2F2022-essential-guidance-faqs-public-health.docx&wdOrigin=BROWSELINK)
* Yorkshire and Humber [Public Health Programme](https://www.yorksandhumberdeanery.nhs.uk/public_health/public-health-about-your-programme) information
* Attached is a recording of the Yorkshire and Humber Public Health Open Day, along with the slides and other documents <https://yorksandhumberdeanery.nhs.uk/public_health/recruitment>

**Still can’t find an answer to your question?** Below are a few general questions that came up before and during the Yorkshire and Humber Public Health Open Day event.

[Yorkshire and Humber School of Public Health Home | Health Education Yorkshire and Humber (yorksandhumberdeanery.nhs.uk)](https://yorksandhumberdeanery.nhs.uk/public_health)

# **Application Questions**

I am not sure whether my previous experience meets the criteria for applying to the Public Health Training programme. Where can I find out more?

* Please see the Faculty of Public Health [Person Specification](https://specialtytraining.hee.nhs.uk/portals/1/Content/Person%20Specifications/Public%20Health/PUBLIC%20HEALTH%20-%20ST1%202022.pdf) document
* Additional information can be found on the FAQ (at the bottom of the FPH application process webpage [here](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.fph.org.uk%2Fmedia%2F3358%2F2022-essential-guidance-faqs-public-health.docx&wdOrigin=BROWSELINK)
* If you still cannot find the answer, please contact the Faculty of Public Health

Can you use a previous related masters/level 7 qualifications to contribute to the Public Health masters?

* Related qualifications do not usually cover the scope of the MPH curriculum.
* People who have taken an MPH may sometimes choose to retake the modules if they did not cover all curriculum criteria.
* The MPH is funded in your first year of training. People who have previously undertaken a Masters of Public Health may start training at ST2 or have a shortened time as an ST1.
* You cannot sign off or evidence learning outcomes through previous experience. All learning outcomes must be signed off and evidenced by work undertaken during the training programme.
* For specific enquiries regarding your personal situation, it is worth contacting [publichealthrecruitment.em@hee.nhs.uk](mailto:publichealthrecruitment.em@hee.nhs.uk)

How many training posts will there be in Yorkshire versus last year?

* This year (2021 entry) there were ten posts. HEE has bid for 30 more posts across the country so this may mean a couple more for Y&H
* You can get up to date information [here](https://www.fph.org.uk/training-careers/recruitment/recruitment-information/number-of-posts-and-competition-ratios/)

What is the average age of an applicant? Are you ever too old to apply?

* We don’t know the average age but people always have experience of other careers before they start this programme and sometimes this can be over a long period. There are, of course, no age limits; just consider that this is a five year (full time) training programme working in various roles across the region with the view to working as a consultant afterwards.

If you are successful but not in your preferred location is there scope to transfer to your preferred area during the programme?

* Inter-Deanery transfers are open twice a year, but they are dependent upon the place you want to work having vacancies. Two people have recently re-applied after doing a year in another location to come to Yorkshire.

I have taken a year of maternity leave. Will this affect my application?

* This will not affect your application.

What criteria will be used for shortlisting at each stage of the recruitment process please?

* Elements of the ‘Person Specification’ are tested at all stages of the recruitment process – details of the specification can be found by clicking [this link](https://specialtytraining.hee.nhs.uk/portals/1/Content/Person%20Specifications/Public%20Health/PUBLIC%20HEALTH%20-%20ST1%202022.pdf).
* Additional information can be found on the [FAQ](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.fph.org.uk%2Fmedia%2F3358%2F2022-essential-guidance-faqs-public-health.docx&wdOrigin=BROWSELINK) (at the bottom of the FPH page: <https://www.fph.org.uk/training-careers/recruitment/application-process/>), particularly questions 48 and 71.

I believe the vacancies will be advertised on NHS jobs, what search criteria should we look for please to help us find them?

