

The Southwark approach to training and development in Public Health

Public Health Division

Place and Wellbeing, Southwark Council

March 2019

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GATEWAY INFORMATION

Report title:	The Southwark approach to training and development in Public Health
Status:	Public
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Approved by:	
Suggested citation:	The Southwark approach to training and development in Public Health. Southwark Council: London. 2019.
Contact details:	publichealth@southwark.gov.uk
Date of publication:	March 2019

One of the core values in the Public Health Division is to invest in our staff and develop the future workforce

BACKGROUND

The role of the Public Health Division is to improve and protect the health and wellbeing of people living in Southwark. We do this by:

- Promoting and encouraging local people to make healthy choices
- Reducing inequalities in health that exist across the borough
- Ensuring local services are delivered effectively, fairly and sustainably

Southwark's Public Health Division is a multidisciplinary group of about 30 experts, with backgrounds in medicine, nursing, social work, social sciences, geography, natural sciences and the arts.

The division is committed to the on-going learning and professional development of all of our staff, and to developing the workforce of the future.

This slide-deck outlines the range of development opportunities, for our existing staff and the workforce of the future, including:

- Internal development programmes
- Academic links
- Public Health Foundation Programme
- Public Health Speciality Training Scheme
- NHS Training Placements

Our “P5 Group” brings together officers from all levels within the division to co-ordinate our approach to L&D

DEVELOPING OUR DIVISION

Within the division we have established a number of peer-led forums to not only improve co-ordination of key work programmes, but to support our professional development.

P5 Group:

- P5 refers to the fifth priority within the Public Health Business Plan to “*Invest in our staff*”.
- The group meets every two months and includes membership from all levels and workstreams across the division.
- The P5 Group has five key objectives:
 1. Develop, manage and monitor the directorate’s internal continuing professional development programme.
 2. Develop and deliver Southwark’s Foundation Programme in Public Health.
 3. Link with other external partners regarding training and development opportunities
 4. Link with academic organisations in respect of education, academic practice and research.
 5. Direct and co-ordinate academic outputs (including conference abstracts and academic papers).

Peer support is an important component in the continuing development of our division

DEVELOPING OUR DIVISION

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Policy Officer Group (POG):

- This group brings together all the Policy Officers across the division on a monthly basis.
- Primarily the group provides an opportunity to share experiences and learning.
- The group also invites other officers from across the division and wider Council to present and discuss topics of interest, including:
 - Pandemic influenza
 - Changes in commissioning for health and social care
 - Conducting courageous conversations

Heads of Programmes (HOP):

- The Heads of Programmes group brings together the managers across the division
- The group aims to co-ordinate major programmes of work that require support from across public health, and lead the development of the divisional business plan.
- Similarly to the POG, the Heads of Programmes group provides a forum for colleagues to share experiences and learning, and identify common development needs.

Our lunchtime learning sessions provide an opportunity to share knowledge and experience across the division

DEVELOPING OUR DIVISION

Ensuring the on-going professional development of the existing workforce within the division and wider department is a key priority for Public Health in Southwark. In addition to personal development plans, the division runs a monthly lunchtime development programme.

- The lunchtime learning programme is centred around peer-led sessions which take place for 1 hour each month.
- The programme is developed and delivered by officers, for officers, based on shared learning needs.
- While informal, the lunchtime programme provides a valuable opportunity to share their knowledge and experience with the wider division.
- The programme has covered a wide range of topics, from public health processes to seminars on public health topics, including:
 - Health Needs Assessment
 - Evaluation Methods
 - Critical Appraisal
 - Pandemic Flu Preparations
 - Air Quality
- Sessions are open to colleagues across the Place & Wellbeing Department and wider Council.

Our strong academic links support the development of our existing team and the future Public Health workforce

ACADEMIC LINKS

The Public Health Division has strong academic links with universities across London, and a range of staff within the division have been invited to deliver classes on the Masters in Public Health programme at Imperial College London.

