Advanced Practice (Public Health)

**Author:** Claire Barley (Head of Professional and Organisational Development) and Kelly McFadyen (Professional and Organisational Development Manager)

**Date:** 2 December 2014

**Version:** 1b

**Publication/Distribution:**

Public health workforce across the UK – employers who are responsible for the development and quality assurance of their workforce, public health workforce development departments, registered public health practitioners and practitioners working towards registration in the future, local assessment schemes for practitioner registration (including assessors, verifiers, applicants, scheme coordinators), potential registrants from all backgrounds/sectors and professional bodies.

**Purpose and Summary of Document:**

Public Health Wales is consulting on the development of a framework and process against which advanced practice (public health) can be recognised.

The consultation closes on 23 January 2015.
## Contents

1. Introduction
   1.1 Practitioner registration
   1.2 Rationale for advanced practice (public health)
   1.3 Development of advanced practice (public health)
      1.3.1 Scoping of options
      1.3.2 Developing the standards

2. Consultation
   2.1 Framework of standards for advanced practice (public health)
   2.2 Process for assessment of advanced practice (public health)
   2.3 Prerequisites for advanced practice (public health) – not for consultation

3. Timescales

4. References

Annex 1: Framework of standards for advanced practice (public health)

Annex 2: Process for assessment of advanced practice (public health)

Annex 3: Consultation Response Form
1. Introduction

Public Health Wales is consulting on the development of a scheme for recognising advanced practice (public health). Although this work has commenced in Wales, work to date has been carried out in discussion with UK wide partners; an approach which supports the development of a process which is transferable across the UK. Experience from the local assessment schemes for public health practitioner registration and a range of competence frameworks were used to inform the development of the draft advanced practice (public health) framework.

1.1 Practitioner registration

The UK Public Health Register (UKPHR) opened for practitioner registration in April 2011, regulating public health professionals at the level at which they begin to practise autonomously (level 5 on the Public Health Skills and Knowledge Framework (PHSKF)\(^1\)). Registration of public health practitioners protects the public by:

- Providing quality assurance of the workforce to common and agreed professional standards
- Providing quality control of the workforce by assessment

Practitioners wishing to gain UKPHR registration must first be assessed by their local scheme such as Public Health Wales’ Local Assessment Scheme for Public Health Practitioners in Wales. Throughout the development of the Scheme, and over the past few years, there has been an increasing demand for a process to recognise the more advanced level of practice (between the practitioner and specialist/consultant levels) at which many public health practitioners work.

1.2 Rationale for advanced practice (public health)

The professional accreditation of advanced level of practice will:

**Protect the public**
Registration is a public statement that members of a professional group agree to meet and maintain standards of good practice appropriate to the work that they do.

Practitioner registration (assessed at level 5 of the PHSKF) provides quality assurance of the workforce to common and agreed professional standards and quality control of the workforce by assessment. Assessment of competence is a key part of regulation and although practitioner registration is voluntary it will be a pre-requisite for advanced practice (public health).

**Benefit employers**

**Provide quality assurance to employers for this influential level of practice.**

Employers can be assured that practitioners who are registered with the UKPHR are competent to practice autonomously as they have been assessed at PHSKF level 5. In recognising advance practice level (public health), employers will have added assurance that those employed at a higher level (an influential level where there is autonomy and responsibility in coordinating and leading complex work requiring a breadth and depth of expertise in that area of work) are also competent at this level (PHSKF level 7/8).

The framework will also support employers in workforce planning, talent management and succession planning.

**Benefit individuals**

**Provide recognition to individuals of their level of competence**

Individuals achieving advanced practice (public health) accreditation will be formally recognised for the level at which they work.

The Framework will provide registered practitioners working at PHSKF level 7/8 a formal route of endorsement. For those working at PHSKF level 5/6 it will give a framework from which to identify personal and professional development needs.
Advanced practice (public health) is **not** a job role for individuals to apply to. Advanced practice (public health) is a **level** of practice.

### Benefits to the profession

**‘Bridging the gap’ between registration of public health practitioners and registration of public health specialists**

Advanced practice (public health) will complete a framework for public health; giving assurance of competence at all levels and supporting career development in public health.

<table>
<thead>
<tr>
<th>Public Health Skills and Knowledge Framework</th>
<th>Level</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>8</td>
</tr>
<tr>
<td></td>
<td>9</td>
</tr>
<tr>
<td><strong>Practitioner registration</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Advanced practice</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Speciality training programme</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Specialist portfolio</strong></td>
<td></td>
</tr>
</tbody>
</table>

The framework will provide a resource to support future integrated workforce planning, talent management and succession planning activities.

