JOB DESCRIPTION

CONSULTANT IN PUBLIC HEALTH/ CONSULTANT IN PUBLIC HEALTH MEDICINE

Gateshead Council

Employing organisation:	Gateshead Council
Job title:	Consultant in Public Health/Consultant in Public Health Medicine/ Service Director Health and Wellbeing
Accountable to:	The postholder will be dually accountable: • professionally to the employing authority, Gateshead Council; and, • managerially to the employing organisation via the Director of Public Health (DPH)
Grade:	Gateshead Council Senior Officer Pay Framework, Senior Officer Band B, scale point 1-4, salary £87,587 - £94,022
Strategically responsible for:	Leadership and facilitation of a portfolio of public health programmes which deliver national, regional, and local priorities to reduce health inequalities and improve the health of Gateshead's population. These programmes will vary in scale and timescale. This will include applying public health practice and expertise to help shape and inform the local Health and Care system, providing public health intelligence and advice to the NHS. To deputise for the DPH when required on projects locally, regionally, and nationally, and other duties as assigned.
Managerially responsible for:	Colleagues within the Group. The post holder will have direct and indirect line management of members of the public health team.

1. Appointment

This Consultant in Public Health/Consultant in Public Health Medicine (CPH) post is employed by Gateshead Council. It will be based and managed within the Gateshead Council Public Health and Wellbeing Team and will work across the Gateshead health and care system. The post-holder is a public health professional treating populations and communities living and working in the metropolitan borough of Gateshead.

This post is one of three CPH posts working within the Council's Public Health and Wellbeing group which includes Public Health, Leisure, Library and Cultural services, and the Council's Community Safety and Emergency Planning teams.

The post will be based at the Civic Centre but will work in a collaborative way across the Council, Voluntary Sector, and with ICB, primary care and Gateshead NHS Foundation Trust colleagues.

2. Job Summary

On behalf of the local authority, the post-holder will work with the DPH and other consultant colleagues in the discharge of the functions and responsibilities of the DPH under the Health and Social Care Act 2012 and the National Health Service Act 2006 and all related legislation, as set out in the Council's Constitution. Many of the DPH functions are prescribed by law and match exactly the corporate public health duties of the Council. The DPH is directly accountable to the Council's Chief Executive for the delivery of the public health functions of the Council as set out in the Constitution.

The post holder will lead on improving the health and wellbeing of the residents as required 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 leading development of public health programmes and initiatives that improve and protect the health and wellbeing of Gateshead residents, reduce inequalities, and support the delivery of healthier and stronger communities as part of the Council's key corporate and partnership priorities that fall within the remit of the Group and in line with the Council's Thrive vision, Health and Wellbeing Strategy and Corporate plan.

They 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 and planetary health. They will hold direct managerial responsibility for services and budgets which directly contribute to these strategic objectives of the local authority and the Health & Wellbeing Board, but they will also have substantially greater strategic responsibilities across the council and other agencies.

The post of CPH is as technical expert for the Council and the wider Health and Care system in improving the health and wellbeing of residents, reducing inequalities in health outcomes, and protecting local communities from public health hazards (infectious diseases and environmental threats). As such it is a key adviser on all spanning health improvement, health protection and healthcare public health. In supporting delivery of statutory public health responsibilities this post will create and deliver programmes which secure improvements in public health across the population both on a universal and target basis, support planning for and responding to emergencies that present a risk to public health, ensure programmes reflect the diversity across the population and address challenges relating to reducing inequalities.

3. Job Purpose

To deliver these requirements, the postholder will support and deputise for the DPH as an active and visible leader in health and wellbeing partnership arrangements to be able to use all resources at their disposal to tackle the full range of health determinants. This partnership ethos will extend to work with local communities while maintaining the confidence of Elected members and government.

