



Role Description & Person Specification

Consultant in Public Health

Public Health Directorate

Salary:	up to £110,000
1.0 WTE:	Permanent basis
Base location:	Cronk Coar, Noble's Hospital, Strang, Douglas, Isle of Man
Accountability:	The post holder will be: <ol style="list-style-type: none">1. Professionally responsible to the Director of Public Health2. Managerially accountable to the Director of Public Health3. Responsible for Healthcare Public Health and Health Protection

Job Summary

This is a new post for a Consultant in the Public Health Directorate on the Isle of Man.

The team is based in Cronk Coar building – part of the Noble's Hospital site in Strang, Douglas. The successful candidate will be required to relocate to and reside on the Isle of Man.

The Isle of Man is a self-governing Crown Dependency with its own legislature and health service. The Public Health directorate covers functions that in England and Wales would be found across the Department of Health and Social Care, arms-length bodies (including Health Research Authority, Medicines and Healthcare products Regulatory Agency), Office for Health Improvement and Disparities, UK Health Security Agency and public health functions found in local authorities.

The directorate is responsible for delivery of the four domains of public health: health improvement, health protection, public health intelligence and healthcare public health. In addition, the regulatory oversight and strategic development of health and care research and regulatory oversight for specific areas of health and care sit with the Directorate.

The directorate provides strategic leadership and guidance to protect and improve the health of our island nation through a whole systems approach across government departments and the wider community. It sits within the Isle of Man Cabinet Office to facilitate the provision of public health advice to the Council of Ministers when required, and to facilitate the protection and improvement of health through policy and strategy across all departments.

Although not part of UK public health systems, the directorate works closely with UK organisations (e.g. UK Health Security Agency, Office for Health Improvement and Disparities and the Association of Directors of Public Health), as well as with the other Crown Dependencies (the Channel Islands) and UK Overseas Territories.

The directorate works particularly closely with the Isle of Man Department of Health and Social Care (DHSC - the body responsible for health and care strategy and policy) to agree specifications, quality assurance, outcome measures and key performance indicators for public health services and programmes delivered by Manx Care (the national health and social care provider). These include vaccination and immunisation, screening services, sexual health services, healthy child programme, childhood measurement programme, and addiction services.

The postholder 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 health care.

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A high level of tact and diplomacy is required and an ability to understand other cultures to enable effective working across organisational boundaries and influencing without authority.

The postholder will:

- Have responsibility for development, implementation and delivery of national, regional and local policies, developing inter-agency and interdisciplinary strategic plans and programmes, with delegated or organisational authority to deliver key public health programmes and meet targets
- Lead on healthcare public health - providing 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 third sector organisations and others
- Lead on health protection for the island - developing both preparedness and response plans and leading on any training and exercising required
- Be proficient in the use of behavioural change evidence and methodology to support transformation change within the population
- Lead on development for population health improvement
- Develop strong partnerships supporting integrated working across the Isle of Man to improve population health
- Support the development of and utilise information and intelligence systems to underpin public health action across disciplines and organisations, leading collation and interpretation of relevant data
- Be expected to participate in public health research, commissioning of research audits/projects, audit
- Deputise for the Director of Public Health as necessary

Key Tasks

The postholder will be expected to:

- Provide public health leadership, advice and support to the Isle of Man Government and communities across the island
- Contribute to the development of integrated partnership strategies
- Take responsibility for developing local policies, interagency and interdisciplinary plans and programmes to deliver key public health programmes and meet outcomes and related targets
- Provide expert public health advice and leadership to support and inform an evidence based approach within ethical frameworks for planning and developing high quality equitable services across the whole system and across organisations
- Provide public health input to transformational programmes, for example whole system developments and strategy for immunisation, and approaches to working with our local communities
- Develop proficiency in the active use of behavioural change evidence and methodology to support health improvement
- Actively work to reduce health inequalities working in partnership with others
- Deliver programmes of work in partnership, to improve population health, for example providing strategic leadership to improving immunisation uptake and screening rates in the population
- To lead on the Mandate process and ensure that public health is embedded across key programmes and where population health is a focus

The job description will be subject to review as part of the job planning process with the postholder 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.

