

## **Further information relating to public health practice responsibilities Clinical Lecturer/Senior Lecturer in Public Health**

### **About the Public Health Agency (PHA):**

The Public Health Agency (PHA / Agency) was established in 2009 under a major reform of health structures in Northern Ireland. At this time, Health and Social care were amalgamated to establish the Public Health Agency, including the responsibilities of the Health Protection functions of the previous Health and Social Services Boards, the Communicable Disease Surveillance Centre and the Healthcare Infection Surveillance Centre. The PHA has four key functions:

- Health and social wellbeing improvement
- Health protection
- Public health support to commissioning and policy development
- HSC Research and Development

The primary objective of the PHA is to improve the health and wellbeing of the 1.9 million residents of Northern Ireland, by addressing the causes and associated inequalities of preventable ill-health and lack of wellbeing. The Public Health directorate is led by the Director of Public Health/Medical Director supported by three Deputy Directors. The Agency both commissions services and works with the Strategic Planning and Performance Group (SPPG) to ensure that commissioning drives change, transforms care and ensures that there is sustained improvement in health and wellbeing through the provision of expert professional advice and quality assurance of plans.

The Agency is also responsible for the introduction of new and the continued development and quality assurance of existing screening programmes.

Support for Public Health training also sits within the Agency. Close links are maintained with the Northern Ireland Medical and Dental training Association (NIMDTA) and the Faculty for Public Health. Administrative support for the division is managed via the Operations Directorate.

### **Public Health Agency structure (current)**

There are currently four divisions within the Public Health Directorate. These are:

- Health Protection and Surveillance
- Screening and Service Development (health service public health)
- Health Improvement
- Research and Development

### **The Health Protection Service**

A division within the Public Health Agency, the Health Protection Service has a lead role in protecting the population of Northern Ireland from infectious and environmental hazards through a range of core functions including: surveillance and monitoring, operational support and advice, response to adverse health protection incidents, education and training, and research. The service makes a direct contribution to public health, scientific knowledge and emergency planning operational decisions and response at regional, national and international level. In addition, the Health Protection Service supports the work of DoH in Health Protection through advice on strategic direction and informing health protection policy.

## Screening and Service Development

The Service Development and Screening division has a lead role in providing public health advice to support the commissioning of effective health services. We work in partnership with the SPPG of the DOH who are a distinct Group within the Department responsible for the planning and commissioning of Health and Social Care Services in Northern Ireland. Consultants in public health provide expert advice on service evaluation and review, assessment of the health and wellbeing needs of the population, and evidence-based practice, and lead work to develop and improve health services across Northern Ireland so they are effective, efficient and equitable. Health inequalities and health equity are key priorities as well as ensuring services are safe and effective.

The division is also responsible for commissioning and quality assurance of the eight population screening programmes currently operating in Northern Ireland. These are Breast, Bowel, Cervical, Infectious Diseases in Pregnancy Screening, Newborn Bloodspot, Newborn Hearing, Abdominal Aortic Aneurism and Diabetic Eye Screening. Consultants in public health lead multidisciplinary teams working on the delivery and monitoring and ongoing improvement of the programmes.

## Health Improvement

The Health Improvement Division leads the implementation of key strategies and programmes to improve the health of the population in Northern Ireland and reduce health inequalities. We do this by working in partnership with organisations across the public and community and voluntary sector in Northern Ireland to deliver a range of important programmes. Examples include our work on smoking cessation, substance use and suicide prevention. We also have active programmes of work in early years, later years, sexual health, inclusion health and a range of other work.

## Research And Development

The Research and Development Division works to support research that provides high quality evidence to improve care for patients, clients and the general population, and adds to our understanding of health, disease, treatment and care. This involves supporting researchers based in Northern Ireland as well as those in Health and Social Care Trusts or other bodies who use the outputs from research findings.

The division:

- **funds** essential infrastructure for research such as information databanks, tissue banks, clinical research facilities clinical trials units and research networks;
- **builds** research capacity in Northern Ireland through research training opportunities;
- **enables** research governance processes to be as efficient as possible;
- **creates** opportunities for researchers to compete for research funding on a wider UK or international basis;
- **supports** innovation as a means of transferring HSC R&D findings into practice; and
- **ensures** personal and public involvement (PPI) in HSC R&D.

## Changes to the Public Health Agency structure (2025)

The PHA is currently progressing their management of change programme Reshape and Refresh and are now implementing a new operating Model which will have four Directorates as follows:

- Public Health Services
- Population Health and Wellbeing
- Population Data and Intelligence
- Finance and Corporate Services

Supporting the new Directorate structure will be cross-functional multidisciplinary Strategic Planning Teams which, amongst others, will include the areas of:

- Starting Well
- Living Well
- Ageing Well
- Mental Health and Learning Disability

## PHA Purpose, Vision And Values

### Our purpose

- Protect public health;
- Improve health and social wellbeing of people in Northern Ireland;
- Reduce health inequalities;
- Collaborate on health service planning and delivery.

PHA works with individuals, communities, and organisations across all sectors to achieve these goals.





### Our vision

A healthier Northern Ireland.

### Our Values

The PHA endeavours to embody the [Health and Social Care values](#) into its culture by:

- **putting individuals and communities at the heart of everything we do:** acting with openness and honesty and treating people with dignity, respect and compassion;
- **working together in partnership:** improving the quality of life of those we serve, listening to and involving individuals and communities;
- **valuing, developing and empowering our staff:** striving for excellence and innovation;
- **being evidence led and outcomes focused.**

HSC Value	What does this mean?	What does this look like in practice? - Behaviours
 <p><b>Working Together</b></p>	<p>We work together for the best outcome for people we care for and support. We work across Health and Social Care and with other external organisations and agencies, recognising that leadership is the responsibility of all.</p>	<ul style="list-style-type: none"> <li>• I work with others and value everyone's contribution</li> <li>• I treat people with respect and dignity</li> <li>• I work as part of a team looking for opportunities to support and help people in both my own and other teams</li> <li>• I actively engage people on issues that affect them</li> <li>• I look for feedback and examples of good practice, aiming to improve where possible</li> </ul>
 <p><b>Compassion</b></p>	<p>We are sensitive, caring, respectful and understanding towards those we care for and support and our colleagues. We listen carefully to others to better understand and take action to help them and ourselves.</p>	<ul style="list-style-type: none"> <li>• I am sensitive to the different needs and feelings of others and treat people with kindness</li> <li>• I learn from others by listening carefully to them</li> <li>• I look after my own health and well-being so that I can care for and support others</li> </ul>
 <p><b>Excellence</b></p>	<p>We commit to being the best we can be in our work, aiming to improve and develop services to achieve positive changes. We deliver safe, high-quality, compassionate care and support.</p>	<ul style="list-style-type: none"> <li>• I put the people I care for and support at the centre of all I do to make a difference</li> <li>• I take responsibility for my decisions and actions</li> <li>• I commit to best practice and sharing learning, while continually learning and developing</li> <li>• I try to improve by asking 'could we do this better?'</li> </ul>
 <p><b>Openness &amp; Honesty</b></p>	<p>We are open and honest with each other and act with integrity and candour.</p>	<ul style="list-style-type: none"> <li>• I am open and honest in order to develop trusting relationships</li> <li>• I ask someone for help when needed</li> <li>• I speak up if I have concerns</li> <li>• I challenge inappropriate or unacceptable behaviour and practice</li> </ul>

All staff are expected to display the HSC Values at all times

## **Additional responsibilities for Public Health Consultant**

### **Management arrangements**

- establish team and individual objectives and review / manage any performance issues, develop team skills and relationships and assist in the recruitment of staff as appropriate;
- be a member of the Public Health Consultants Team and manage the work programme of the teams for which they are responsible;
- be expected to deputise for the Deputy Director as required;
- be expected to take part in on call arrangements for communicable disease control/health protection.

### **Financial and Resource Management:**

- Support the Deputy Director in determining expenditure for relevant programmes and providing expert input into the development of business cases to secure resources as required.
- Take responsibility for management of relevant programme budgets under the direction of the Deputy Director and Assistant Director.

### **People Management and Development:**

- Currently there are Specialist Registrars working for the Public Health Agency. Public Health training is delivered by the Public Health Service in line with the requirements of the Faculty of Public Health. All Consultants in Public Health are required to achieve and maintain GMC accreditation of Educational Supervisors and to take part in the delivery of the training programme.
- The Health Protection Service is an accredited training site for the UK Field Epidemiology Training Programme (FETP).
- Contribute actively to the training programme for Foundation Year Doctors and Specialty Registrars in Public Health Medicine as appropriate, and to the training of practitioners and primary care professionals within Northern Ireland. The post holder may be required to contribute to teaching of public health modules of the Masters in Public Health programme at Queens University, Belfast.

### **Professional obligations**

The postholder 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 they are responsible
- contribute actively to the training programme for Foundation Year Doctors and Specialty Registrars in Public Health as appropriate. All Consultants in Public Health are required to achieve and maintain GMC accreditation of Educational Supervisors and to take part in the delivery of the training programme.
- pursue 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 Register or other specialist register as appropriate.
- In agreement with the DPH, contribute to the wider public health professional system by becoming an appraiser or practitioner appraiser for a specified period of time as appropriate.

Public health consultants work as system leaders at strategic or senior management level or at a senior level of expertise such as epidemiology or health protection.

### **Human Resource Management Responsibilities**

The Organisation supports and promotes a culture of collective leadership where those who have responsibility for managing other staff:

- Establish and promote a supportive, fair and open culture that encourages and enables all parts of the team to have clearly aligned goals and objectives, to meet the required performance standards and to achieve continuous improvement in the services they deliver.
- Ensure access to skills and personal development through appropriate training and support.
- Promote a culture of openness and honesty to enable shared learning.
- Encourage and empower others in their team to achieve their goals and reach their full potential through regular supportive conversation and shared decision making.
- Adhere to and promote Organisational policy and procedure in all staffing matters, participating as appropriate in a way which underpins The Organisation's values.

### **Raising Concerns - Responsibilities**

- The post holder will promote and support effective team working, fostering a culture of openness and transparency.
- The post holder will ensure that they take all concerns raised with them seriously and act in accordance with the Trust's 'Your Right to Raise a Concern (Whistleblowing)' policy and their professional code of conduct, where applicable.
- The post holder will, in the event of a concern being raised with them, ensure that it is managed correctly under the Trust's 'Your Right to Raise a Concern (Whistleblowing)' policy and ensure feedback/learning is communicated at individual, team and organisational level.

### **General Requirements**

The post holder will be required to:

- Assist the organisation in fulfilling its statutory duties under Section 75 of the Northern Ireland Act 1998 to promote equality of opportunity and good relations and under the Disability Discrimination (Northern Ireland) Order 2006. Staff are also required to support the organisation in complying with its obligations under Human Rights Legislation.
- Ensure the Organisation's policy on equality of opportunity is promoted through their own actions and those of any staff for whom he/she has responsibility.
- Co-operate fully with the implementation of The Organisation's Health and Safety arrangements, reporting any accidents/incidents/equipment defects to their manager, and maintaining a clean, uncluttered and safe environment for patients/clients, members of the public and staff.
- Adhere at all times to all PHA policies/codes of conduct, including for example:
  - Smoke Free policy
  - IT Security Policy and Code of Conduct
  - standards of attendance, appearance and behaviour
- Contribute to ensuring the highest standards of environmental cleanliness within your designated area of work.
- Co-operate fully with regard to PHA policies and procedures relating to infection prevention and control.

- Take responsibility to minimise the PHA's environmental impact wherever possible. This will include recycling, switching off lights, computers, monitors and equipment when not in use. Helping to reduce paper waste by minimising printing/copying and reducing water usage, reporting faults and heating/cooling concerns promptly and minimising travel.
- All employees of the Organisation are legally responsible for all records held, created or used as part of their business within the PHA including patients/clients, corporate and administrative records whether paper-based or electronic and also including emails. All such records are public records and are accessible to the general public, with limited exceptions, under the Freedom of Information act 2000 the Environmental Information Regulations 2004, the General Data Protection Regulations (GDPR) and the Data Protection Act 2018. Employees are required to be conversant with the PHA policy and procedures on records management and to seek advice if in doubt.
- Public Interest Disclosure: Should a consultant have cause for genuine concern about an issue and believes that disclosure would be in the public interest, he or she 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.
- Take responsibility for their own ongoing learning and development, in order to maximise their potential and continue to meet the demands of the post.
- Represent the Organisation's commitment to providing the highest possible standard of service to patients/clients and members of the public, by treating all those with whom he/she comes into contact in the course of work, in a pleasant, courteous and respectful manner.

## **FACULTY OF PUBLIC HEALTH COMPETENCIES**

(Based on the 2022 PH Specialty Training Curriculum)

All consultants irrespective of their background are expected to be proficient in the competencies set out below.

### **1. Use of public health intelligence to survey and assess a population's health and wellbeing**

To be able to synthesise data from multiple sources on the surveillance or assessment of a population's health and wellbeing and on the wider environment, so that the evidence can be communicated clearly and inform action planning to improve population health outcomes.

### **2. 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.

### **3. Policy and strategy development and implementation**

To be able to influence and contribute to the development of policy and lead the development and implementation of a strategy.

### **4. 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.

### **5. Health Improvement, Determinants of Health, and Health Communication**

To influence and act on the broad determinants, behaviours and environmental factors influencing health at a system, community and individual level to improve and promote the health of current and future generations. To be proactive in addressing health inequalities and prioritising the most vulnerable or disadvantaged groups in the population.

### **6. 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. To understand how those risks associated with hazards relevant to health protection may be influenced by climate change and environmental degradation currently and in the future. 19 | Page

### **7. Health and Care Public Health**

To be able to improve the efficiency, effectiveness, safety, reliability, responsiveness, sustainability and equity of health and care services through applying insights from multiple sources including formal research, health surveillance, needs analysis, service monitoring and evaluation.

### **8. 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 of a standard that is publishable in peer-reviewed journals and demonstrate competence in teaching and learning across all areas of public health practice.

9. 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.

10. Integration and application 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.