* The application process is managed by the Faculty of Public Health (FPH). There is more information available at <https://www.fph.org.uk/training-careers/recruitment/application-process/>. On NHS jobs searching for "public health" should bring up the jobs, and you can also look at the Medical and Dental Recruitment site at Health Education England here: https://specialtytraining.hee.nhs.uk/ All applicants apply via the same process and therefore this site is appropriate for all applicants, not just medical or dental applicants.
* You can view the ‘[number of posts and competition ratios](https://www.fph.org.uk/training-careers/recruitment/recruitment-information/number-of-posts-and-competition-ratios/)’ webpage to see how many jobs each deanery has available. Please note that no matter where you want to work, you still apply through the central application system on Oriel.
* This [website](https://www.nhsemployers.org/articles/national-job-profiles) can be used to help calculate equivalents to AFC Band 6. However, if you are working in sectors (like the voluntary sector) and do not meet the Band 6 equivalencies on the basis of pay, it is worth contacting [publichealthrecruitment.em@hee.nhs.uk](mailto:publichealthrecruitment.em@hee.nhs.uk) and highlighting in your 200 words on the application form the type of work that you have been doing and how it is relevant to PH

When does the application portal open? For how long is the application portal open?

* The recruitment process is managed by the Faculty of Public Health (FPH). There is more information available here: <https://www.fph.org.uk/training-careers/recruitment/recruitment-information/> The application window opens on the 4 November 2021. It is recommended that applicants keep an eye on the webpage above for up to date information.

Do you get many people applying more than once, and are they ever successful?

* Yes, many people who are currently in the training programme applied more than once. Don’t give up!

Where can I get some more public health work experience?

* Doctors currently in training may be able to arrange some taster experience in a local programme. Advice should be sought from your own foundation programme director. Applicants from other backgrounds might approach a local public health organisation. Alternatively, either group should contact the local Health Education England Public Health Department. But please note that this is going to be especially difficult given the circumstances surrounding the Covid-19 pandemic, meaning that there is less capacity to provide experience (and face-to-face working).

For an International Medical Graduate (IMG) who intends to follow a non-medical route, recently completed a 2-year double master course in English, is an IELTS waiver possible?

* This would need to be checked with the Faculty of Public Health

# **Selection / Assessment Centre Questions**

Will there be face to face selection and assessment centres this year? If not, how will this be done remotely?

* The recruitment process is managed by the Faculty of Public Health (FPH). There is more information available here: [Recruitment Information](https://www.fph.org.uk/training-careers/recruitment/recruitment-information/). It is anticipated that the Selection Centre will be held virtually but it is recommended that applicants keep an eye on the webpage above for up to date information.

Can you take a calculator into the exams?

* No.

What is tested at the assessment centre?

* Elements of the person specification are tested at all stages of the recruitment process. Your numerical reasoning (RANRA) and critical thinking skills (Watson-Glaser) will be tested through a series of timed tests. You will also take a third test which requires you to read short scenarios and make choices from a list of appropriate action to take. This tests your judgement, professionalism and understanding of public health.

