



England

School of Public Health Recruitment Day

10th October 2023 2pm – 4pm





Welcome everyone

Mute on

Please keep yourself muted unless you are a speaker throughout the session

The session is being recorded

Please switch off your video unless you are presenting

The recording of this session and the presentation will be made available afterwards on the Public Health section of the Yorkshire & Humber website

Please add questions to the chat

we are monitoring this throughout and will do our best to answer all questions at the end



Agenda

Welcome / Introduction:

Specialty Training and Practitioner Programme

Val Barker Head of School

Victor Joseph & Susan Hird – Training
Programme Directors

Modupe Hector-Goma – Future Leaders Fellow for
Equality, Diversity & Inclusion

Joanne Deighton – Public Health Practitioner
Programme Coordinator

Simon LeRoy – Public Health Programmes
Manager

Opportunities Working with Local Authorities

Carrie Abbott

Working with OHID (Office of Health Improvement
and Disparities)

Chris Sharp – Video presentation

Working in Academia

Michelle Black – ST5 Registrar

Working in the Acute sector

Andy Snell

Experiences as a Public Health Registrar

Helen Watson – ST3 Registrar

Working with UKHSA (United Kingdom Health
Security Agency)

Simon Padfield

The Application Process

Meigan Oxley – ST2 Registrar

Constance Hobbs – ST1 Registrar

Q & A Session

Val Barker / All Speakers



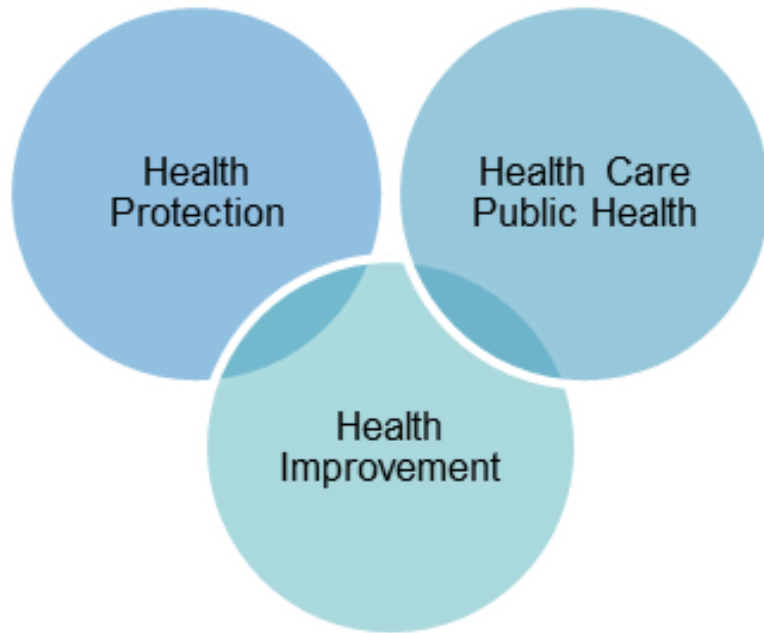
School of Public Health Yorkshire & Humber

Introductions :

- ❑ Val Barker: Head of School of Public Health Yorkshire and Humber,
- ❑ Susan Hird: Training Programme Director
- ❑ Fredi Garbe: Training Programme Director
- ❑ Victor Joseph: Training Programme Director
- ❑ Modupe Hector-Goma: Future Leaders Fellow for Equality, Diversity & Inclusion
- ❑ Amanda Cartwright & Lucy Lamb: Programme Support
- ❑ Joanne Deighton: Public Health Practitioner Programme Co-ordinator
- ❑ Simon LeRoy: Public Health Programmes Manager

Head of School: Val Barker

“The science and art of preventing disease, prolonging life and promoting health through organised efforts of society”



Our School of Public Health:
dynamic, friendly and
supportive delivering high
quality training

Wide range of locations to
work in

Two phases of training and
Diplomate and Membership
Exams

Impact of COVID-19 on
working practice and wellbeing
– support provided

School of Public Health:

- Training Programme Directors work closely with Val & School Programme team
- Updated website:
- Educational Supervisor videos
- Open Day 2021 & 2022 recorded in full
- Commitment to Equality, Diversity and inclusion (CPD, Whole School approach and Recruitment)

We want to help more people with varied experiences, backgrounds and ideas thrive as future leaders and do our part to tackle the systemic injustices that make it harder for brilliant people to contribute as leaders.

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

[What is Public Health? \(Health Education Wessex\)](#)

Further background on Public Health



Modupe Hector-Goma

Future Leadership Fellow for
Equality, Diversity & Inclusion

Yorkshire & Humber School of Public Health

- ✓ *Committed to equality, diversity and inclusion*
- ✓ *Helping people from all backgrounds and experiences thrive as future leaders*
- ✓ *Tackling systemic injustices limiting brilliant people to contribute as leaders*



Dr Victor Joseph - Training Programme Director, School of Public Health Yorkshire and the Humber; Consultant in Public Health, City of Doncaster Council

Modupe Hector-Goma- Future Leaders Fellow



**Yorkshire and The Humber School of Public Health
and NHSE Education presents**

Reciprocal Mentoring Programme Cohort 2

**A mutually developmental learning partnership
to foster leadership and culture change.**

**For further details/expression of interest please send email by
Friday 22nd September 2023 to: modupe.hector-goma1@nhs.net**

**TOGETHER WE
CREATE**



Why does this matter?