**Question 1:** Do you agree that there should be opportunities for public health professionals working at an ‘advanced practice’ level to be recognised?

### 1.3 Development of advanced practice (public health)

#### 1.3.1 Scoping of options

Guidance from the former Council for Healthcare Regulatory Excellence (CHRE), now the Professional Standards Authority for Health and Social Care, which provides advice to regulators, suggested that there is not sufficient difference in the risk to the public to justify a third level of regulation. Since regulation was not being pursued, some scoping work was carried out to consider the different options for the professional recognition of ‘advanced practitioners’. A range of regulators and professional accreditation bodies were considered to establish an
appropriate model for the advanced practice (public health) recognition route.

The proposed model: public health practitioners in Wales become registered with the UKPHR (practitioner registration) and to be recognised as working at a higher, advanced practice, level they then apply through the local scheme.

**1.3.2 Developing the standards**

The advance practice (public health) framework was been developed in consultation a range of stakeholders (including local assessment schemes for practitioner registration, practitioners and colleagues in academia) drawing on the UKPHR standards for practitioners and specialists in consideration with the CompHP Core Competencies Framework for Health Promotion (2011), the Framework for Advanced Nursing, Midwifery and Allied Health Professional Practice in Wales and the Public Health Skills and Knowledge Framework.

The framework against which ‘advanced practitioners’ will be assessed builds on the standards for practitioner regulation as it is these standards which focus on the core of regulation and ensure fitness to practice. The focus of advanced practice (public health) recognition is on the technical public health competencies and the application of the technical competencies at a higher, influential level. Professional and ethical practice is sufficiently demonstrated for practitioner registration and not a further requirement for advanced practice (public health) on the basis that applicants are registered with the UKPHR and meet the UKPHR’s requirements for re-registration.

**Question 2:** Do you agree that professional and ethical practice is demonstrated sufficiently at practitioner registration level and on that basis not to be specifically assessed at advanced practice (public health) level?

**2. Consultation**

Public Health Wales are consulting on the:
2.1 Framework of standards for advanced practice (public health) – Annex 1

2.2 Process for assessment of advanced practice (public health) – Annex 2

2.3 Prerequisites for advanced practice (public health) – not for consultation

As a prerequisite for accreditation of advanced practice (public health), professionals must have achieved and maintained practitioner registration with the UKPHR. There is no time limit or delay to when an individual can apply for advanced practice recognition following acceptance onto the UKPHR practitioner register. However, they must be up-to-date with continuing professional development requirements of the UKPHR and other future requirements for re-registration / revalidation. If a practitioner were removed from the Register, they would lose their advanced practice (public health) accreditation.

Following feedback with practitioners it was agreed that the process for assessment of advanced practice (public health) should not to be through the submission of a second portfolio.

3. Timescales

<table>
<thead>
<tr>
<th>December 2014 – January 2015</th>
<th>Formal consultation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ongoing</td>
<td>Public Health Wales is engaging with the UKPHR, RSPH, FPH et al around advanced practitioner (public health)</td>
</tr>
<tr>
<td>Ongoing</td>
<td>Public Health Wales is also exploring a work based learning (WBL) approach to public health professional development. Various levels are being considered: entry level, degree level and master’s level. This may mean that a limited number of individuals in Wales could be supported to achieve advanced practice (public health) through WBL.</td>
</tr>
<tr>
<td>January 2015</td>
<td>Evaluation Framework</td>
</tr>
<tr>
<td>Date</td>
<td>Activity</td>
</tr>
<tr>
<td>------------</td>
<td>--------------------------------------------------------------------------</td>
</tr>
<tr>
<td>February 2015</td>
<td>Collate and review consultation responses</td>
</tr>
<tr>
<td>February 2015</td>
<td>Obtain and integrate findings from a study being undertaking by local assessment schemes for practitioner registration in Kent, Surry and Sussex, Wessex and West Midlands to consider the realistic levels of interest and drive to develop this process.</td>
</tr>
<tr>
<td>March 2015</td>
<td>Finalise framework and process</td>
</tr>
<tr>
<td>April 2015</td>
<td>Launch advance practice (public health) pilot in Wales</td>
</tr>
</tbody>
</table>

### 4. References


2. UKPHR Public Health Practitioner Standards for Registration  

3. UKPHR Application for Defined Specialist Accreditation onto the UK Public Health Register by Retrospective Portfolio Assessment. Framework and Guidance  


Annex 1: Framework of standards for advanced practice (public health)

Background

The advanced practice (public health) framework has been informed by the CompHP framework, Public Health Skills and Knowledge Framework and also the Framework for Advanced Nursing, Midwifery and Allied Health Professional Practice in Wales. As practitioner registration is a pre-requisite for advance practice (public health), the framework builds on the UKPHR’s public health practitioner indicators of effective public health practice specifically the technical competences and application of technical competences (areas 2 and 3). Individuals applying for advanced practice (public health) accreditation will be registered practitioners and will have already demonstrated competence around professional and ethical practice (area 1) and underpinning skills (area 4).

