

CONSULTANT IN PUBLIC HEALTH

c. £70,482 - £77,847 per annum • Gloucestershire



We welcome applications from all sections of the community.



www.gloucestershire.gov.uk



Gloucestershire
COUNTY COUNCIL

Welcome

Thank you for your interest in our Consultant in Public Health roles. We hope that the information you find here will help you in deciding whether to apply for the position.

It's no secret that local government is facing a tough challenge with reductions in funding and increasing pressures to continue to deliver high quality services. As a council, we are part way through a council-wide change programme, making real differences to the way we provide services to our customers.

We do things differently here at Gloucestershire County Council. As one of the leading commissioning councils in the country this role provides a huge opportunity to drive the public health agenda forward. With the commissioning model and outcomes framework, we have already integrated public health staff and responsibilities into the core business of the council. However, we recognise the need for ongoing review and development in order to meet the changing demands before us.

So why come to Gloucestershire? We think it is a good place to live and work. We understand people are thinking long and hard about moving house and taking on new challenges, especially in the current climate. The role itself has plenty of scope and opportunity for the right person. The county has huge diversity and has easy access to other areas of the country and has strong communities. This wide appeal makes it a good place to move or commute to.

If you are looking for the opportunity to lead and influence the way public health services are delivered in Gloucestershire, then this could be the job for you.



Sarah Scott
Director of Public Health

About us

Gloucestershire County Council, like the rest of the public sector and local authorities in particular, is facing a period of significant financial challenges. Whilst we have developed specific plans under our Meeting the Challenge programme to deliver savings, it is clear that the scale of change will require the organisation to develop new skills, behaviours capabilities and new ways of working. This is an opportunity as well as a challenge.

The Council Strategy 2015/2018 sets out three clear values that will inform everything the council does:-

Living within our means

We simply can't afford to spend money we haven't got. This means we have to focus on our priorities in order to manage our budgets and reduce our borrowing.

We will do that by

- Being as efficient as possible and saving money by joining up with partners to increase our buying power and reduce costs.
- Making tough but necessary choices about the services we provide and about what we will and won't do.
- Implementing reductions to government grants locally – where government reduces funding for specific services, we will not be able to afford to subsidise those services locally.
- Reducing our debt and the cost it places on our revenue finances.

Doing the right thing

In the coming years we will continue to have less money and will have to make sure we spend it where the need is greatest and where we know it will make the biggest difference. We want to make sure local people get good outcomes from their services and we understand that it is the quality of the service that matters to local people, not who provides it.

Our focus will be on

- Understanding what matters most to local people and finding the best, most efficient way of meeting their need.
- Making a difference for the most vulnerable children, young people and adults.
- Providing the infrastructure and services that keep the county moving and working.

- Making decisions that take account of the long-term, as well as immediate challenges.
- Finding the best, most efficient way of delivering services. If someone else can do a better job or make the money go further, then we should make use of their skill and expertise.

Helping communities help themselves

The Council is at its most effective when it is helping people to live successful lives as independently as possible and helping communities to help themselves. We believe giving power to local people gets better results and better value.

We will

- Give individuals more say about the services they receive and the support they receive.

- Empower communities to do more themselves and giving them the tools they need for community action.
- Recognise that some areas need more help than others and that, with a little support, they can get their ideas off the ground.
- Work with communities and partners to build their capacity so that they can do more for themselves.

Gloucestershire: A Commissioning Council

In 2011 the council undertook an ambitious reorganisation which created a cross council commissioning team, disbanded directorates and established separate delivery units and introduced a new enabling and transition function.

This was both to put commissioning in the driving seat, leading change rather than relying on existing service providers and ensuring a one-council ethos.

The local Government Association peer review team who visited us in 2013 examined the commissioning arrangements in some detail and commented positively on the progress: There is an ambitious and innovative commissioning operating model in place.

This is based on a sound rationale and reasoning. It has been well thought through, implemented effectively, and is delivering service improvements, better outcomes and savings for the people of Gloucestershire.