- Public Health is committed to reducing inequalities
- To develop a workforce that is representative of the diversity of the communities that we serve
- Commitment to meet the standards of the Equality Act 2010 and Public Sector Equality Duty
- Missing out of the diversity of experiences and perspectives
- More diverse teams lead to better outcomes for our Communities

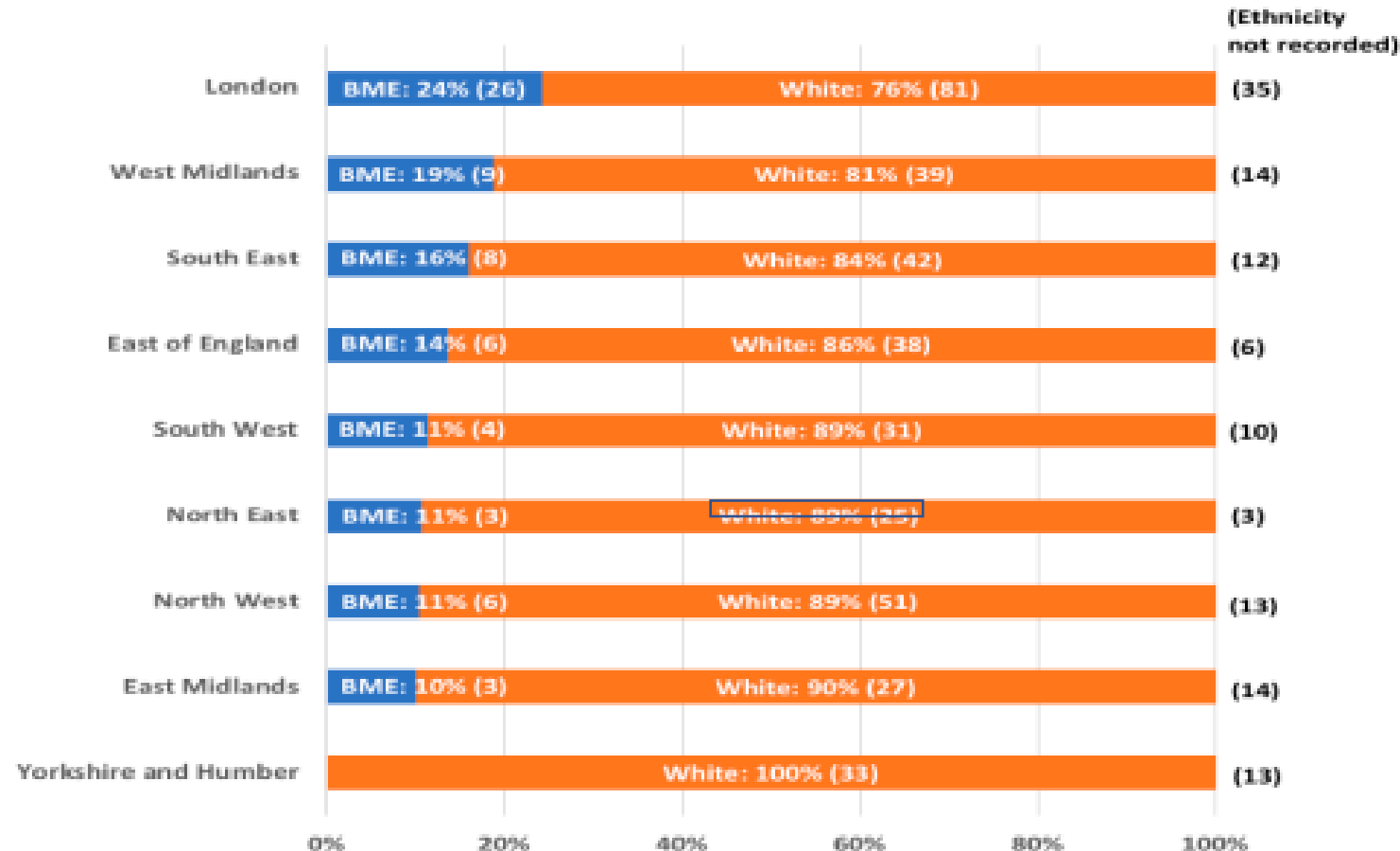


In response to the leaky pipeline survey

‘To help more people with varied experiences, backgrounds and ideas thrive as future leaders and do our part to tackle the systematic injustices that make it harder for brilliant people to contribute as leaders.’



Intake into Specialty Training Programme in England: 2018-2020



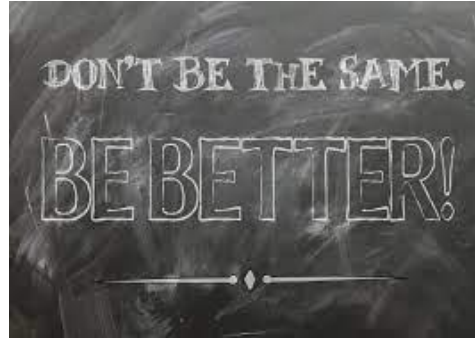
Ethnicity of PH trainees in England 2018-2020 by region; Source: Trainee Information Survey

Learning Outcomes

Developing others



Commitments to self-development



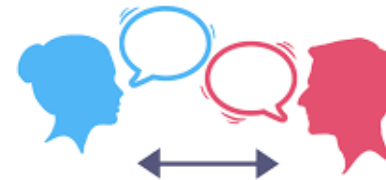
Contextual awareness



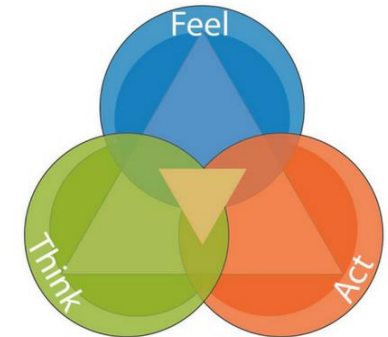
Relationship Management



Effective communication



Behavioural Awareness



- **Faculty of Public Health Learning Outcomes:** The Reciprocal Mentoring Programme can be linked to addressing the following Learning Outcomes of the Faculty of Public Health Specialty Training Curriculum: **4.10, 5.1, 5.2, and 9.8.**

Joanne Deighton

Programme Coordinator

Public Health Practitioner

Workforce Development Programme

Public Health Practitioner Workforce Development Programme, Yorkshire and the Humber:

- A programme of structured support designed to enable registration with the UK Public Health Register (UKPHR).
- Continual Professional Development/Masterclass programme for Public Health workers in Yorkshire and the Humber.
- Public Health registrars on Training programme contribution
- Foundation in Public Health Programme (piloted in Barnsley 2019)
- LEPH Link App – Law Enforcement Public Health



CONTACT DETAILS

PUBLIC HEALTH PRACTITIONER WORKFORCE DEVELOPMENT PROGRAMME

Joanne Deighton, Programme Coordinator

Anna Cowan, Senior Programme Administrator

Chantelle Pierre, Programme Administrator

Lucy Lamb, Programme Administrator

WEBSITE: <https://www.yhphnetwork.co.uk/links-and-resources/career-and-workforce-development/public-health-practitioner-workforce-development-programme/>

EMAIL: PHPPYH@Leeds.ac.uk

Foundation Programme in Public Health

Created to improve foundation-level expertise in core public health skills for wider public health workforce, particularly around health inequalities.

