

South East Regional Public Health Workforce Development Plan 2023-24



Introduction

The South East Public Health Workforce Development plan is a working document outlining how public health partner organisations across the region will approach our shared priorities and continue to strengthen our public health workforce in 2023-24.

The South East region has a population of over 9 million people which is served by:

- 18 Local Authorities
- 6 Integrated Care Systems
- 1 Regional School of Public Health (SoPH) with 3 local schools
- 1 Regional Public Health group representing OHID, UKHSA, NHSE

The aim of this plan is to identify the needs and challenges facing the region's public health workforce, so we can contribute collaboratively to addressing them. We will need to benefit from the specific contribution each organisation in the public health landscape can make in order to succeed in achieving the outcomes we all hope to see. Our region particularly benefits from the unique resource of the South East School of Public Health, which supports joint workforce roles with OHID; supports local authority workforce leads; and receives regional workforce funding to develop regional education and training activity.

This plan represents the **regional** programme across all localities and partner organisations. Local operational and organisational plans will complement this plan, addressing specific priorities relevant at place level.



Dr Alison Barnett
Regional Director OHID & NHSE
Regional Director of Public Health



Professor Julie Parkes
Associate Dean for Public Health Transformation
& Head of School of Public Health



Helen Atkinson
Chair ADPH SE



Trish Mannes
Pan Regional Deputy Director UKHSA



Professor Anjum Memon
FPH Rep (South East Coast)

Public Health Workforce Development Plan - 2023 / 2024

Aims:

1

Public Health Capability: develop a public health workforce with the skills to improve public health outcomes and reduce health inequalities across the region

2

Public Health Capacity: attract and retain the public health workforce by maintaining quality assured training placements and a thriving place to work

3

Workforce Planning: improve workforce intelligence data and equality and diversity strategies

4

Systems Leadership: work with partners to develop and embed public health skills and knowledge across the wider public health workforce*

Principles:

Develop a learning and development culture that commits to training the current and future workforce across all grades of public health teams and champion health and wellbeing at work.

Work collaboratively across organisations in the region to provide ideas, insights and reflections on key workforce challenges and priorities, working together to address these.

A shared approach to key workforce challenges informed by pooling our reflections and ideas, with a commitment to address these in partnership.

Embed equality, diversity and inclusion principles throughout the plan and workforce programmes.

Advocate for the skills and knowledge required by the wider workforce and system in the prevention of poor health and addressing inequalities.

Harness innovation to embrace new ways of working through education and training taking ideas from concept to delivery.

*Any individual who is not a specialist or practitioner in public health, but has the opportunity or ability to positively impact health and wellbeing through their (paid or unpaid) work, [\(CfWI and RSPH\)](#)

Public Health Capability: develop a public health workforce with the skills to improve public health outcomes and reduce health inequalities across the region

Item	Action	Lead	Support	Measurable Outcomes
Quality public health placements	<ol style="list-style-type: none"> Expand where quality training placements are made available within the new health and care landscape, to include Trusts and ICBs Expand quality placements for practitioners and apprenticeships 	<p>School of PH (SoPH)</p> <p>SoPH</p>	<p>Regional Public Health Group (RPHG) LAs</p> <p>RPHG, LAs</p>	<p>Number of organisations</p> <p>Number of placements</p>
Keeping the public health family connected	<ol style="list-style-type: none"> Develop and deliver a SE wide CPD programme Annual public health conference 	<p>SoPH, OHID</p> <p>ADPH</p>	<p>RPHG, LAs</p> <p>HEE, RPHG, LAs</p>	<p>Attendance at events and evaluations</p>
Applying research to public health practice	Develop good working relationships with Applied Research Collaboratives (ARC) including delivery of CPD programme	ARC	RPHG, LAs	Number of joint initiatives
Maintaining health protection skills and knowledge	Learning needs led health protection masterclasses and CPD to maintain health protection capabilities and resilience	SoPH	UKHSA	Attendance at events and evaluations
Developing data and intelligence skills	<p>Develop public health intelligence capability within the public health system by:</p> <ul style="list-style-type: none"> Co-ordinating and supporting local intelligence networks Delivering a range of training including Population Health Intelligence (PHI), and OHID tools and resources Supporting Population Health Management (PHM) development including delivering PHI skills mapping and involvement in ICS development programmes 	Local Knowledge and Intelligence Service (LKIS)	RPHG, WTE, LAs	Attendance at events and evaluations

Public Health Capacity: attract and retain the public health workforce by maintaining quality assured training placements and a thriving place to work

