

JOB DESCRIPTION

Assistant Director / Consultant in Public Health

DEPARTMENT: Health & Adult Services

POSTHOLDER: Vacant

SECTION: Public Health & Wellbeing

GRADE: Chief Officer Grade D

POST DESIGNATION (TITLE): Assistant Director of Public Health / Consultant in Public Health (full-time)

ACCOUNTABILITY: The post holder will be professionally accountable to the Royal Borough of Greenwich, and managerially accountable to the Director of Public Health and the Medical Director Oxleas NHS Trust.

APPOINTMENT: This is an Assistant Director / Consultant in Public Health position working across the whole population of the Royal Borough of Greenwich (circa 290,000). The post is based in the council's headquarters in Woolwich, but the council operates a hybrid working system whereby staff work both in the council office and in other settings including home working, depending on the business needs of the role. The postholder will also work at Oxleas Health Office, Pinewood house and other sites as required for Oxleas NHS Trust.

Purpose of Job:

On behalf of the local authority and Oxleas NHS Trust, the post-holder working with the DPH, other consultant colleagues and Senior NHS Leaders will lead on improving the health and wellbeing of the residents which is underpinned by the statutory duty placed on local government to take such steps as it considers appropriate to improve the health of its residents. The post-holder will take responsibility for a number of strategic objectives of the local authority, Oxleas NHS Trust acting as the local Integrator and the Health & Wellbeing Board. The post-holder will act as a change agent to enable delivery of relevant outcome indicators from the public health, NHS and social care outcome frameworks. The post-holder will be expected to work across organisations, be able to influence budgets held by those organisations as well as advocate for change effectively to improve population health.

To be responsible to the Director of Public Health in:

- i) Ensuring a strong core public health offer to the NHS in line with the statutory requirements for local authority public health teams in support of the commissioning of effective NHS services, as set out in the Health and Social Care Act 2012.
- ii) Being the lead Consultant in Public Health representing the Local Authority and Oxleas NHS Trust for engaging with SEL ICB, Primary Care, Neighbourhoods and NHS Trusts in the area, supporting them to develop their roles in prevention and public health, use of population health techniques and ensuring a strong public health input to support service development and evaluation.
- iii) Leading for the department on the biggest causes of premature mortality; CVD, cancer and respiratory diseases, working closely with the NHS, wider partners, and the other consultants and their teams to ensure a co-ordinated approach to addressing risk factors and the social determinants for these diseases.

- iv) Providing AD/Consultant oversight and support for senior Public Health colleagues leading on tackling and preventing health protection risks to the population of Greenwich, including leading programmes to respond to significant outbreaks of disease, epidemics and other major health threats to public health; and to strengthen cancer screening and immunisation programmes to protect public health.
- v) As a senior member of the Health and Adult Services (HAS) Public Health Management team, you will share collective responsibility for the successful delivery of the business objectives of Public Health with the DPH, other Consultants and the wider Leadership Team (WLT) of the department.

Manages up to 30 directly managed staff.

Manages up to 10 indirectly managed consultancy/contracting staff.

Oversees a staffing and commissioning budget of circa. £5.2 million.

JOB OUTCOMES

Main Duties:

As a senior leader within the RBG Public Health team and Oxleas NHS Trust, you will be responsible for providing effective leadership and management for teams of public health managers, specialists, practitioners and commissioners within the division of the department you lead; ensuring that staff and financial resources are deployed effectively to address public health priorities in the borough. You will have over-arching responsibility for the portfolio of the division in:

1. Leading the department's approach to healthcare public health, through the provision of a range of advice and support to the NHS with a particular focus on prevention, tackling health inequalities and reducing unwarranted variation in access to care.
2. Ensuring that the public health department provides a strong analytical and support offer to the health and care system to enable effective service development, evaluation and review.
3. Leading and developing cross-agency strategic commissioning plans to improve health and tackle health inequalities. These include plans to commission high public health quality services to meet the needs of the residents of Greenwich across a range of priority strategic and service areas, including statutory public health provision.
4. Overseeing the approach to the surveillance of health protection risks and outcomes for the population of Greenwich, the development of plans to reduce and mitigate risks, and the mobilising of effective responses in the event of public health outbreaks, epidemics or other major health protection situations.
5. Ensuring a particular focus is placed on effective infection prevention and control, the uptake of screening programmes, the health risks posed by the effects of climate change, emergency preparedness and programmes to improve vaccination and immunisation uptake.
6. Ensuring effective joint working and co-ordination of health protection functions with the UKHSA, ICB / NHS, and council departments such as Emergency Planning and Environmental Health.