Piloted extensively across Barnsley Council, Bradford Council, West Yorks ICS (as part of their Health Equity Fellowship).

Additional funding received from NHSE to expand delivery across four ICS in NE and YH.

Open to all. Focus is on improving understanding of health inequalities across the ICS footprint.



Foundation programme - sessions

- **Flexible delivery, all online, variable schedule.**
- **Capacity to engage 1000 learners over 12 months.**

Level 1

1. Introduction to public health
2. Prevention and a life course approach to public health
3. Tackling inequalities and the wider determinants of health
4. Health protection

Level 2

1. Introduction to epidemiology and statistics
2. Systems Leadership
3. Designing, delivering and evaluating public health interventions
4. Behavioral Insights toolkit

Foundation programme – Next steps

More details:

<https://sway.office.com/rMyGw3Ox3inkPnJq>



Public Health Speciality Training & other routes to practice:

- ❑ [Specialty Training](#) to become a Public Health Specialist: General Medical Council registration for Medics and UK Public Health Register for professionals from non-medical backgrounds
- ❑ [Specialist Registration by portfolio assessment](#) Retrospective Registration on the UK Public Health Register
- ❑ [CESR](#) (Certificate of Eligibility for Specialist Registration) - route to GMC Specialist registration for Doctors - need to demonstrate same level of competency, experience, evidence etc as Specialty Training
- ❑ [Public Health Practitioner](#) – portfolio accreditation



The Specialty Training Programme

- ❑ Specialty Training is delivered over 5 years WTE;
- ❑ If you already have an MPH this may be reduced to 4 years (dependent upon when and where you did the MPH); It is fully funded by HEE;
- ❑ We can fund up to four modules for anyone needing additional top-up. i.e. Some MPH courses are very heavy on health improvement, but light on epidemiology/statistics;
- ❑ The first year of training is spent doing the MPH and getting some experience (1 day a week in term and full time out of term-time) with a local authority;



The Specialty Training Programme

- ❑ You should aim to sit the FPH Diplomate in the March after you've completed your dissertation.
- ❑ There is a compulsory 10-week examination preparation programme prior to the exam. Yorkshire & the Humber are second to top in the exam pass-rate table, largely due to the success of this programme.;
- ❑ After the Diplomate exam you will then do a minimum of three months working with UKHSA and doing health protection;
- ❑ After this you will start to prepare for the FPH Membership Exam by getting more experience doing the job and attending a mock exam;



The Specialty Training Programme

- ❑ Having passed the Membership exam, you get lots of opportunities to do exciting things: some examples: more time with UKHSA; OHID; different local authorities; universities; hospital trusts; the third sector and blue light services.
- ❑ We have lots of opportunities to learn throughout the 5-year programme with Winter and Summer Schools; media training; sessions on feedback and a host of other topics;
- ❑ We provide interview preparation training and mock interviews at the end of your training.
- ❑ A detailed timeline is available in the FPH web-pages.

Public Health Careers and Key Roles



Where do people work in Public Health?

- ❑ Local Authorities (Councils)
- ❑ Academia
- ❑ UKHSA (United Kingdom Health Security Agency)
- ❑ OHID (Office of Health Improvement and Disparities)
- ❑ NHS England
- ❑ Provider NHS Trusts
- ❑ Integrated Care Boards (ICBs)
- ❑ Non-profit and voluntary sector
- ❑ National Policy organisations
- ❑ Police, Fire services & emergency responders



Faculty of Public Health (FPH) works to promote and protect human health and its wider determinants for everyone in society by:

- ❑ Playing a leading role in assuring an effective public health workforce
- ❑ Promoting public health knowledge
- ❑ Advocating for the reduction of inequalities and for the very best conditions for health and wellbeing to flourish



FPH is a resource for your professional development and learning in public health

- ❑ Membership
- ❑ Special Interest Groups
- ❑ Professional Standards (CPD and revalidation)
- ❑ Advocacy
- ❑ Registrar projects scheme



@FPH



<https://betterhealthforall.org/>



The Role of the
NHS in Prevention



Carrie Abbott

**Service Director - Barnsley
Public Health & Communities
Directorate**

Opportunities working in local
authorities

**Healthy
Barnsley**

**Learning
Barnsley**

**Sustainable
Barnsley**

**Growing
Barnsley**

**Enabling
Barnsley**

Public health in the local authority.