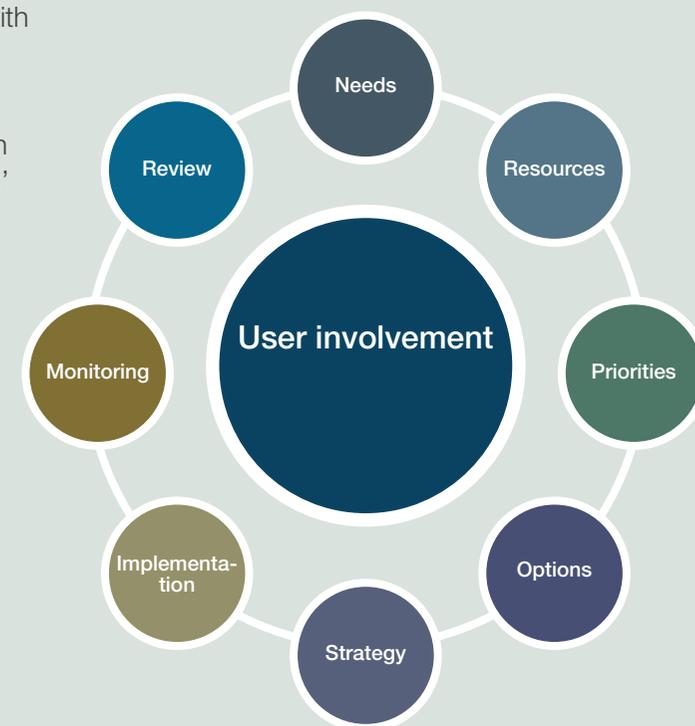
From April 2015 we have moved the Commissioning approach to the next step. The council has developed a cluster model with Directors working together in groups but also retaining a whole council perspective.

The separate 'delivery' function is no longer in place and one of the clusters is 'core council,' bringing together the council's core business.

For further information, please access the following links:

www.gloucestershire.gov.uk/councilstrategy

www.gloucestershire.gov.uk/publichealth



The Future of Public Health

The council commissioned a review of Public Health in 2013, following the formal transfer from the NHS.

This resulted in a new structure designed to bring together the staff within Public Health and the existing GCC commissioning team. Our aim was to create maximum flexibility and sharing of skills whilst retaining the specialist knowledge required to undertake Public Health's statutory duties.

The Director of Public Health is a member of Chief Officers Management Team as well as the Commissioning Board which is where strategy is set and where the Commissioning Director: Adults, Commissioning Director: Children, Commissioning Director: Communities & Infrastructure, Finance Director and Director of Strategy & Challenge plan and shape the business of the authority.

This is the key linking mechanism for the Director of Public Health with children's, adults, resources, environment and communities and the Council's overall strategy and has led to the Director of Public Health taking on additional areas of responsibility such vulnerable adults and active communities.

The public health function now sits within a Prevention, Wellbeing and Communities Hub, led by the Director of Public Health. Within the Hub's senior leadership structure there are four Consultants in Public Health and four Lead Commissioners.

A key element of the review was to provide increased capacity through generic Outcome Manager and specialist posts (Senior Research Analyst, Healthcare Commissioning / Clinical Governance Practitioner and Health Protection Practitioner) below consultant and lead commissioner level, to deputise for, support and free up the time of these senior officers to operate more strategically.

The numbers and seniority of staff within the public health structure are comparable with GCC arrangements in terms of scope and responsibility.

The next tier of the structure comprises Commissioning Officers and a Commissioning Support Officer who will work alongside their counterparts in the GCC commissioning team to deliver existing programmes of work and to take on a range of projects in line with the business plan.

The DPH with the Corporate Management team are keeping capacity and structures under review. We are about to undergo the next cycle of development of the model of commissioning and the DPH will be a critical contributor to this.