7. Ensuring that the department makes a central contribution to the wider health and care partnership's commitment to developing healthy and resilient neighbourhoods through partnerships with services, community, voluntary and faith sectors and residents themselves.
8. Ensuring that the wider health and care system is trained and supported to build prevention into workforce across the system, for example through the ongoing strategic roll-out of the Make Every Opportunity Count programme and training for a wide network of staff in understanding and accessing the Live Well Greenwich programme.
9. The post holder will provide regular, timely and expert advice to Council officers, elected members, health and care partners and relevant committees on policy directives, national and corporate requirements and on matters relating to prevention, population health and health protection.
10. Leading on strategic groups which are co-ordinating these priority areas within the Borough's Health and Wellbeing Strategy and the council's Corporate Plan.
11. Ensuring that the staff teams managed by the postholder work seamlessly with specialist teams managed within the other divisions of the department, such as subject expert strategists, health intelligence and business support colleagues.
12. Liaise with the Cabinet Member for Health and Adult Services, other lead Members and the Leader of the council as required by the Director of Public Health; providing written and verbal briefings and responding to Member-led strategy and enquiries.
13. Deputise for the Director of Public Health and the Director of Health and Adult Services as required. This can include representing senior colleagues and the directorate at Greenwich Management Team level, in meetings with elected members, within the borough, regionally and nationally through the Association of Director of Public Health (ADPH) network and working groups.
14. Take a London-wide leadership role for specific pan-Borough programmes of work of relevance to their expertise (e.g., health protection, healthcare public health etc.), as a Consultant / AD member of the London ADPH professional network.
15. Provide supervision and support for public health and GP registrars on placement within the department, assisting them to develop their skills and competence in Public Health and managing their work programmes in liaison with other senior colleagues in the department.
16. Contribute to the interpretation of monitoring and surveillance data; advising on priorities and securing evidence-based interventions and service improvements to address local priorities.
17. The post holder will be professionally responsible to the Director of Public Health. Professional appraisal will be required of the post holder in line with Faculty of Public Health requirements.
18. The post holder will:
 - a. support any surge capacity requirements relating to communicable disease control / health protection as requested by the UKHSA.
 - b. be expected to deputise for other senior colleagues as required

- c. supervise Specialist Registrars in Public Health Medicine, Public Health Specialist Trainees in addition to a range of expert substantive staff teams

19. Professional obligations: the post holder will be expected to:

- a. participate in the organisation's staff appraisal scheme and departmental audit processes, and ensure appraisal and development of any staff / trainees for which s/he is responsible
- b. contribute actively to the training programme for Foundation Year Doctors/SHOs/Specialist Registrars in Public Health Medicine and Public Health Specialist Trainees as appropriate, and to the training of practitioners and healthcare professionals within the locality as needed
- c. pursue a programme of CPD in accordance with Faculty of Public Health requirements, or other recognised body, and undertake revalidation via enhanced appraisal process (for doctors), audit or other measures required to remain on the GMC/GDC Specialist Register or the UK Voluntary Register for Public Health Specialists or other specialist register as appropriate

20. In line with the Faculty of Public Health's competency areas for senior public health practitioners, as recognised by the Faculty of Public Health and the UK Voluntary Register Board, it is expected that this post will, over time, need to cover the vast majority of the range of tasks as set-out in both core and defined areas outlined below.

21. To undertake any other work appropriate to the level and general nature of the post's duties.

22. Where necessary for the job role or appropriate for continued development in the role, the post holder may be required to participate in training and development courses made available via the Council's Apprentice Levy funding.

23. To undertake all duties with due regard to the provisions of health and safety regulations and legislation, Data Protection/GDPR, the Council's Equal Opportunities and Customer Care policies.

24. To perform all duties in line with Council's staff values showing commitment to improving residents lives and opportunities, demonstrating respect and fairness, taking ownership, working towards doing things better and working together across the council.

25. To ensure that appropriate levels of emergency planning and business continuity management preparedness are in place for the service, and that your teams are appropriately briefed on their roles in an emergency."

26. To be responsible for undertaking employee investigations, hearings and appeals in line with the RBG policies and procedures.

27. Responsible for providing mentoring opportunities to junior staff (e.g. graduates, apprentices etc.)

28. This post does not require a DBS

29. To undertake supervision/management of staff as and when required.

30. You may be required to undertake alternative, additional or ancillary duties from time to time or transfer to another service department within the Council as the Council may reasonably direct to meet service user demand in the event of a crisis or emergency.

Designation of the Post to which the Post-Holder normally reports to:

Director of Public Health

FACULTY OF PUBLIC HEALTH COMPETENCIES

(Based on the 2022 PH Specialty Training Curriculum)

Use of public health intelligence to survey and assess a population's health and wellbeing

To be able to synthesise data from multiple sources on the surveillance or assessment of a population's health and wellbeing and on the wider environment, so that the evidence can be communicated clearly and inform action planning to improve population health outcomes.

Assessing the evidence of effectiveness of interventions, programmes and services intended to improve the health or wellbeing of individuals or populations

To be able to use a range of resources to generate and communicate appropriately evidenced and informed recommendations for improving population health across operational and strategic health and care settings.

