



Office for Health
Improvement
& Disparities



ADPH
West Midlands

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WORKFORCE DEVELOPMENT

“Weathering Uncertainty Through Innovation”

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England

Public Health Workforce Leadership Forum
 Purpose: Set strategic direction and leadership for England
 Chair: DCMO
 Secretariat: OHID

OHID NHSE NHSE WT&E FPH

Public Health Workforce Collaborative for England
 (formerly the Standing Group)
 Purpose: Operational delivery of strategy in England
 Co-chairs: Andrew Furber (OHID/NHSE), Gary Wares (NHSE WT&E)
 Secretariat: OHID

Unison

OHID NHSE NHSE WT&E FPH RSPH LGA UKHSA UKPHR ADPH

Regional Workforce Boards
 Purpose: Collaborative oversight of regional workforce plans

Yorkshire & the Humber Workforce Development Steering Group

London PH Workforce Collaborative

North West PH Workforce Matters strategy group

East of England Workforce Development Strategy Steering Group

Midlands PH Workforce Steering Group

South West Partnership Board

South East School of Public Health Board

North East PH Workforce Group



UK-wide

OHID NHSE NHSE WT&E FPH RSPH LGA UKHSA UKPHR ADPH

CIEH RCN Public Health Wales Public Health Agency (NI) Public Health Scotland

People in UK Public Health
 Purpose: Collaboration and advocacy across Four Nations
 Chair: Jessica Lichtenstein, UKPHR
 Secretariat: ADPH

National workforce groups from other Devolved Administrations

Other national workforce groups, including:

FPH Workforce Committee

ADPH PAG

KEY

Regional (Blue box)

National (England) (Dark Blue box)

UK-wide (Orange box)

Other devolved administrations (Grey box)

The PH Workforce Collaborative for England



- A senior working group focusing on matters pertaining to the public health workforce in place.
- Focuses on England only, but is closely connected to UK-wide conversations.
- Co-chaired by Andrew Furber, OHID / NHSE Regional Director for Public Health (NW) and Gary Wares, NHS WT&E Lead Dean for Public Health.
- Representation from key organisations with existing, or future roles, in public health. It was established in 2014 and continues the work of the Standing Group on Local Public Health Teams in England.
- The objective is to support the public health system by driving forward action to improve the capacity and capability of the core and wider workforce, with a particular emphasis on public health teams in place (employed by local authorities or Integrated Care Systems). This will include across health protection, health improvement and healthcare public health functions as well as leadership capability across the system. It will also consider issues related to employment and professional development.
- A collaborative delivery group, and all members have collective responsibility in the implementation of actions against system-wide priorities.
- An operational delivery role, acting as a forum for key organisations to share perspectives and expertise on opportunities or issues impacting on capacity, capability, employment and professional development of the core and wider public health workforce.
- Strategic direction for the public health workforce in England will be set by the Public Health Workforce Leadership Forum

The PH Workforce Collaborative for England cont ...

Membership

- Co-chairs: Andrew Furber (OHID/NHSE) and Gary Wares (NHSE WT&E)
- Deputy: Dr Richard Jarvis (OHID)

Representatives from the following organisations:

- Association of Directors of Public Health (ADPH)
- Department of Health and Social Care (Office for Health Improvement and Disparities) (OHID)
- Faculty of Public Health (FPH)
- Local Government Association (LGA)
- NHS England (NHSE), Head of School (HoS)
- NHSE, Medical Directorate
- NHSE Workforce Training & Education (WT&E)
- Royal Society for Public Health (RSPH)
- UK Public Health Register (UKPHR)
- UK Health Security Agency (UKHSA)
- Unison (nominated Trades Union representative)

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PH Workforce Leadership Forum

An executive level steering group focusing on critical matters pertaining to the public health workforce in England. It brings together system partners to provide strategic direction to the public health system on workforce issues, including, but not limited to, capacity, capability, employment and professional development of the core and wider public health workforce, as defined by the Centre for Workforce Intelligence (CfWI) (archived) and the Royal Society of Public Health (RSPH):

‘All staff engaged in public health activities who identify public health as being the primary part of their role.’

- The key focus for the Leadership Forum will be to provide strategic direction to the public health system on workforce issues.
- The objective of this group is to provide scrutiny, challenge, and strategic direction to the public health system on workforce issues. This will include capacity and capability of all public health functions as well as leadership capability across the system.

