



Job Description

make the right move - join us



St. Helens Council

Post: Consultant in Public Health

Department: People's Services

Grade: CO 07-10

Responsible to: Director of Public Health

Responsible for:

Improving population health in an integrated health and social care system in St. Helens.

You will be the strategic lead within St Helens with a key focus on system change. The key public health challenges in St. Helens are obesity, mental health and wellbeing including suicide, substance misuse, children's health outcomes, under 18 conceptions.

As part of the team you will lead on public mental health, sexual health, workplace health and contribute to the children's agenda and early help. However, flexibility is required to deliver on the most pressing issues for the system

With the role you will provide professional public health leadership and advice and support within St. Helens and where appropriate regionally and nationally.

You will provide appropriate input to commissioning and improvement in health status and reduction in health inequalities – as defined by the Director of Public Health

You will 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

Duties and Responsibilities:

1. Appointment

This is a 0.8 wte part time post for a CPH/CPHM which is a new post to take a system leadership approach for public health in our integrated system. The post is based at Atlas House in St Helens Centre. The post holder will work across the public health domains to improve the health of population/communities and reduce inequalities.

2. Job Summary

St Helens Council and St Helens CCG have an 'award winning' integrated approach to improving health and wellbeing in the borough and work within the council under the St. Helens Integrated People's Department (SHIPS). The



Job Description

make the right move - join us



St. Helens Council

Director of Public Health is part of the Executive Leadership Team in SHIPs and wider Senior Management Team of the council.

The post holder will be accountable to the Director of Public Health and lead on specific system wide issues such as Public Mental Health, Sexual Health, Children's public health and workforce wellbeing.

Whilst these are pressing issues for the system however, we expect a degree of flexibility in future so that portfolios are linked with priorities for the system. The post holder will be expected to work at a senior level influencing and being a 'change agent' supporting transformation and focusing on outcomes. Close working relationships across the council e.g. social care both adults and children's, education, economic regeneration, planning, environmental health and wider stakeholders such as provider organisations, third sector and faith sector, business, other public sector organisations such as DWP, is expected. The post holder will be expected to work across Cheshire and Mersey where appropriate lead work areas on behalf of CHAMPs public health network and contribute to developments within Liverpool City Region.

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 strategic objectives of the local authority and the take system lead where appropriate on the priorities of The Peoples Board which has statutory responsibility for Health & Wellbeing Board and Community Safety Partnership. The post holder 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. 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:

- 2.1 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.
- 2.2 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



Job Description

make the right move - join us



St. Helens Council

delivered to residents of the authority. These services include; sexual health services, NHS HealthCheck, specialist public health support to CCGs and lead areas as identified by the DPH. This will include taking responsibility for the relevant outcome indicators within the PHE, NHS (and Social Care) Outcome frameworks and working across organisational boundaries.

- 2.3 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.
- 2.4 To lead on improving health and social outcomes for a particular client group; with oversight of Children and young people's public health, working adults, public mental health, and sexual health.
- 2.5 The work will include working across the entire Council, NHS bodies (the Council has a statutory duty to provide public health advice to CCGs and the Council's People's 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 and influencing the attitudes and behaviour both of professionals and of the population generally.
- 2.6 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.

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

- 3.1 St Helens Council will be the employing organisation which is a council within Liverpool City Region and part of Cheshire and Mersey Health Care Partnership (STP). The council and the CCG have integrated under the Peoples Department of the Council called St Helens Integrated People's



Job Description

make the right move - join us



St. Helens Council

Department (SHIPS). Therefore, as a Consultant you will be part of the senior management team within SHIPs which includes CCG colleagues, social care adults and children's, educational improvement services, SEND, finance and support services and Public Health.

- 3.2 You will be also part of the Cheshire and Mersey Public Health Network (CHAMPs) and may undertake work at wider level across the network area.
- 3.3 You will also provide leadership to developments within Liverpool City Region as directed by DPH

4. Public Health Arrangements

- 4.1 Current staffing of the Department/Directorate of Public Health
- 4.2 Currently public health department including this post will include 1 wte consultant/assistant director, 0.6 wte consultant and 0.8 wte consultant. You will also work alongside 1 wte Assistant Director with a remit for the voluntary and faith sector across Public Health, CCG and Adult Social Care. The post holder will manage 1 wte Commissioning Support Officer but will be part of a small team where staff work across work areas, therefore will have management responsibility for work areas of other team members. You will have oversight of Children's Public Health agenda and the commissioner for 0-19 is line managed on a day to day basis by the Assistant Director of Children's Commissioning covering public health, CCG and children's social care commissioning. You will have access to the Business Intelligence team, which consists of 2 Public Health analysts who are part of a wider team including CCG analysts. Current organisation chart is shown in Appendix 2
- 4.3 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 and CCG as a whole.
- 4.4 Training and CPD arrangements
The department is approved for the training of public health specialist currently we have one Speciality Registrar in Public Health. We encourage educational links with Universities and are hoping to be part of the NHS Management Training scheme through the CCG. We encourage a learning culture which will support the necessary CPD requirements.



Job Description

make the right move - join us



St. Helens Council

5. The strategic responsibility and key tasks

- 5.1 Strategic responsibility will be to improving population health in an integrated health and social care system in St. Helens. You will be the strategic lead in the public health team with a focus on system change. The key public health challenges in St. Helens are obesity, mental health and wellbeing including suicide, substance misuse, children's health outcomes, under 18 conceptions. As part of the team you will lead on public mental health, sexual health, workplace health and contribute to the children's agenda and early help. However, flexibility is required to deliver on the most pressing issues for the system. In delivering that responsibility 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 where required, take responsibility for resolving operational issues. In negotiation with the DPH 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.
- 5.2 The range of duties expected of the post holder include:
- 5.3 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.
- 5.4 Providing briefings on the health and wellbeing needs of local communities to Councillors, Council Officers, CCGs, the 3rd 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.
- 5.5 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.
- 5.6 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



Job Description

make the right move - join us



St. Helens Council

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.

