



The Public Health Career Framework

Jenny Wright, Public Health
Resource Unit



I will cover....

- Background to the framework
- How it has been developed
- Strategic issues
- Links to commissioning skills/service improvement development agenda
- Opportunities to comment/get involved



Background – why the framework

Key drivers:

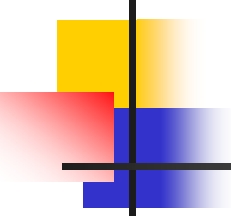
- Widening health inequalities; globalisation of public health issues; need for cost and clinically effective services
- Need for flexible, competent, regulated workforce to respond and lead the response
- A4C and KSF leading more structured approach to roles/personal development across whole workforce



Background – current situation

- Emphasis to date largely on developing the specialist workforce
- Practitioners – scattered workforce, little in the way of career structure, regulation or opportunity for development for many groups

Background - aims of the career framework



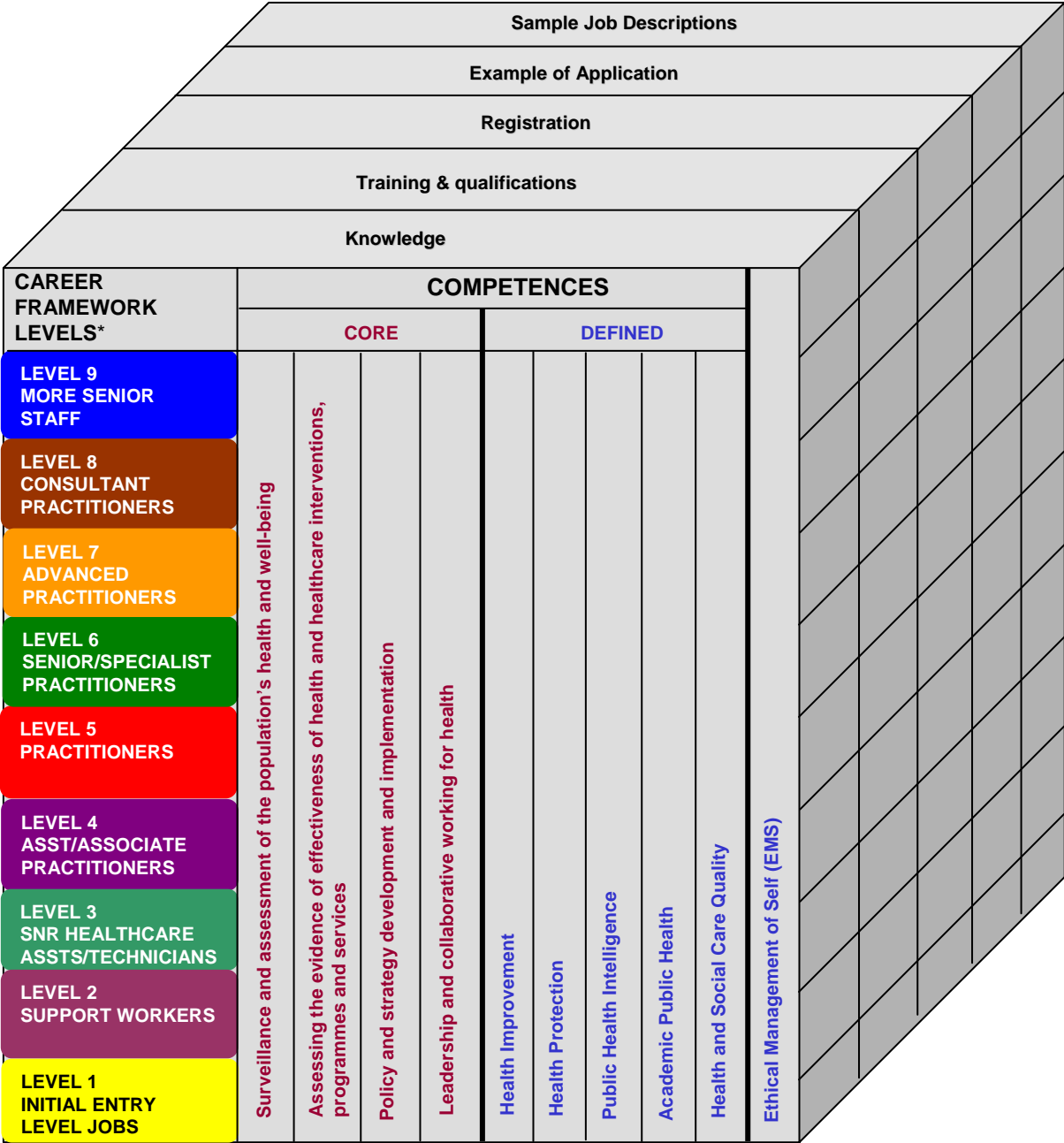
- A route map for the whole of public health (CMO's three levels of specialist, practitioner, wider workforce)
- Competency-based
- Multi-agency, multi-disciplinary, multi-professional, multi-country



Background – who is it for

- Those already working in public health fields
- Those wishing to enter public health
- Those involved in commissioning, organising or delivering education and training
- Employers
- Workforce planners

Framework layout





Principles in its development

- Wide applicability
- Uses/informed by work already there (eg Faculty core curriculum, SfH NOS, KSF, curricula work by specific professional groups)
- “High level public health” – sufficient information but not a door stop – focus on the “essence” of the competence; NB does not cut across discipline specific competences
- Clear, easy to use – hierarchy in approach to competences, avoids duplication



How developed

- DH England (auspices Health Improvement Workforce Programme Board) commissioned Skills for Health supported by Public Health Resource Unit; Wales and Scotland now engaged; Northern Ireland to go
- Series of bottom-up, multi-agency, multi-professional 2-day/1-day workshops – specialists, practitioners, national professional group leads
- Buy-in to the vision



Next Stages for the Framework

- Widespread communications
- Road tested Feb-April 07 in domain specific workshops
- Full consultation late spring/summer

Then - Implementation

SfH will develop interactive web-version



Strategic issues for implementation

Discussions nationally taking place on the following.....

1. Regulation – UKVR Scoping Project
2. Process for formal confirmation by public health national stakeholder organisations of competences/standards in the framework
3. Process for external/internal competence/knowledge base achievement
4. Exploration of defined specialist prospective training route feasibility
5. Working with SHA WDDs/other organisations re more constructive use of current monies into training/additional funding where necessary
6. Securing employer buy-in to development of the public health workforce – roles, skills, numbers

Links to commissioning/service improvement agendas

- Public health skills to support commissioning, priority setting and service improvement are needed (more than ever) and are in short supply
- Includes more than consultant level – succession planning key plus the “team”
- Major domain on the framework



Comments/how to get involved

- Your questions
- Your views
- How can you be engaged with this agenda?
- How can we promote this agenda?
- Who should be consulted?
- Finding role descriptors and champions!

Jenny.wright@phru.nhs.uk