

Wessex School of Public Health

Public Health Training, Education and Workforce Development Report

September 2015 to March 2016



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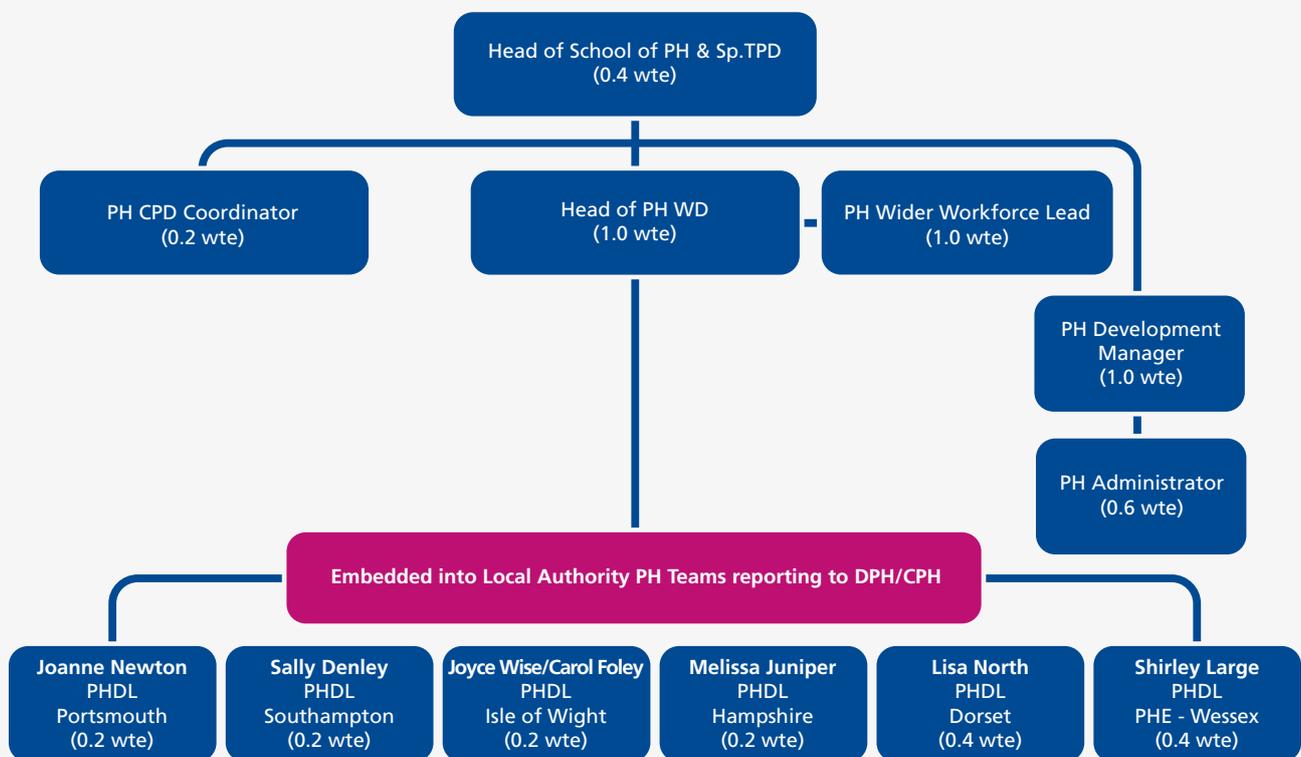
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About Us

The Wessex School of Public Health team is headed up by Dr Julie Parkes, Head of School and Speciality Training Programme Director; the team includes Em Rahman, Head of Public Health Workforce Development Programmes; Claire Cheminade, Public Health Wider Workforce Lead; supported by Debbie Durrant and Laurie Didlick.

The School also have a Public Health Development Lead (0.2wte to 0.4wte) in each of the Local Authority public health teams who helps to facilitate workforce education, training and career support. With this team we are able to devise and take forward an ambitious programme of work for Wessex.