- 5.7 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.
- 5.8 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.
- 5.9 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.
- 5.10 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;

- 5.11 Undertaking health needs assessments as required to enable actions to be taken to improve the health of the local population.
- 5.12 Developing prioritisation techniques and managing their application to policies, services and to help resolve issues such as the investment-disinvestment debate



Job Description

make the right move - join us



St. Helens Council

- 5.13 Effective communication of complex concepts, science and data and their implications for local communities, to a range of stakeholders with very different backgrounds.
- 5.14 Understanding of evaluation frameworks and applying those frameworks to the benefit of local communities.
- 5.15 A capacity to apply the scientific body of knowledge on public health to the polices and services necessary to improve health and to formulate clear practical evidence-based recommendations
- 5.16 The understanding of human and organisational behaviour and the application of this knowledge to the achievement of change.
- 5.17 Inspire commitment to public health outcomes and to prevention as a core feature of public sector reform

6. Management arrangements and responsibilities

The post holder will be professionally accountable to the employing authority and managerially accountable to the employing authority via the Director of Public Health or equivalent. Professional appraisal will be required. An initial job plan will be agreed with the successful candidate prior to that individual taking up the post based on the draft job plan attached. This job plan will be reviewed as part of the annual job planning process.

The post holder:

- 6.1 will manage 1 wte staff, including trainees, this will include recruitment, supervision, appraisal, disciplinary and grievance where needed
- 6.2 will manage budgets relating to the lead areas that are part of the Grant conditions and be an authorised signatory.
- 6.3 will be expected to take part in on call arrangements for communicable disease control/health protection as appropriate depending on local arrangements and maybe part of the emergency duty rota for the Council
- 6.4 will be expected to deputise for the Director/Head of Department as required

7. Professional obligations

These include:



Job Description

make the right move - join us



St. Helens Council

- 7.1 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
- 7.2 Contribute actively to the training programme for Foundation Year Doctors/ Specialty Registrars in Public Health and LAs management trainees as appropriate, and to the training of practitioners and primary care professionals within the locality
- 7.3 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.
- 7.4 In agreement with the DPH contribute as an appraiser to the professional appraisal system
- 7.5 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
- 7.6 Contribute to medical professional leadership within the health system
- 7.7 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.
- 7.8 Public health practice must be carried out within the ethical framework of the health professions.
- 7.9 The post holder will be expected to maintain effective, courageous, and responsible public health advocacy

These professional obligations should be reflected in the job plan. 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.



Job Description

make the right move - join us



St. Helens Council

8. Personal Qualities

The strategic objective of the post is to improve population health in an integrated Health and social care system in St. Helens. You will be the strategic lead in the public health team and wider SHIPS department with a focus on system change. The key public health challenges in St. Helens are obesity, mental health and wellbeing including suicide, substance misuse, children's health outcomes, under 18 conceptions.

As part of the team you will lead on public mental health, sexual health, workplace health and contribute to the children's agenda and early help. However, flexibility is required to deliver on the most pressing issues for the system. 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 organizational 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 Peoples 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.

GENERAL CONDITIONS

Local authority employers should add the following as appropriate to their policies and procedures.

Terms and conditions of service

Authorities may

- (a) use health service medical and dental contracts for all applicants
- (b) use health service medical and dental consultant contracts for doctors and dentists and Agenda for Change contracts for other specialists (but this is not recommended after the introduction of statutory registration).
- (c) use local authority conditions modified to reflect professional obligations

On call arrangements

The postholder will be expected to be on call for health protection and public health and to participate in the St Helens Council. Suitable training will be provided for those who need it in discussion with Public Health England.



Job Description

make the right move - join us



St. Helens Council

Indemnity

As the postholder will only be indemnified for duties undertaken on behalf of St Helens Council the postholder is strongly advised to ensure that he/she has appropriate professional defence organisation cover for duties outside the scope of the St Helens Council and for private activity within St Helens Council. For on call duties provided to other organisations as part of cross cover out of hours arrangements the St Helens 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 (other than in accordance with GMC guidelines) 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 has a duty of candour and 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 General Data Protection Regulation (GDPR).

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



Job Description

make the right move - join us



St. Helens Council

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.

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:

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 Information Management Framework (including the Data Protection Policy, Code of Practice and Social Media Policy) and ensure that it is implemented within the service area and amongst employees within the remit of the post.



Job Description

make the right move - join us



St. Helens Council

To comply with the Council's Code of Conduct a fundamental aspect of which are "the Seven Principles of Public Life", and to conduct oneself with the highest standards that they require. To ensure that the code and required standards of conduct are maintained amongst employees within the remit of the post.

This post is not subject to Disclosure.

This post is Politically Restricted in accordance with the Local Government and Housing Act 1989 (as amended).

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 post holder/s at the appropriate time.

Date Prepared: 1 July 2019

Date reviewed:



Job Description

make the right move - join us



St. Helens Council

Appendix 1

FACULTY OF PUBLIC HEALTH COMPETENCIES (2015 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 into information about the surveillance or assessment of a population's health and wellbeing from multiple sources that 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 and behaviours influencing health at a system, community and individual level.

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.

Health and Care Public Health

To be able to improve the efficiency, effectiveness, safety, reliability, responsiveness 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



Job Description

make the right move - join us



St. Helens Council

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.