



**Consultant in Public Health (1.0 WTE)**

**Environmental Sustainability, Healthy Places, Inclusive Economy and Equitable Health and Care Systems**

**Consultant in Public Health / Consultant in Public Health Medicine**

Public Health is concerned with the health of a population rather than individuals and has been defined as the science and art of preventing disease, promoting health and improving quality of life through the organised efforts of society.

Over the course of the COVID19 pandemic, local Public Health Teams across Scotland have been at the forefront of the response to protect the health of the population providing expert advice within local health and care systems.

This post will have core responsibilities for supporting people in our communities by fostering the ethos of environmental sustainability within our health systems across Ayrshire, namely:

* adopting a national environmental sustainability policy for health and care systems;
* minimizing and adequately managing waste and hazardous chemicals;
* promoting an efficient management of resources;
* promoting sustainable procurement;
* reducing health systems’ emissions of greenhouse gases and air pollution;
* prioritizing disease prevention, health promotion and public health services;
* engaging the health workforce as an agent of sustainability;
* increasing community resilience and promoting local assets;
* creating incentives for change; and
* Promoting innovative models of care.

The post holder will be expected to be able to cope with multiple and changing demands, and to meet tight deadlines. A high level of intellectual rigour, negotiation and motivation skills and flexibility are required to deal with complex public health issues, to advise and make recommendations regarding services and patient care. A high level of tact and diplomacy is required and an ability to understand other social and organisational cultures to enable effective working across organisational boundaries and influencing autonomously without direct authority.



This Consultant in Public Health / Consultant in Public Health Medicine post is a key strategic lead for Environmentally Sustainable Health and Care Systems and sits within the Department of Public Health.



The mission of the Department of Public Health is to improve and protect health and wellbeing for the people of Ayrshire & Arran, so that individuals, families and communities can experience the healthiest lives possible. Public Health has responsibility for: Health Protection, Resilience, Health Improvement and Healthcare Public Health. Administration and secretarial support will be provided.

NHS Ayrshire and Arran’s 10 year strategic ambition: ***‘Caring for Ayrshire’, ‘Working together to achieve the healthiest life possible for everyone in Ayrshire and Arran’***. The post holder will bring clarity of purpose to the team, department, and organisation, and enable each to consistently practice values-based Public Health. Working closely with Public Health Scotland (PHS) and Scottish Government to develop a World Class Public Health System locally in Ayrshire.

**Role of the Department of Public Health**

* Strategic leadership for the population’s health taking account of national and local health priorities, and responding to inequalities in health status
* Advise, advocate, guide and support the public health role of NHS Ayrshire & Arran,across all domains of public health
* Provide “health in all policies” incorporating universal and targeted delivery of statutory public health functions associated with public health protection, health intelligence, health improvement and environmental health
* Lead and co-ordinate health protection to support the prevention and control of communicable disease and environmental health threats to health
* Provision of multi-disciplinary expertise to advise, guide and support the promotion of health improvement, focusing on prevention and reducing health inequalities through Community Planning and Community Health & Social Care Partnerships (HSCPs)
* Surveillance of disease and its determinants including researching, collecting, assessing need and analysing data to improve understanding of public health challenges and evidence based solutions
* Ensure appropriate governance and accountability in public health practice
* Coordination and effectiveness of screening programmes with a focus on reducing inequalities
* Communicate and reassure the public on important public health issues and produce accessible information to support this including a Director of Public Health report
* Lead and support the organisation in complying with the Civil Contingencies Act 2004(CCA), the Counter Terrorism and Security Act 2015 as well as other legislation and regulations, and provide assurance to the NHS Board.

The Consultant in Public Health responsible for **Environmental Sustainability, Healthy Places, Inclusive Economy and Equitable Health and Care Systems** will offer the successful candidate a stimulating mix of work within multidisciplinary teams across Ayrshire.

We have an excellent and very active working relationship with our three Local Authorities, Integrated HSCPs, Community Planning Partnerships (CPPs), NHS Infrastructure and Support Services and third sector colleagues.

This consultant will work with multidisciplinary partners to provide evidence based leadership to develop and support our local vision. Finally, we would encourage our new post holder to be closely involved in the future development of a broad range of established areas of local work and at the heart of implementing new and innovative projects.