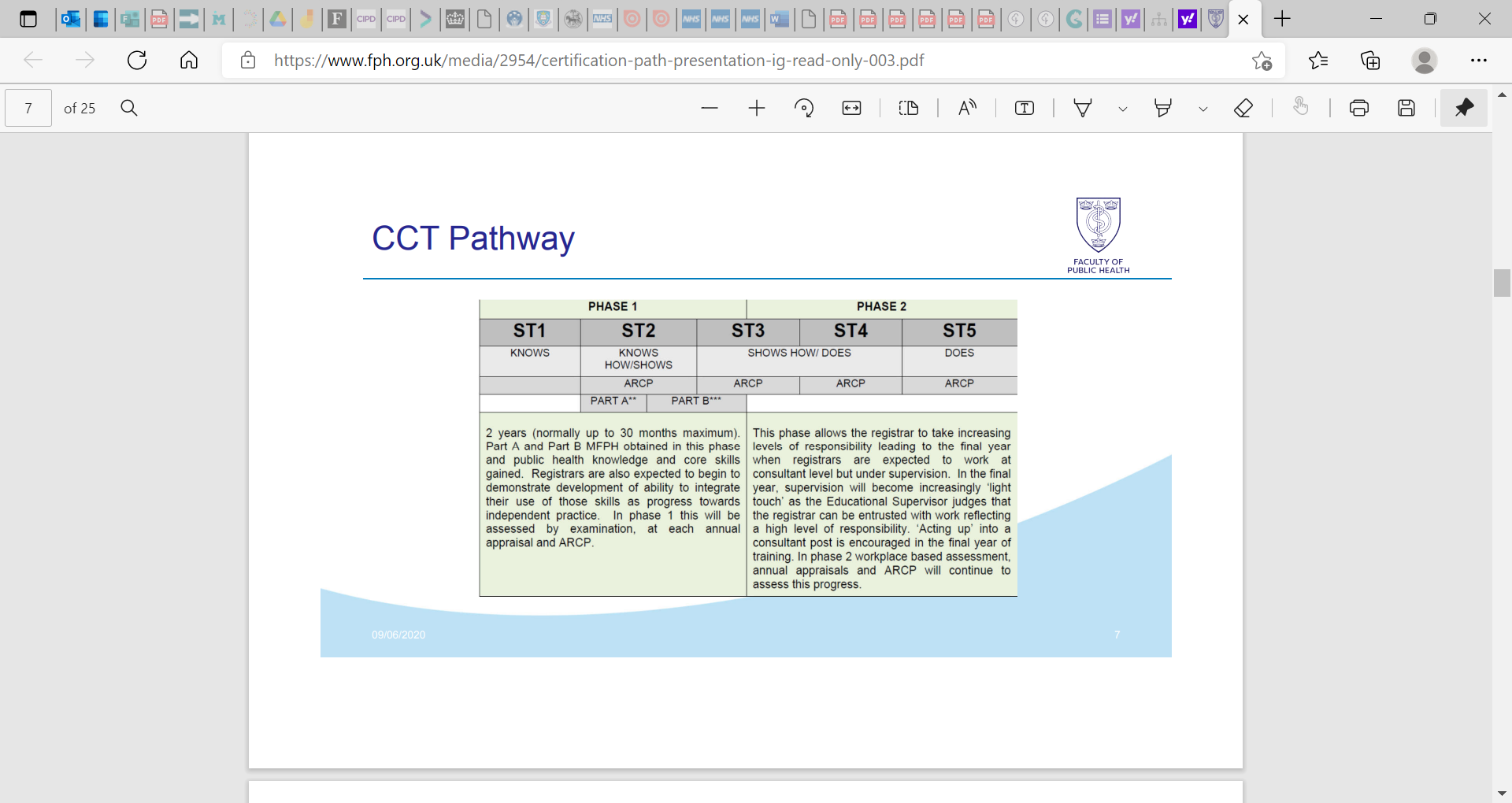
What have previous trainees used to prepare?

* Pearson Vue have some practice questions available [here for the Watson - Glaser](http://www.pearsonvue.com/phnro/wg_practice.pdf) (Critical thinking appraisal), and [here for the RANRA](https://home.pearsonvue.com/Clients/National-Public-Health-Specialist-Training-(NPHSTR/ranra_practice.aspx) (Numerical reasoning appraisal)
* The third test is similar to the Situational Judgement Test used by 1st year UK doctors. There are plenty of resources available but here are some [free practice questions](https://foundationprogramme.nhs.uk/situational-judgement-test-sjt/practice-sjt-papers/)
* Some of our registrars have used the BBC Bitesize [website](https://www.bbc.co.uk/bitesize/levels/z98jmp3) to work on maths and maths numeracy skills
* Job Test Prep: this site has been used by many of the current PH registrars for practice <https://www.jobtestprep.co.uk/public-health-specialists> . Be aware that this is a paid for service but people have found it very useful despite the cost.
* Additional resources:
  + Practice and pass professional: Numeracy tests / verbal reasoning by Alan Redman
  + Medical Interviews (2nd Edition): A comprehensive guide to CT, ST & Registrar Interview Skills

# **Training Programme / Job Role Questions**

How long is training?

* The training programme is 5 years when undertaken full time.



* Rotations on the programme vary in length though there are some compulsory placements such as local authority and health protection

Can you top up a Postgraduate certificate to a PH Masters?

* No but some people choose to do another degree or top up modules. You are funded for up to 4 modules

What changes are made to the training programme for trainees who already have an MPH (both completed recently and > 5 years ago)? Will you ‘skip’ a year of the programme?

* If you have undertaken an MPH recently, the programme can be reduced to either 4 years or 4 years and 3 months (by taking up to four additional modules), depending on which MPH you have. This will be discussed with your programme director once you have been accepted onto the training programme.

At the end of training will you be guaranteed a job?

* There are no guaranteed jobs at the end of the programme, although support is given during training in preparation for applying for jobs. Presently there are more consultant jobs than applicants, and in Yorkshire and Humber registrars have always secured posts upon completion of their training.

Are you able to take a career break or year out of the scheme to work abroad?

* Yes, people have taken career breaks for a variety of reasons. We support overseas placements and people have done Out of Programme Experience (OOPE) and Out of Programme Training (OOPT) in Australia, Israel, Eswatini, South Africa, Sierra Leone, Nepal etc.

What are the most important skills that a PH trainee needs to have?

* Enthusiasm to tackle inequalities and improve health! You learn the technical stuff on the programme.

Do you envisage any impact of Public Health England (PHE) changes planned for 2021 (PHE is to be abolished and a new agency is planned called the UK Health Security Agency ) on recruitment / employment?

* Immediately, there will be a huge surge in recruitment for PHE in both Health Protection and Health and Wellbeing.  There is still no clarity about where people will be re-located, but there is commitment from Centre that the Public Health issues are just as important as ever, and services will continue in the new agency.

What does the health protection placement look like? What are the on-call requirements? Do these differ between people who have medical backgrounds and those who come from other backgrounds?

* All registrars whatever their background will do on call work once they have undergone the health protection training. Following successful completion of your first Diplomate exam, you do a 3-month WTE minimum placement with Yorkshire and the Humber Health Protection Team (Yorkshire & Humber offer 4 months to give you time to get everything done). The Acute Response Desk is based in Leeds – in previous years you would be there 1 -2 days a week and this is now currently possible via remote working.
* Registrars are encouraged to take on longer term projects within Health Protection that run for the duration of their health protection placement.
* The Out of Hours (OOH) covers the whole of Yorkshire and Humber and so is usually quite busy – it is not uncommon to be working most of the shift in the daytime/evening though rarer to be woken at night. All of this work is currently carried out from home. There is always someone else available for advice and extra coverage if needed and your education is supported by the CCDC (consultant in communicable disease control) on call.
* The whole registrar rota covers 2 weekday evenings (5pm to 9am) each week and Saturday and Sunday (9am-9am) and each registrar normally does between a 1 in 5 and 1 in 9 on call rota depending on numbers. During COVID we are covering every weeknight and weekend where possible (paid for extra shifts) but this is on a voluntary basis.
* Pay for standard on call varies by contract type
  + If you were previously under a contract that wasn’t medical: AfC 20% banding of basic pay
  + If you were previously on a medical contract:
    - Previously on the ‘old’ contract (pre-2016): the same
    - New contract (2016): This is more complicated as it considers availability allowance + frequency % + pay for work done.

For medical doctors, is it possible to continue your parent specialty training alongside public health training, (i.e. dual training)?

* This is not an available option at present.
* Some PH consultants who had previous completed other medical specialty training have managed to maintain clinical practice (eg: out of hours sessions), but it is challenging to maintain medical CPD and appraisal for 2 specialties!

Does the training programme enable you to focus on particular areas of interest or are you encouraged to cover a broad range of topics?

* Registrars are expected to get a broad experience and focus on new areas. As you progress through training, you get more choice in what you do as long as it satisfies learning outcomes
* The curriculum is available [here](https://www.fph.org.uk/media/1131/ph-curriculum-2015.pdf)

What can you tell us about the exams?

* More information about the exams can be found [here](https://www.fph.org.uk/training-careers/the-diplomate-dfph-and-final-membership-examination-mfph/)
* You are allowed multiple attempts to pass exams, and you are well supported in your preparation for the exams

How does pay/salary work?

* Pay is addressed in the [FPH FAQ document](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.fph.org.uk%2Fmedia%2F3358%2F2022-essential-guidance-faqs-public-health.docx&wdOrigin=BROWSELINK)
* Pay is calculated as a percentage of top of [Band 8D for Agenda for change](https://www.nhsemployers.org/articles/annual-pay-scales-202122)
  + ST1 – 45%
  + ST2 – 47%
  + ST3 – 49%
  + ST4 – 52%
  + ST5 – 56%

Is there any opportunity to consider salary matching, I have heard this was available in previous years?

* This question is addressed in the [FPH FAQ document](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.fph.org.uk%2Fmedia%2F3358%2F2022-essential-guidance-faqs-public-health.docx&wdOrigin=BROWSELINK)
* Further information may be found on the following NHS employers pay protection page. Please note the arrangements under the new 2016 contract <https://www.nhsemployers.org/pay-pensions-and-reward/medical-staff/doctors-and-dentists-in-training/transition/copy-of-pay-protection-faqs-updated-july>