Item	Action	Lead	Support	Measurable outcome
Specialty training	<ol style="list-style-type: none"> Continue to develop and build new placements within Academia, ICBs, NHS Trusts Build Educational Supervisor capacity and ensure quality educational supervision training in place Increase training placements for Specialty Expansion posts Expand opportunities for public health development across other clinical specialties including medical foundation training 	South East School of Public Health	RPHG, LAs, Academia, NHS, ICBs	GMC trainee survey
Aspirant Specialist Workforce	<ol style="list-style-type: none"> Map the regional demand and need for the specialist portfolio by assessment route Convene a workshop ADPH, RPHG, School of PH to consider innovative ideas and solutions 	ADPH	SoPH, RPHG	Agreed plan of action
Practitioner Development	<ol style="list-style-type: none"> Continue to promote and increase public health apprenticeships across the South East of under represented groups Increase the public health practitioner workforce through UKPHR registration scheme and innovative programmes e.g. Graduate Practitioner Trainee Support the implementation of the UK Public Health Advanced Practitioner report recommendations. Increase mentor, assessor and verifier capacity across the region 	OHID, SoPH SoPH RPHG, Las All	RPHG, LAs, Academia, NHS SoPH	Increased number of registrants and career development for this workforce
Diversify the Public Health workforce through the social mobility project	<ol style="list-style-type: none"> Complete research and development (April 2022 - May 2023) Pilot implementation and evaluation across three intervention sites in South East England (April 2023-March 2025), including Portsmouth City Council, Bucks Council and one other to be identified 	SoPH, Portsmouth Council	LAs	Intervention developed and tested

Workforce planning: improve workforce intelligence data and equality and diversity strategies

Item	Action	Lead	Support	Measurable Outcome
Better data of the public health workforce	<ol style="list-style-type: none"> 1. Continue to work with HEE to ensure the capacity review is fit for purpose 2. Review the findings from HEE's workforce data exercises to horizon scan and secure the future pipeline 	SoPH, OHID, LAs	RPHG	100% response rate from SE
Equality, Diversity and Inclusion	Make better use of EDI strategies and share learning across the region	All	All	More inclusive training, education and recruitment processes

Systems Leadership: work with partners to develop and embed public health skills and knowledge across the wider public health workforce

Item	Action	Lead	Support	Measurable Outcome
Leadership training for the public health workforce	<ol style="list-style-type: none"> 1. Continue to work with NHS Leadership Academy to promote equity of access and uptake of leadership programmes and courses to the public health workforce 2. Explore advanced systems leadership training for senior staff in the South East 	OHID, SoPH ADPH	RPHG, Las HEE, OHID	Number of PH workforce on courses Workshop
Develop and embed public health skills and knowledge across health, care and third sector workforces	<ol style="list-style-type: none"> 1. Facilitate the regional MECC network to share good practice and innovation 2. Advocate and embed MECC training across health, care and third sector workforces 	OHID LAs, NHS	SoPH, LAs, RPHG SoPH	Training evaluations
Public Mental Health education and training	Work with the SE Mental Health Network to identify and resource training needs across health, care and third sector workforces	MH Network, SoPH	LAs	End of project reports
Behaviour Change	<ol style="list-style-type: none"> 1. Develop and deliver behaviour change training to public health and wider workforce teams including support to embed behaviour change strategies in policy/practice 2. Co-produce a proposal for a South East behaviour change workstream aiming to set/agree on regional priorities and coordinate actions 	HEE HEE, OHID	Delivery partner, local systems Stakeholder mapping in development	Number of people trained. Case studies outlining implementation Submit proposal to SE ADPH for consideration
Population Health Fellows	Regional discussion to host and train Population Health Fellows	HEE	RPHG	3 Fellows recruited who complete the programme

Systems Leadership: work with partners to develop and embed public health skills and knowledge across the wider public health workforce

Item	Action	Lead	Support	Measurable Outcome
Community Participatory Action Research (CPAR) training and development programme	Further develop the CPAR training programme in 2023/24 to focus on health inequalities as a result of the Cost of Living Crisis. CPAR aims to enable the voices of marginalised communities to be recognised and used to inform health, care and third sector workforces	SoPH, OHID	RPHG, LAs	Researcher reports
Health inequalities training	<ol style="list-style-type: none"> 1. Development of an insights informed training and education programme for health, care and third sector workforces (including front line workforces and system leaders) 2. Ensure addressing of inequalities is focused on the social determinants of health 	SoPH, OHID, NHSE	LAs	Training package
Homelessness workforce development	<ol style="list-style-type: none"> 1. Commissioning and development of homelessness placements with the South East Clinical Psychology Trainee programmes 2. Commissioning and development of homelessness intervention education programme 3. Development of a South East Communities of Practice to share practice, collaborate and develop the evidence base 4. Support development of Peer Support Workers in third sector homelessness settings 	SoPH, OHID	SE Homelessness Network	<p>Number of placements</p> <p>Launch of postgrad programme</p> <p>Number of spaces and impact</p>