For further information, please access the following links:

www.gloucestershire.gov.uk/publichealth

Gloucestershire County Council Senior Management Structure



Pete Bungard
Chief Executive
Grade RB10



Core Council cluster



Jo Walker (Cluster Chair)
Director: Strategic Finance
Grade RB9

Finance
Pensions
Audit, Risk and Insurance
Commercial Services
Property Services
Human Resources
Business Service Centre
Communications
Occupational Health
Traded Services



Jane Burns
(Monitoring Officer)
Director:
Strategy & Challenge
Grade RB8

Democratic Services
Strategic Planning, Performance and Change
Information Management
Archives
Legal Services
Executive and Cabinet Support
Safety, Health & Environment
Complaints

Adults cluster



Margaret Wilcox (Cluster Chair)
Director: Commissioning (Adults)
Grade RB9

Adult Social Care
Adult Safeguarding
Learning Disabilities
Physical Disabilities
Mental Health
Joint Commissioning



Tina Reid
Operations Director:
Adult Services & Business Development
Grade RB8

Social Care Operations
Financial Assessment & Benefits
GIS
Admin Support Services



Sarah Scott
Director:
Public Health
Grade RB8

Vulnerable Adults
Prevention and Self Care
Drugs and Alcohol
Health Visiting
School Nursing
Sexual Health
Health Protection
Active Communities

Children and Families cluster



Alison Williams
Interim Director of Children's Services

Early Years
Early Help
Young People
Partnership



Neelam Bhardwaja
Interim Improvement and Operations Director (Children's Social Care)

Children's Social Care
Children's Safeguarding
Looked after Children
Children with Disabilities
Adoption



Linda Uren
Director:
Education and Commissioning
Grade RB9

Education & Learning
Education & Skills
Commissioning
Schools
Strategic Commissioning

Communities cluster



Nigel Riglar (Cluster Chair)
Director: Commissioning (Communities & Infrastructure) Grade RB9

Strategic Infrastructure
Traffic/Parking /Transport
Highways
Commissioning
Outcomes
Minerals and Waste Planning
Library Services
Customer Experience
Economic Growth



Stewart Edgar
Chief Fire Officer and Operations Director
Grade RB9

Gloucestershire Fire and Rescue Service
Road Safety
Trading Standards
ICT
Registration
Coroners Services
Civil Protection
Community Safety