We aim to:

- Provide strategic leadership on training, education, planning and development of the public health workforces across Wessex.
- Provide quality education and development programmes to the public health workforces in Wessex.
- Provide expert health advice and support to workforce development.
- Build public health capacity and capability.
- Be an example of good practice nationally.



Introduction

This report is an update to the School of Public Health's report that was published in September 2015. It contains activities of the Wessex School of Public Health from September 2015 to March 2016.

We have maintained our successful Public Health (PH) practitioner scheme, and our specialty training scheme continues to flourish. We have extended our commitment to the Making Every Contact Count (MECC) agenda with the development of an implementation toolkit, a training manual and the subsequent rolling out of the MECC 'healthy conversations skills' programme training for workforces at pace and scale. We have identified key deliverables in the Health Education England (HEE) mandate that we can support locally and regionally. We continue to support a bimonthly CPD programme which is well-attended. We are planning an audit of this programme in Autumn 2016 to ensure we are meeting the development needs of the Public Health workforce.

The Public Health landscape is currently experiencing considerable change, with budgetary challenges in Local Authority teams, discussions about changing structures and processes of service provision (for example, combining local authority services), and a new shape of service delivery following Sir Simon Stevens' five year forward view – vanguards and emerging sustainability transformation plans with Public Health and prevention at the heart of these. These changes represent opportunities for Public Health as well as challenges, especially to the Public Health workforce capacity. We look forward to continuing to support Wessex workforces in acquiring, maintaining and extending Public Health knowledge and skills.

Public Health Specialty Training

The Wessex public health speciality training scheme is a clinical specialty which is a five year run through training programme, with speciality registrars (StR) gaining a CCT (Certificate of Completion of Training) at the end of the training scheme. Most of the speciality registrars seek appointments as Consultants in Public Health at the end of training. This may be in a number of settings, including Local Authority, Public Health England, CCG and academia. Training follows the Faculty of Public Health (FPH) curriculum which has recently been revised.

Currently there are 27 speciality registrars on the programme, including one NIHR Academic Clinical and one NIHR Academic Clinical Lecturer who are following an academic career pathway. There are usually approximately 2-3 vacancies each year, and for 2016 the School were successful in appointing to two vacancies that were available. In addition, the School have been awarded two NIHR Academic Clinical Fellows starting in 2017. The School have had one speciality registrar successfully gain their CCT and move into a locum Consultant post in a Wessex Local Authority. The Wessex speciality training programme has successfully transitioned to the 2015 curriculum, and a 'training the trainer' event in Autumn 2016 is currently being planned, to explore how the new key areas and learning outcomes can be supported in Wessex.

Speciality Registrar Innovation

PH Book/Film Club

The speciality registrars continue to be at the forefront of innovative practice with a bimonthly book/film discussion on a public health theme. These are based around a resource pack containing useful statistics, relevant literature (including plays and novels) and suggested points to guide the debate. The packs are assembled by a small registrar team. Recent themes have included homelessness, death and dying, and drug and alcohol misuse.

Public Health Community Fellowship

The speciality registrars continue to run the Wessex Public Health Community Fellowship (PHCF) with 21 Foundation Year 2 doctors



participating during September to December 2015, working with four community organisations. This was formally evaluated and the recommendations from the evaluation will be incorporated into the PHCF scheme for 2016. The evaluation has been accepted at the PHE annual conference as a poster presentation.

PH National Selection Centre Videos

The speciality registrars have developed a video for Assessors who are involved in the selection centre for specialty recruitment as a training resource of the do's and don'ts for interviews. The resource has been used nationally as part of the training for panel selectors.