Carrie Abbott
Service Director
Barnsley Public Health & Communities
Directorate

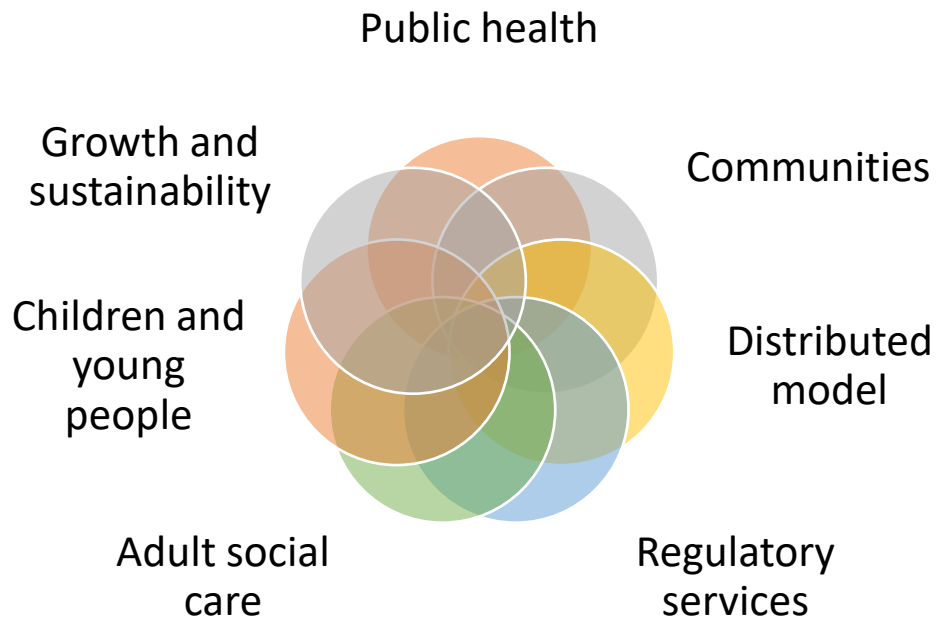


Barnsley the place of possibilities

Barnsley the place of possibilities

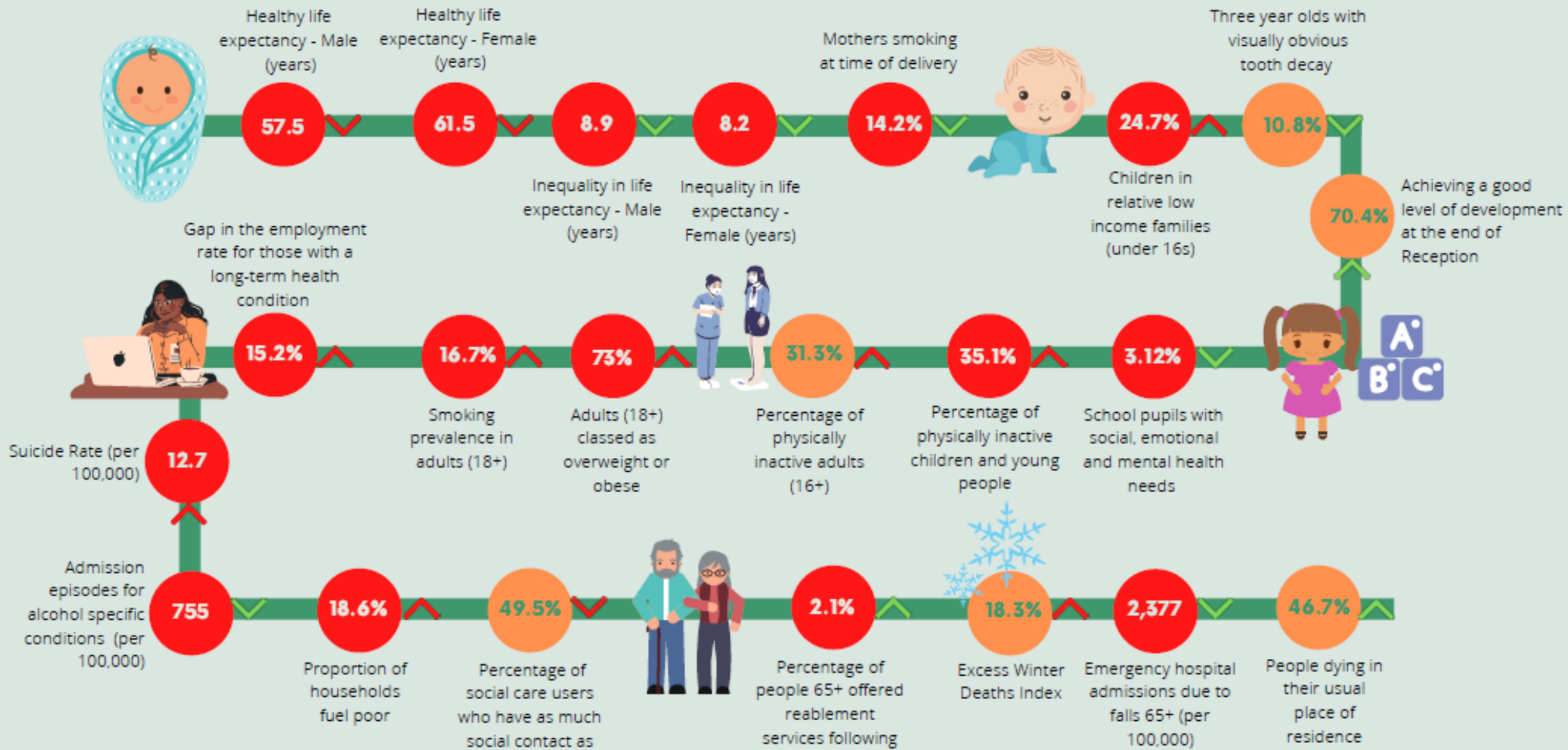


Themes	Healthy Barnsley	Learning Barnsley	Growing Barnsley	Sustainable Barnsley
Ambitions	<p>Everyone is able to enjoy a life in good physical and mental health.</p> <p>Fewer people live in poverty and everyone has the resources they need to look after themselves and their families.</p> <p>People can access the right support, at the right time and place and are able to tackle problems early.</p> <p>Our diverse communities are welcoming, supportive and resilient.</p>	<p>Children and young people aim high and achieve their full potential with improved educational achievement and attainment.</p> <p>Everyone has the opportunity to create wider social connections and enjoy cultural experiences.</p> <p>Lifelong learning is promoted and encouraged, with an increase in opportunities that will enable people get into, progress at and stay in work.</p> <p>Everyone fulfils their learning potential, with more people completing higher-level skills studies than ever before.</p>	<p>Local businesses are thriving through early-stage support and opportunities to grow.</p> <p>Barnsley is known as a great place to invest, where businesses and organisations provide diverse and secure employment opportunities, contributing to an economy that benefits everyone.</p> <p>People have a wider choice of quality, affordable and sustainable housing, to suit their needs and lifestyle.</p> <p>Residents, businesses and organisations are more confident in accessing and using digital resources, benefitting all aspects of daily life.</p>	<p>People live in sustainable communities with reduced carbon emissions and increased access to affordable and sustainable energy sources.</p> <p>People can get around in Barnsley easier than ever, with an increase in cycle routes and better connections across the borough.</p> <p>Barnsley has increased the amount of renewable energy that is generated within the borough.</p> <p>People are proud of and look after their local environment.</p>



BARNESLEY PUBLIC HEALTH OUTCOMES

LIFE COURSE SUMMARY



Our Strategy on a page

Starting Well



Barnsley is a great place for a child to be born and every child is given the best possible start in life.

