



Supporting our Public Health Heroes

CREATING A CAMPAIGN TO PROMOTE
PRACTITIONER REGISTRATION

Benefits for employers



Recognise expertise



Guarantee standards



Protect the public



Public
Health

Heroes

find out more and nominate a practitioner at ukphr.org

Nominated practitioners

- ▶ Mandy Adams, Health & Wellbeing Specialist, Eastleigh Borough Council
- ▶ Pam Turton, Assistant Director for Transport at Portsmouth City Council
- ▶ Felicity Keeling, Infection Prevention Control Nurse, Bury Council
- ▶ Carrie Hartwell, Community Safety Practitioner, Oxford University Hospitals NHS Foundation Trust
- ▶ ***For a full list of nominees, visit our online gallery at bit.ly/PHHgallery***

A toolkit for employers



Supporting your Public Health Heroes:

Employer's Toolkit

A guide to facilitating UKPHR registration for your public health practitioner workforce

A toolkit for employers

Step 1. Create Demand

One of the most important things that you can do as an employer is to create demand for UKPHR registration.
The more value you place on registration within your organisation, the more likely your employees are to invest both their time and their effort in achieving it. But it's not just your current employees that you can influence - you can use your recruitment and commissioning processes to encourage registration by future practitioner employees and contractors.

“As a line manager, when recruiting staff, I would value someone to have UKPHR practitioner registration - because I know, being registered myself, the breadth of knowledge and competency that's required of someone who has that registration.”

Kirsten Maule, Senior Health Protection Practitioner
Public Health England South East



What you can do:

- ✓ When recruiting for practitioner roles, include UKPHR registration as an essential/desirable candidate requirement in your job description or person specification.
- ✓ When commissioning services, consider including as a contract specification a requirement for providers to seek UKPHR registration for any practitioners they use.
- ✓ Promote UKPHR registration during your onboarding process, by encouraging practitioners who are not yet registered to apply to their regional scheme.



#JDs4PHPs

More and more employers are including UKPHR registration as an essential/desirable candidate requirement during practitioner recruitment. To find examples of those who have done so, you can search on Twitter using the hashtag #JDs4PHPs Job Descriptions for Public Health Practitioners.

Step 2. Facilitate portfolio development

Practitioner registration is a rigorous process, requiring a significant investment of time and effort on the part of the individual.
The most time-consuming part of the process - and the most important - is the compilation of a retrospective professional portfolio, which is assessed to demonstrate the registrant's knowledge, understanding and application of UKPHR's Practitioner Standards.

As an employer, it is in your interest to support employees undergoing the portfolio development process - the knowledge and skills they will gain in doing so will benefit your whole organisation.

“The [UKPHR] Practitioner Registration scheme isn't a training programme - it recognises people who have been through a whole series of steps already. [It] captures what they've already done and puts that into a coherent framework, so they can be assessed and rewarded.”

James Williams, Director of Public Health,
Medway Council



What you can do:

- ✓ Allocate time during working hours for those undergoing registration to engage with the process, including by attending face-to-face events.
- ✓ Incorporate discussion on portfolio progress into one-to-one and appraisals.
- ✓ Use internal comms to create and promote a positive environment in the workplace for those undergoing registration.

Step 3. Provide access to structured CPD

All practitioners applying for UKPHR registration are required to demonstrate their knowledge, understanding and application of 34 core standards*, which are based on the Public Health Skills and Knowledge Framework 2016, the NHS Knowledge and Skills Framework, and the National Occupation Standards for Public Health.

These core standards provide an excellent structure for CPD, meaning that it is easier to identify the training that will be of most benefit to your individual employees - all you need to do is to help them to access it.

“Employers should provide opportunities for effective continuing professional development, as well as access to up to date research and relevant knowledge.”

Local Government Association (2018)
Standards for Employers of Public Health Teams - Standard 3




What you can do:

- ✓ Use the core standards/key competencies required as part of UKPHR practitioner registration as a framework for your appraisal process.
- ✓ Support access to secondments to develop experience or skills that are not part of a practitioner's usual job role.
- ✓ Help existing registrants to meet their revalidation requirements by encouraging participation in existing formal CPD schemes and training programmes.

*To view the full list of 34 core standards, visit: <https://ukphr.org/wp-content/uploads/2019/07/UKPHR-Practitioner-Standards-2018-2nd-Ed.pdf>

Making CPD work for you
Several organisations provide useful resources and tools to help make CPD for your practitioner workforce more efficient and more effective. These include:

Health Education England 
The Public Health Practitioner's Education and Training Directory, which lists all current provision of education and training for public health practitioners against UKPHR standards.

The Faculty of Public Health 
• An online CPD diary tool to help practitioners keep an accurate record of their learning activities, free to FPH members.
• The FPH Practitioner accredited programme - a series of workshops structured around the UKPHR standards.

“The responsibility for fulfilling CPD requirements and achieving learning needs rests with the individual. However, the employing organisation (including locum agencies, where applicable, and overseas organisations) should provide support for professional development as good practice, in partnership with other relevant bodies.”

Faculty of Public Health (2019)
Continuing Professional Development (CPD): Policies, processes and strategic direction

A toolkit for
employers



- ▶ Download the toolkit at www.ukphr.org