FPH Part B Board Game

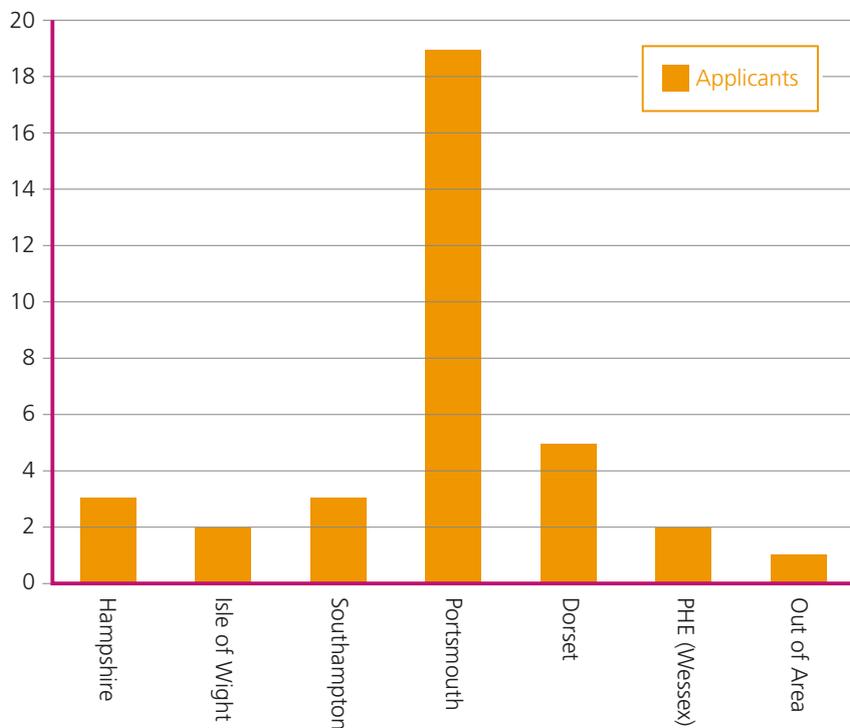
The speciality registrars have also been planning the development of a board game to support speciality registrars in preparing for the FPH Part B exam. The board game will be completed and available in summer 2016.

Public Health Speciality ST3 Pilot Project

The ST3 pilot project is now complete and evaluation of the pilot is currently underway. The evaluation and its recommendations will be used to consider the future model for a Wessex ST3 Development programme. The evaluation will be completed by July 2016.

Public Health Practitioner Development Programme

Since September 2015 the Practitioner scheme has supported a total of 10 practitioners to become registered with the UKPHR. The practitioner development programme has been gathering momentum, with Cohort 6 seeing a total of 35 practitioners applying to become registered practitioners. Cohort 6 has, to date, been the largest cohort since the start of the scheme. The largest group of practitioners have come from Portsmouth where there has been strong leadership in embedding practitioner development within the local authority. The graph below provides an overview of where the practitioners have come from.



The School of Public Health will also be planning to recommission the PH Practitioner support programme, as the contract with the current provider will come to an end. The School will seek to tender for a further two cohorts.



Public Health Development Leads (PHDL) Network, April 2015 to March 2016

In 2015/16 the Public Health Development Leads within Hampshire, Southampton, Portsmouth and Isle of Wight (IOW) Local Authorities have been joined by Public Health Development Lead colleagues from Dorset, and more recently Public Health England (PHE). This has enabled further expanding the reach of PHDL influence and the ability to contribute to the task of leading and supporting the development of the public health workforce across all sectors in each locality.

Public Health Development Leads (0.2 – 0.4 WTE) work closely with the Head of Public Health Workforce Development within the Wessex School of Public Health and attend bimonthly network meetings where local issues are shared and addressed within a common understanding of regional, national and international public health contexts.

The **VALUE** that Public Health Development Leads bring to their local areas can in part be demonstrated through the following five **EXAMPLES** of achievements during 2015-2016: (See Appendix 1, PHDL Activity 15-16 summary for full details of all activity undertaken).

Achievement 1 **Influencing and contributing to strategy development:**

Portsmouth PHDL has strongly influenced/ contributed to the development of the PH Best Practice Guideline document, the revision of the PH Knowledge and Skill Framework and the RSPH Wider Workforce course review process. **Hampshire and IOW PHDL's** are both on the newly established national working group of the PH Apprentice Trailblazer with the potential to exert significant influence on this development process. **Southampton PHDL** has taken a lead on the local Suicide Prevention Plan, including the necessary training elements of this plan.