Chair:

Dr Jeanelle de Gruchy, Deputy Chief Medical Officer, Office for Health Improvement and Disparities (OHID)

Members:

- ❖ Professor Kevin Fenton, President, Faculty of Public Health (FPH)
- ❖ Professor Sheona MacLeod, Director of Education and Training/Medical Director, NHS England Workforce Training and Education (WT&E)
- ❖ Sarah Price, Medical Director for Public Health, NHS England (NHSE)
- ❖ Professor Andrew Furber, Co-Chair of the Public Health Workforce Collaborative (NW Regional Director, OHID / NHSE)
- ❖ Susan Hopkins, Chief Medical Advisor, UKHSA



LEADERSHIP FORUM

Purpose, Mission & Vision Statements

- Developed by the Leadership Forum in January 2024 in conjunction with the Collaborative
- Shaped through extensive stakeholder engagement - PH Workforce Summit 2023 and the PH Workforce Stocktake 2022-23
- The statements pull together multiple system priorities from different areas into one overarching mission and vision statement for the system (England only) to set out a clear vision and direction for the system

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Public Health Workforce

Our shared ambition:

What we do, how we do it and why we do it

Our golden circle that reflects shared system ambitions and ownership for the strategic direction of the public health workforce in England

- ▶ **PURPOSE**
Why it's important
- ▶ **VISION**
What we want to accomplish
- ▶ **MISSION**
How we will work together to achieve this





PURPOSE

Our shared ambitions: Why it's important

To develop and grow a sustainable, diverse, resilient and fit for purpose core and wider public health workforce that has the right capacity, capability and distribution across the system to meet the growing demands of the population, improve population health outcomes and reduce inequalities.

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VISION

Our shared ambitions: What we want to accomplish

Our vision is a skilled and motivated public health workforce that has the necessary capacity and capability to respond effectively to current and future challenges and drive improved outcomes in population health, through:

- sustainable, consistent and equitable approaches to education and training opportunities that build the right skillsets and knowledge, and
- clear career pathways that support individuals at every level, and in all settings at local, regional and national levels, to progress and thrive.