Policy and strategy development and implementation

To be able to influence and contribute to the development of policy as well as lead the development and implementation of a strategy.

Strategic leadership and collaborative working for health

To use a range of effective strategic leadership, organisational and management skills, in a variety of complex public health situations and contexts, dealing effectively with uncertainty and the unexpected to achieve public health goals.

Health Improvement, Determinants of Health and Health Communications

To influence and act on the broad determinants, behaviours and environmental factors influencing health at a system, community and individual level to improve and promote the health of current and future generations. To be proactive in addressing health inequalities and prioritising the most vulnerable or disadvantaged groups in the population.

Health Protection

To identify, assess and communicate risks associated with hazards relevant to health protection, and to lead and co-ordinate the appropriate public health response. To understand how those risks associated with hazards relevant to health protection may be influenced by climate change and environmental degradation currently and in the future.

Health and Care Public Health

To be able to improve the efficiency, effectiveness, safety, reliability, responsiveness, sustainability and equity of health and care services through applying insights from multiple sources including formal research, health surveillance, needs analysis, service monitoring and evaluation.

Academic public health

To add an academic perspective to all public health work undertaken. Specifically to be able to critically appraise evidence to inform policy and practice, identify evidence gaps with strategies to address these gaps, undertake research activities of a standard that is publishable in peer-reviewed journals, and demonstrate competence in teaching and learning across all areas of public health practice.

Professional, personal and ethical development

To be able to shape, pursue actively and evaluate your own personal and professional development, using insight into your own behaviours and attitudes and their impact to

modify behaviour and to practise within the framework of the GMC's Good Medical Practice (as used for appraisal and revalidation for consultants in public health) and the UKPHR's Code of Conduct.

Integration and application of competencies for consultant practice

To be able to demonstrate the consistent use of sound judgment to select from a range of advanced public health expertise and skills, and to use them effectively, working at senior organisational levels, to deliver improved population health in complex and unpredictable environments.

SPECIMEN PERSON SPECIFICATION:**ASSISTANT DIRECTOR / CONSULTANT IN PUBLIC HEALTH****Royal Borough of Greenwich**

IMPORTANT: This person specification contains changes introduced in amendments made to the NHS (Appointment of Consultants) Regulations for England, Scotland, Northern Ireland and Wales which came into force during 2005. Further amended in June 2015, and September 2018		
Education/Qualifications	Essential	Desirable
The National Health Service (Appointment of Consultants) Regulations 1996 (legislation.gov.uk) In line with legislation, inclusion in the GMC Full and Specialist Register with a license to practice/GDC Specialist List or inclusion in the UK Public Health Register (UKPHR) for Public Health Specialists at the point of application.	X	
<i>If included in the GMC Specialist Register/GDC Specialist List in a specialty other than public health medicine/dental public health, candidates must have equivalent training and/or appropriate experience of public health practice</i>	X	
Any public health specialty registrar applicants who are currently on the UK public health training programme and not yet on either the GMC, GDC or UKPHR specialist register must provide verifiable signed documentary evidence that they are within 6 months of gaining entry to a register at the date of interview Applicants going through the portfolio registration routes (GMC or UKPHR) are not eligible to be shortlisted for interview until they are included on the register. The six-month rule does not apply to these portfolio route applicants.	X	
If an applicant is UK trained in Public Health, they must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview. If an applicant is non-UK trained, they will be required to show evidence of equivalence to the UK CCT <i>[see shortlisting notes below for additional guidance]</i>	X	
Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body	X	
MFPH by examination, by exemption or by assessment, or equivalent	X	
Masters in Public Health or equivalent		X
Personal qualities		
Able to influence senior members including directors and CEOs	X	
Able to both lead teams and to able to contribute effectively in teams led by junior colleagues	X	
Commitment to work within a political system irrespective of personal political affiliations	X	
Experience		
Delivery of successful change management programmes across organizational boundaries	X	
Media experience demonstrating delivery of effective health behaviour or health promotion messages		X

Experience of using complex information to explain public health issues to a range of audiences	X	
Skills		
Strategic thinker with proven leadership skills and operational nous	X	
Able to demonstrate and motivate organisations to contribute to improving the public's health and wellbeing through mainstream activities and within resources	X	
Ability to lead and manage the response successfully in unplanned and unforeseen circumstances	X	
Analytical skills able to utilize both qualitative (including health economics) and quantitative information	X	
Ability to design, develop, interpret and implement strategies and policies	X	
Knowledge		
In depth understanding of the health and care system and the relationships with both local national government	X	
In depth knowledge of methods of developing clinical quality assurance, quality improvement, evaluations and evidence based public health practice	X	
Strong and demonstrable understanding of interfaces between health, social care and key partners (dealing with wider determinants of health)	X	
Understanding of the public sector duty and the inequality duty and their application to public health practice	X	