To deliver on commissioned activities which fall within the remit of this post operating collaboratively with colleagues in the Council, broader health and care system and other partners across the borough, to ensure that all initiatives and programmes support effort to improve the health of the population and reduce inequalities. These programmes will be both transformational and innovative and continue to support communities, partners and businesses rebuild following the pandemic using the full range of resources at the disposal of the post and broader partnership.

To play a full and positive role as a member of the Council's Senior Leadership Team ensuring the delivery of effective strategic direction, leadership and resource management (people, finance and other assets) to secure the delivery of public services across the locality especially to maximise the Council's role in place shaping and creating the best possible conditions to protect public health, reduce inequalities and support local communities to operate as strong, cohesive neighbourhoods.

Lead by example and foster a culture, both with the Directorate and across the Council, which engages all staff and partners in the development and delivery of services which meet residents' needs and expectations. Ensure, as a senior executive, that effective governance and assurance processes are applied in all activity as set down in the Constitution and Council policies and procedures to safeguard the Council's financial and statutory duties and demonstrate public accountability and scrutiny of its decision-making processes. Discharge the functions within the remit of the portfolio having regard to the decision-making framework and arrangements for both the Council and the Secretary of State for Health.

4. The employing organisation and other organisations within the scope of the work

The post-holder will work as a member of Gateshead Council's Leadership Team and contribute to the strategic direction and management of the Council to deliver the Thrive agenda. They will work closely with other Council functions including Adult Social Care and Commissioning, and Children's Social Care and Lifelong Learning, Resources and Digital, Housing Environment and Health Communities, Economy, Innovation and Growth, Human Resources, Research and Intelligence, Corporates Services and Governance.

Other key organisations they will work with include:

- North East and North Cumbria Integrated Care System (ICS)
- NHS Integrated Care Board (ICB)
- North Integrated Care Partnership and Gateshead Committee at Place
- Gateshead Health NHS Foundation Trust
- Primary Care Networks
- Local Voluntary and Community Sector organisations
- Providers of Public Health Commissioned services.

5. Public Health Arrangements

Current staffing of the Public Health and Wellbeing Group

The post will be line managed by the DPH and will have responsibility for line management of specific staff within the Public Health and Wellbeing Group (summary of the group team structure below). The post holder will be responsible for the Group's management as a member of the Group Senior Management team.



The post-holder will be expected to make best use of both public health department resources (including as budget holder of public health ring-fenced budget) and to influence resource use within the Council and Health and Care system as a whole.

Registration, Training and Continuous Professional Development (CPD) arrangements

The post-holder is expected to undertake CPD as required in their learning and development plan and as part of their work-place appraisal. In addition, they must undertake annual professional appraisal, and revalidation in accordance with Faculty of Public Health requirements and other recognised bodies, to

remain on the Public Health Specialist Register (GMC/GDC Specialist Register or the UK Public Health (Specialist) Register or other specialist register).

The department supports the training of public health specialists (Specialty Registrars in Public Health) and the post-holder will support the speciality training programme as a project and educational supervisor as required. The department has also supported the public health training of dental trainees by working with colleagues in the Health Care Public Health Team at NHS England.

Educational opportunities are available through the Councils own workforce learning and development service (learning hub) in addition to the regional CPD Calendar co-ordinated through OHID.

6. Principal accountabilities

The post holder will be accountable as outlined below:

- Act as a key adviser on Public Health matters ensuring that the Council implements all national and local professional standards and requirements in a timely manner while recognising the interests of local communities through the design and delivery of programmes and initiatives to meet universal and targeted need.
- Provide timely and accurate data and advice to the DPH, Chief Executive, Cabinet, Committees, and all Members on matters which will secure high levels of health and wellbeing while ensuring services are sustainable. Delivery of programmes which reflect findings from surveillance, monitoring and evaluation of health and wellbeing and inequalities in health outcomes of local communities (including an easily accessible Joint Strategic Needs Assessment)
- Oversee the most effective utilisation, performance, and deployment of resources (Human, Physical and Financial) that puts at its heart the provision of high quality, value for money services and ensure that there is sufficient capacity within the Group to deliver successfully against the Council's ambitions and priorities bearing in mind statutory requirements.
- Actively demonstrate commitment and action to develop an inclusive, supportive, and constructive environment where everyone is treated with dignity and respect and diversity in the workplace, in service delivery and communications.
- Lead and monitor the efficient and effective implementation of major programmes and initiatives that are central to the achievement of the Council's objectives and the effective deployment of Council resources. These programmes will be mindful of national requirements relating to health and wellbeing and reducing inequalities.
- Provide assurance that plans are in place to enable that appropriate levels of financial and governance control are in place across the programmes supported by the postholder and any other activities where they are the Lead Officer. This includes supporting the DPH undertake an independent annual report to be published by the Local Authority on the health of local communities to stimulate debate and action by the Council and partners.
- Contribute to scrutiny and advice on the plans and actions of Central Government and other external agencies to determine their impact on the development of local policies and priorities such as they relate to health and wellbeing in supporting place shaping and regeneration in order to position the Council as a decisive and influential organisation that can maximise all available assets and use these to improve the health and life chances of all residents.
- Ensure the promotion, development, and maintenance of good relationships with the media and public as an individual and across the Directorate and maintain effective communication and engagement strategies are applied to support delivery of services and change activities.
- Ensure equality, diversity and inclusion principles are embedded across all services. Provide leadership around equality, diversity, and inclusion, ensuring that the policies and services of the Council reflect the

changing needs of all our communities and workforce and that equality of opportunity is ensured and diversity celebrated.

- Represent and negotiate on behalf of the Council at local, regional, and national levels, promoting inter-authority working across the region and demonstrating flexibility and responsiveness to change. This work will particularly relate to the need to ensure appropriate measures are in place to protect vulnerable communities and other activities that support health and wellbeing.
- Support the Health and Wellbeing Board to fulfil its statutory duty to promote integration for the benefit of local communities and work with partners to promote a coherent and cohesive plan for population health.
- Ensure that all duties and responsibilities are be carried out in accordance with Council's Constitution, governance arrangements, policies, and procedures. Oversee the professional obligations of staff and peers

7. Principle responsibilities:

The post-holder is expected to demonstrate expertise across the full range of relevant competencies as set out by the Faculty of Public Health (Appendix 1) and take responsibility for resolving operational issues. In negotiation with the DPH (&/or the Council), the post-holder may be asked to take on responsibilities that are underpinned by any of the FPH competencies. Post-holders will be expected to maintain both the general expertise as well as develop topic-based expertise as required by the DPH and will be expected to deputise for the DPH as and when required. Principle responsibilities include:

- In support of the DPH, act as a technical adviser on matters relating to health and ensure timely advice to relevant Council bodies and partners on all health and wellbeing matters of local and national policy and statutory requirements to enable the Council to make informed decisions particularly in relation to the design and implementation of public health programmes.
- Support Members of the Council, the Chief Executive, DPH in developing the vision and priorities for the borough and ensure best advice is provided on the most appropriate response to internal and external pressures for change. This will involve providing specific advice in relation to the functions within the Directorate and effecting the changes required from the regulatory framework affecting Public Health and other functions which support reduction of inequalities. This postholder will help create, shape, and deliver programmes which address issues identified through the JSNA and other key sources of information.
- Effectively manage the interface between Elected Members and Officers within the Group, maintaining and developing essential Member / Officer partnerships and processes which support and promote a positive and respectful relationship between Members and Officers.
- Providing strategic support to the DPH in addressing key statutory functions including assurance, scrutiny and challenge for effective local health protection programmes and resilience.
- Ensure development and maintenance of systems and processes to enable the authority to work with partners to respond to major incidents including health protection threats. On behalf of the authority and the DPH, the post holder will lead on those aspects that the Secretary of State delegates to the authority. They will ensure that partner organisations (UKHSA, OHID, ICSs and NHS England) have appropriate mechanisms, to enable surge capacity to be delivered as and when required.
- Champion a coherent multi-agency approach to service delivery, maximising the key role the postholder has in the wider system leadership and amongst Health and Care partners to ensure the delivery of the Council's priorities and provision of high-quality, cost-effective services based on community needs. This includes working with the Integrated Care Board and having regard to the ICS/ICP Strategy in order to

provide public health advice as part of the core offer to the ICB to support the commissioning of appropriate, effective (based on evidence), and equitable health services.