The post holder will be actively encouraged to develop their own areas of interest and utilise our excellent links with universities across the West of Scotland. They will have a varied job plan and will be flexible according to the needs of the department: this may include providing expert public health advice to acute, community, and third sector services as necessary.

The successful applicant will support the development of an organisational wide inclusive, sustainable health and care system for the citizens of NHS Ayrshire & Arran. The post holder will utilise the current evidence base, data, economic modelling and utilise their academic rigour, public health leadership and influencing skills to identify need and work in a whole systems manner to find innovative methods to mitigate the negative impact on the citizens of Ayrshire. Improving health and social outcomes and reducing inequalities will sit at the heart of this new role.

We are an active partner in key place & planning related activities undertaken by councils and CPPs. These activities could include supporting / developing:

* **Local Development Plan planning and Place and Wellbeing Outcomes (both internal and external to NHS dimensions):**
* Movement (i.e. travel / transport)
* Spaces (i.e. streets and spaces, natural space, play and recreation)
* Resources: services / support, work / economy, housing / community)
* Civic (identify, belonging, feeling safe)
* Stewardship (care & maintenance, influence & control)
* **Organisational delivery:**
	+ - * Community Planning Partnerships and related groups
			* Spatial planning processes e.g. LDP development, consultations
			* Health and Social Care Partnerships and related groups
			* Other consultation processes (e.g. planning/development plus other strategies/policies)
			* Ayrshire Growth Deal and Community Wealth Building
			* NHS Ayrshire & Arran climate emergency strategic and operational groups
			* Other groups and activities as they arise
* **Responsibilities of this post is to ensure the Public Health response is:**
* Resilient: sufficient time and notice of key decisions/consultations; not solely dependent on specific individuals/existing relationships)
* Efficient and proportionate: involvement is tailored according to the task in hand; draws on an established standard operating procedures where relevant; makes best use of staff skill mix and capacity.
* Evidence-based and responsive (e.g. where appropriate, uses relevant data, research, and/or participatory tools like HIA; and subject to regular monitoring, evaluation, and reflection)
* Valued by partners (e.g. is part of broader collaborative relationship and subject to two-way feedback about maximising benefit of public health input)

There will be an expectation to work within our NHS Ayrshire & Arran Health Protection Team and take an active role managing ‘in hours’ health protection function, this will involve working one day per fortnight providing health protection leadership. However, depending on the needs of the service, there may be a requirement to provide additional cover, this will be discussed with the Director of Public Health (DPH) in advance. There is also an expectation that the successful candidate will provide health protection ‘out of hours on call’ response (1 in 7.5 rota with prospective cover). The post holder is required to have sufficient training and experience to be a “competent person” under the Public Health etc. (Scotland) Act, 2008. Full orientation and additional training will be provided as necessary.

This key post will fulfil an important leadership role within the wider organisation and the Public Health Team. In addition to topic based responsibilities the post holder will be expected to contribute to departmental governance and training and deputise for the DPH when necessary.

Will *either* be responsible for the day to day management of a group of staff, *and/or* be responsible for the allocation/placement and supervision of qualified staff or trainees, *and*/*or* be responsible for teaching/delivery of core training on a range of subjects or for specialist training, *and/or* be responsible as a line manager for a single function.



The National 2015 Public Health Review in Scotland concluded with positive recommendations for the future of the public health function that will enable it to meet the both current and future demands on population health and fit within the changing public sector landscape.

One of the key outcomes from the Public Health Review was the formation of Public Health Scotland and the subsequent production of national Public Health Priorities for Scotland, jointly sponsored by Scottish Government and COSLA. The priorities focus efforts of public health professionals alongside the wider system for public services with the ambition of accelerating partnership activity towards improving the health of the population.

The Public Health Department within NHS Ayrshire & Arran are active participants in all national and regional discussions about the future priorities and governance arrangements for the specialty. In NHS Ayrshire & Arran we hold the ambition to further develop a World Class Public Health Service and Public Health Academy which fits with our local NHS Ayrshire a& Arran strategic plan: Caring for Ayrshire which strives to bring care closer to those who need it: right person, right care, right time and right place.



# Proposed Weekly Programme

The proposed weekly programme is shown below. Activities with current fixed time commitments will be carried out as detailed in the work programme. Other DCC and SPA activities are shown with indicative timings within the weekly programme and will be discussed with the appointee.