- Each year the division plays host to students from a range of universities completing their summer dissertations as part of their post-graduate degrees.
- Previous students have undertaken dissertations on:
 - Evaluating the impact of Cumulative Impact Zones (CIZs) on alcohol availability
 - Studying the link between licensed premises and alcohol-related violence
 - Analysing prescribing trends of dependence forming medicines

In addition to offering summer placements to post-graduate students, the Public Health Division in Southwark is committed to contributing to the evidence base for public health interventions.

- This work is supported by our Consultant in Public Health Education & Research who is also based at Imperial College London.
- The Consultant in Public Health position provides senior leadership within the division for learning and development, and supports colleagues in submitting to academic journals and national conferences.
- Further information on our publications and conference papers is available [here](#).

We support entry-level officers through our Public Health Foundation Programme

FOUNDATION TRAINING

In 2018 we established the Public Health Foundation Programme, which is aimed at new graduates with limited work experience who are considering a postgraduate degree or career in public health.

The 4 month placement provides a broad experience of public health functions and allows the fellow to:

- Develop an understanding of public health and experience within a local public health operational environment
- Develop core skills and provide both operational and technical support to the department in delivering a range of projects and programmes
- Support the equitable and evidence-based delivery of council, NHS, and other services to promote better health and wellbeing and to reduce health inequalities in Southwark

Initial feedback on the programme has been positive, with those completing the programme going to obtain substantive roles in public health teams across London.

In addition to providing a learning opportunity for those considering a career in public health, the programme also supports the development of our existing workforce by providing management experience to our Policy Officers.

We are provide specialist support to those on the Public Health Speciality training scheme

SPECIALIST TRAINING

The Public Health Specialty Training Scheme is a five-year postgraduate training programme for medical and non-medical candidates to become a Consultant in Public Health. Trainees undertake a range of placements during their training, and the Public Health Division in Southwark is one of the most popular speciality training locations in England.

- Entrants to the training scheme are called Public Health Registrars, and are based within one of the teams within the Public Health Division.
- Registrars in their later stages of training may apply to work in specific roles and programmes.
- The department also provides educational supervision for Registrars embedded in partner organisations across our local health and social care system.
- As part of their training, all Registrars must demonstrate a wide range of knowledge, skills and behaviours that are key to public health practice, covering:
 - Health Protection
 - Health Improvement
 - Healthcare Public Health
- At any one time, the Public Health Division can be training up to 8 Public Health Registrars, at various stages of the training scheme.

We also offer training opportunities to colleagues within the NHS seeking to gain Public Health experience

SPECIALIST TRAINING

In addition to the Public Health Speciality Training Scheme, Southwark is also a training location for colleagues within the NHS.

Foundation Doctors

- Southwark welcomes junior doctors (F2s) looking to gain public health experience as one of their rotations.
- Each rotation within the division lasts for a period of 4 months.
- Recent F2s in Southwark have worked on projects that included joint strategic needs assessments (JSNAs) for areas such as bowel cancer, street population and suicide and self-harm. Interested candidates should contact their local denary for further information.

NHS Management Training Scheme

- The NHS Management Training Scheme is a 2 year programme covering a range of specialisms within the health service, from General Management, to Informatics, HR and Policy & Strategy.
- The scheme also offers an opportunity for all trainees to spend 8 weeks in an organisation of their choice as a flexi-placement.
- Southwark has supported the training of a number of management trainees with previous placements undertaking work on evaluation frameworks for public health programmes, strategy development and analysis.

The Public Health Division is committed to developing and maintaining a culture of learning and development

SUMMARY

One of our core values in the Public Health Division is to invest in our staff and create an environment that fosters a culture of learning and development, both internally and with our partners.

We are committed to the on-going learning and professional development of all of our staff as well as ensuring that our working environment promotes positive wellbeing.

- “P5 group”
- Peer-led development
- Lunchtime learning programme
- Contributing to the evidence base

Our commitment to developing the future workforce is across all levels of experience, and provides additional opportunities for our own staff to mentor and supervise:

- Public Health Foundation Programme
- Public Health Speciality Training Scheme
- NHS training placements

Find out more at
southwark.gov.uk/publichealth

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