



# THE EAST OF ENGLAND UKPHR PRACTITIONER SCHEME BULLETIN

## Highlights Autumn 2024

The East of England scheme is firmly established in the region with a strong network of practitioners actively developing portfolios. The program has seen a significant rise in the number of practitioners actively working towards or achieving official registration. This marks a record level of engagement, signalling our growing success in supporting professional development across the area.

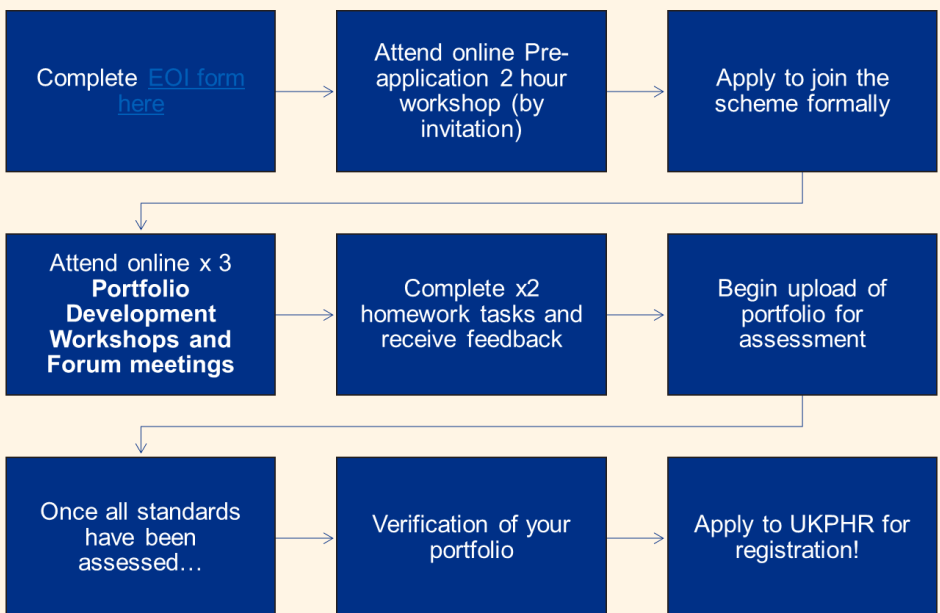


To the practitioners below who have successfully completed the portfolio process since April 2024

<b>Brigitte McCormack</b>	<b>Cambridgeshire County Council</b>
<b>Emily Clarke</b> <b>Rachel Cumming</b> <b>Claudette Rhiney</b> <b>Fiona Deans</b>	<b>Hertfordshire County Council</b>
<b>Tara Lewis</b>	<b>Luton Council</b>
<b>Emma Reney</b>	<b>Norfolk County Council</b>

Applications to join are welcomed twice per year and anyone considering registration can [click here to express interest](#) There is also more information on our [webpage here](#)

**Here is a reminder of the process to register as a UKPHR Practitioner in the East of England region**



*Health Talks is commissioned by NHSE to coordinate the EofE scheme. We are a micro-organisation, employing registered practitioners to provide quality assured portfolio development training which is governed by the Eof E School of Public Health*