- Participate in and develop the Council's commitment to actively collaborate in major local and regional partnerships to achieve, within the overall strategy, maximum benefit for the Council and its communities. These partnerships will be essential to deliver sustainable growth, improve public health and reduce inequalities as well as other front-line services that communities and resident's need to lead healthy and productive lives.
- Contribute to successful management of the Council's reputation, ensuring that it always acts in the best interests of Gateshead and that its activities are explained to stakeholders in an open and transparent manner.
- On behalf of the authority to take responsibility for ensuring delivery of the public health mandated services such that the full range of benefits are delivered to residents of the authority. These services include:
  - Integrated sexual health service
  - 0-19 services including (health visiting and school nursing)
  - Substance misuse services (including for young people)
  - Stop smoking support services
  - Primary care contracts
  - NHS health check programme
- Responsibility for effective management of the Council's ring-fenced public health grant (circa £18m) ensuring commissioned services meet the health needs of the population, are cost effective, that monitoring returns are accurate and timely, and paying due regard to the risks of non-delivery of these services.
- To lead work across all Council directorates as well as influencing partnership boards (dealing with health determinants) to maximise health improvement opportunities and the reduction of inequalities in health outcomes amongst residents, both currently and for future generations. This will include using the Outcome Frameworks as well as exploring other relevant routinely collected data systems for suitable indicators.
- To lead on improving health and social outcomes for specific client groups, e.g. early years, children, working adults, older adults, learning disabilities, mental health etc.
- The role will include working across the entire Council, NHS bodies (the Council has a statutory duty to provide public health advice to ICSs and the Council's Health and Wellbeing Board has a coordinating role for the whole of the health and care system) and other partner agencies. It will also involve influencing private sector, voluntary sector and community sector organisations that can impact on health, both currently and into future generations, and influencing the attitudes and behaviour both of professionals and of the population generally.
- In delivering the strategic objectives the post-holder will be expected to demonstrate expertise in the full range of relevant competencies as set out by the Faculty of Public Health. This includes evaluation techniques, policy analysis and translation and ability to communicate effectively with a range of stakeholders including politicians. In addition to any direct responsibility for managing staff or budgets, he/she will be responsible for change and improvement in the agreed areas of work and for supporting the delivery of the statutory duty of the Council to take the steps it considers necessary to improve the health of its communities.

- As a Service Director, they will support the DPH to lead the management of the following areas which contribute to the health and wellbeing of people in Gateshead: leisure; libraries; culture; events; community safety and emergency planning and resilience.

Additional responsibilities include:

- Leading the development and implementation of corporate initiatives as allocated to effect change across the Council.
- Managing and supporting the implementation of corporate initiatives to ensure that changes are delivered within the Public Health and Wellbeing Group.
- Contributing to the strategic direction and management of Senior Group Management Teams to support the Council's aims and objectives.
- Supporting the DPH in the development and implementation of robust strategies for improving the health and wellbeing of local communities including ensuring qualitative and/or quantitative measurements are in place to demonstrate improvements. This may include taking responsibility for the judicious use of the ring-fenced public health grant and/or working with ICSs, Trusts, the contractor professions and UKHSA.
- Providing leadership and co-ordination in the provision of specialist Public Health Advice to the ICS/ICB, Gateshead Hospitals NHS Foundation Trust and the wider local heath and care system, adults, and children's services' commissioners in order to influence and enhance commissioning for better health outcomes of the population.
- Working with the DPH to support the work programmes of the Gateshead Health and Wellbeing Board and Gateshead Council Overview and Scrutiny Committee.
- Supporting work on the wider determinants of health such as planning, housing, transport, and the environment including developing Health Impact Assessment processes.
- Taking responsibility for development, implementation, and delivery of policies. This may include taking the lead in developing detailed inter-agency and interdisciplinary strategic plans and programmes based on needs assessments which may lead to service specifications. The post-holder will be expected to contribute appropriately to the procurement process.
- Providing expert public health advice and leadership to support and inform an evidence-based approach within ethical frameworks for commissioning and developing high quality equitable services, across primary, secondary, and social care, and across sectors including local authorities, voluntary organisations, etc.
- Managing a team of staff or department and support the training programme for Specialty Registrars in Public Health as well as education and training for other staff.
- Deputising for the DPH in the Council's planning and response to Resilience and Emergency Planning, including representing the Council at senior multi-agency planning and emergency response forums.
- Deputising for the DPH as Council lead for Emergency Response and Resilience in accordance with category 1 responder as defined in Civil Contingencies Act 2004.
- Deputising for the DPH in relation to the community safety strategic partnership and development of associated policies and strategies.
- Deputising for the DPH in relation to the Council's role in co-operating with the police, the probation service, and the prison service.
- Being an authorised signatory, budget or delegated budget holder and monitor or contribute to the formulation of departmental/service budgets and financial initiatives.

- Managing all employees (including procedures for trade union engagement), relevant budgets, assets, and performance to deliver efficient and effective services in accordance with Council policy and procedures.
- Responding to media enquiries relating to the service in consultation with the Council's Communications Team.
- Taking responsibility for the development and delivery of the service business plan to implement the Thrive agenda.
- Leading the Council's policy, planning and performance framework, including business continuity and risk management, in relation to the service.
- Taking responsibility for a range of public health issues and work across organisational and professional boundaries acting as a change agent managing complexity to deliver improvements in health and wellbeing.
- Providing briefings on the health and wellbeing needs of local communities to Councillors, Council Officers, ICSs, the third sector, the public and partners. Where required to so, the post-holder will provide verbal briefing to Councillors, other colleagues, and stakeholders in person which maybe at short notice.
- Providing expert public health support and whole system leadership to ensure an evidence-based approach for commissioning and developing high quality equitable services, within and across a range of organizations including voluntary, public, and private sector. This includes the health service component of the mandated core service. This will include expertise in evaluation and development of appropriate indicators and measures.
- Utilising (and if appropriate developing) information and intelligence systems to underpin public health action across disciplines and organisations. This may include providing leadership for collation and interpretation of relevant data including production of the JSNA. Working with the DPH, this will include the integration of the appropriate elements of the public health, NHS and social care outcomes frameworks within the systems developed by the local authority as well as with relevant partner organisations.
- Providing a key local authority link to the research community, providing advice/support to colleagues and co-ordinating appropriate access to scientific information. The post-holder will be expected to take part in relevant research networks and to influence research programmes of such networks so that the research needs of the local authority are considered.
- Taking responsibility for the training obligations of the directorate, including becoming the Educational Supervisor. These duties will be agreed jointly with the relevant Head of the School of Public Health.

Underpinning much of these duties are public health skills such as:

- Undertaking health needs assessments Health Needs Assessments, Health Equity Audit and contributing to the Director of Public Health's Annual Report as well as developing an evidence-based approach to commissioning as required to enable actions to be taken to improve the health of the local population.
- Developing prioritisation techniques and managing their application to policies, services and to help resolve issues such as the investment-disinvestment debate
- Effective communication of complex concepts, science and data and their implications for local communities, to a range of stakeholders with very different backgrounds.
- Understanding of evaluation frameworks and applying those frameworks to the benefit of local communities.
- A capacity to apply the scientific body of knowledge on public health to the polices and services necessary to improve health, both currently and for future generations, and to formulate clear practical evidence-based recommendations

- The understanding of human and organisational behaviour and the application of this knowledge to the achievement of change.
- Inspire commitment to public health outcomes and to prevention as a core feature of public sector reform

8. Management arrangements and responsibilities

The postholder will be professionally accountable to Gateshead Council and managerially accountable to Gateshead Council via the DPH. An initial job plan will be agreed with the successful candidate prior to that individual taking up the post, based on the main areas of responsibility agreed. This job plan will be reviewed as part of the annual job planning process.

