

JOB DESCRIPTION

CONSULTANT IN PUBLIC HEALTH/ CONSULTANT IN PUBLIC HEALTH MEDICINE

Halton Borough Council

**Employing organisation:** Halton Borough Council

**Title:** Consultant in Public Health/Consultant in Public Health Medicine (Full Time)

**Accountable to:** The postholder will be dually accountable:

* + - * + Professionally to Halton Borough Council
        + Managerially to Halton Borough Council via the line manager, the Director of Public Health

**Grade:** NHS Consultant (dependent on experience and qualifications) ***or*** NHS Agenda for Change Scale 8d

**Strategically responsible for Health Protection, Older People, Wider Determinants, and Risk Taking Behaviours.**

**Managerially responsible for** Public Health Teams

**Appointment**

This is a permanent post for a Consultant in Public Health or Consultant in Public Health Medicineat Halton Borough Council. The post will be based in Halton Borough Council at Runcorn Town Hall in Runcorn, Halton, with hybrid working options available subject to the needs of the service.

**1. Job Summary**

The post holder will be one of three Consultants in Public Health to hold a key senior role as part of a progressive Halton Public Health Team. They will be responsible for leading on a number of key public health areas, including ageing well, wider determinants, risk taking behaviours and commissioning and other areas to be agreed. They will deputise for the Director of Public Health at senior meetings and manage staff. They will work closely with Halton Borough Council colleagues and other health colleagues. They will be expected to develop links and programmes with key stakeholders and community groups. They will also support Cheshire and Merseyside Public Health Network [Champs Public Health Collaborative](https://www.bing.com/ck/a?!&&p=da4a40d39ff3e6623d7be1e8cc0b5040b153dc46cad8b2c0639571cebc4d5acaJmltdHM9MTczODYyNzIwMA&ptn=3&ver=2&hsh=4&fclid=1b47a035-fbca-6b2c-3199-b56bfa716ae7&psq=champs+public+health&u=a1aHR0cHM6Ly9jaGFtcHNwdWJsaWNoZWFsdGguY29tLw&ntb=1) with public health advice and expertise.

The post holder will be expected to be able to cope with multiple and changing demands, and to meet tight deadlines. A high level of intellectual rigour, political awareness, negotiation and motivation skills and flexibility are required. The post holder will deal with complex public health issues, advise the health and wellbeing board and make recommendations regarding services, patient care and wider determinants of health. A high level of tact, diplomacy and leadership is required and an ability to understand other cultures, advise, challenge and advocate to enable effective working across organisational boundaries and influencing without direct authority.

**The postholder:**

* 1. Will have responsibility for development, implementation and delivery of national, regional and local policies, developing inter-agency and interdisciplinary strategic plans and programmes, with delegated Board or organisational authority to deliver key public health targets.
  2. Will provide 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 the local authority, primary, secondary and social care, and across sectors including local authorities, voluntary organisations, etc.
  3. Will develop and utilise information and intelligence systems to underpin public health action across disciplines and organisations, leading collation and interpretation of relevant data.
  4. Will manage a team of staff and deliver a training programme as a part of the job including training Specialty Registrars in Public Health.
  5. Will be responsible for the day-to-day management of a group of staff, *and* be responsible for the allocation and supervision of qualified staff *and* be responsible for delivery of core training on a range of subjects or for specialist training *and* be responsible as a line manager for a single function.
  6. Will be an authorised signatory, budget holder for the Public Health budget, *and* monitor service budgets and financial initiatives.
  7. Will commission research audits/projects or undertake research or audit and translate research findings into public health practice

**2. The employing organisation**

Halton is a Unitary Authority, with a population of 128,000, which sits either side of the River Mersey comprised of the towns of Widnes and Runcorn. It is easily accessible within easy reach of the motorway networks. Halton is within one hour’s drive of the stunning scenery of North Wales and the Lake District and half an hour from the cultural, sporting and shopping opportunities of the cities of Liverpool and Manchester. Historic Chester is nearby.

Halton is a great Local Authority to work in and has a very good reputation. It is also a thriving borough in terms of regeneration. It is proud of its extensive green open spaces with a number of award-winning parks and new commercial ventures which make the Borough a great place to live and work.

Halton faces a number of health challenges including high levels of deprivation in some areas and some challenging health inequalities. However, it is ambitious and strives to close the gap with the national average for health outcomes.

**3. Directorate of Public Health**

3.1Current staffing

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* 1. IT, secretarial support and other internal resources

The team has secretarial, library and office resources within the council infrastructure.

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* 1. Training and CPD arrangements

Halton Public Health Team is an approved core training location within the North West School of Public Health and usually has two Registrars each year. Second year foundation doctors spend four months on a public health placement with the team (three doctors each year).

**4. Management arrangements**

The postholder will be professionally accountable to the employing authority and managerially accountable to the employing authority via their line manager, the Director of Public Health. Professional appraisal will be required.An initial job plan will be agreed with the successful candidate on that individual taking up the post. This job plan will be reviewed as part of the annual job planning process.

The postholder:

* 1. Will manage a team of up to 6 public health staff. This involves line management duties, recruitment, appraisals, disciplinary and grievance responsibilities.
  2. Will be an authorised signatory, budget holder for the Public Health budget, and monitor service budgets and financial initiatives.
  3. Will be expected to take part in on call arrangements for communicable disease

control/health protection and participate in weekend working where necessary.

