



Lead Consultant in Health Protection and Enhanced Community Health Protection

(Consultant in Public Health / Consultant in Public Health Medicine) (1.0 WTE)

This Lead Consultant in Health Protection and Enhanced Community Health Protection (Consultant in Public Health / Consultant in Public Health Medicine) post is a key strategic lead for the innovative development of the health protection function across Ayrshire and sits within the Department of Public Health.

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.

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 health protection and associated 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 is a senior role within the Public Health Department’s Health Protection Team to provide leadership, management and oversight of the health protection function, including the response to incidents and outbreaks and responsibility for the day to day operational delivery. Crucial strategic and operational working relationships with Scottish Government, Public Health Scotland, UK Health Security Agency (UKHSA), Scottish Environmental Protection Agency (SEPA), Animal and Plant Agency (APHA) and others will be central to the day to day work for the post holder.

The model for the delivery of the health protection function in Ayrshire involves all public health consultants working within health protection day cover rota; one day every 2 weeks as well as supporting the on call out of hours cover as part of a 1 in 7.5 rota. This distributed model of health protection ensures all consultants maintain their competencies and share the responsibility for reactive and proactive health protection work, ensuring business continuity for the department is robust. It also facilitates a collegiate spread of key health protection proactive planning such as developing and managing Standard Operating Procedures (SOPs), action cards, strategies, policies, ongoing shared learning opportunities and multiagency working.

The distributed health protection model will support the role of the post holder and allow additional time for strategic planning and develop a more front / forward facing innovative health protection function for example working more proactively with sexual health and BBV colleagues, prison, traveling communities, refugee and migrant screening and generally increasing community engagement.

The post holder will play a key role in the continued development of the distributed health protection function, which may include managing staff, working closely with partners, and ensuring the delivery of high quality surveillance, response and support systems.

The post holder will have responsibility for developing and maintaining close working relationships both internally within the NHS and with wider partner organisations. In addition they will contribute and lead on NHS Board, Public Health Scotland and national priorities, including contribution to public health initiatives consistent with the departmental delivery model and integrated working.

The post holder will have individual objectives and a job plan that includes agreed portfolio areas plus distributed health protection work. The job plan documents, the agreed programmed activities (PAs) that are necessary to fulfil the duties and responsibilities described in the Job Description.

 

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The mission of the Department of Public Health is to improve and protect health and wellbeing in 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’ will be a key strategic driver for the health protection agenda and the post holder will be expected to contribute to Caring for Ayrshire-specific work. 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 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 into 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
* 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 Lead Consultant in Health Protection and Enhanced Community Health Protection

(Consultant in Public Health / Consultant in Public Health Medicine) post will offer the successful candidate a stimulating mix of work with multidisciplinary teams across Ayrshire.

We have an excellent and very active working relationship with our three Local Authorities, Integrated Health and Social Care Partnerships (IHSCPs), Community Planning Partnerships (CPPs), NHS Infrastructure and Support Services, wider partners such as Police Scotland, Scottish Fire and Rescue Service (SFRS), Scottish Ambulance Service and third sector colleagues.

The post holder will work with multidisciplinary partners to provide evidence based leadership in order 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.

We are an active partner in key health protection strategic planning and delivery; the related activities for the Lead Consultant in Health Protection and Enhanced Community Health Protection

(Consultant in Public Health / Consultant in Public Health Medicine) post will include:

* Responsibility for development, implementation and delivery of national, regional and local policies, developing inter-agency and interdisciplinary strategic plans and programmes, with delegated Board authority to deliver key public health objectives in the area of health protection services, including pandemic management.
* Provide expert public health advice and leadership to support and inform an evidence-based approach within ethical frameworks for developing high quality equitable services, across primary, secondary and social care, and across sectors including local authorities, voluntary organisations.
* Develop and utilise information, surveillance data and intelligence systems to underpin public health action across disciplines and organisations, leading collation, interpretation and effective communication with relevant stakeholders of relevant data.
* Taking part in on call arrangements for communicable disease control/health protection.
* Responsibility for the supervision of trainees, teaching/delivery of core training on a range of subjects for specialist training.
* Subject to job planning agreement, will be responsible as a line manager.
* Will be an authorised signatory and delegated health protection budget holder.
* Lead public health research, by commissioning research audits/projects, and/or undertaking research or audit.
* Maintain and develop effective working relationships with a wide variety of individuals and organisations relevant to the duties of the post including Public Health Scotland, local authorities, the wider NHS, and the emergency response services.
* Opportunities for the post holder to develop other areas of interest in public health which underpin NHS Ayrshire and Arran’s Caring for Ayrshire Strategy and the Public Health Delivery Plan.
* Deputise and / or represent and undertake duties on behalf of the Director of Public Health.

There will be an expectation to take an active role within the ‘in hours’ health protection service and ‘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 prior to any day cover or on call shifts being rostered.