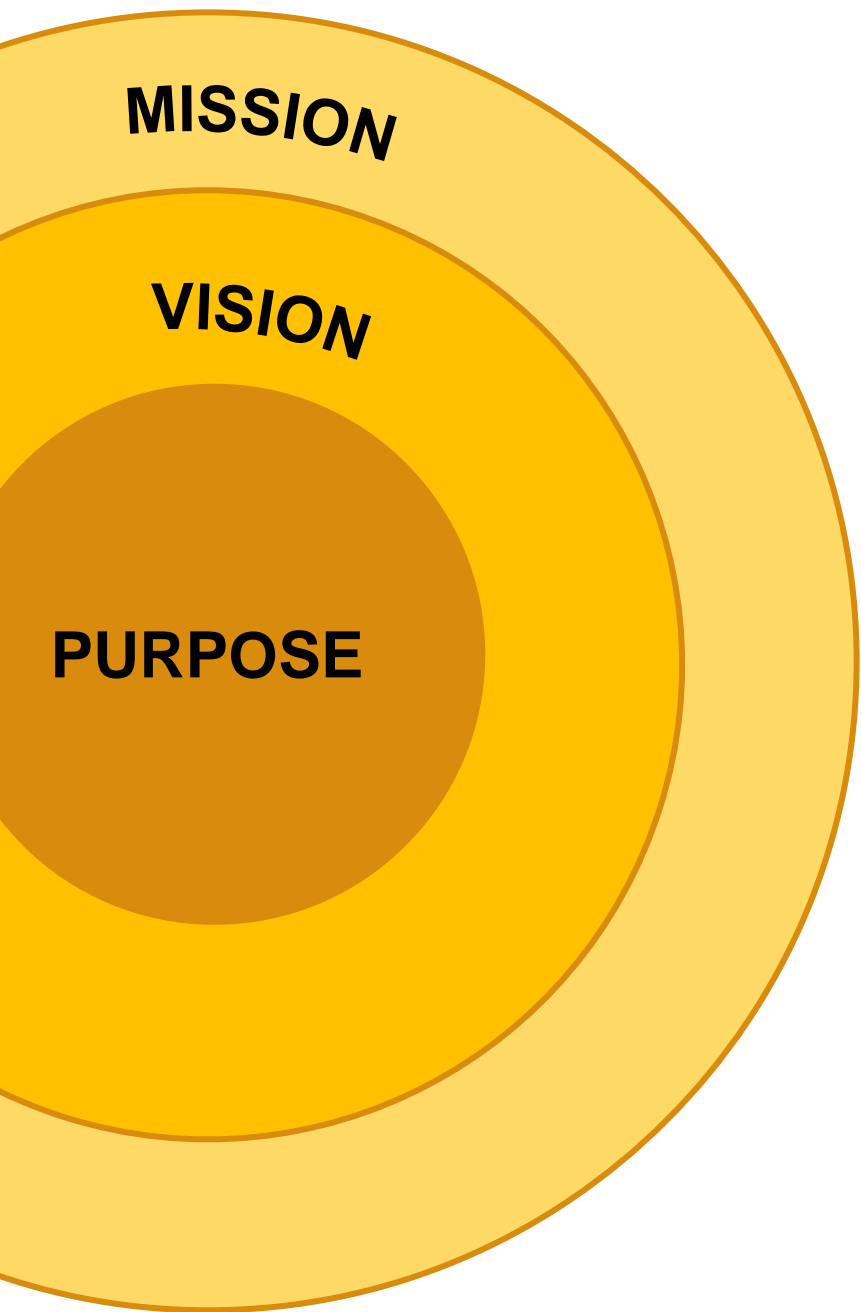
MISSION

Our shared ambitions:
How we will work together to achieve this

Our collective mission is to engage with partners across the health and care system, communities and places to create an integrated strategic workforce plan with clear roles, responsibilities, accountability, governance and indicative resourcing at national and regional level, which supports the public health workforce to be sustainable, diverse, resilient and fit for purpose.

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Short-term priorities for the system

Identified by the PH Workforce Collaborative

- 1 Spending Review preparation
- 2 NHS Long Term Workforce Plan update
- 3 A strategy for the public health workforce (UK/England)

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Insights and analysis have highlighted six areas of focus that could address the challenges facing the PH workforce

Stakeholder insights from the workforce summit (2023) and stocktake (2022) identified common themes which provide the building blocks to strengthen the public health workforce and provide a framework for joint activity

Promote a diverse and inclusive workforce

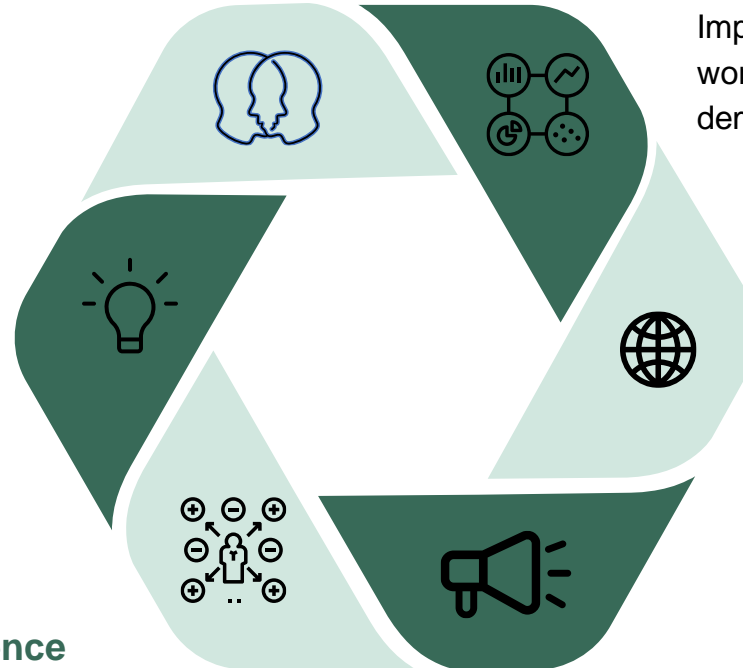
Prioritise equality, diversity and inclusion (EDI) to create a PH workforce which is both representative of the communities it serves and better prepared to address health disparities.

Strengthening leadership and accountability

Strengthen governance and accountability of system-wide workforce issues and improve consensus on priority areas

Attract and retain talent and experience throughout the public health pipeline

Support the Core PH workforce with clear pathways for development throughout the career pipeline, drawing on existing levers and programmes.



Enhance data to support workforce planning

Improve data and insights of the public health workforce to better determine and model supply and demand pressures at national, regional and local level

