

# Job Description

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St. Helens Council

<b>Post:</b>	Locum Consultant in Public Health
<b>Department:</b>	People's Services
<b>Grade:</b>	SO 6-10
<b>Post Number:</b>	SPH14T
<b>Responsible to:</b>	Director of Public Health
<b>Responsible for:</b>	<p>To provide professional public health leadership and advice and support within St. Helens and where appropriate regionally and nationally</p> <p>To provide appropriate input to commissioning and improvement in health status and reduction in health inequalities – as defined by the Director of Public Health</p> <p>To provide public health support and advice to the NHS with a particular focus on Health Protection and Cancer</p> <p>To provide key link with the Clinical Commissioning group and input into the development of St. Helens Cares</p> <p>To provide managerial support and advice to key members of the team with leads for the 0-19 public health programme, weight management, NHS Health Checks and communications and engagement.</p> <p>To be responsible for budgets relating to key areas of work and keep up to date with developments both locally and nationally in relation to the Public Health Grant.</p>

## 1. Duties and Responsibilities:

The post-holder will be a key lead for Public Health working across the Council, CCG and key partners. You will work to the Director of Public Health and will have strategic lead for Health Care Public Health, within this the post-holder will drive forward improvements in vaccination and immunisation and cancer screening within the borough. The post-holder will provide key public health advice and input in improving cancer outcomes for the borough. The post-holder will also lead of improvements of the Anti-Microbial Resistance working alongside Clinical Commissioning Colleagues. The post-holder will lead on the development of the annual flu programme.

The post-holder will manage a small team and provide managerial support to this team, this will include the lead for the 0-19 child health programme, the lead for NHS Health Checks, Diabetes Prevention Programme and weight management and the key support officer for communications and engagement within Public Health.

The Council is developing its plan in relation to an Integrated care System called St. Helens Cares the post-holder will ensure that they provide effective leadership and advice where appropriate to the new model of delivery.

On behalf of the local authority, the post-holder working with the DPH and other consultant colleagues will lead on improving the health and wellbeing of the residents which is underpinned by the statutory duty placed on local government to take such steps as it considers appropriate to improve health of its residents. The post-holder will take responsibility for a strategic objective of the local authority and the Health & Wellbeing Board and 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. They may hold direct managerial responsibility for services and budgets which directly contribute to these objectives but they will usually also have substantially greater strategic responsibilities across the council and other agencies.

**Strategic objectives can include:**

- 1.1 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. He or she on behalf of the authority and the DPH will lead on those aspects that the Secretary of State delegates to the authority. She/he will ensure that partner organisations (PHE, CCGs and NHS England) have appropriate mechanisms, to enable surge capacity to be delivered as and when required.
- 1.2 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. This will include taking responsibility for the relevant outcome indicators within the PHE, NHS (and Social Care) Outcome frameworks and working across organisational boundaries.
- 1.3 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. This will include using the Outcome Frameworks as well as exploring other relevant routinely collected data systems for suitable indicators.
- 1.4 To lead on improving health and social outcomes for a particular client group; early years, children, working adults, older adults, learning disabilities, mental health etc.

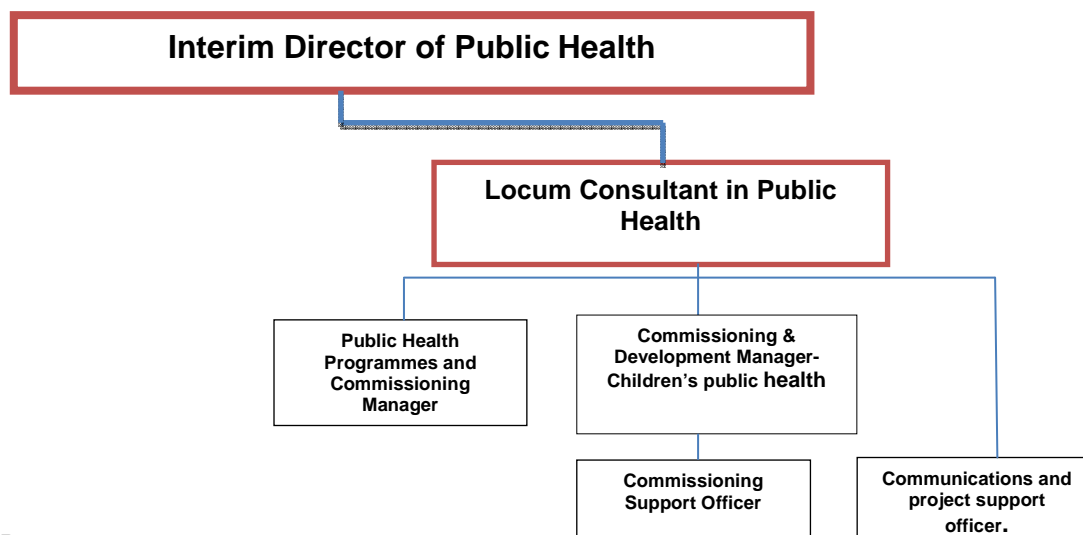
The work will include working across the entire Council, NHS bodies and other partners along with a recognition and understanding of the local strategic aims to have an Integrated Care System which will improve the lives of people in St. Helens and help to manage cost and demand. It will also involve influencing private sector, voluntary sector and community sector organisations that can impact on health 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.