Achievement 2 **Cross sector partnership working and network development:**

IOW PHDL is a key player in the My Life a Full Life Vanguard programme via membership of the cross sector Learning and Development Leads group, influencing and contributing to the Whole Integrated System Redesign processes for Health and Social care, the planning and development of the 'Isle Learn' integrated hub and Systems Leadership development. The **PHE PHDL** is contributing to the development and management of the PHE offer to Local Authorities in the region. **Hampshire PHDL** has helped the CCG interpret the Military Covenant to enable a GP Pathway to be developed and disseminated for military family needs.

Achievement 3 **Influencing Commissioning activity to consider issues of workforce development:**

IOW PHDL has offered specific support on workforce development considerations with commissioning of School Nurse/Health Visiting/Sexual Health services. **Southampton and Hampshire PHDLs** have influenced commissioning activity in Mental Health and Military Family Services respectively.

Achievement 4 Developing PH Knowledge and skills in the local area:

Dorset PHDL has, based on a training needs analysis undertaken, developed and facilitated a series of 12 CPD sessions, bringing Environmental Health and Public Health teams together to learn and develop common understandings. **Portsmouth PHDL** has had an integral role in the delivery of Building Healthy City seminars that have brought a wide range of council directorates/services together and considerably raised the profile of public health within the wider function of the council. **Southampton PHDL** has developed training packs in Mental Health Awareness and suicide prevention, and contributed to development of the PHE Mental Health Conference. **ALL PHDLs** give advice on and support with bursary application processes for K311, MSc and other development activity to underpin performance.

Achievement 5 Supporting the PH Practitioner Development Programme:

ALL PHDLs are actively involved in the process of advertising, recruiting, supporting, assessing and evaluating the PH Practitioner Registration process. As a result, there has been a significant increase in applications in 2015/16, with 35 applicants for Cohort 6 and 9 on the OU Level 3 PH Module K311, in preparation for PH Registration in the immediate future.

Public Health Development Leads add value as they are centrally placed to highlight and influence workforce development considerations in developing strategy and PH commissioning processes. PHDLs also contribute to developing public health talent and leadership and make a significant contribution to enhancing PH standards, competency, capability and capacity within localities. PHDLs are a well-known and valued resource in their area and are able to share good practices locally and regionally. It is PHDLs' contributions that continue to make the strong focus on workforce development in the

workplace visible, and it is a role that has had significant impact on the career development opportunities that are available for those who have a public health function. It is hoped therefore that the role will continue in place for many years to come.



Wessex Public Health Network (WPHN)

Three CPD Events were held as scheduled between September 2015 and March 2016. These were:

September 18th Public Health Updates from Health Protection, Public Health England, Health Education Wessex, and Southampton City Council.

36 people attended and the meeting was very well received, with especial appreciation of the opportunity to discuss issues with Cllr David Shields, the Chair of the Health and Well-Being Board, which was considered to have:

‘got to the core of some of the most pertinent issues facing public health now.’

November 19th NHS Diabetes Prevention Programme.

Speakers from the national DPP programme talked about the evidence base for the programme and what it means in practice. This was followed by presentations from local programmes to manage long-term conditions in specific populations, and the development of the new Wellbeing Service in Portsmouth. There were 31 attendees, and comments included:

**‘a very interesting CPD session today’
‘excellent session – as always!’**

February 10th Public health, Homelessness and the Precariously Housed.

Sue Cochrane, one of the Speciality Registrars with special expertise and interest in this area, helped to plan the session and provided

an overview of the topic. There were 29 attendees. Alex Bax, the Chief Executive of the charity Pathway, gave an inspiring session on the charity’s work which was followed by local examples from Portsmouth City Council, Solent Healthcare and the Society of St James. Comments included:

‘Alex Bax is inspiring. Superb presentation, motivating and engaging’, ‘Thank you for a very informative afternoon. I feel more enthusiastic to continue being an advocate for homeless patients’.