The postholder:

- Will manage a number of staff (including trainees) in line with current arrangements. Line management arrangements may change, as determined by the Council, subject to consultation with the postholder. The postholder is responsible for all duties in relation to line management, including structured supervision, recruitment, appraisals, disciplinary and grievance responsibilities in line with Gateshead Council's policies and procedures.
- Will manage staff and service budgets, and act as an authorised signatory. The postholder will be expected to make the best use of both public health department resources as well as influence the resources in the Council as a whole.
- Will be expected to deputise for the DPH as required.

9. Professional obligations

These include:

- Participation in the Council's staff appraisal (Appraisal and Development) scheme and quality improvement programme, and ensure appraisal and development of any staff for which s/he is responsible
- Active contribution to the training programme for Foundation Year Doctors/ Specialty Registrars in Public Health and Local Authorities' management trainees as appropriate, and to the training of practitioners and primary care professionals within the locality, in agreement with the DPH, becoming an Educational Supervisor
- Undertake an annual professional appraisal including completion of a programme of CPD, in accordance with Faculty of Public Health requirements, or other recognised body, and undertake revalidation, audit or other measures required to remain on the GMC/GDC Specialist Register or the UK Public Health (Specialist) Register or other specialist register as appropriate. In agreement with the DPH, contribute to the wider the public health professional system by becoming an appraiser for a specified period of time
- In agreement with the DPH contribute as an appraiser to the professional appraisal system
- Practice in accordance with all relevant sections of the General Medical Council's Good Medical Practice (if medically qualified) and the Faculty of Public Health's Good Public Health Practice and UKPHR requirements
- Contribute to medical professional leadership within the health system. It is a duty of a health professional to foster scientific integrity, freedom of scientific publications, and freedom of debate on health matters, and public health professionals have a further responsibility to promote good governance and open government.

- Public health practice must be carried out within the ethical framework of the health professions.
- The postholder will be expected to maintain effective, courageous, and responsible public health advocacy.
- These professional obligations will be reflected in the job plan. The postholder may also have external professional responsibilities, e.g. in respect of training or work for the Faculty of Public Health. Time allocation for these additional responsibilities will need to be agreed with the line manager.

10. Personal Qualities

The postholder will deal with complex public health and wellbeing challenges in a multi-organisational environment with widely differing governance and finance system and organisational cultures. It is expected that the postholder will be able to cope with such circumstances as well as multiple and changing demands, and to meet tight deadlines. A high level of intellectual rigour, political awareness and negotiation and motivation skills as well as flexibility and sensitivity are required. The post holder, in collaboration with the DPH, will advise the Council and the Health and Wellbeing Board and make recommendations regarding services, residents' care and wider determinants of health and therefore a high level of tact, diplomacy and leadership is required including the ability work within the local political framework and at the same time maintain the ability to challenge and advocate for effective working and on specific issues in order to achieve public health outcomes. The achievement of public health outcomes and the successful pursuit of change are the purpose of the job and the metric against which performance will be assessed.

Appendix 1: 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.

