

THE NET

News, views & updates for the Wider Stakeholder Group

Welcome to our second newsletter. We have included information that we hope will be of interest to you. Do please submit any items you would like to see in the next newsletter to Liz.robinson@eastmidlands.nhs.uk

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The Public Health Online Resource for Careers, Skills and Training

An exciting new initiative, supported by the four UK countries' Departments of Health, is underway to develop a 'one stop shop' public health career guidance website. Key features of the planned public health career guidance are:

- This public health career guidance will bring together information on all the different career options in public health, including the variety of public health areas, as well as diversity of levels and settings that public health operates at.
- The career guidance is being developed to be equally useful for people considering entering a career in public health, as well as for people already working in public health who wish to progress in their careers.
- The career guidance website builds on the interactive health skills escalator concept that has been developed by the East Midlands Healthcare Workforce Deanery and will give information on the types of jobs done by people working in public health, the competences and qualifications needed for these jobs and the education and training available to achieve the required competences and qualifications.
- The career guidance will also map key job descriptions against Skills for Health generic competences.

The on-line Public Health Skills and Career Guide is being developed as a joint endeavour by the Public Health Resource Unit (Oxford), Teaching Public Health Networks (East Midlands and West Midlands) and Skills for Health. It is expected that the interactive career guidance website will be available from mid-year 2009.

For regular updates please visit our web site at www.emphasisnetwork.org.uk/tphn.htm



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What is the Health Joint Investment Framework?

The Joint Investment Framework (JIF) is a vital initiative which offers real opportunities for the wider East Midlands health sector workforce both now and in the future. Its specific aims are to:

- Develop a skilled workforce through high quality, relevant provision and targeted investment
- Deliver skills, learning and qualifications to improve patient care and the delivery of services

Background to the JIF

In July 2007 a national agreement was signed between Skills for Health, the Learning and Skills Council (LSC) and the 10 Strategic Health Authorities to form the Joint Investment Framework (JIF) and the National Health Sector Strategic Alliance. The East Midlands JIF will mirror the national agreement and will focus on healthcare staff in bands 1-4 (Agenda for Change) and skills and qualifications at Levels 2, 3 and 4, as well as Apprenticeships and Skills for Life.

We now have a national and regional structure to support the partnership working which is already making real progress.

To find out more please contact Julie Bellm, the JIF Partnership Manager in the East Midlands at julie.bellm@eastmidlands.nhs.uk

UK Public Health Register (UKPHR)

The UK Public Health Register (UKPHR) provides public protection by ensuring that only competent public health professionals are registered and that high standards of practice are maintained.

The UKPHR is working in collaboration with key partners in public health in developing the Public Health Register to include public health practitioners and public health advanced practitioners as well as specialists. The development draws from the recently published Public Health Skills and Career Framework (PHSCF) - see www.phru.nhs.uk

The first newsletter of the UKPHR gives a background to public health practitioner regulation. You can get a copy at www.publichealthregister.org.uk

The World Health Organisation Lifelong Learning E Project (WHOLE)

The overall aim of the WHOLE project is to develop and consolidate a European Virtual Academy of Innovation in Health, in which the team will:

- analyze good practices and investigate transferability and scalability of innovation in public health
- promote sustainable collaboration in public health training across boundaries
- involve the primary target groups, i.e. students and healthcare professionals, in a European "Master degree for intercultural and societal healthcare studies",
- foster the use of ICT for learning, exchange, collaboration in the healthcare sector,
- multiply and consolidate dialogue arenas among policy makers, students, researchers, healthcare professionals and citizens.

Link for further information re WHOLE hrzserv10.zki.hs-magdeburg.de/moodle/

East Midlands Public Health Observatory: Public Health Intelligence Training in the East Midlands

The East Midlands Public Health Observatory (EMPHO) is one of two regional public health observatories (the other is South West Public Health Observatory) who have been jointly commissioned by Department of Health to develop a template for a training course which will address many of the knowledge and skills requirements of public health intelligence staff working at levels 4-6 (Public Health Career and Skills Framework). The intention is that the completed, road-tested template will be made available later on in the year to facilitate future regional and local training programmes elsewhere in England.

Teaching materials and delivery methods have now been piloted in the South West and East Midlands with groups of 16-24 information analysts and other public health and informatics staff from Primary Care Trusts and other organisations. Extensive (and largely positive) participant feedback is available from both sites.

It is intended that all or some of the teaching materials will be made available from the Health Knowledge (<http://www.healthknowledge.org.uk/>) and APHO (www.apho.org.uk/) websites.



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“Making Reducing Health Inequalities Everyone’s Business” Nottingham’s Nationally Acclaimed Health Inequalities Training Programme

A recent Health Inequalities National Support Team visit to Nottingham highlighted the partnership training programme on Health Inequalities as particularly exemplary. The systematic programme for training staff at all levels, including Directors across the partnership was seen as good practice to be shared nationally as it demonstrated an approach for effective public health capacity building amongst the wider workforce.

As a spearhead area, Nottingham has some of the most deprived areas and the worst health inequalities in the country.

In 2003, Nottingham became one of 12 Local Government Association Health Inequalities Shared Priority Pathfinders sites.

During the initial phase of the project, a self-assessment exercise identified that knowledge and commitment to tackling health inequalities was inconsistent at all levels across partner organisations. This led to the development and implementation of a cross-sector Health Inequalities Learning and Development Strategy and the health inequalities training programme.

The programme has evolved over the last two years based on feedback and evaluation. A two-pronged, multi-sector approach to delivery of the sessions is now taken:

- One for managers or team leaders who can influence the planning and commissioning of services.
- The other for a specific geographical area within the City and involving local workers, community groups and residents.

There are many factors that contribute to the success of the training programme:

- **Visible leadership and senior level commitment**– senior managers are a key part of the programme and are actively involved in the delivery of the training sessions.
- **Making it real and making it matter** – The area based sessions have local residents, volunteers and frontline workers who can identify with the issues and make emotional connections; the programme is located in place and is context specific.
- **A varied programme** – grounded in local issues the programme consists of a combination of presentations and participatory activities which provide the opportunity for participants to see relevance to their role and area of work.
- **A real partnership** - jointly owned, resourced and delivered by the PCT and Local Authority and participants are a good mix of public sector, community/voluntary sector workers as well as local residents.
- **Recognised as a core function** – now have a systematic, core programme which is reviewed and developed from the evaluation and feedback received.
- **Intelligence disseminated** – intelligence and information is shared and not just sitting on shelf.

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“Helping to Build the Capacity and Capability of the East Midlands Public Health Workforce” – 24th June Stakeholder Conference

Our first stakeholder conference took place at the Thistle Hotel, East Midlands Airport on Tuesday 24th June.

The conference focused on “helping to build the capacity and capability of the East Midlands Public Health Workforce” and proved to be a success. Over 100 delegates attended and the public health team at the Deanery was there from the outset to help deliver and organise it.

The programme was delivered by a mixture of presentations in the morning, including examples of excellence across the East Midlands and workshops in the afternoon.

The feedback has been tremendously positive. Delegates valued the whole day as it is reflected in many of the comments. They found the examples of excellence inspiring and encouraging. The conference provided a unique forum for public health and education professionals coming together to look at innovative ways of capacity and capability building in public health across the East Midlands.

Presentations, workshops discussions and evaluation report are now available at the EMTPHN website

www.emphasisnetwork.org.uk/tphn.htm

A new specialist National Library for Public Health has been launched with a new childhood obesity annual evidence update. This free resource will improve access to the evidence base for public health and population based commissioning.

Visit www.library.nhs.uk/public.health.

News from the East Midlands Healthcare Workforce Deanery Public Health Team

The East Midlands Healthcare Workforce Deanery is once again co-ordinating the central recruitment to Public Health Specialty Training across England and Wales. Following the success of the project in 2008, and particularly the role of the East Midlands Deanery, the Training Programme Directors gave wholehearted support for our Deanery team to manage recruitment again for placements starting in 2009. This year we recruited 7 new specialty trainees for the East Midlands and had a 96% fill rate nationally. The Deanery team are working with the Faculty, MMC and a team of independent consultants to ensure the quality, evaluation and development of the recruitment process.

In 2009 we expect to recruit to around 70 or 80 training posts for England and Wales. Adverts will go out in January and candidates will be invited to make one on-line application which will ask them to rank their geographical programme preferences. Following this, eligible candidates will be asked to sit psychometric tests and finally attend a half day selection centre. Further information on the recruitment process, including person specification and key dates will be available on our website www.eastmidlandsdeanery.nhs.uk/page.php?id=865 as soon as they are finalised. www.eastmidlandsdeanery.nhs.uk/page.php?id=744 in due course.

If you require further information on either of these projects or on the East Midlands Deanery in general please contact lynette.bentley@nottingham.ac.uk

The Public Health team at the East Midlands Healthcare Workforce Deanery is also producing a DVD with supporting posters on Promoting Public Health as a Career in the East Midlands. The DVD runs for around 5 minutes and has a particular specialist focus. The posters are designed to create an interest in Public Health careers in general. The Deanery will have copies available for anyone who feels they can make use of these tools. Copies will also be available on our website.



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Graduation of the First cohort of students from the BSc Nursing degree with a public health focus

September 2008 saw the graduation of the first cohort of students from the BSc (Hons) Nursing degree at the University of Lincoln. The ceremony was held at Lincoln cathedral.

The necessity for a strong focus on public health in pre-registration programmes and education to degree level is now being recognised nationally. In 2005, the University developed a pre-registration degree programme – the first of its type in the UK, which enables nurses to work in the community, hospital and voluntary sector on qualifying. Commissioned and supported by the then Trent Multi-professional Education and Workforce Deanery, the course has a uniquely public health focus and this relates to both the theoretical teaching and practice placement: the students gain two-thirds of their clinical experience from a community setting.

The programme aims to provide an academically rigorous education, fostering a critical attitude, a lifelong commitment to learning, an ability to appraise, undertake and implement research, and a creative approach to nursing practice based upon public health principles.

Many of the students have already found employment locally including community posts at the local Primary Care Trust, acute sector and prison services. If you require more information please e-mail Dr Ros Kane rkane@lincoln.ac.uk

News from the East Midlands Health Trainers' Hub

Health Trainer development across the East Midlands has grown significantly since December 2007. We now have a total of 91 Health Trainers and Trainee Health Trainers. In addition to this there are a significant number of Health Champions. All are based in a range of settings including: Sure Start centres, libraries, leisure centres, prisons, Voluntary sector, mental health.

A report capturing Health Trainer Activity for 2007/2008 across the region has been written and is available on request.

Our priorities for the remainder of 2008 and into 2009 are to continue to develop Health Trainers in community settings with a particular focus on the expansion of Health Trainers in Offender Health and third party settings. In February 2008 we held a cross sector event which was a great success and highlighted a number of possibilities for developing Health Trainers further. In June we focused specifically on Offender Health and held a workshop where Health Trainers from HMP Stocken and Hampshire Probation, whose accounts of their personal experiences were found to be particularly informative.

A celebration event to recognise the achievements of our Health Trainers was held in July. Over 70 Health Trainers, their Managers and Hub Members attended to build networks and share their experiences. Presentations were given from Sue Cohen, Chair of the East Midlands Health Trainer Hub Partnership, and Rachel Carse, National Programme Lead at Department of Health. 19 Health Trainers that have completed the City and Guilds Level 3 Certificate for Health Trainers were presented with a Recognition of Achievement certificate for their efforts. The event was a huge success and a Health Trainer network event will continue to be held annually.

The East Midlands Health Trainer website hosted by EMPHASIS is currently being revamped and will be launched in November 2008.

For additional information on Health Trainers and Health Trainer development across the region please contact: Elaine Varley, Hub Partnership Manager, elaine.varley@nhs.net



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East Midlands Teaching Public Health Network Small Grants Scheme

The East Midlands Teaching Public Health Network has now introduced a small grant scheme to support the development of public health skills across the East Midlands.

Applications are invited from stakeholder and partner organisations (including educational institutions, local authorities, health and social care organisations, the third sector, the independent sector). Applications can be made anytime during the year but the panel to discuss and evaluate the applications will convene quarterly (details of which will be published on the web site). Applications should arrive at least 2 weeks before the panel meets. The first panel meeting will take place on the 18th December 2008.

Examples might include the following:

- Producing e-learning materials, including RLOs (Reusable Learning Objectives)
- Problem based learning initiatives
- Developing innovative ways of training/educating
- Sharing new initiatives
- Teaching plans to be shared by partner organisations
- Training events
- Piloting materials
- The production of audio visual materials
- Leaflets, advertising, information services
- Projects that promote a positive approach to public health and address health inequalities

This is not intended to be a complete list of all possible uses of the small grants and is for guidance only.

The scheme offers small amounts per application (e.g. £500, £1,000, to a maximum of £8,000) towards projects/activities that support the development of public health skills across the East Midlands. For more details, please visit our website (publications section) or contact the support team, details of which are in this newsletter.

Public Health Practitioner News

A well trained and regulated workforce is vital to the improvement of UK public health and the reduction of health inequalities. The Public Health Skills and Career Framework published in April 2008 provides a tool for identifying the skills and knowledge required across all groups, domains and levels of the public health workforce.

The framework is for:

- Those already working in any field of public health now
- Those wishing to enter the field of public health
- Those involved in commissioning, organization and delivery of public health training
- Those involved in workforce planning
- Employers of the public health workforce

The framework is being further developed by public health organisations and professional groups working collaboratively to inform:

- the design of education, training and qualifications, within and across professions
- Regulation i.e. the UK Public Health Register

www.phru.nhs.uk/Pages/PHD/public_health_career_framework.htm

Future Events

27th January 2009 - EMTPHN stakeholder event focusing on developing the practitioner workforce, Trent Vineyard - Nottingham

3rd February 2009 - 3rd Annual Conference for the Specialised Health Promotion Workforce, London South Bank University

25th-26th March 2009 - UKPHA Annual Public Health Conference, Brighton

Support Team

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