Fewer children live in poverty, and everyone has the resources they need to look after themselves and their families.

All our children and young people have a healthy diet and are physically active.

Barnsley will have a culture which promotes positive emotional health and wellbeing and builds resilience in our children and young people.

Our ambitions for a healthy Barnsley

Living Well



Everyone in Barnsley can access the resources they need to live a healthy life (including having a fulfilling occupation; access to a safe, warm and sustainable home and having a good friend to talk to).

Levels of mental ill health across the borough are reduced, by a combination of prevention and ensuring people of all ages have access to quality, age friendly services at the right time.

Everyone can safely be physically active, to support their physical and mental health.

Ageing Well



Older people are able to live independent and active lives, enjoying their later years in comfort in their own communities, for as long as possible.

Our older people have quality of life with choice and control over their care and support needs.

Our initial focus is on **improving Mental Health** for all ages and ensuring **Barnsley is a great place for a child to be born.**



We will reduce **health inequalities** by taking action on the **wider determinants of health.**



Healthy Barnsley

Health & Wellbeing Strategy



BARNSLEY
Metropolitan Borough Council

HEALTHY
EQUITY
GROUP

Breastfeeding Welcome

Healthier Futures

Hidden Harm

Smoke Free Generation

How's thi ticker?

Covid-19 vaccinations

High Fat High Salt High Sugar
advertising

Alright Pal?

Falls Prevention

Dementia

Better Lives

RESIDENTS

**Healthy
Barnsley**

What could you be working on
to deliver the strategy?



**Healthy
Barnsley**

A campaign in action



Chris Sharp

Workforce Development Manager
Office for Health Improvement and Disparities
(OHID)

Michelle Black

Working in academia



THIS IS YOURS, SON
-IT'S BEEN IN THE FAMILY
FOR GENERATIONS







How do you influence public health from a university?

- Connect evidence with real life practice
- Connect people
- More freedom to advocate (at times)
- Ask the difficult questions (and try to answer them)
- Compare policy effectiveness in different settings
- Write and challenge

Type of work as a registrar

- Teaching and research opportunities
- Time out to do a PhD
- Opportunities for international work and with international agencies
- Opportunity to develop your area of expertise
- Build a network
- Develop your skills

Type of work as a PH Consultant in Academia

- Topic expert – gets you a seat at the table
- Leading research – generating new knowledge, leading the narrative, challenging the status quo
- Informing policy – local, national, regional
- Win grants, write publications and implement the findings
- Increasing numbers of joint post– academia and practice

Andy Snell

Working in the acute sector

Healthcare Public Health

A grasp of the
psychedelic
everything.



Dr Andy Snell

BHNFT, BMBC, WHO/Europe

10 October '23



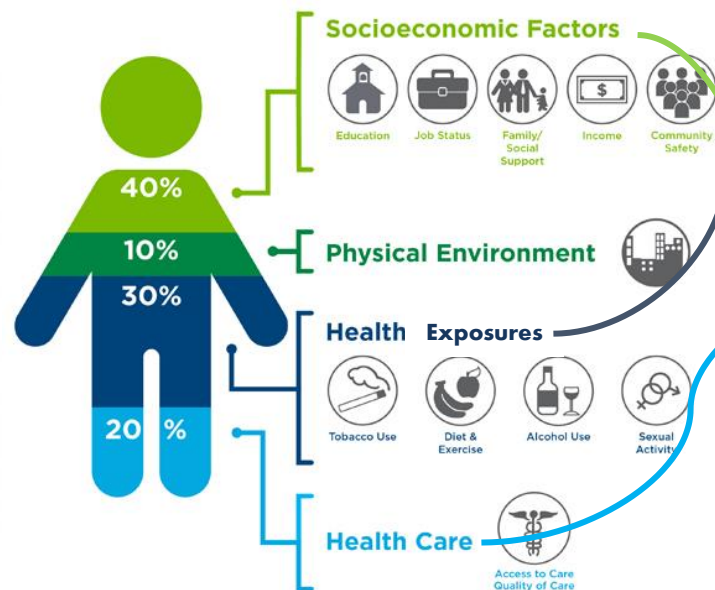
Healthcare public health is one of the three core domains of specialist public health practice, alongside health improvement and health protection. Healthcare public health (HCPH) is concerned with maximising the population benefits of healthcare and reducing health inequalities while meeting the needs of individuals and groups, by prioritizing available resources, by preventing diseases and by improving healthrelated outcomes through design, access, utilisation and evaluation of effective and efficient health and social care interventions, settings and pathways of care.



How do you get there, where do you get to?

- Any which way you like, for me, life, then med school, then EM then PH training, then family!
- Mix of UK PH (NHS and council), international (WHO), clinical practice (the spectrum!)
- A whole host of roles
 - Acute hospital,
 - Community and mental health,
 - Cancer network,
 - Blended with academic,
 - Medical Director,
 - Chief Executive,
 - ICS, regional, national, international

What Goes Into Your Health?



Tier 1

Increasing services and support to address the key drivers of health inequalities, making every contact count, and co-developing these with people, for people.



Tier 2

Improving all health and care services in such a way that they are targeted to greatest need and reduce inequalities in care.



Tier 3

Influence the wider influences on health, by becoming the best anchor institutions and network we can be and advocating for health equity across all sectors.

Source: Institute for Clinical Systems Improvement, Going Beyond Clinical Walls: Solving Complex Problems (October 2014)

The Bridgespan Group

[Tackling health inequalities in Barnsley FINAL \(syics.co.uk\)](https://syics.co.uk)

A grasp of the psychosocial everything.