4.4 Will be expected to deputise for the Director of public health as required

4.5 Will manage Specialty Registrars in Public Health and F2 doctors and be responsible for delivering training on a range of subjects for specialist training, and be responsible as a line manager for a single function.

5. Professional obligations

The postholder will be expected to:

## Participate in the organisation’s staff appraisal scheme and departmental audit, and ensure appraisal and development of any staff for which they are responsible

## Contribute actively to the training programme for Foundation Year Doctors and Specialty Registrars in Public Health as appropriate, and to the training of practitioners and primary care professionals within the locality

## Pursue a programme of CPD/CME, 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.

* 1. Practise 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
  2. 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.
  3. Public health practice must be carried out within the ethical framework of the health professions.
  4. The postholder will be expected to maintain effective, courageous, and responsible public health advocacy

The post-holder 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.

**6. Key tasks**

The post holder will:

* 1. Have responsibility for interpretation, development, implementation and delivery of national, regional and local policies, developing inter-agency and interdisciplinary strategic plans and programmes, with delegated Board or organisational authority to deliver key public health targets.
  2. Have overall responsibility for leading and managing teams that deliver public health commissioning and improvement in Halton. The latter includes multi agency long term health programmes contributing to the Health and Wellbeing Strategy, Public Health Commissioning Plans, and other jointly developed plans with Heath, social care and third sector.
  3. Provide 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 the borough council, Halton Health and Wellbeing Board, NHS, and other sectors including the voluntary sector. They will be supported through a lead for evidence and intelligence, and the local health improvement team and community engagement,
  4. Be responsible for undertaking, implementing and commissioning research, audit and evaluation.
  5. To develop public health capacity through contributing to education, training and development within the directorate and within the wider NHS and non NHS workforce

**CORE COMPETENCY AREAS**

The post holder will be expected to demonstrate knowledge and understanding of the Faculty of Public Health core public health competencies

***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.

**GENERAL CONDITIONS**

**Terms and conditions of service**

**Indemnity**

As the postholder will only be indemnified for duties undertaken on behalf of Halton Borough Council the postholder is strongly advised to ensure that he/she has appropriate professional defence organisation cover for duties outside the scope of Halton Borough Council and for private activity within Halton. For on call duties provided to other organisations as part of cross cover out of hours arrangements Halton Borough Council has confirmed that those organisations will provide indemnity for the postholder. These arrangements may differ across the four countries.

***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 employing organisation 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 organisation.

***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 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 Act.

***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.

***Smoking policy***

The employing organisation has a policy that smoking is not allowed in the work place.

***Equal opportunities policy***

It is the aim of the employing organisation to ensure that no job applicant or employee receives less favourable treatment on grounds of gender, religion, race, colour, sexual orientation, nationality, ethnic or national origins or disability or is placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable. To this end, there is an Equal Opportunities Policy in place and it is for each employee to contribute to its success. **PERSON SPECIFICATION**

**CONSULTANT IN PUBLIC HEALTH /CONSULTANT IN PUBLIC HEALTH MEDICINE**

**Halton Borough Council**

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| **IMPORTANT: This person specification contains changes introduced in amendments made to the NHS (Appointment of Consultants) Regulations for England, Scotland, Northern Ireland and Wales which came into force during 2005. Further amended in June 2015, and September 2018** | | |
| **Education/Qualifications** | **Essential** | **Desirable** |
| [The National Health Service (Appointment of Consultants) Regulations 1996 (legislation.gov.uk)](https://www.legislation.gov.uk/uksi/1996/701/regulation/4/made)  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 |  |
| Any public health **speciality registrar applicants** who are currently on the UK public health training programme and not yet on either the GMC, GDC or UKPHR specialist register **must** provide verifiable signed documentary evidence that they are within 6 months of gaining entry to a register at the date of interview\* | 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)* | X |  |
| Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body | X |  |
| MFPH by examination, by exemption or by assessment, or equivalent | X |  |
| Masters in Public Health or equivalent |  | X |
| **Personal qualities** |  |  |
| Able to influence senior members including directors and CEOs | X |  |
| Able to both lead teams and to able to contribute effectively in teams led by junior colleagues | X |  |
| Commitment to work within a political system irrespective of personal political affiliations | X |  |
| **Experience** |  |  |
| Delivery of successful change management programmes across organizational boundaries | X |  |
| Media experience demonstrating delivery of effective health behaviour or health promotion messages |  | X |
| Experience of using complex information to explain public health issues to a range of audiences | X |  |
| **Skills** |  |  |
| Strategic thinker with proven leadership skills and operational nous | X |  |
| Able to demonstrate and motivate organisations to contribute to improving the public’s health and wellbeing through mainstream activities and within resources | X |  |
| Ability to lead and manage the response successfully in unplanned and unforeseen circumstances | X |  |
| Analytical skills able to utilize both qualitative (including health economics) and quantitative information | X |  |
| Ability to design, develop, interpret and implement strategies and policies | X |  |
| **Knowledge** |  |  |
| In-depth understanding of health and care system and 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 |  |

***\*Applicants going through the portfolio registration routes (GMC or UKPHR) are not eligible to be shortlisted for interview until they are included on the register. The six-month rule does not apply to these portfolio route applicants.***