PERSON SPECIFICATION

CONSULTANT IN PUBLIC HEALTH /CONSULTANT IN PUBLIC HEALTH MEDICINE

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)

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	
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	X	
Public health **specialty registrar applicants** who are not yet on the GMC Specialist Register, UKPHR register or GDC Specialist List in dental public health **must provide verifiable signed documentary evidence that they are within 6 months** of gaining entry to a register at the date of interview	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 *[see shortlisting notes below for additional guidance]*	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	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 organisational 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	

Shortlisting notes

1. Applicants in training grades

1.1 Medical and dental applicants

All medical/dental applicants must have Full and Specialist registration (with a license to practice) with the General Medical Council or General Dental Council (GMC/GDC) **or be eligible for registration within six months of interview.** Once a candidate is a holder of the Certificate of Completion of Training (CCT), registration with the relevant register is guaranteed.

Applicants that are UK trained 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 demonstrated by a letter from their Training Programme Director (TPD).

1.2 Non-Medical Applicants in training programme

All non-medical applicants must be registered with the UKPHR or be within six months of registration at the date of the interview. Applicants must provide proof (letter of confirmation from their TPD or the CCT) at interview.

2. Applicants in non-training grades

Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT.

Applicants from a medical background will be expected to have gained full specialist registration with the GMC through the Certificate of Eligibility for Specialist Registration (CESR) route.

Applicants from a background other than medicine are expected to have gained full specialist registration with the UKPHR at the point of application.

Employers are advised that individuals should not take up consultant in public health posts (including DPH posts) until such point as they have gained entry to the GMC Specialist Register/GDC Specialist List in dental public health/UK Public Health (Specialist) Register. Although applicants will be able to provide documentary evidence that an application is in progress, no guarantee can be made as to the outcome of an application to the GMC/GDC/UKPHR specialist registers. The exception to this is when the candidate holds the CCT.

The above guidance applies to applications for both general and defined specialist registration with the UKPHR. Individuals with defined specialist registration are eligible for consideration for shortlisting for, and appointment to, consultant posts including those at DPH level. In all appointments, employers will wish to ensure that an applicant's areas of competence meet those required in the person specification.

GENERAL CONDITIONS

Terms and conditions of service
The terms and conditions of service applicable to this role as those of the JNC for Chief Officers, as amended by local agreements between the Council and its recognised Trade Unions.

On call arrangements
The postholder will be required to participate in corporate activities to support the Council in its risk and resilience management, including a requirement to undertake relevant training and exercising, and take part in an out of hours strategic emergency response team rota. Where it is deemed necessary, the postholder may be required to be on call in other circumstances.

Indemnity
As the postholder will only be indemnified for duties undertaken on behalf of Gateshead Council the postholder is strongly advised to ensure that he/ she has appropriate professional defence organisation cover for duties outside the scope of the Gateshead Council and for private activity within Gateshead Council.

Flexibility
The postholder may, with their agreement, which should not reasonably be withheld, be required to undertake other duties which fall within the grading of the post to meet the needs of this new and developing service. The Council is currently working in a climate of great change. It is therefore expected that all staff will develop flexible working practices both within any relevant local public health networks and at other organisational levels as appropriate, to be able to meet the challenges and opportunities of working in public health within the new and existing structures.

Confidentiality
A consultant has an obligation not to disclose any information of a confidential nature concerning patients, employees, contractors, or the confidential business of the Council or other partner organisations.

Public Interest Disclosure
Should a consultant have cause for genuine concern about an issue (including one that would normally be subject to the above paragraph) and believes that disclosure would be in the public interest, he or she should have a right to speak out and be afforded statutory protection and should follow local procedures, including the Council's Whistleblowing Policy, for disclosure of information in the public interest.

Data protection
If required to do so, the postholder will obtain, process and/ or use information held on a computer or word processor in a fair and lawful way. The postholder will hold data only for the specified registered purpose and use or disclose data only to authorised persons or organisations as instructed in accordance with the Data Protection legislation.

Health and safety
Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) and its amendments and by food hygiene legislation to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients and visitors.

Equal opportunities policy
The postholder will be subject to the Council's equal opportunities policy and is expected to contribute to its success. The Council strives to ensure no job applicant or employee receives less favourable treatment on grounds any protected characteristic or is placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable.