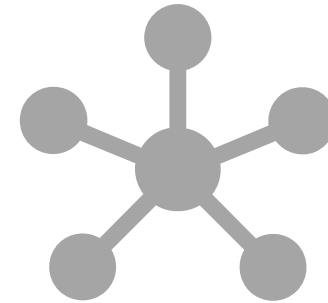


# What has informed the Strategy?



Workforce Priorities identified by system partners at the Workforce Matters Workshop including DPHs with links to ADPH, HEE, ICBs and LA workforce leads.

*Vision: A workforce that recognises itself and its strengths, that is resilient and well prepared to transcend team and organisational boundaries to create a health promoting region*



The four core OHID Places and Regions priorities,  
(Next Slide)

## Setting the strategic direction for the public health workforce:

- Champion cross-cutting national and regional activity to make the case for investment in the public health workforce. Input into national and regional guidance and implementation plans e.g. NHS Long Term Workforce Plan and national/regional NHSE and HEE programmes

## Workforce intelligence for supply and demand:

- Increase completion of the HEE specialist , practitioner data collection survey and NW TNA
- Provide regional perspective and intelligence of public health workforce and system challenges, including public health commissioned services

## Assurance, audit and professional standards:

- Raise the profile and establish opportunities to implement public health apprenticeships through leading or contributing to regional public health apprenticeship networks and employer engagement

## Developing capacity and capability:

- Support the development, succession planning and talent management of a high-quality specialist and practitioner public health workforce e.g.
  - i. Formalised support to those pursuing specialist registration by portfolio assessment with UKPHR
  - ii. Support public health practitioner registration by staff training as assessors and verifiers and encouraging own staff to register
  - iii. secure regional resource to increase public health skills and knowledge to improve population health across health and care system e.g., ICBs/ICS and coordinate public health CPD activities
  - iv. Developing career pathways for new entrants to PH – 17 -19

OHID Core  
Priorities

# Summary of NW priorities 25/26

Feedback on HEE Workforce Data Survey Report to incorporate NW perspective

Increase data collection survey completion when issued

Continue to advocate for system support for those undertaking the UKPHR Specialist Portfolio

Continue to support CPD opportunities for the Specialist Portfolio in conjunction with peer support group and Registrar Network Group

Drive forward employer engagement with the L6 PH Apprenticeship, in conjunction with strategic partners to supporting establishing 6th cohort of NW students

Support and development of the NW UKPHR Practitioner Registration Scheme

Identify and share CPD opportunities across the NW region

Deliver PH Taster Sessions

Create career pathways to generate new recruitment

Share learning and good practice across the region

Talent management for aspiring DPHs

Supporting new DPHs

## Setting the strategic direction for the public health workforce:

- Champion cross-cutting national and regional activity to make the case for investment in the public health workforce. Input into national and regional guidance and implementation plans e.g. NHS Long Term Workforce Plan and national/regional NHSE and HEE programmes

[illegible]

# Workforce intelligence for supply and demand:

- Increase completion of the HEE specialist , practitioner data collection survey and NW TNA
- Provide regional perspective and intelligence of public health workforce and system challenges, including public health commissioned services

	Sub-Objectives	Lead or Support	Action	Commencing	Metrics
	Feedback on HEE Workforce Data Survey Report to incorporate NW perspective	Lead	Liaise with system partners to enable feedback to WT&E	March 25	NW perspective available for next survey report
	Increase data collection survey completion	Lead	Liaise with LAs to encourage completion of data survey and identify how to overcome barriers to completion	25/26	Survey completion rate of 90% achieved

## Assurance, audit and professional standards:

- Raise the profile and establish opportunities to implement public health apprenticeships through leading or contributing to regional public health apprenticeship networks and employer engagement

[illegible]

**Developing capacity and capability:**

- Support the development, succession planning and talent management of a high-quality specialist and practitioner public health workforce e.g.
  - i. Formalised support to those pursuing specialist registration by portfolio assessment with UKPHR
  - ii. Support public health practitioner registration by staff training as assessors and verifiers and encouraging own staff to register
  - iii. secure regional resource to increase public health skills and knowledge to improve population health across health and care system e.g., ICBs/ICS and coordinate public health CPD activities

	Sub-Objectives	Lead or Support	Action	Commencing	Metrics
	Development of UKPHR Specialist Support Group	Lead	Identify opportunities for CPD and future funding / support	April 2025	Future funding / support secured
	Support and development of the NW UKPHR Practitioner Registration Scheme	Support	Being an OHID lead for the scheme through the NW Practitioner steering group Effectively working in partnership with the scheme co-Ordinator to develop and improve the programme and recruit assessors and verifiers	March 2025	Increase numbers of assessors and verifiers
	Identify and share CPD opportunities across the NW region	Support	Liasing with WT&E and regional academies to share CPD opportunities sub-regional and pan-regionally as required	March 2025	CPD opportunities shared on a regular basis via the Workforce Matters Group
	Deliver PH Taster Sessions	Lead	Continue to deliver twice yearly PH Taster Sessions for Specialists and develop a Taster Session for wider entry	June 2025	Two Taster sessions delivered in 2025
	Create career pathways to generate new recruitment	Lead	Promote career pathways in to PH that are relevant to schools and colleges	September 2025	Foundations laid to continue this workstream
	Talent management	Support	Liaise with DPHs for nominating and developing via an ALS prospective DPHs from across the system	June 25	Group established by March 26
	Supporting new DPHs	Support	Liaise with DPHs for developing support network for those new in DPH posts	June 25	Network established by March 26



# Enablers

PH NW collaborative as Workforce Matters group governance

Funding

Communications



Risks

## Setting the strategic direction for the public health workforce:

- Champion cross-cutting national and regional activity to make the case for investment in the public health workforce. Input into national and regional guidance and implementation plans e.g. NHS Long Term Workforce Plan and national/regional NHSE and HEE programmes

**Risks:** Diminishing support for the Workforce Matters group over the course of time due to conflicting priorities

**Mitigation:** Work closely with WT&E and CPD leads to ensure future engagement from the group and input in to identified workstreams

## **Workforce intelligence for supply and demand:**

- Increase completion of the HEE specialist , practitioner data collection survey and NW TNA
- Provide regional perspective and intelligence of public health workforce and system challenges, including public health commissioned services

**Risk:** Low completion rate for data survey

**Mitigation:** Engage with DPHs to clarify importance of survey and how to overcome challenges to completion

**Assurance, audit and professional standards:**

- Raise the profile and establish opportunities to implement public health apprenticeships through leading or contributing to regional public health apprenticeship networks and employer engagement

**Risk:** Low engagement with Apprenticeship

**Mitigation:** Utilise case studies to share success stories of apprenticeship, ensure system partners are kept aware of developments in this area and understand their role in making the Apprenticeship a successful development route

**Developing capacity and capability:**

- Support the development, succession planning and talent management of a high-quality specialist and practitioner public health workforce e.g.
  - i. Formalised support to those pursuing specialist registration by portfolio assessment with UKPHR
  - ii. Support public health practitioner registration by staff training as assessors and verifiers and encouraging own staff to register
  - iii. secure regional resource to increase public health skills and knowledge to improve population health across health and care system e.g., ICBs/ICS and coordinate public health CPD activities
  - iv. Developing career pathways for new entrants to PH – 17 -19

**Risk:** Funding not secured for UKPHR Specialist Portfolio support

**Mitigation:** NW would become one of the minority of regions that has not secured funding for this route and would need to justify why this is the case

**Risk:** Shortage of Assessors and Verifiers for UKPHR Practitioner Portfolio

**Mitigation:** Ensure system partners are aware of employer obligation to encourage contribution in this area