## 2. Public Health Arrangements

Current staffing of the Department/Directorate of Public Health



### 2.1 Resources

The post-holder working with the DPH will be expected to make best use of both public health department resources as well as influence the resources in the Council as a whole.

### 2.2 Training and CPD arrangements

The Public Health Department is a training location for Speciality Registrars in Public Health with 2 registrars. The post-holder will support trainees as defined by the DPH. The post-holder will take part in educational opportunities and maintain their CPD and appraisal updates

## 3. The strategic responsibility and key tasks

In delivering key duties and that responsibility the post-holder is expected to demonstrate expertise across the full range of relevant competencies as set out by the Faculty of PH and where required, 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.

The range of duties expected of the post-holder include;

- 3.1 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.
- 3.2 providing briefings on the health and wellbeing needs of local communities to Councillors, Council Officers, CCGs, the 3<sup>rd</sup> 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.
- 3.3 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.

- 3.4 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 KPIs.
- 3.5 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.
- 3.6 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 CCGs, Trusts, the contractor professions and PHE.
- 3.7 Providing the 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 taken into account.
- 3.8 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 tasks such as;

- 3.9 Undertaking health needs assessments as required to enable actions to be taken to improve the health of the local population.
- 3.10 Developing prioritisation techniques and managing their application to policies, services and to help resolve issues such as the investment-disinvestment debate
- 3.11 Effective communication of complex concepts, science and data and their implications for local communities, to a range of stakeholders with very different backgrounds.
- 3.12 Understanding of evaluation frameworks and applying those frameworks to the benefit of local communities.
- 3.13 A capacity to apply the scientific body of knowledge on public health to the policies and services necessary to improve health and to formulate clear practical evidence-based recommendations
- 3.14 The understanding of human and organisational behaviour and the application of this knowledge to the achievement of change.
- 3.15 Inspire commitment to public health outcomes and to prevention as a core feature of public sector reform

#### **4. Professional obligations (amend as appropriate)**

These include:

- 4.1 Participate in the organisation's staff appraisal scheme and quality improvement programme, and ensure appraisal and development of any staff for which s/he is responsible
- 4.2 Contribute actively to the training programme for Specialty Registrars in Public Health and LAs management trainees as appropriate, and to the training of practitioners and primary care professionals within the locality
- 4.3 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.
- 4.4 In agreement with the DPH contribute as an appraiser to the professional appraisal system
- 4.5 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
- 4.6 Contribute to medical professional leadership within the health system
- 4.7 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.
- 4.8 Public health practice must be carried out within the ethical framework of the health professions.
- 4.9 The post-holder will be expected to maintain effective, courageous, and responsible public health advocacy.

## **5. Personal Qualities**

The post-holder 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 post-holder 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 will advise 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 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.

## **6. Duties and Responsibilities:**

All previous references to Health and Safety, Equal Opportunities, Data Protection, Management/Supervision of Employees and the standard phrase entitled "any other duties commensurate with the post" etc., etc. should be taken out, and replaced with:

Employees with No Supervisory/Managerial Responsibilities

To comply with the Council's Health and Safety Policy and associated safe working procedures and guidelines.

To comply with the Council's Comprehensive Equality Policy and to ensure that it is implemented within the service area of the post.

To comply with the Council's Data Protection Policy and Code of Practice within the service area of the post.

#### Employees with Management /Supervisory Responsibility

To comply with the Council's Health and Safety Policy and associated safe working procedures and guidelines.

To be responsible for the implementation of the Council's Health and Safety Policy and associated safe working procedures and guidelines. To contribute towards the identification and management of risk within the service area.

To communicate the Health and Safety Policy, procedures and guidelines to all employees and contractors under the management/supervision of the post holder. To monitor compliance with the policy, procedures and guidelines, keeping appropriate records as required.

To comply with the Council's Comprehensive Equality Policy and ensure that it is implemented within the service area and amongst employees within the remit of the post.

To be responsible for the implementation of the Council's Human Resource policies and procedures including Employee Relations, within the remit of the post.

To comply with the Council's Data Protection Policy and Code of Practice within the service area and amongst employees within the remit of the post.

**This post is not subject to Disclosure.**

**This post is not Politically Restricted in accordance with the Local Government and Housing Act 1989.**

**The details contained within this job description reflect the content of the job at the date it was prepared. However, it is inevitable that over time, the nature of the job may change. Existing duties may no longer be required and other duties may be gained without changing the general nature of the post or the level of responsibility entailed. Consequently, the Council will expect to revise this job description from time to time and will consult the postholder/s at the appropriate time.**

**Date Prepared: June 17**

**Date reviewed:**