Level of practice

Advanced practice spans all public health domains including, health improvement, health protection, health and social care quality, academic public health and public health intelligence. Individuals practicing within public health at an advanced level are expected to be working at level 7-8 on the Public Health Skills and Knowledge Framework although some may be working at level 6.

The term advanced practice (public health) should be viewed as a ‘level of practice’ rather than a specific role. Practitioners working at an advanced level will be skilled, knowledgeable and influential in their area of practice; they will be empowered to make high level and complex decisions.

- Influential practice

For practitioner registration, assessed at PHSKF level 5, individuals will have autonomy in their specific area of public health practice. At an advanced level, PHSKF level 7, individuals will be influential in their area of public health practice. Influential practice may be defined as proactively working to tackling health inequalities and improving health and social wellbeing including: being instrumental to delivering change
(e.g. directly shaping policy and/or practice); the ability to influence and effectively work with colleagues/partners/stakeholders including those in more senior role and outside own area of practice.

- **Equivalent masters level knowledge**
  Equivalent masters level knowledge may be equated to significant public health experience (e.g. a minimum of two years experience of working in a senior practitioner role i.e. at PHSKF level 7) or evidence of undertaking relevant learning opportunities (e.g. CPD).

<table>
<thead>
<tr>
<th>Question 3: Do you agree with advanced practice being a level of practice, not a type of role?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Question 4: What are your thoughts on how “influential practice” is described?</td>
</tr>
<tr>
<td>Question 5: What are your thoughts on how equivalent masters level knowledge could be demonstrated?</td>
</tr>
</tbody>
</table>
| **1. Enabling Change** | Take action to enable individuals, groups, communities and organisations to build capacity for public health action to improve health and wellbeing and the reduction of health inequalities - demonstrating:

a. the application of recognised tools to measure changes related to potential or existing health inequalities

b. evidence of actions taken to ameliorate social determinants of health

c. appropriate knowledge and application of appropriate recognised behaviour change theories, concepts and models in support of individual and/or population health improvement.

d. the application and interpretation of a range of community/public engagement tools and methods in the articulation of community needs

e. an ability to select appropriate change management and organisational development approaches to support the creation of health promoting environments and/or settings in a specified area, and show how the approaches used support empowerment, participation, partnership and equity. |
| **2. Needs Assessment** | Conduct assessment of needs and assets, in partnership with stakeholders, in the context of the political, economic, social, cultural, environmental, behavioural and biological determinants that promote or comprise health demonstrating:

**a.** the use of robust data sources to describe health needs of a defined population using prescribed methods for interpreting health status

**b.** the identification of a range of relevant stakeholders/partners in a specified area or setting, and demonstrate how they are engaged in the needs/assets assessment process, and in identifying priorities for action.

**c.** critical appraisal of research findings and identify their implications for practice

**d.** the contribution of research findings to internal/external professional documentation for example professional literature, management reports, presentations or publications in academic journals |
### 3. Assessing evidence of effective interventions

Assess the evidence of effective interventions and services to improve health and wellbeing – demonstrating:

**a.** Influence on the programme interventions, services or development of clinical or practice/health guidelines, protocols or policies

**b.** Critically appraise research literature and use evidence and/or guidance in the planning and implementation of public health action

### 4. Risk

Identify and critically appraise actual, potential and perceived risks to health, wellbeing and safety, anticipating how to prevent, ameliorate or control them - demonstrating:

**a.** The development, selection and application of appropriate risk assessment strategies in a public health context.

### 5. Advocate for health

Advocate with, and on behalf of individuals, communities and organisations to improve health and well-being and build capacity for public health action - demonstrating:

**a.** How advocacy strategies can be used in a specified area for public health action, and how they reflect public health principles.
### 6. Leadership
Contribute to the development of a shared vision and strategic direction by working collaboratively across disciplines, sectors and partners to enhance the impact and sustainability of public health action – demonstrating:

- **a.** how different sectoral interests in a specified partnership, coalition or network are identified and acted upon, and demonstrate own role in mediating between sectors.