Additional skills-based masterclasses are also organised, often resulting from suggestions arising in the CPD sessions. In January, speakers from the PHE Campaign Resource Centre (CRC) provided an opportunity for participants to find out more about what the PHE CRC offers and to learn how to get the most out of the resources on offer.

The CPD Events continue to provide the core of the Wessex Public Health Network, providing an opportunity for new learning both about public health issues and also about the services, research and support available nationally and locally, as well as a chance to network with colleagues over lunch. This is ably supported by Helen Williams, the Knowledge Specialist at the Royal Hampshire County Hospital Healthcare Library, who maintains the WPHN website, provides literature searches on the CPD Event topics and offers library services to anyone in the network requiring support. Further sessions are planned through 2016, and a review will be undertaken to ensure that the sessions continue to meet the needs of all those in the WPHN, whether professionally registered or as part of the wider workforce.

Public Health Wider Workforce Development

September 2015 to March 2016 was a busy time for Public Health in the Wider Workforce. There have been a number of key achievements with the Making Every Contact Count (MECC) programme, both locally in Wessex and nationally. There has been lots of activity supporting the development of public health competencies in wider workforces, working in collaboration across the system both strategically and operationally to embed public health, health improvement and prevention agenda within both existing and future workforces.

Making Every Contact Count

MECC has gathered momentum, and the School of Public Health have been working on the following aspects of MECC as the offer from the School to support implementation of MECC at scale. These are:

- **MECC Implementation Toolkit** – launched at the National MECC conference in January 2016. Implementation Guide informed the PHE document.
- **MECC Network** – established in September 2015, with meetings in December and March.
- **Train the Trainer Programme (TtT)** – established the TtT programme, supported by HEE-Wessex Workforce Learning and Development (WLD). Dates established monthly until March 2017. <http://www.wessexphnetwork.org.uk/mecc.aspx>
- **eLearning** – Developing a four module eLearning – with Kent Surrey and Sussex (KSS) and Thames Valley (TV). Will be a national resource. Available from the end of June 2016.
- **MRC support** – Wendy Lawrence consultancy to support development of the TtT model.
- **Rollout beyond Wessex** – Working with other regions (South West, Thames Valley, Guernsey) to support development of MECC, adopting the Wessex model.



Implementation

HAMPSHIRE

- **Hampshire County Council (HCC)** – supporting Hampshire Public Health, developing a strategy to support HCC as an organisation to implement MECC, and also to support the districts to take it forward. MECC training was delivered to a cohort of approximately 10 staff members.
 - Vanguard:
MECC presentation delivered at an MCP meeting.
- **Farnham and NE Hants** – working with leads and HPH to embed MECC in the vanguard work.
- **South East and Fareham and Gosport:**
 - **Integrated Care** – Avocet project – Bournemouth University delivered an integrated care programme to two cohorts of people (approx. 24 trained in MECC in September 2015 and February 2016).
 - **Gosport Voluntary Action** – 10 Surgery Signposters trained September 2015.
 - **Hampshire Fire and Rescue** – working with HPH to support implementation – delivery of initial MECC/HCS training to support future planning of how to embed in a sustainable way.
 - **Gosport Borough Council (GBC)** – Independent evaluation of GBC MECC implementation still ongoing. Health and Wellbeing Partnership Officer working to develop a strategy to implement MECC across the borough.
- **Southern Health** – Fareham and Gosport School Nursing Team – 18 people trained in September/October 2015. Two MECC champions trained as trainers, one has left.
- **Sport Hampshire and Isle of Wight** – Delivered a workshop at a two hour breakfast meeting to approximately 50 people.