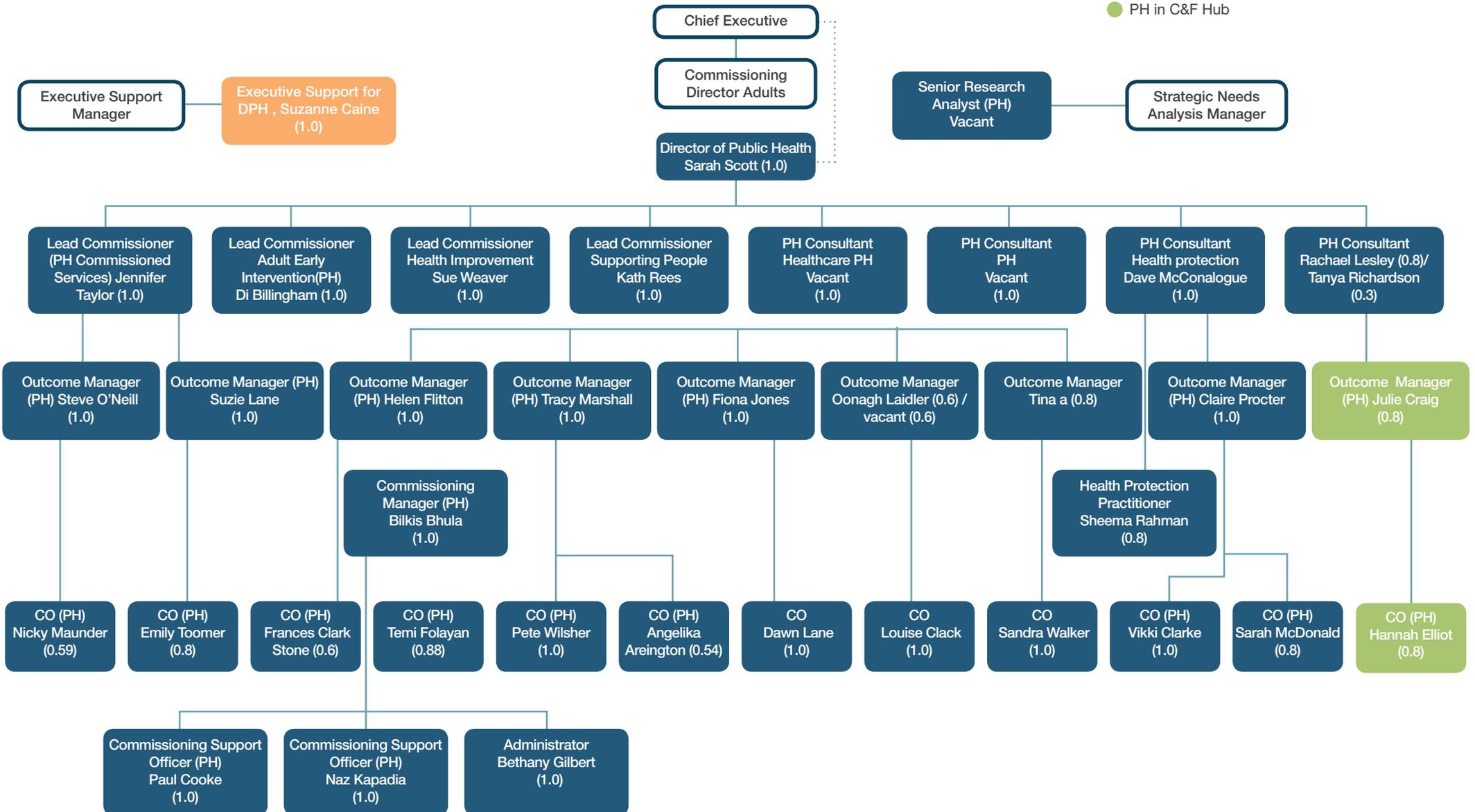
Jon McGinty*
Joint post: Commissioning Director for Gloucestershire County Council and Managing Director for Gloucester City Council

Permanent employee unless stated

* Employee of Gloucester City Council

Public Health Structure chart

- Key
- PWC Hub
 - External to Hub
 - Executive Support
 - PH in C&F Hub



Job Profile: Consultant in Public Health/Medicine

Grade: circ: £70,482 - £77,847

Date created: January 2018

About the Job

Gloucestershire County Council covers a population of approximately 620,000. Partners include 6 district authorities, the Clinical Commissioning Group, Public Health England and the Faculty of Public Health. The population is diverse, consisting of the urban centres of Gloucester and Cheltenham, and rural areas such as Tewkesbury, Stroud, Forest of Dean and Cotswold. The population has a higher than average ageing profile. It is essentially affluent with pockets of deprivation in the urban areas, and issues of access in the more rural ones.

The post of Consultant in Public Health/medicine is one of four substantive consultant posts in the public health directorate. The post holders will fulfil a generic public health consultant role, but have a primary focus on topic areas such as:

Consultant role 1:

- Development of the prevention agenda across the STP/Accountable Care System
- Development of the Gloucestershire Health and Wellbeing Board
- Wider determinants of health
- Health inequalities

Consultant role 2:

- Provision of support for core offer to the CCG
- Clinical governance/NICE
- Screening assurance
- Older people
- STP

In the context of this portfolio the post holder will be expected to:

Support the Director of Public Health in achieving core public health objectives department – namely improving health and reducing health inequalities; protecting health and contributing to the quality of local health and social care services.

Be able to cope with multiple and changing demands, and to meet tight deadlines. A high level of intellectual rigour, negotiation and motivation skills and flexibility are required to deal with complex public health issues, to advise and make recommendations regarding services and patient care.

A high level of tact and diplomacy is required and an ability to understand other cultures to enable effective working across organisational boundaries and influencing without authority.

S/he is expected to deputise as required for the Director of Public Health.