**Notes on the Programme**

* **Public Health duties:** These include strategic leadership, epidemiology and surveillance, providing public health and health protection advice; liaison with partner organisations; national work (including support for Special Interest Groups), report writing: responding to requests from others, including elected members; contributing to DPH annual report; and influence the following areas:
* Partnership working/health in all policies
* Local policy and strategy development (e.g. responding to consultations; participating in board governance groups)
* Influencing national policy and strategy development
* Health Impact Assessment development
* Access to training
* The collation and interpretation of local data/evidence/evaluation/research
* Specific projects as they arise

**Travel:** Any travel allocation will be included within the Total Programmed Activities and will be determined by location at which Direct Clinical Care and Supporting Professional activities are carried out.

**On call arrangements:** Consultants in Public Health participate in the on-call rota for Health Protection (1 in 7.5 rota with prospective cover).

**Supporting Professional Activities**: NHS Ayrshire & Arran recognise the important role Job Planning has in ensuring consultants are supported in delivering high quality, safe, sustainable public health expertise and support. It is therefore important to ensure there is an adequate balance between direct public health activities and activities which support both the personal and professional development of the consultant workforce and facilitates agreed contribution to activities including:

* Under and post graduate teaching/training
* Clinical Governance
* Quality and Patient Safety
* Research and Innovation
* Service management and planning
* Work with professional bodies

All consultants will have 2 SPA as a minimum to support job planning, appraisal and revalidation. However the final balance of SPA and DCC activity will be agreed between the appointee and clinical manager prior to contracts being agreed.

There may be a requirement to vary the DCC outlined in the indicative timetable below when the final balance of DCC and SPA is subsequently agreed. There may also be opportunities to contract for Extra Programmed activities. Opportunities subject to service requirements and in accordance with national terms and conditions of service.

**Job Plan Review**

New appointees will discuss the indicative job plan with the DPH, prior to commencement and will at that time review the balance of activities. Where it is possible to agree any revisions to the indicative plan in advance of commencement this will be acted upon. In any event however, there must be an interim Job Plan review conducted at 3 months post commencement to agree and finalise the Job Plan. The consultant at time of induction should ask for an interim review date to be scheduled. The agreed job plan will include all the consultant’s professional duties and commitments, including agreed Supporting Professional Activities. Thereafter Job Planning will be carried out annually as part of the Board’s Job Planning process.

**Private Practice:** If the post holder wishes to undertake any private practice, they are obliged to inform their employer at the time of appointment of their intentions to do so. This should be submitted in writing to the Clinical Director. The conduct of private practice will be in accordance with the Consultant Contract (Scotland) Terms and Conditions. (Refer Section 6 of the New Consultant Contract).

 **Proposed Weekly Programme (1.0 WTE)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Work Timetable** | **Direct Clinical Care (hours)** |  | **Supporting Professional Activities (hours)** |
|  | Description | Public Health duties  | **Total** | Teaching | Audit | CPD | Research | Other | **Total** |
| Mon am  | Distributed working across NHS bases / working from home | Job Planned activities to support environmentally sustainable health systems | **4** |  |  |  |  |  |  |
| Mon pm  | Distributed working across NHS bases / working from home | Job Planned activities to support environmentally sustainable health systems | **4** |  |  |  |  |  |  |
| Tues am  | Distributed working across NHS bases / working from home | Job Planned activities to support environmentally sustainable health systems | **4** |  |  |  |  |  |  |
| Tues pm  | Distributed working across NHS bases / working from home | Job Planned activities to support environmentally sustainable health systems | **4** |  |  |  |  |  |  |
| Wed am  | Distributed working across NHS bases / working from home | Job Planned activities to support environmentally sustainable health systems | **4** |  |  |  |  |  |  |
| Wed pm  | Distributed working across NHS bases / working from home | Job Planned activities to support environmentally sustainable health systems | **4** |  |  |  |  |  |  |
| Thurs am  | Distributed working across NHS bases / working from home | Health Protection day cover (this should be provided 1 full day per fortnight) | **4** |  |  |  |  |  |  |
| Thurs pm  | Distributed working across NHS bases / working from home | Core SPA (Meetings, CPD, appraisal, training, teaching R&D) | **4** | 1.0 | 1.0 | 2.0 |  |  |  |
| Fri am  | Distributed working across NHS bases / working from home | Job Planned activities to support environmentally sustainable health systems | **4** |  |  |  |  |  |  |
| Fri pm  | Distributed working across NHS bases / working from home | Job Planned activities to support environmentally sustainable health systems | **4** |  |  |  |  |  |  |
| Sat am  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Sat pm  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Sun am  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Sun pm  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **TOTALS** |  |  |  |  |  |  | **40** |  |  |  |  |  | **40** |

**Please note that the weekly distribution of work (including working days) will be agreed with the preferred candidate at the moment of their appointment.**



**JOB PURPOSE**

The Consultant in Public Health / Public Health (Medicine) fulfils a dual role of providing leadership both within the Public Health Team. This requires the flexibility to respond to Healthcare Public Health and Health Protection issues as they arise.

The post holder will work undertake the following functions:

* Provide expert public health advice and leadership to support and inform an evidence-based approach to developing environmentally sustainable health and care systems working with primary, secondary and social care, and across sectors including local authorities, CPPs, IHSCPs, wider partners, voluntary organisations, etc. In particular, working in a whole systems manner to address the health & equity impacts of environmental change and realise co-benefits across Ayrshire.
* Provide Health Protection day duties and advice, including reactive work and on-call duties. Consultant advice and responsibility for reactive health protection work (e.g. communicable disease cases, outbreaks, environmental health incidents, immunisation enquiries, problem assessment groups, incident management teams).
* Have responsibility for development, implementation and delivery of national, regional and local policies related to Public Health Priorities: **Priority 1**: A Scotland where we live in vibrant, healthy and safe places and communities and **Priority 5**: A Scotland where we have a sustainable, inclusive economy with equality of outcomes for all. Developing inter-agency and interdisciplinary strategic plans and programmes, with delegated Board or organisational authority to deliver key public health targets
* Develop and utilise information and intelligence systems to underpin public health action across disciplines and organisations, leading collation and interpretation of relevant data
* Support the provision of specialty training programme e.g. training Specialist Registrars in Public Health
* Responsible for the day to day management of a group of staff, *and/or* be responsible for the allocation/placement and supervision of qualified staff or trainees, *and*/*or* be responsible for teaching/delivery of core training on a range of subjects or for specialist training, *and/or* be responsible as a line manager for a single function
* Authorised signatory, budget or delegated budget holder (budget/department/service), *and/or* monitor or contribute to the formulation of department /service budgets and financial initiatives *and/or* be a budget holder for a department service.
* Lead on public health research, *and/or* commission research audits/ projects, *and/or* undertake research or audit

**Consultants in Public Health Medicine (CPHM) must be registered on the GMC Register. Consultants in Public Health (CPH) must be registered with the UK Public Health Register. Dental Consultants in Public Health must be registered with the GDC**

**PRINCIPAL RESPONSIBILITIES** (structured around the key areas for specialist public health practice).

The post holder will be expected to take on specific areas of responsibility (in conjunction with the other consultants in the department) for the provision of an effective and high quality Public Health Service; specific areas of responsibility to be agreed with the Director of Public Health. This will include participation in the out of hour’s on-call rota for health protection.

The portfolio for this post will include leading agreed areas of the Public Health Priorities for Scotland with particular focus on Priority 1 and Priority 5.

The post holder will also work closely with one of the three HSCPs in Ayrshire, maintaining close links between Public Health and our wider system. This will be integral to our NHS Ayrshire & Arran Organisational 10 year strategic plan: Caring for Ayrshire

The post holder will also contribute to the Ayrshire Public Health Work Plan and Public Health Department Business and Remobilisation Plan.

The number of sessions devoted to generic public health and health protection work may vary depending on circumstances and will be agreed following discussion and agreement with the DPH.

**Surveillance, assessment of the population’s health (analysing, interpreting information, knowledge and statistics)**

* 1. To lead on agreed aspects of the assessment of health needs, health inequalities, health impact assessment and identification of areas for action within the local population.
	2. To take the lead responsibility for the analysis and interpretation of information with respect to the areas of responsibility and contribute to reports as appropriate on the health of the population of Ayrshire and Arran; and to contribute to the development of the health intelligence function within public health and the DPH reports.

# Promoting and protecting the population’s health and well-being

1.3. To contribute to effective local arrangements and the Consultants’ duty rota for the control of communicable disease, environmental hazards to health, port health and emergency planning, daytime and out of hours.

1.4. To be a designated “competent person” under the Public Health etc. (Scotland) Act, 2008

1.5. To provide consultant cover for the Health Protection function.as required.

# Developing quality and risk management within an evaluative culture

1.6. To be responsible for continuous improvement and the development of a high quality public health service including evaluation of the effectiveness of public health provision and programmes and the development of appropriate health outcome measures.

# Collaborative working for health

1.7. To work with key partners to deliver shared strategies and frameworks and within the department contribute to the Population Health work plan and Public Health Business Plan.

1.8 To work with Public Health Scotland on core topics within this portfolio as well as local managed clinical networks and improvement agencies.

# Developing health programmes and reducing health inequalities

1.8. To lead on the development and implementation of public health programmes in the areas of responsibility to meet local targets for the improvement of health and the reduction of inequalities.

# Policy and strategy development and implementation

1.9. To lead on the development and implementation of public health policies and to contribute to strategy development based on identification of areas of potential health improvement, the diversity of local needs and the reduction of inequalities.

# Strategic leadership for health

1.10. To lead the development and implementation of specified aspects of the Health Protection work plan, Population Health Work Plan and Public Health Business Plan.

1.11. To communicate public health principles, information and findings through reports, presentations, publications and attendance at meetings.

## Research and development

1.12 To contribute to public health research and development by ongoing analysis and evaluation of developments in the areas of responsibility.

1.13 To develop links with local and national academic centres and bodies as appropriate, to ensure the work of NHS Ayrshire & Arran is based on a

 sound research and evidence base.

1.14. Involvement of the candidate in specific areas of research will be subject to

 the candidate’s interest and the needs of the service, and is subject to negotiation.

## Ethically managing self, people and resources (including education and CPD)

1.15. To participate in NHS Ayrshire & Arran’s performance assessment, consultant appraisal and personal development schemes and departmental audit.

1.16. To pursue a programme of CPD, in accordance with the Faculty of Public Health requirements, and to undertake revalidation or other measures required to remain on the GMC or UK Public Health Register as appropriate.

**GENERAL**

* Providing the appropriate input to evolving integrated care pathways and managed clinical networks for relevant client/disease/service groups.
* Participate in topic specific national Public Health special interest groups, providing specialist advice on areas of responsibility
* Contributing to the Director of Public Health’s Report.
* Attendance at relevant meetings within the Public Health Department.
* Attendance at periodic meetings at Public Health Scotland and with other Consultants in Public Health with similar responsibilities.
* Undertake such other duties as may be agreed with the Line Manager and the Director of Public Health.

**COMMUNICATIONS AND WORKING RELATIONSHIPS**

**Internal**

* Director of Public Health
* Deputy Director of Public Health
* Other CPHMs, CPHs, CDPH, Public Health Programme Leads
* Assistant Directors of Public Health and Health Improvement Staff
* Other members of the Department of Public Health
* NHS Ayrshire and Arran Chief Executive Officer (CEO)
* NHS Ayrshire and Arran Directors
* NHS Ayrshire and Arran Board Chair and Non-Executive Board Members
* Laboratory staff/Microbiologists
* Managed Clinical Networks
* Directors and senior clinical and management staff of NHS Ayrshire & Arran
* Integrated Health and Social Care Partnerships, including primary care professionals and other independent contractors
* This list is not exhaustive

**External**

* North, East and South Ayrshire Councils and their CEOs
* Integrated Health and Social Care Partnerships and Integrated Joint Boards
* Community Planning Partnerships
* Public Health Scotland
* Other national and regional Health Protection/Public Health groups
* Other CPHs in Scotland
* Voluntary sector
* Patient and Public representatives



The Terms and Conditions of Service are those determined by the Terms and Conditions of the New Consultant Grade (Scotland) as amended from time to time. Consultants in Public Health registered with the UKPHR will be employed under Agenda for Change terms and conditions.



Informal enquiries and visits are encouraged: please contact Mrs Lynne McNiven, Director of Public Health on (01292) 885873.



**Post of**: Consultant in Public Health

**Location**: Afton House, Ailsa Hospital, Dalmellington Road, Ayr

## Qualifications:

|  |  |  |
| --- | --- | --- |
| **Education/Qualifications** | ***Essential*** | ***Desirable*** |
| The National Health Service (Appointment of Consultants) Regulations 1996 (legislation.gov.uk)In line with legislation, inclusion in the GMC Full and Specialist Register with a license to practice/GDC Specialist List **or**inclusion in the UK Public Health Register (UKPHR) for Public Health Specialists at the point of application  | X |  |
| If included in the GMC Specialist Register/GDC Specialist List in a specialty other than public health medicine/dental public health, candidates must have equivalent training and/or appropriate experience of public health practice | X |  |
| Public health **specialty registrar applicants** who are not yet on the GMC Specialist Register, GDC Specialist List in dental public health or UKPHR **must provide verifiable signed documentary evidence that they are within 6 months** of gaining entry to a register at the date of interview. | X |  |
| If an applicant is UK trained in Public Health, they must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interviewIf an applicant is non-UK trained, they will be required to show evidence of equivalence to the UK CCT  | X |  |
| Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body  | X |  |
| MFPH by examination, by exemption or by assessment, or equivalent | X |  |
| Have documented evidence of current (or past) competence at the level required by the legislative guidance in order to be appointed as an NHS Health Board “Competent Person” for the purposes of the Public Health etc. (Scotland) Act 2008, as set out in the appropriate regulations | X |  |
| Masters in Public Health or equivalent |  | X |
| **Personal qualities** [Recruiters are welcome to refine these criteria to ensure good fit with post concerned] |  |  |
| Able to influence senior members including directors and CEOs | X |  |
| Able to both lead teams and to able to contribute effectively in teams led by junior colleagues | X |  |
| Commitment to work within a political system irrespective of personal political affiliations | X |  |
| **Experience**[Recruiters are welcome to refine these criteria to ensure good fit with post concerned] |  |  |
| Delivery of successful change management programmes across organizational boundaries  | X |  |
| Media experience demonstrating delivery of effective health behaviour or health promotion messages |  | X |
| Experience of using complex information to explain public health issues to a range of audiences | X |  |
| **Skills**[Recruiters are welcome to refine these criteria to ensure good fit with post concerned] |  |  |
| Strategic thinker with proven leadership skills and operational nous | X |  |
| Able to demonstrate and motivate organisations to contribute to improving the public’s health and wellbeing through mainstream activities and within resources | X |  |
| Ability to lead and manage the response successfully in unplanned and unforeseen circumstances | X |  |
| Analytical skills able to utilize both qualitative (including health economics) and quantitative information  | X |  |
| Ability to design, develop, interpret and implement strategies and policies | X |  |
| **Knowledge**[Recruiters are welcome to refine these criteria to ensure good fit with post concerned] |  |  |
| In depth understanding of the health and care system and the relationships with both local national government | X |  |
| In depth knowledge of methods of developing clinical quality assurance, quality improvement, evaluation and evidence based public health practice | X |  |
| Strong and demonstrable understanding of interfaces between health, social care and key partners (dealing with wider determinants of health) | X |  |
| Understanding of the public sector duty and the inequality duty and their application to public health practice | X |  |
| **Equality and diversity** |
| An understanding of and commitment to equality of opportunity and good working relationships, both in terms of day-to-day working practices, but also in relation to management system | X |  |

**Skills/Knowledge/Competence**

|  |  |  |
| --- | --- | --- |
| **Requirements** | **Essential** | **Desirable** |
| General Experience:* Expertise in generalist field
* Expertise in sub-specialty field
 | Minimum six months’ experience in Health Protection but support and training will be provided as necessary.Experience and demonstrable competency in public health (including health protection) at a specialist and senior level.Experienced in participating in Health Protection on-call rota.Experience of working with other agenciesSubstantially numerate, with highly developed analytical skills using qualitative and quantitative dataUnderstanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation.Ability to design, develop, interpret and implement public health policies. | Experience and demonstrable competency in dealing with infectious diseases cases/ incidentsExperience and demonstrable competency in dealing with environmental hazards/chemical incidentsExperience and demonstrable competency in emergency planning |
| Teaching & Training | Willing and able to be involved in training of non-specialists and those within the specialist training scheme | Experience of teaching Recognised Trainer |
| Team Working | Commitment to team-working, and respect and consideration for the skills of othersHighly effective interpersonal, communication, motivational and influencing skillsPractical experience in facilitating changeAble to prioritise work, and work well against a background of change and uncertainty |  |
| Development | Undertaking appraisal/ revalidation or other measures required to remain on the GMC or UK Public Health Register.Pursuing a programme of CPD, in accordance with the Faculty of Public Health requirements. | Current membership of UK Faculty of Public Health. |
| Research & Publications |  | Scientific publications, presentation of papers at conferences, seminars etc. |
| Audit | Evidence of previous audit activityKnowledge of methods of developing clinical quality assurance, quality improvement and evidence based clinical and/or public health practice. |  |
| Management and Administration |  | Experience of line management within public health.Resource management skillsBudget management |
| Personal and InterpersonalSkills | Strong commitment to public health principles.Strategic thinker with proven leadership skills.Excellent oral and written communication skills (including dealing with the public, media and presentation skills)Able to remain calm, clear thinking and take control of challenging and pressurised situations, working to tight timescales.Effective chair with ability to manage a range of professional groups to reach consensus.Adaptable to situations, able to work with people of all capabilities and attitudes.Ability to respond appropriately at times when conflicting situations arise. Ability to reflect on working practices and implement changes as a result of lessons learned.Ability to respond appropriately in unplanned and unforeseen circumstances.Self-motivated, pro-active, and innovative.High standards of professional probity and commitment to NHS Scotland values.Computer literate (Microsoft Office).Understanding of NHS, local authorities and partner agencies.Understanding of social and political environment. |  |

**General conditions**

**Terms and conditions of service**

The post is subject to either: NHS (Scotland) Hospital Medical and Dental Staff and

Doctors in Public Health and the Community Health Service; or NHS (Scotland)

Agenda for Change Terms and Conditions, and relevant NHS Scotland Health Board employment policies.

As a Consultant in Public Health Medicine, you will be remunerated at the NHS

Scotland Consultant salary scale: £91,474 to £121,548 per annum (*pro-rata if applicable)*.

As a Consultant in Public Health, you will be remunerated at the NHS Scotland Agenda for Change Band 8D salary scale: £90,590 to £98,384 per annum (*pro-rata if* *applicable)*.

**Region**

Although you will be employed by NHS Ayrshire & Arran, you will be encouraged to develop work on a regional and national basis as required.

**On call arrangements**

The post holder will be expected to be on call for health protection and public health and to participate in the communicable disease and environmental hazards control and emergency planning arrangements. Suitable training will be provided for those who need it in discussion with Public Health Scotland.

**Indemnity**

As the post holder will only be indemnified for duties undertaken on behalf of the employing authority NHS Ayrshire & Arran, the post holder is strongly advised to ensure that he/she has appropriate professional defence organisation cover for duties outside the scope of the employing NHS Ayrshire & Arran and for private activity within employing NHS Ayrshire & Arran.

**Flexibility**

The post holder may, with their agreement - which should not reasonably be withheld

- be required to undertake other duties which fall within the grading of the post to meet the needs of this new and developing service. The NHS Scotland is currently working in a climate of great change. It is therefore expected that all staff will develop flexible working practices both within any relevant local public health networks and at other organisational levels as appropriate, to be able to meet the challenges and opportunities of working in public health within the new and existing structures.

**Confidentiality**

A consultant has an obligation not to disclose any information of a confidential nature concerning patients, employees, contractors or the confidential business of the organisation.

**Public Interest Disclosure**

Should a consultant have cause for genuine concern about an issue (including one that would normally be subject to the above paragraph) 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.

**Data protection**

If required to do so, the post holder will obtain, process and/or use information held on a computer or word processor in a fair and lawful way. The post holder will hold data only for the specified registered purpose and use or disclose data only to authorised persons or organisations as instructed in accordance with the General Data Protection Regulation.

**Health and safety**

Employees must be aware of the responsibilities placed on them by the Health &

Safety at Work Act (1974) and its amendments and by food hygiene legislation to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients and visitors.

**Smoking policy**

NHS Scotland operates a no smoking policy. Smoking is not allowed in the workplace.

**Equal opportunities policy**

It is the aim of the employing NHS Scotland to ensure that no job applicant or employee receives less favourable treatment on grounds of gender, religion, race, colour, sexual orientation, nationality, ethnic or national origins or disability or is placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable. To this end, each NHS Scotland Health Board has an Equal Opportunities Policy in place, and it is for each employee to contribute to its success.