Thank you!

andrewsnell@nhs.net





Helen Watson

Experiences as a
Public Health Registrar

BEING A PUBLIC HEALTH REGISTRAR IN YORKSHIRE AND HUMBER

What it is really like??



WHAT'S SO GREAT ABOUT BEING A REGISTRAR IN YH?

Making a difference



WHAT'S SO GREAT ABOUT BEING A REGISTRAR IN YH?

Challenge and variety



WHAT'S SO GREAT ABOUT BEING A REGISTRAR IN YH?

Work-life balance



WHAT'S SO GREAT ABOUT BEING A REGISTRAR IN YH?

Our culture



WHAT'S SO GREAT ABOUT BEING A REGISTRAR IN YH?

Freedom



WHAT'S SO GREAT ABOUT BEING A REGISTRAR IN YH?

Commitment to your training



WHAT'S SO GREAT ABOUT BEING A REGISTRAR IN YH?

Going beyond the region



WHAT'S SO GREAT ABOUT BEING A REGISTRAR IN YH?

Taking time out



WHAT ARE THE DOWNSIDES OR THE CHALLENGES?

Different way of working



WHAT ARE THE DOWNSIDES OR THE CHALLENGES?

Being a novice

WHAT ARE THE DOWNSIDES OR THE CHALLENGES?

Complexity and uncertainty



WHAT ARE THE DOWNSIDES OR THE CHALLENGES?

Timeframe for impact



WHAT ARE THE DOWNSIDES OR THE CHALLENGES?

Moving around



WHAT ARE THE DOWNSIDES OR THE CHALLENGES?

Remote working



WHAT ARE THE DOWNSIDES OR THE CHALLENGES?

Assignments and exams

WHAT ARE THE DOWNSIDES OR THE CHALLENGES?

Nights and weekends



WHAT ISSUES DO REGISTRARS WORK ON?

Poverty

Suicide prevention

Long COVID

Obesity

Healthcare inequalities

Oral health

Climate change

PH approach to policing



WHAT ISSUES DO REGISTRARS WORK ON?

Global health

Planning

Migrant health

Outbreaks

Child development

Housing

Commercial determinants

Employment



WHAT DO YOU DO ALL DAY?







UK Health
Security
Agency

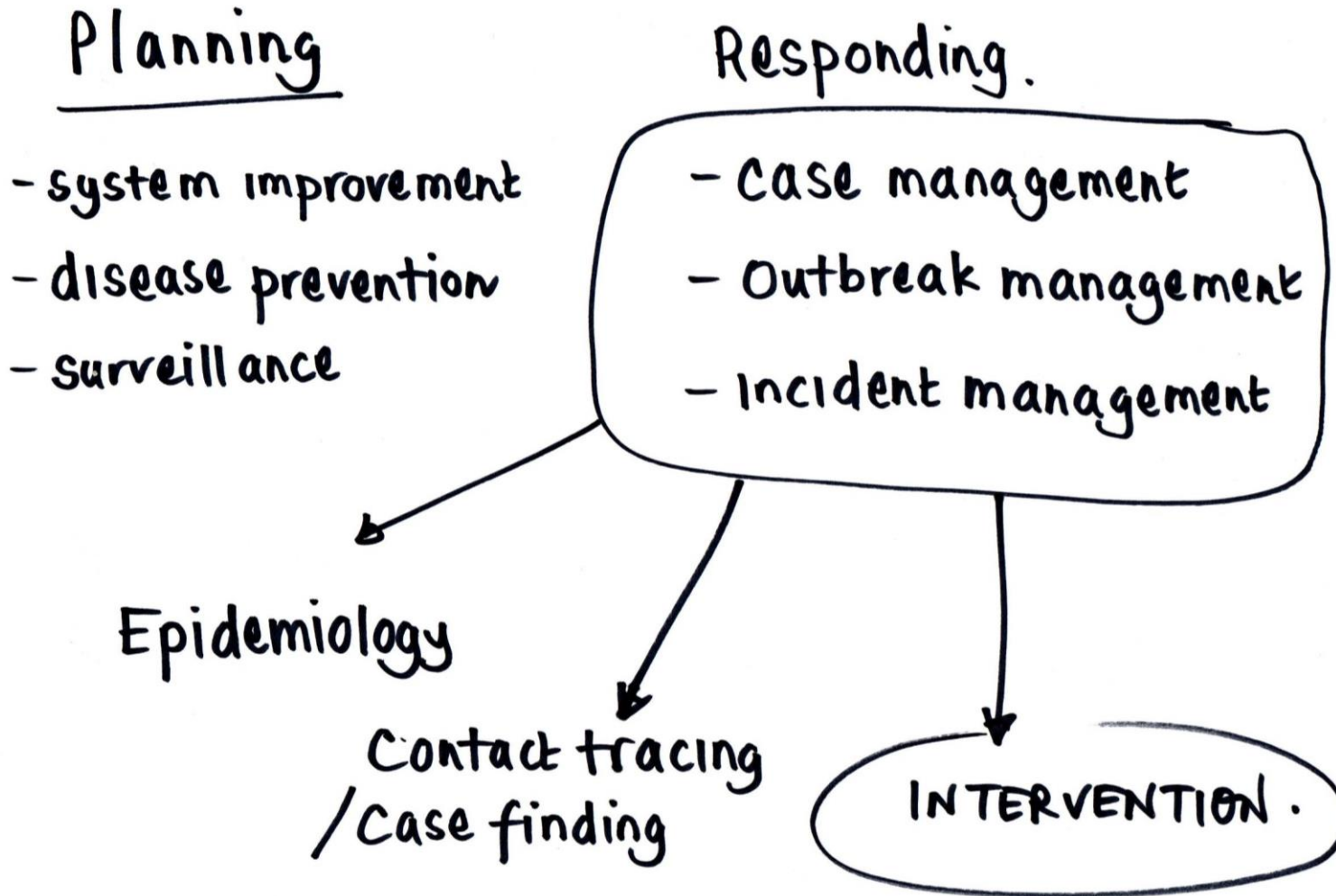
Dr Simon Padfield

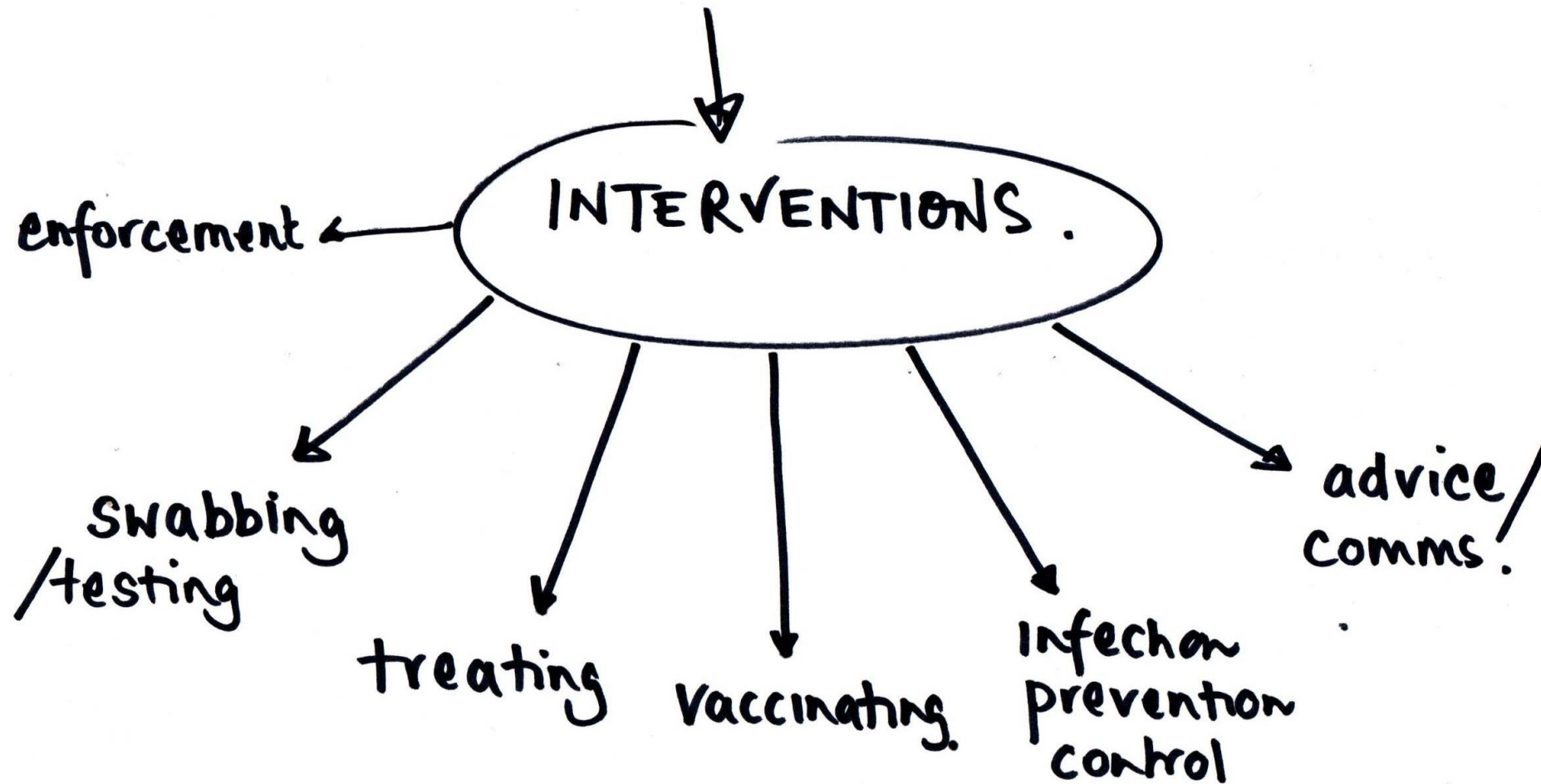
Consultant in Health Protection

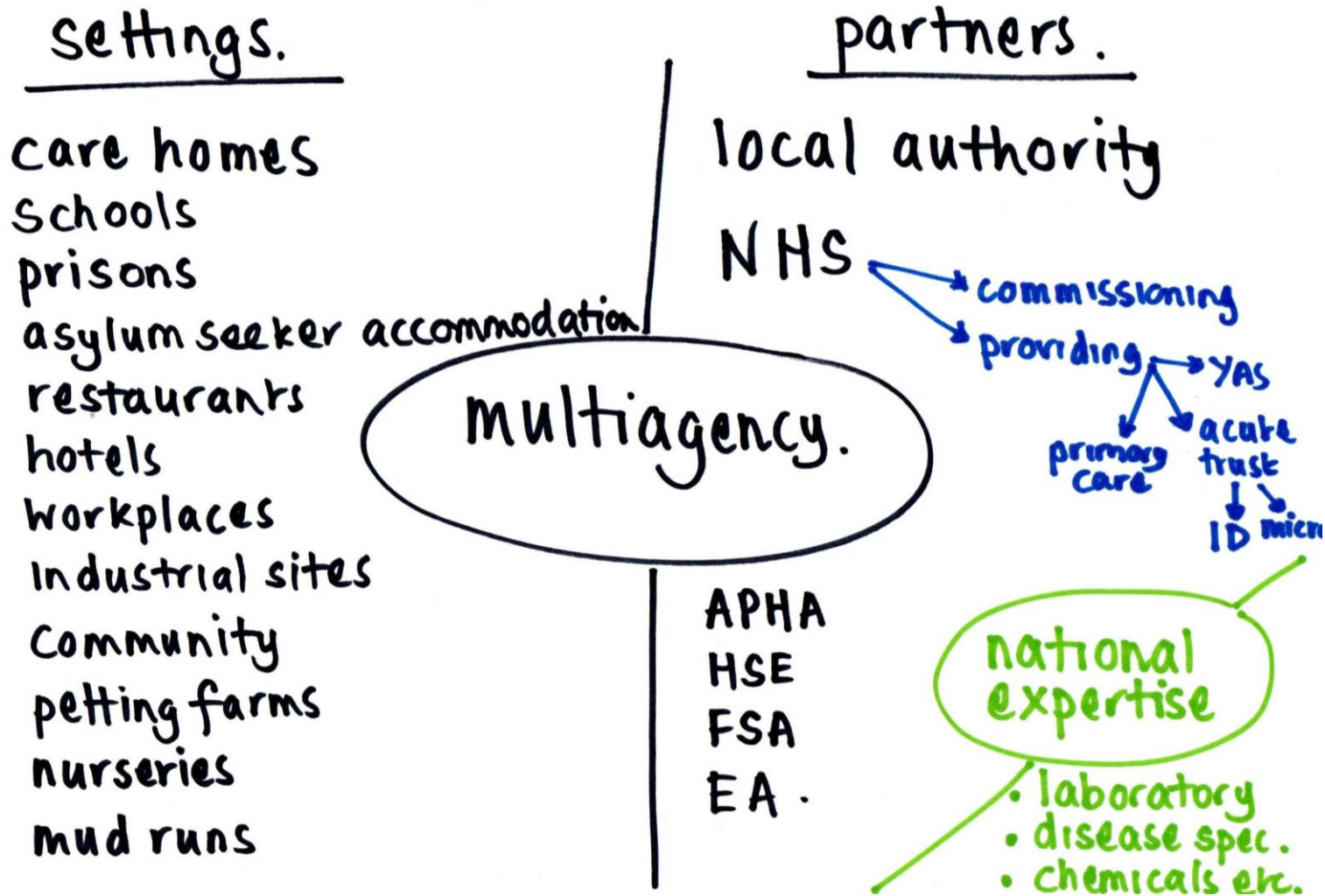
Working with UKHSA

(United Kingdom Health Security
Agency)

Rough overview









Meigan Oxley and Connie Hobbs

Public Health Registrars

The Application Process



Important Dates for application

The recruitment timeline for the 2024 intake:

- ❑ Applications open: 26th October 2023
- ❑ Applications close: 23rd November 2023
- ❑ Assessment centre: 9th/10th January 2024
- ❑ Selection centre: 27th-29th February 2024
- ❑ Initial offers by: 26th March 2024

[Recruitment Information | Medical Hub \(hee.nhs.uk\)](https://hee.nhs.uk)



Phase 1 – ORIEL application

- ❑ Register on ORIEL in advance (link via FPH website)
- ❑ Eligibility checking – against the person specification [Public Health ST1 2024| Medical Hub \(hee.nhs.uk\)](#)
- ❑ Make sure you clearly demonstrate competence (foundation or NHS Agenda for Change equivalent prior experience)
- ❑ Double / triple check the whole application
- ❑ Consider and provide evidence of any [reasonable adjustments](#) in line with guidance



Applying through the non-medical route: eligibility criteria

- ❑ A MBBS or equivalent medical qualification, or first degree (1st or 2:1 or equivalent grade), or higher certificated degree (Masters or PhD)
- ❑ At least 48 months (wte) work experience by application closing date, of which at least 24 months (wte) must be in an area relevant to population health practice ([consider duties listed here](#)).
- ❑ The 24 months should be at Band 6 or above of NHS [Agenda for Change](#) or [equivalent](#) of which a minimum of 3 months wte at Band 6 level or equivalent must fall in the 3.5 years preceding the intended start date.
- ❑ Full details on person specification can be found [online](#).



Medical Eligibility Criteria

For those with a medical degree:

- ☐ Be eligible for full registration with, and hold a current licence to practise from, GMC at intended start date **AND**
- ☐ Minimum 2 years postgraduate medical experience by time of appointment (equivalent to UK Foundation Training)
- ☐ Have evidence of foundation competency achievement in 3.5 years preceding the advertised start date