This key post will fulfil an important leadership role within the wider NHS 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 Director of Public Health when necessary.

NHS Ayrshire and Arran supports continuous professional development for all staff and attaches considerable importance to its staff development strategy. The post holder is encouraged to:

* Participate in CPD and is encouraged to take part in events designed to widen knowledge and expertise in all areas, not only those relating to their own area of work;
* Contribute to the training of specialty registrars, other members of the team & junior doctors
* Contribute to the postgraduate and undergraduate teaching at the University of Glasgow or University of the West of Scotland.



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 and Arran are active participants in all national and regional discussions about the future priorities and governance arrangements for the specialty. In NHS Ayrshire and 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 and 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

A proposed weekly programme is shown within this section of the Job Description. 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**

The job description will be subject to review in consultation with the post holder and in the light of the needs of the employing organisation and the development of the speciality of public health and any wider developments in the field of public health. The key result areas relate to the public health contribution to the health for all across Ayrshire.

**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).and contribute to health protection day cover.

**Supporting Professional Activities**: NHS Ayrshire and Arran recognise the important role ‘Job Planning’ has in ensuring consultants are supported in delivering high quality, safe, sustainable clinical care to patients. It is therefore important to ensure there is an adequate balance between direct clinical care 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 Director of Public Health, 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.

The post holder shall be free to undertake private practice without approval provided such work is undertaken outside the time agreed in the job plan for programmed activities. (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 the health protection function and wider enhanced community health protection | 4 |  |  |  |  |  |  |
| Mon pm  | Distributed working across NHS bases / working from home | Job Planned activities to support the health protection function and wider enhanced community health protection | 4 |  |  |  |  |  |  |
| Tues am  | Distributed working across NHS bases / working from home | Job Planned activities to support the health protection function and wider enhanced community health protection | 4 |  |  |  |  |  |  |
| Tues pm  | Distributed working across NHS bases / working from home | Job Planned activities to support the health protection function and wider enhanced community health protection | 4 |  |  |  |  |  |  |
| Wed am  | Distributed working across NHS bases / working from home | Job Planned activities to support the health protection function and wider enhanced community health protection | 4 |  |  |  |  |  |  |
| Wed pm  | Distributed working across NHS bases / working from home | Job Planned activities to support the health protection function and wider enhanced community health protection | 4 |  |  |  |  |  |  |
| Thurs am  | Distributed working across NHS bases / working from home | Job Planned activities to support the health protection function and wider enhanced community health protection | 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 the health protection function and wider enhanced community health protection | 4 |  |  |  |  |  |  |
| Fri pm  | Distributed working across NHS bases / working from home | Job Planned activities to support the health protection function and wider enhanced community health protection | 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 Lead Consultant in Health Protection and Enhanced Community Health Protection

(Consultant in Public Health / Consultant in Public Health Medicine) fulfils a dual role of providing leadership both within the Public Health Team / NHS Ayrshire and Arran and wider strategic partnership organisations. This requires the flexibility to respond to Health Protection and associated Healthcare Public Health issues as they arise.

In each of the key areas listed below, the post holder will be required to provide a consultant level service, in accordance with appropriate professional standards. UK standards for public health practice are currently specified by the Faculty of Public Health, and will be subject to periodic amendment. For some areas of practice, additional standards are specified at a national or local level.

**Consultants in Public Health Medicine (CPHM) must be registered on the GMC Register. Non-Medical 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 hours on-call rota for health protection.

**Surveillance and assessment of the population’s health and well-being**

* To maintain and develop an effective system for the surveillance in the designated area of responsibility, and ensure that the Board’s surveillance system feeds into the national surveillance system.
* To design, develop and utilise information and intelligence systems to underpin population’s health improvement and action across disciplines and organisations.
* To write and/or contribute to national and local policy setting reports on the health of the population of Ayrshire and Arran.

**Assessing the evidence of effectiveness of health and healthcare interventions, programmes and services**

* To provide expert public health advice and leadership to support and inform an evidence-based approach to service design, communicable disease control, non-infectious environmental hazards while working in potentially contentious situations where barriers to acceptance of any advice or essential health protection actions may exist.
* To be responsible for leading on service development, evaluation and quality assurance governance of services to reduce the impact of adverse circumstances or communicable diseases and environmental hazards to health and for preparing an action plan in line with changing needs and changing geographical boundaries.

**Policy and strategy development and implementation**

* To provide expert health protection advice and perform the duties of the Competent Person for the three local authorities within the Board area.
* To supervise and co-ordinate activities for the prevention of communicable disease and non-infectious environmental hazards, leading on the local implementation of national programmes as appropriate, such as those for the prevention and control of pandemics and individual infectious diseases.
* To be a member of relevant Committees within NHS Ayrshire and Arran and play a leading role ensuring effective policy and strategy development. To discharge the responsibilities for NHS emergency public health responses as specified and agreed between local agencies, and to take the responsibility for the preparation and revision of delegated plans.
* To contribute to the development, implementation and delivery of local and national policies and to contribute to the development of inter-agency and interdisciplinary strategic plans and programmes that improve the health of the population.

**Leadership and collaborative working for health**

* To identify problems, define objectives, prepare plans and set objectives for the areas of public health responsibility in NHS Ayrshire and Arran, taking into account the need to improve health and reduce health inequalities.
* To lead the development of public health advice for the wider community (schools, nursing homes, prisons, etc.) working closely with stakeholders and leads at local level, including primary care, hospitals, local authorities and relevant national bodies.
* To be a member of, and contribute to, relevant groups to deliver the remit across NHS Board, West of Scotland region and Scotland.
* To assist communicable disease control, health protection and public health colleagues in neighbouring areas during major communicable disease or other health protection incidents.
* Lead the implementation and oversee the delivery to agreed national standards of agreed programmes within the agreed remit.

**Health improvement**

* To work with local communities; helping them to address issues of relevance to their health and wellbeing using community development approaches.
* To reduce inequalities in health and social outcomes.

**Health protection**

* To contribute to the provision of an emergency 24 hour rota for health protection covering NHS Ayrshire and Arran. (Overall frequency currently between 1 in 7.5 with prospective cover, mainly first on call but occasionally second on call supervising StRs or other middle grade members of the team).
* Develop and deliver a robust system of communicable and non-communicable disease control surveillance within the community to monitor and compare local data with national outcomes and objectives for Scotland.
* The post holder will be expected to attend call-outs at Prestwick International Airport and various ports within Ayrshire when necessary, and a Warrant Card will be provided for the post holder.

**Developing health programmes and reducing health inequalities**

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

**Policy and strategy development and implementation**

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

**Strategic leadership for health**

* To lead the development and implementation of specified aspects of the Health Protection work plan, Population Health work plan, Joint Health Protection Plan and Public Health business Plan.
* To communicate public health principles, information and findings through reports, presentations, publications and attendance at meetings.

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

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

**Service improvement**

* Lead, support and encourage relevant activities to improve service quality and safety, manage risk and reduce hazards (including clinical governance).
* To provide advice as required, given local arrangements, to NHS commissioners on the provision of services within NHS Ayrshire and Arran for the prevention, diagnosis, treatment and control of communicable and non-communicable diseases.

**Public health intelligence**

* To analyse and evaluate quantitative and qualitative data and research evidence from a range of sources to make recommendations and inform decision making which has long term health impacts.
* To compare, analyse and interpret highly complex options for running projects identified as key public health priorities, and communicate this information across organisations and the local community.
* To lead on, plan and design agreed aspects of the assessment of health needs, health inequalities, and health impact assessment with respect to health, to identify areas for action within the local population based on the best available evidence, and to be responsible for short and long term planning and for providing advice on the treatment of groups of populations.
* To perform a horizon scanning function to ensure the Public Health Department’s readiness for novel or widespread outbreaks / pandemics by working with national and international organisations to ensure Ayrshire & Arran is fully prepared and informed.

**Academic public health/ research and development**

* To work with others to develop the research evidence base required to support population health, both initiating and collaborating with research as appropriate and linking with relevant academic institutions.
* To undertake and commission literature reviews, evaluative research surveys, audits and other research as required to inform equitable service and reduce health inequalities. Taking the lead on R&D, public health and related activities.
* To assist with education, training and competency development and assessment in health protection for the wider health protection and the specialist public health workforce within the Board area.
* To assist communicable disease control, health protection and public health colleagues in neighbouring areas during major communicable disease or other health protection incidents.
* Lead the implementation and oversee the delivery to agreed national standards of agreed programmes within the agreed remit.
* 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 develop, implement and monitor environmental impacts across Ayrshire.

**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, Scottish Government 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.
* 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).

**Communications and working relationships**

**Internal**

* Director of Public Health
* Deputy Director of Public Health
* Assistant Directors of Public Health and Health Improvement Staff
* Chief Executive and NHS Ayrshire and Arran Directors
* NHS Chair and NHS Board Non Executives
* Other CPHMs, CPHs, CDPH, Public Health Programme Leads, etc.
* Health Protection Senior Programme Manager and Health Protection Nurses
* Other members of the Department of Public Health
* Laboratory staff/Microbiologists
* Managed Clinical Networks
* Integrated Health and Social Care Partnerships, including primary care professionals and other independent contractors

**External**

* Scottish Government
* North, East and South Ayrshire Councils
* 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
* 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 Ms Lynne McNiven, Director of Public Health on (01292) 885873.



**Post of:** Lead Consultant in Health Protection and Enhanced Community Health Protection (Consultant in Public Health / Consultant in Public Health Medicine)

**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 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 and organisational resilience |
| 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 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 in 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.