Core Competency Areas

Surveillance and assessment of the population's health and well-being

- To design, develop and utilise information and intelligence systems to underpin public health improvement and action across disciplines and organisations
- To receive, interpret, provide and advise on highly complex epidemiological and statistical information about the health of populations to the Isle of Man Government including DHSC, Manx Care, and third sector organisations
- To write and contribute to national and local policy setting reports on the health of the population

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 within ethical frameworks for commissioning and to develop high quality equitable services, across primary, secondary and social care, and across sectors including third sector organisations and others, in potentially contentious and hostile environments where barriers to acceptance may exist
- To be responsible for leading on service development, evaluation and quality assurance governance in specific areas and for preparing and adjusting action plans in line with changing needs and changing geographical boundaries
- To be responsible for the identification and implementation of appropriate health outcome measures, care pathways/protocols and guidelines for service delivery across patient pathways for the local population

Policy and strategy development and implementation

- To lead on communication, dissemination and implementation and delivery of national, regional and local policies, developing inter-agency and interdisciplinary strategic plans and programmes, with delegated or organisational authority to deliver key public health programmes and meet targets
- To act in an expert advisory capacity on public health knowledge, standards and practice, across the spectrum of public health at Board or equivalent level
- To be responsible for the development and implementation of multi-agency long-term public health programmes as required, based on identification of areas of potential health improvement, the diversity of local needs and the reduction of inequalities

Leadership and collaborative working for health

- To take the lead role in developing inter-agency and interdisciplinary short and long-term strategic plans for securing health improvement both in the general population and in vulnerable groups at high risk of poor health and/or reduced life expectancy, in partnership with a range of agencies such as those in the statutory, non-statutory, third and private sectors. This requires the ability to work cross-directorate and across other agencies and organisations.
- To support the integration of health, social services and third sector organisations to promote effective joint working to ensure delivery of wider government programmes
- To influence external agencies in their public health policy decisions by working with complex professional, managerial and population groups and other organisations in the statutory, non-statutory and private sectors

Defined Competency Areas

Health Improvement, including Healthcare Public Health

- To be responsible for designated areas of health improvement programmes, public health surveillance, population screening or geographical areas. This may include engagement with

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primary care professionals and community staff to raise awareness and achieve engagement in their public health role

- To take a Board or equivalent level leadership role in specified areas with local communities and vulnerable and hard to reach groups, helping them to take action to tackle longstanding and widening health inequality issues, using community development approaches as appropriate
- To provide expert knowledge to ensure effective community involvement with regard to all the work of the organisation including commissioning and prioritising high cost services and to ensure that policies and strategies are interpreted, developed and implemented at all levels
- To lead and provide expert knowledge to support the development of healthcare pathways and to ensure that public health is embedded in systems and processes in healthcare

Health Protection

- To take responsibility and lead for safeguarding the health of the population in relation to communicable disease, infection control and environmental public health, including oversight of immunisation and screening
- To take part in local arrangements and contributing to the on call rota for the effective control of communicable/infectious disease, environmental hazards to health and emergency planning, as detailed in emerging local health protection agreements
- To communicate effectively and diplomatically with a wide audience including the media and the public to change practice in highly challenging circumstances such as communicable/infectious disease outbreaks, chemical incidents, immunisation and screening

Service Improvement

- To provide expert advice to support evidence based commissioning, prioritisation of services for the population (and in some circumstances providing highly specialised advice on preferred treatment options or protocols based on the evidence for individual patients) in order to maximise opportunities for health
- To be responsible for implementation of NICE or equivalent national standards/guidance and frameworks
- To lead the developments of clinical networks, clinical governance and/or audit

