

Job Title: Consultant in Public Health	Directorate Adults and Health
Division/Section: Public Health	Job Number: 63831
Grade: SMR C Salary	Date last updated: January 2018

Job Description

EQUALITY AND DIVERSITY
We are committed to and champion equality and diversity in all aspects of employment with the London Borough of Newham. All employees are expected to understand and promote our Equality and Diversity Policy in the course of their work.
PROTECTING OUR STAFF AND SERVICES
Adherence to Health and Safety requirements and proper risk management is required from all employees in so far as is relevant to their role. All employees are expected to understand and promote good Health and Safety practices and manage risks appropriately.

Context

Newham has a dynamic public health team, which has grown rapidly and is working right across the borough, with council partners, NHS, schools, the community and voluntary sector and other partners to tackle health inequalities. We are committed to tackling the wider determinants of health and our work spans all areas that will make a major difference to unequal health outcomes. We will shortly be finalising a new Health and Wellbeing Strategy for the borough – 50 steps to a Healthier Newham - to drive change in all these areas

Covid-19 has had a massive impact locally and will continue to shape our work long into the future. Although it has brought new imperatives in terms of responding to the pandemic, it has also shone a spotlight on those longstanding issues of health inequalities. For the public health team it has placed our work right at the heart of the local system's priorities.

Job purpose

It would be suitable as an acting up opportunity for someone coming to the end of public health training.

The post-holder will lead on and support on a number of areas including work on our:

- Ongoing pandemic response plan including outbreak management support
- 50 Steps to a Healthier borough our Health and wellbeing strategy

In addition the CPH will be responsible for:

- Matrix managing staff.
- Providing professional leadership to public health staff in Newham, and technical support in public health activities – ensuring high quality in public health analysis, advice and activities.
- Delivering the public health work plan, meeting relevant milestone as required.
- Provide public health specialist advice, technical skills and support to the Council and CCG and community partners
- Working flexibly to deliver council priorities requiring specialist public health input as required.

In general the postholder 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 also influencing effectively without direct authority.

Management arrangements

The postholder will be managed by the Director of Public Health (DPH).

The postholder:

- will matrix manage others in the public health team as appropriate
- will be expected to deputise for the DPH as required

Professional obligations

The postholder will professionally accountable to the Director of Public Health, and 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 s/he is responsible
- 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.

KEY TASKS AND ACCOUNTABILITIES

The job description will be subject to review in consultation with the post holder in the light of the needs of the London Borough of Newham.

Health Improvement

Be responsible for public health designated areas of health improvement programmes, public health surveillance, population screening or geographical areas.

Provide expert knowledge to ensure effective community involvement with regard to health aspects of all the work of the organisation including commissioning and prioritising high cost services and to ensure that policies and strategies are interpreted, developed and implemented at all levels.

Surveillance and assessment of the population's health and well-being

Work with the intelligence team to ensure the proper design, development and utilisation of information and intelligence systems to underpin public health improvement and action for the population across disciplines and organisations.

Receive, interpret, provide and advise on highly complex epidemiological and statistical information about the health of populations to the Local Authority, NHS and voluntary organisations – working with the intelligence team as appropriate.

Ensure the use of the best available evidence base to support the assessment of health needs, health inequalities, health impact assessment and the identification of areas for action within the local population.

Write and/or contribute to national and local policy forming reports on the health of the population of Newham.

Assessing the evidence of effectiveness of health and healthcare interventions, programmes and services

Lead influencing and advising partners to support and inform an evidence-based approach within ethical frameworks for commissioning and to develop high quality equitable services, across primary, secondary and social care, and across sectors including local authorities, voluntary organisations and others, in potentially contentious and hostile environments where barriers to acceptance may exist.

Leading on evaluation and quality assurance governance for public health, through personal work and quality assuring and challenging the work of the public health team. Prepare and adjust action plans in line with changing needs appropriately.

To provide expert advice to support evidence based commissioning, service development, prioritisation of services for the population (and in some circumstances for the individual) in order to maximise opportunities for health.

Policy and strategy development and implementation

Lead the development and agreement of multi-agency long-term public health programmes as required, based on identification of areas of potential health improvement, the diversity of local needs and the reduction of inequalities.

Act in an expert advisory capacity on public health knowledge, standards and practice, across the spectrum of public health and LBN activity, including acting as an expert advisor to the Health and Wellbeing Board.

Ensure proper linkages between the health agenda and strategies related to the wider determinants including for example, community safety, the environment and sustainability, particularly in the community hub areas responsible for.

Leadership and collaborative working for health

Take a lead role in developing and influencing inter-agency and interdisciplinary short and long-term strategic plans for securing health improvement both in the general population and in vulnerable groups at high risk of poor health and reduced life expectancy, in partnership with a range of agencies such as those in the statutory, non-statutory, voluntary and private sectors and by taking lead responsibility with a defined local authority. This requires the ability to work across the local authority and across other agencies and voluntary organisations.