SOUTHAMPTON

Southampton University Hospital Foundation Trust – MECC activity includes regular meetings including representation from CCG and PH team. Departments taking MECC forward and Trainers trained from: Vocational Skills Centre; Research Junior doctor; Practice Nurse Educator (Cancer Care); Pharmacy. NHS Healthy Workplace Project to incorporate Healthy Conversation Skills (HCS), Leadership; information session/workshop delivered to 20 people.

DORSET

Worked with Dorset Public Health to develop and deliver a programme of training including Making Every Contact Count to Dorset Fire and Rescue Safe and Well team – March 2016. 20 people trained and being evaluated by DPH. Was very well received; PH team looking at further roll out.

ISLE OF WIGHT

My Life a Full Life – Worked with IOW PH to plan implementation and delivery of MECC Train the Trainer to a mixed audience of 12 people, including the fire service, voluntary sector, Health Trainers, in February/March. MECC Champion identified but both lead and champion are moving to new roles.

NATIONAL MECC:

- HEE Public Health Network – Mental health, Sally attended.
- Representation at the National MECC Advisory Group supporting the development of the practical resources; implementation guide; consensus statement; training quality marker checklist and evaluation tool. <https://www.gov.uk/government/publications/making-every-contact-count-mecc-practical-resources>
- NHS Consensus Statement – MECC is a standard condition 8.6:
'The Provider must develop and maintain an organisational plan to ensure that Staff use every contact that they have with Service Users and the public as an opportunity to maintain or improve health and wellbeing, in accordance with the principles and using the tools comprised in Making Every Contact Count Guidance.'
<https://www.england.nhs.uk/nhs-standard-contract/16-17/>

Higher Education Institutes

- University of Portsmouth – Adult Nursing programme – Supported development of curriculum to include Public Health using Framework and tools developed by Health Education England North West.
- University of Southampton – Midwifery programme – PH competencies being mapped and two Midwifery leads have trained as MECC trainers to equip students with the skills to have healthy conversations.
- Portsmouth Paramedic Science BSc – Public Health Session – delivered by Specialty Trainees - November 2015.
- University of Southampton 30 MSc Public Health students – two hour workshop – February 2016.
- University of Surrey – Nutrition and Dietetic Students – approximately 40 two hour workshop – March 2016.
- University of Southampton Health Day – December 2015 – funded – input on their guidance for other HEIs document – HCS taster delivered to 50 students.



Health Trainers (HT)

- Developing and commissioning a fast-track programme for two supporting families HTs from Hampshire and two probation HTs from Southampton.
- Benchmarking project – RSPH developing a tool which is in draft format, to allow services to compare their service.
- Youth Health Champion (YHC) – funded programmes in Southampton and Dorset, linked to the RSPH YHC movement. Dorset programme about building the infrastructure to ensure sustainability. Southampton implemented with schools directly. Established a Wessex YHC network to support funded and other programmes delivered by Hampshire Wellbeing Services (HWS).
- Supported the RSPH by providing input to their training and future of HT qualifications and pathways.

WESSEX/Other:

Widening Participation – The Prince's Trust – Get Into Health Programme with Trusts and local colleges, Winchester and Southampton Cohorts approximately 10 in each – February and March, MECC and RSPH Level 1 Health Awareness.

Mental Health First Aid (MHFA) – MHFA Lite training (half day awareness-raising course) to 25 HEE – Wessex – October.

MHFA Lite training to approximately 25 Gosport Borough Council and Surgery Signposter November 2015.

Supported Hampshire Hospitals to deliver MHFA training to 10 staff members – November/February.



Next Steps

The School of Public Health is positioned to continue developing the core and wider public health workforces in Wessex and will do this by:

- Providing public health workforce input into the development of the Sustainability and Transformation Plans for Wessex.
- Providing public health development input into the creation of Primary Care Training Hubs for Wessex.
- Continuing to champion the need to focus on public health, ensuring the appropriate utilisation of the workforce to deliver on prevention in Wessex.
- Continuing to build and maintain relationships with key stakeholders in the Local Authority and NHS in order to ensure the School's work is responsive to the needs of the system and its workforces.



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