She/he will

- Be responsible for development, implementation and delivery of national, regional and local policies, developing inter-agency and interdisciplinary strategic plans and programmes, with delegated authority to deliver key public health targets
- 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 primary, secondary and social care, and across sectors including local authorities, voluntary organisations, etc
- Develop and utilise information and intelligence systems to underpin public health action across disciplines and organisations, leading collation and interpretation of relevant data
- Manage Public health staff and contribute to training Specialty Registrars in Public Health Medicine and Public Health Specialist Trainees and professional development of other staff.
- Be a budget or delegated budget holder for one or more of the Public Health budgets and monitor or contribute to the formulation of department/service budgets and financial initiatives.
- Will either lead on public health research, and/or commission research audits/projects, and/or undertake research or audit relevant to public health

Specific Responsibilities

The post holder will be expected to apply the full range of Faculty competences to their specified portfolio outlined under the job purpose:

Core Competency Areas

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

- To design, develop and utilise information and intelligence systems to underpin public health improvement and action across disciplines and organisations
- To receive, interpret, provide and advise on highly complex epidemiological and statistical information about the health of populations to local NHS, Local Authority and voluntary organisations
- To write and/or contribute to national and local policy setting reports on the health of the population of Gloucestershire

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

- To provide expert public health advice and leadership 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, etc, in potentially contentious and hostile environments where barriers to acceptance may exist

- To be responsible for leading on service development, evaluation and quality assurance governance in specific areas and for preparing and adjusting action plans in line with changing needs and changing geographical boundaries
- To 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.

Policy and strategy development and implementation

- To lead on behalf of the DPH on the communication, dissemination and 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.

- To act in an expert advisory capacity on public health knowledge, standards and practice, across the spectrum of public health at Board or equivalent level.
- To be responsible for the development and implementation 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.

Leadership and collaborative working for health

- To take the lead role on behalf of the DPH in developing 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/or 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 cross-directorate and across other agencies and voluntary organisations.

- To work with primary care professionals and community staff to raise awareness of their public health role
- To lead on the integration of health, social services and voluntary organisations to promote effective joint working to ensure delivery of the wider government targets
- To 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 Improvement

- To be responsible for designated areas of health improvement programmes, public health surveillance, population screening or geographical areas relevant to the agreed portfolio. This will include engagement with primary care professionals and community staff to raise awareness and achieve engagement in their public health role.
- To take a leadership role in specified areas with local communities and vulnerable and hard to reach groups, helping them to take action to tackle longstanding and widening health inequality issues, using community development approaches as appropriate.

- To provide expert knowledge to ensure effective community involvement with regard to 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.

Health Protection

- To take responsibility for safeguarding the health of the population in relation to communicable disease, infection control and environmental health, including delivery of immunisation targets.
- To take part in local arrangements and contribute to 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.
- To communicate effectively and diplomatically with a wide audience including the media and the public to change practice in highly challenging circumstances such as communicable disease outbreaks, chemical incidents, immunisation and screening.

Service Improvement

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

- To be responsible for implementation of NICE/ National Service Frameworks or equivalent national standards/guidance and frameworks.
- To lead the developments of clinical networks, clinical governance and/or audit as required
- To review evidence and provide highly specialised advice on preferred treatment options or protocols based on the evidence of individual patients

Public Health Intelligence

- To analyse and evaluate quantitative and qualitative data and research evidence from a range of sources to make recommendations and inform decision making which has long term impacts.
- To compare, analyse and interpret highly complex options for running projects identified as key public health priorities, and communicate this information across organisations and the local community.
- To present, analyse and communicate knowledge in a way that appeals to diverse groups, influences decision making and supports community engagement
- To 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

- To work with the information and intelligence area 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

- To undertake and/or commission literature reviews, evaluative research surveys, audits and other research as required to inform equitable service and reduce health inequalities. This may involve taking the lead on R&D public health and related activities
- To develop links with local universities to ensure the work of the organisation is based on a sound research and evidence base.
- To develop public health capacity through contributing to education, training and development within the council and the wider public facing workforce,