Engage with elected Members and residents on public health issues, facilitating conversations on improving health in wider council and community activity and catalysing effective action.

Lead work with colleagues to build greater integration of health, social services and voluntary organisations to promote effective joint working to ensure delivery of local priorities.

Influence external agencies in their public health policy decisions by working with complex professional, managerial and population groups and other organisations in the statutory, non-statutory and private sectors.

DEFINED COMPETENCY AREAS

Health Protection

Take responsibility as appropriate for safeguarding the health of the population in relation to communicable disease, infection control and environmental health, including working with Public Health England to ensure delivery of immunisation targets.

Take part in local arrangements and will be expected to take part in the on call rota for the effective control of communicable disease, environmental hazards to health and emergency planning, as detailed in local health protection agreements.

Communicate effectively and diplomatically with a wide audience including the media and residents to change practice in highly challenging circumstances such as communicable disease outbreaks, chemical incidents, immunisation and screening.

Service Improvement

Provide expert advice to support evidence based commissioning, prioritisation of health and social care services for the population (and in some circumstances provide highly specialised advice on preferred treatment options or protocols based on the evidence for individual patients) in order to maximise opportunities for health.

Be responsible for implementation of NICE guidance and national standards and frameworks in LBN commissioned activity.

Review evidence and provide highly specialised advice on preferred treatment options or protocols based on the evidence for individual patients as requested by the CCG.

Public Health Intelligence

1. Interpret highly complex options for running projects identified as key public health priorities, and communicate this information across organisations and the local community.
2. Present, analyse and communicate knowledge compellingly, appealing to diverse groups, influencing decision-making and supporting community engagement.
3. Be responsible for the identification and implementation of appropriate health outcome measures, care pathways, protocols and guidelines for service delivery across patient pathways for the local population.
4. Work with the information and intelligence arm of Public Health England and other organisations to strengthen local, regional and national public health intelligence and information capacity.

Academic Public Health/ Research and Development

Influence and contribute to delivery and commissioning of literature reviews, evaluative research surveys, audits and other research as required to inform equitable service and reduce health inequalities.

Develop links with local universities to ensure the work of the organisation is based on a sound research and evidence base.

Develop public health capacity through contributing to education and training and development within the Directorate, and within the wider public facing workforce.

Personal Specification

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IMPORTANT INFORMATION FOR APPLICANTS

The criteria listed in this Person Specification are all essential to the job. Where the Method of Assessment is stated to be the Application Form, your application needs to demonstrate clearly and concisely how you meet each of the criteria, even if other methods of assessment are also shown. If you do not address these criteria fully, or if we do not consider that you meet them, you will not be shortlisted. Please give specific examples wherever possible.

CRITERIA	METHOD OF ASSESSMENT
KNOWLEDGE: High level of understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation. Understanding of NHS and local government cultures, structures and policies	Application Form/interview/Test Application Form/interview
EXPERIENCE: Project management skills Health Protection Practical experience in facilitating change	Application Form Application Form Application Form/Interview

<p>SKILLS AND ABILITIES:</p> <p>Ability to engage and develop communities, including the vulnerable and 'hard to reach'</p> <p>Strategic thinker with leadership skills</p> <p>Excellent oral and written communication, including dealing with the media.</p> <p>Excellent influencing skills with experience of influencing in complex political and social environments</p> <p>Effective interpersonal, motivational and influencing skills</p> <p>QUALIFICATIONS:</p> <p>Inclusion in GMC Specialist Register/ GDC Specialist List/ UK Public Health Register (UKPHR) for Public Health Specialists</p> <p>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 medicine practice.</p> <p>Public health specialty registrar applicants who are not yet on the GMC Specialist Register/GDC Specialist List in dental public health/UKPHR must provide verifiable signed documentary evidence that they are within 6 months of gaining entry at the date of interview; all other applicants must provide verifiable signed documentary evidence that they have applied for inclusion in the GMC/GDC/UKPHR specialist registers.</p> <p>Applicants must need minimum CPD requirements (i.e. be up to date) in accordance with faculty of Public Health requirements or other recognised body.</p>	<p>Application Form/Interview</p> <p>Application Form/Interview/Test</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview/Test</p> <p>Application Form/Interview/ Test</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application Form</p>
<p>PERSONAL QUALITIES :</p> <p>Strong commitment to Public Health principles</p> <p>Able to prioritise work, and work well against a background of change and uncertainty</p> <p>Adaptable to situations, able to handle people of all capabilities and attitudes</p>	<p>Application Form</p>

CRITERIA	METHOD OF ASSESSMENT
Commitment to team-working, and respect and consideration for the skills of others Self-motivated, pro-active and innovative High standards of professional probity	
OTHER SPECIAL REQUIREMENTS: Willingness and ability to work occasional evenings and weekends to maintain service delivery. This post is subject to a DBS check.	Application Form/Interview Satisfactory clearance at conditional offer stage