Scale innovation & research to address complex challenges

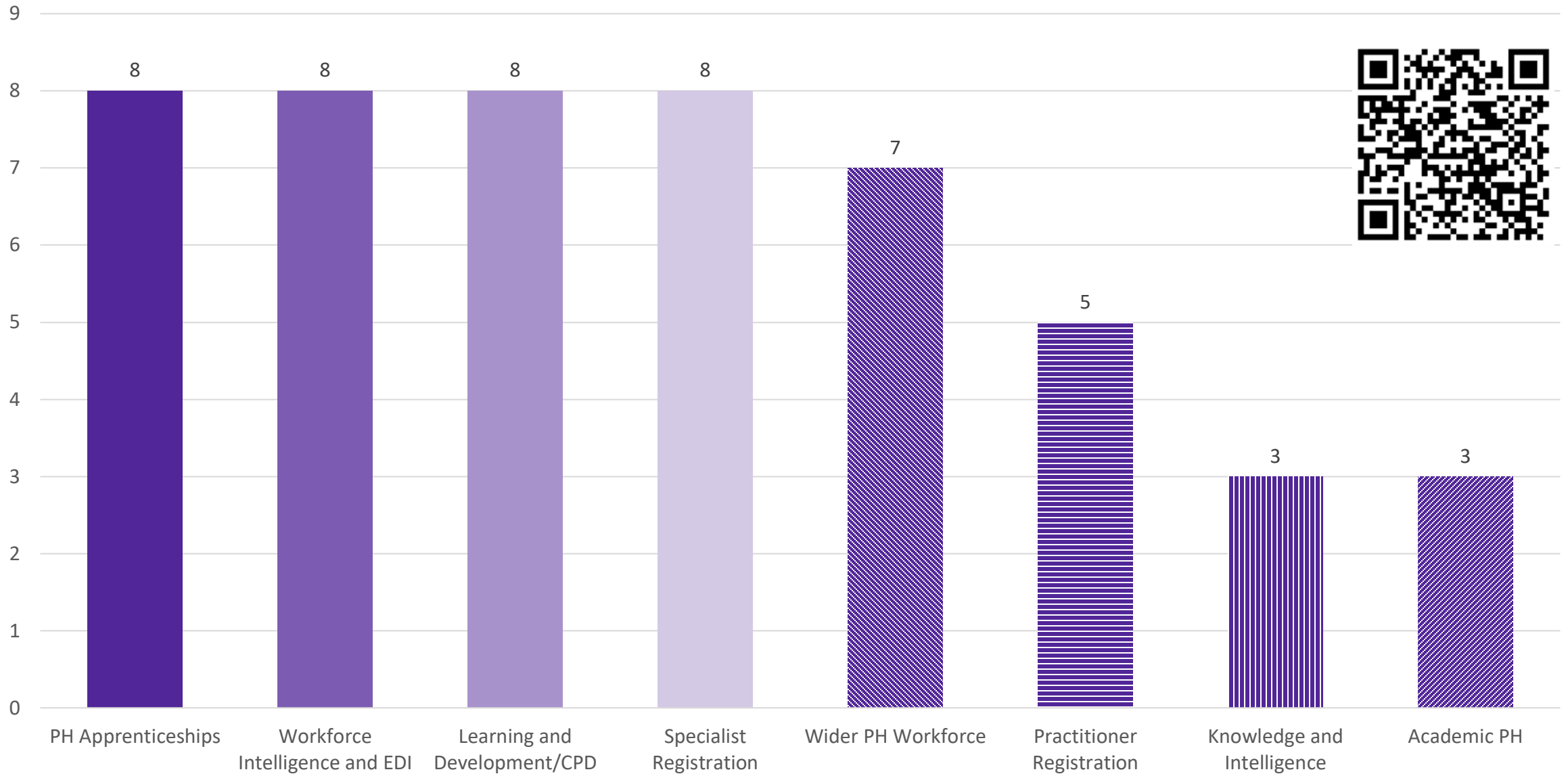
Strengthen research and evaluation of innovation and good practice underway in local regions. Promote and support the scaling of what works

Sustainable investment

Build consensus and a clear mission and vision to increase investment into the Public Health Workforce



Themes from collaboratively developed regional partnership plans: broadly map to the 6 themes on previous slide



Strategic Approach: Collaborative

- There have been several recent discussions both nationally & regionally about the need to develop a system-wide PH workforce strategy.
- Limited capacity across the PH system means that there is no one organisation / individual to hold the pen. There is also an issue around timing, to ensure that a strategic approach for the PH workforce fits alongside development of the 10yr Health Plan, Health Mission, refresh of the NHS Long Term Plan, etc.
- Sarah Hassell (Regional Head of Workforce Development, OHID Midlands) has offered, on behalf of the Collaborative Co-chairs, to work with a subset of members via semi-structured interviews to advance collective thinking and prioritisation in this space.

Key principles underpinning this workstream:

- Revisit what we already know
- Maintain momentum through sharpening system wide thinking around key risks / issues / burning platforms for the PH workforce and the related risks / issues / challenges / opportunities
- Action – focussed approach

Any queries to sarah.hassell@dhsc.gov.uk

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Questions for WM Conference attendees to feed into the work described on previous slide





We are really keen to capture your thoughts and feedback so if struck by inspiration please do feel free to submit at your leisure

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