- **b.** the Identification and mobilisation of leaders within the community, showing how they are engaged and motivated to agree a shared vision and strategic direction

- **c.** the use of own leadership skills in and decision-making describing own role in a specified area of public health action

- **d.** how to incorporate new ideas and knowledge to improve practice through own role in a specified area of health promotion action

- **e.** how resources were mobilised for a specified public health action, and show an understanding of the principles of effective management of projects, programmes, staff and/or budgets

### 7. Planning
Develop measurable public health goals and objectives based on assessment of needs and assets in partnership with stakeholders – demonstrating:

- **a.** the development of a health promotion action plan, based on an assessment of needs and assets for a specified area/setting that shows an understanding of: the range of health promotion strategies that may be used to meet identified needs; the human and financial resources required for health promotion action; and measurable goals
Question 6: Do you have any comments about the wording of the standards described in the framework?

Question 7: Are there other competencies which should be included?
Annex 2: Process for assessment of advanced practice (public health)

Registered public health practitioners applying for advanced practice (public health) recognition will be expected to submit:

- Application form (including their practitioner registration number)
- Self-assessment form (clearly detailing their level of practice and appropriate evidence)
- Evidence of annual appraisal
- Reference from current line manager (confirming current role and level of practice, satisfactory performance etc.)
- Testimonial (from an individual who is a recipient of the applicants work and verifying quality and accuracy of the applicants statements)

The process for assessment will utilise the current local verification panels with supplemented independent members (the Panel should be multi-disciplinary and include a relevant representative of the area of work of the applicant).

The Panel will consider the above documentation and will invite the applicant to attend a viva.

Public health practitioners accredited at advanced practice level will be required to fulfil commitments of ongoing professional development and expected to maintain their practitioner registration.

Question 8: What are your thoughts on the process for assessment of advanced practice (public health)?

Further developments

Future opportunities for professional memberships are being considered.

Question 9: Is professional membership with a particular organisation appealing? Please specify.

Question 10: What would an acceptable cost be for professional membership linked to advanced practice (public health)?
Public Health Wales is consulting on the development of a scheme for advanced practice (public health).

<table>
<thead>
<tr>
<th>Question 1: Do you agree that there should be opportunities for public health professionals working at an ‘advanced practice’ level to be recognised?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Question 2: Do you agree that professional and ethical practice is demonstrated sufficiently at practitioner registration level and on that basis not to be specifically assessed at advanced practice (public health) level?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Question 3: Do you agree with advanced practice being a level of practice, not a type of role?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Question 4: What are your thoughts on how “influential practice” is described?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Question 5: What are your thoughts on how equivalent masters level knowledge could be demonstrated?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
</tbody>
</table>
Question 6: Do you have any comments about the wording of the standards described in the framework?


Question 7: Are there other competencies which should be included?


Question 8: What are your thoughts on the process for assessment of advanced practice (public health)?


Question 9: Is professional membership with a particular organisation appealing? Please specify.


Question 10: What would an acceptable cost be for professional membership linked to advanced practice (public health)?


Additional comments about the proposal:


Your name and address (postal/email):
Please indicate in what capacity you are responding to this consultation (as an employer, a practitioner, professional body etc):

Responses should be sent to:

Professional and Organisational Development Team, Public Health Wales, 14 Cathedral Road, Cardiff, CF11 9LJ
POD@wales.nhs.uk

The consultation will close on: 23 January 2015

Data Protection

How the views and information you give us will be used

Any response you send us will be seen in full by Public Health Wales staff dealing with the issues which this consultation is about. It may also be seen by other Public Health Wales staff to help them plan future consultations.

Public Health Wales will publish a summary of the responses to this document. We may also publish responses in full. Normally, the name and address (or part of the address) of the person or organisation who sent the response are published with the response. This helps to show that the consultation was carried out properly. If you do not want your name or address published, please tell us this in writing when you send your response. We will then blank them out. Names or addresses we blank out might still get published later, though we do not think this would happen very often. The Freedom of Information Act 2000 and the Environmental Information Regulations 2004 allow the public to ask to see information held by many public bodies, including Public Health Wales. This includes information which has not been published. However, the law also allows us to withhold information in some circumstances. If anyone asks to see information we have withheld, we will have to decide whether to release it or not. If someone has asked for their name and address not to be published, that is an important fact we would take into account. However, there might sometimes be important reasons why we would have to reveal someone’s name and address, even though they have asked for them not to be published. We would get in touch with the person and ask their views before we finally decided to reveal the information.