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 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, 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

Academic Public Health/ Research and Development

- To undertake and commission literature reviews, evaluative research surveys, audits and other research as required to inform equitable service and reduce health inequalities. This may involve taking the lead on R&D public health and related activities. To develop links with academic centres as appropriate to ensure the work of the organisation is based on a sound research and evidence base
- To develop public health capacity through education and training by raising awareness of the contribution of public health skills and knowledge in the local health community, including the third sector, by contributing to teaching at undergraduate and postgraduate level and by supervising those training and working in public health

Medically qualified members of the public health team are expected to play certain roles in medical leadership, in relationships with the medical profession and in bringing a medical perspective to public health advice. A medically qualified holder of this post would be expected to share these roles with other medically qualified members of the team.

Public Health Directorate

- The structure of the team is attached at end of document.
- The team supports training and research activities and encourages trainees from a wide range of disciplines

Management Arrangements

The postholder will:

- Be managerially accountable to the Director of Public Health
- Ensure that job planning and appraisal for all line managed staff is conducted
- Manage budgets as required
- Participate in the on call out of hours rota for health protection
- Be required to work within the financial and other restraints.
- Additional expenses of any kind will not be committed without the approval of the appropriate manager/budget holder.
- All changes in clinical practice, workload or development requiring additional resources must have prior agreement with the Government.
- Have their performance reviewed and objectives agreed on an annual basis with the Director of Public Health. An initial job plan will be agreed with the successful candidate following appointment. This job plan will be reviewed as part of the annual job planning process

Professional Obligations

The postholder will:

- Be professionally responsible to the Director of Public Health.

And will be encouraged to:

- Participate in the organisation's staff appraisal scheme and departmental audit, and ensure appraisal and development of any staff for which they are responsible
- Contribute actively to the training of staff including practitioners and primary care professionals and other disciplines as appropriate, and encouraged to formally support the training programme for public health trainees, Foundation Year doctors or GP trainees.
- Pursue a programme of CPD, in accordance with Faculty of Public Health requirements, or other recognised body, and undertake revalidation, audit or other measures required to remain on the GMC Specialist Register/GDC specialist list in dental public health/UK Public Health Register or other specialist register as appropriate

Corporate Responsibilities

The postholder will be expected to:

- Contribute to the full range of health care and Governmental equivalent responsibilities and use the opportunities of system reform, regulatory and performance management arrangements, to ensure that the public health goals are at the heart of the Government and healthcare agendas
- Contribute to the wider corporate agenda, team building, and organisational development using appropriate management skills and behaviours
- Work with other colleagues to strengthen public health capacity and delivery across the Isle of Man

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- Observe policies and procedures of the Government and healthcare, drawn up in consultation with the profession where they involve clinical matters
- Pursue local and national employment and personnel policies and procedures in the management of employees of the Isle of Man Government

General Conditions

Terms and conditions of service

TBA

On call arrangements

The postholder will be expected to be on call for health protection and public health and to participate in the communicable/infectious disease and environmental hazards control and emergency planning arrangements.

Indemnity

As the postholder will only be indemnified for duties undertaken on behalf of the Isle of Man Government, the postholder is strongly advised to ensure that they have appropriate professional defence organisation cover for duties outside the scope of the role for any private activity.

Flexibility

The postholder 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 needs. The employing organisation is currently working in a climate of great change. It is therefore expected that all staff will develop flexible working as appropriate, to be able to meet the challenges and opportunities of the working environment.

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, they 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 postholder will obtain, process and/or use information held on a computer or word processor in a fair and lawful way. The postholder 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 Data Protection Act.

Equal opportunities policy

It is the aim of the employing organisation 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, there is an Equal Opportunities Policy in place and it is for each employee to contribute to its success.

What do you need to be successful in this role?