Recruitment FAQs

All details of application and recruitment available at [Public Health | Medical Hub \(hee.nhs.uk\)](https://www.hee.nhs.uk/public-health-medical-hub)

- ☐ Also see:
- ☐ Essential Guidance FAQs
- ☐ Reasonable Adjustment Guidance
- ☐ Assessment centre comfort aids list



Phase 2 – Assessment Centre

Short timescale between invitation and the date of the assessment centre

- ☐ 'Literacy' - Watson-Glazer critical thinking
- ☐ Numeracy - Rust Advanced Numerical Reasoning Appraisal (RANRA)
- ☐ Situational judgement test

- ☐ All computer based, multiple choice
- ☐ Lasts for several hours – review [comfort aids list](#) and consider need for reasonable adjustments



Phase 3 – Selection Centre (pre)

- ❑ Selection centre interviews take place virtually
- ❑ Booked through ORIEL
- ❑ Many slots to choose from if you get in early
- ❑ Prepare your documents and read all communications carefully
- ❑ Request any necessary reasonable adjustments (you will need to send evidence if you haven't already)



Phase 3 – Selection Centre (pre)

- ☐ Get your workspace ready:
 - ☐ Make sure you have a quiet space to do the interview
 - ☐ Test out online platform
 - ☐ Check your internet (can use an ethernet cable)
 - ☐ Have pen and paper available

- ☐ Get yourself ready:
 - ☐ Decide what to wear – can do top half professional, bottom half comfort!



Phase 3 – selection centre (on the day)

- ☐ Eat!
- ☐ Breathe and try to relax – exploit the benefit of being at home
- ☐ Be ready early (but be prepared that it might be running a little late)
- ☐ Selection centre test elements are:
 - ☐ Timed questions by a panel of public health professionals
 - ☐ Preparatory time provided for some elements



Afterwards

- ☐ Relax!
- ☐ Rank your preferences as soon as this option is available
- ☐ Timescale for notification
- ☐ Offers come through ORIEL and are based on your combined score from Assessment Centre and Selection Centre, your ranking, and your preferences
- ☐ Can accept with automatic upgrades
- ☐ Feedback takes longer

Q & A Session

Thank you for joining us

If you have any questions, please email

england.publichealth.yh@nhs.net



@nhsengland



company/nhsengland



england.nhs.uk

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