Specialist Community Public Health Nursing Project: *Our vision is to build and sustain a vibrant and fulfilled public health nursing workforce to promote and protect the health and wellbeing of babies, children and young people living in the south east region*

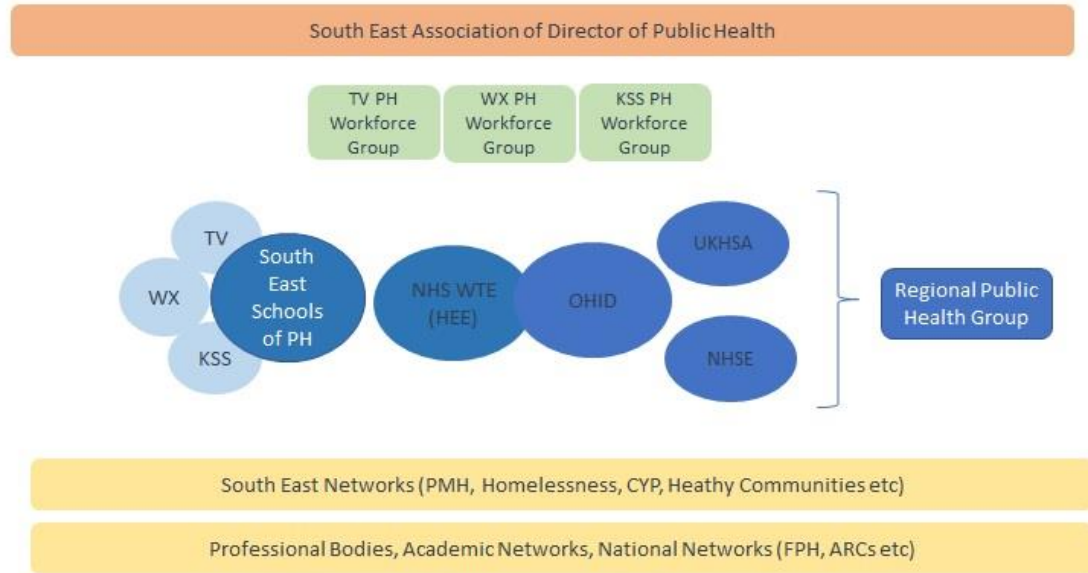
Item	Actions	Lead	Support	Measurable Outcome
Promote a strategic regional approach to enable the recruitment and retention of the SCPHN and wider 0-19 workforce	1. Joint leadership of South East Specialist Community Public Health Nursing Workforce Project	OHID /HEE		0-19 providers engaged in project
	2. Host and facilitate regional South East Specialist Community Public Health Nursing Workforce Project - Steering Group	OHID	HEE/LAs/ Providers/ NHSE SE	No. of Meetings/ Webinars
Implement a qualifiable, measurable set of activities to mitigate & address the workforce challenges identified	1. Design and roll out regional social media campaign to promote SCPHN roles & training	OHID	NHS Creative/HEE	Campaign/landing page engagement
	2. Establish landing page/shared project space	OHID	ALL	
	3. Promote & utilise HEE Star workshops and training	HEE	ALL	No of workshops
	4. Host regional webinars covering key identified workforce themes e.g. <i>Retention</i>	OHID	ALL	No of webinars
	5. Join up data sources to have a valid SE SCPHN workforce baseline	HEE	OHID/LA's/ Providers	Baseline established
Share findings and progress at a regional and national levels	1. Maintain national Chief Nurse engagement via OHID regional leads forum	OHID		Intelligence shared and position/actions understood by key stakeholders
	2. Share intelligence/progress via regional ADPH - CYPF network, NHSE Safeguarding & LAC network, SE CYP Professional Lead's Forum and ADPH group	ALL		
	3. Liaise with other OHID regional leads to share intelligence, good practice etc	OHID		

Governance

The South East School of Public Health will provide oversight and assurance of the South East Public Health Workforce Development Plan through a School Board.

The School Board will:

- be representative of key stakeholders in the South East including NHSE Workforce, Education and Training Directorate (*HEE*), NHSE, SE ADPH, OHID, UKHSA, ICBs, Academia.
- Provide leadership and oversight of the regional workforce development plan and its deliverables.
- Provide assurance and monitoring of the SoPH spend.



Reporting and Updates

Regular reporting for workforce programmes is in place via ADPH, RPHG and SoPH reporting structures as illustrated in the diagram.

Organisational operational plans to address these regional priorities will follow their own internal governance structures.