	Essential or Desirable	Method of Assessment
Education/Qualifications		
Inclusion in the GMC Full and Specialist Register with a licence to practice/GDC Specialist List or inclusion in the UK Public Health Register (UKPHR) for Public Health Specialists at the point of application.	E	CV/ Pre-employment check
<i>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</i>	E	CV/Interview
Public health specialty registrar applicants who are not yet on the GMC Specialist Register, UKPHR register or GDC Specialist List in dental public health must provide verifiable signed documentary evidence that they are within 6 months of gaining entry to a register at the date of interview	E	CV/Pre-employment check
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 interview. If an applicant is non-UK trained, they will be required to show evidence of equivalence to the UK CCT [<i>see shortlisting notes below for additional guidance</i>]	E	CV/ Pre-employment check
Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body	E	CV/Interview
MFPH by examination, by exemption or by assessment, or equivalent	E	CV/Interview
Masters in Public Health or equivalent	D	
Personal Qualities		
Able to influence senior members including directors and Chief Officers	E	Interview
Able to both lead teams and to able to contribute effectively in teams led by junior colleagues	E	Interview
Commitment to work within a political system irrespective of personal political affiliations	E	Interview
Experience		
Delivery of successful change management programmes across organisational boundaries	E	CV/Interview
Media experience demonstrating delivery of effective health behaviour or health promotion messages	D	CV/Interview
Experience of using complex information to explain public health issues to a range of audiences	E	CV/Interview
Skills		
Strategic thinker with proven leadership skills and operational nous	E	CV/Interview
Able to demonstrate and motivate organisations to contribute to improving the public's health and wellbeing through mainstream activities and within resources	E	CV/Interview

Ability to lead and manage the response successfully in unplanned and unforeseen circumstances	E	CV/Interview
Analytical skills able to utilise both qualitative (including health economics) and quantitative information	E	CV/Interview
Ability to design, develop, interpret and implement strategies and policies	E	CV/Interview
Knowledge		
In depth understanding of the health and care system and Government	E	CV/Interview
In depth knowledge of methods of developing clinical quality assurance, quality improvement, evaluations and evidence based public health practice	E	CV/Interview
Strong and demonstrable understanding of interfaces between health, social care and key partners (dealing with wider determinants of health)	E	CV/Interview
Understanding of the public sector duty and the inequality duty and their application to public health practice	E	CV/Interview

Shortlisting notes

1. Applicants in training grades

1.1 Medical and dental applicants

All medical/dental applicants must have Full and Specialist registration (with a license to practice) with the General Medical Council or General Dental Council (GMC/GDC) **or be eligible for registration within six months of interview.** Once a candidate is a holder of the Certificate of Completion of Training (CCT), registration with the relevant register is guaranteed.

Applicants that are UK trained 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 interview demonstrated by a letter from their Training Programme Director (TPD).

1.2 Non-Medical Applicants in training programme

All non-medical applicants must be registered with the UKPHR or be within six months of registration at the date of the interview. Applicants must provide proof (letter of confirmation from their TPD or the CCT) at interview.

2. Applicants in non-training grades

Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT.

Applicants from a medical background will be expected to have gained full specialist registration with the GMC through the Certificate of Eligibility for Specialist Registration (CESR) route.

Applicants from a background other than medicine are expected to have gained full specialist registration with the UKPHR at the point of application.

Employers are advised that individuals should not take up consultant in public health posts (including DPH posts) until such point as they have gained entry to the GMC Specialist Register/GDC Specialist List in dental public health/UK Public Health (Specialist) Register. Although applicants will be able to provide documentary evidence that an application is in progress, no guarantee can be made as to the outcome of an application to the GMC/GDC/UKPHR specialist registers. The exception to this is when the candidate holds the CCT.

The above guidance applies to applications for both general and defined specialist registration with the UKPHR. Individuals with defined specialist registration are eligible for consideration for shortlisting for, and appointment to, consultant posts including those at DPH level. In all appointments, employers will wish to ensure that an applicant's areas of competence meet those required in the person specification

Organisation Structure