Person Specification

| Education/Qualifications | Essential | Desirable |
|---|------------------|------------------|
| Inclusion in the GMC Specialist Register/GDC Specialist List/UK Voluntary Register (UKVR) for Public Health Specialists | 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 medicine practice | X | |
| Public health specialist registrar and specialist trainee applicants who are not yet on the GMC Specialist Register/GDC Specialist List in dental public health/UKVR 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/UKVR specialist registers | 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 |
| Personal qualities | | |
| Strong commitment to public health principles | X | |
| Able to prioritise work, and work well against a background of change and uncertainty | X | |
| Adaptable to situations, can handle people of all capabilities and attitudes | X | |
| Commitment to team-working, and respect and consideration for the skills of others | X | |
| Self-motivated, pro-active, and innovative | X | |
| High standards of professional probity | X | |
| Experience | | |
| Project management skills | X | |
| Staff management and training | X | |
| Practical experience in facilitating change | X | |

| | | |
|--|---|---|
| Budget management skills | X | |
| Training and mentoring skills | | X |
| Scientific publications, presentation of papers at conferences, seminars etc | | X |

Skills

| | | |
|---|---|--|
| Strategic thinker with proven leadership skills | X | |
| Excellent oral and written communication skills (including dealing with the media) | X | |
| Effective interpersonal, motivational and influencing skills | X | |
| Ability to respond appropriately in unplanned and unforeseen circumstances | X | |
| Good presentational skills (oral and written) | X | |
| Sensible negotiator with practical expectation of what can be achieved | X | |
| Substantially numerate, with highly developed analytical skills using qualitative and quantitative data | X | |
| Computer literate including MS Office and at least one statistical package | X | |
| Ability to design, develop, interpret and implement policies | X | |
| Ability to concentrate for long periods (e.g. analyses, media presentations) | X | |
| Resource management skills | X | |

Knowledge

| | | |
|--|---|--|
| High level of understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation. | X | |
| Understanding of NHS | X | |
| Knowledge of methods of developing clinical quality assurance, quality improvement and evidence based clinical and/or public health practice | X | |
| Understanding of social and political environment | X | |
| Understanding of local authorities and social services | X | |

About Gloucestershire

There's so much to discover and enjoy here in Gloucestershire, from the great outdoors to arts and culture, sports and socialising, to fine foods and great shopping. And as well as being the gateway to the South West, we're well connected to the rest of the county and within easy travelling distance of London, so whatever you're looking for, you're sure to find it here in Gloucestershire.

Scenically beautiful

Over half of Gloucestershire's 1025 square miles have been designated as areas of outstanding natural beauty, including parts of the Cotswolds, the Wye Valley and the Forest of Dean. When you venture out into the countryside you'll find no end of beautiful villages, picturesque hamlets and tranquil countryside.

Diverse towns and cities

Gloucester, the county town, has plenty on offer and is everything you'd expect from a vibrant, multi-cultural British city. It's also home to one of the finest medieval buildings in the country; the breath-taking cathedral which has also formed the backdrop of many scenes in Doctor Who and Harry Potter films.

From the Victoria Docks to the array of restaurants and shops at Gloucester Quays, the city is a unique blend of historic charm and modern attraction.

Cheltenham is the county's cultural heart, resplendent with its celebrated Georgian architecture and world-renowned festivals of literature and music. The famous race course is home to the Gold Cup.

Stroud is home to an award-winning Farmer's Market, while Cirencester is a beautiful town in the heart of the Cotswolds.

Well connected

Thanks to excellent road, motorways and rail links, London is just two hours away and the cities of Birmingham, Bristol and Cardiff are even closer.



Appointments process

www.gloucestershire.gov.uk/jobs

If you have any queries about this appointment, or merely wish to have an informal discussion, then please email Sarah Scott on **Sarah.L.Scott@gloucestershire.gov.uk**

Closing date for applications - Midnight on Sunday 25th February 2018

Assessment Centre taking place - Friday 9th March 2018