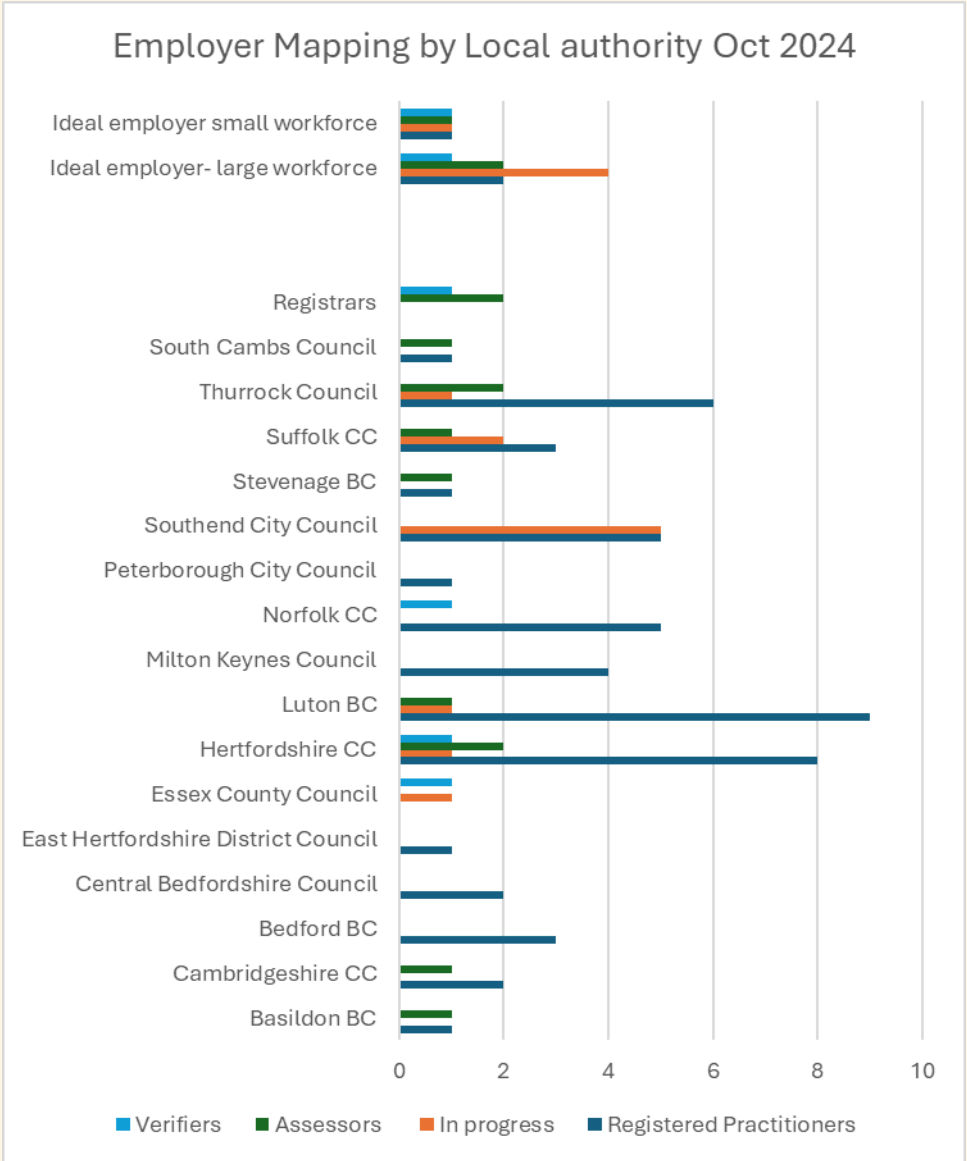
# Employer Engagement

To better understand the level of engagement across the region, we have undertaken a mapping exercise to see which organisations are supporting practitioner registration.

Ideally, we are aiming for there to be representation in the scheme at all levels from each employer– so we added a “Ideal employer” column in the data set for comparison.

**Current Cohorts**– Practitioners on the scheme, developing portfolios

**Registered**– Practitioners who have completed– and registered



## Scheme Stats

## Q1 and Q2

1. Registered practitioners since scheme inception (2014)	74
Registered last financial year	14
2. Registered this year to date	6
3. New practitioners commenced this year	15
4. Total practitioners on scheme (current)	17
5. Total number active assessors (current)	17
7. Total number active verifiers (current)	6
8. Development Cohort	53

# Employer Updates



**Employers** in the region have been leading the way with embedding registration in their workforces.



**Employers looking to better support the professional growth of practitioners can follow these six practical steps:**

**Integrate Registration into Workforce Strategy:** Identify employees just below Consultant level and the teams they belong to. Make practitioner registration a core part of the workforce strategy for their development.

**Update Job Descriptions:** Include practitioner registration as a desirable qualification. Use phrasing such as "registered or willing to work towards gaining registration" to encourage participation.

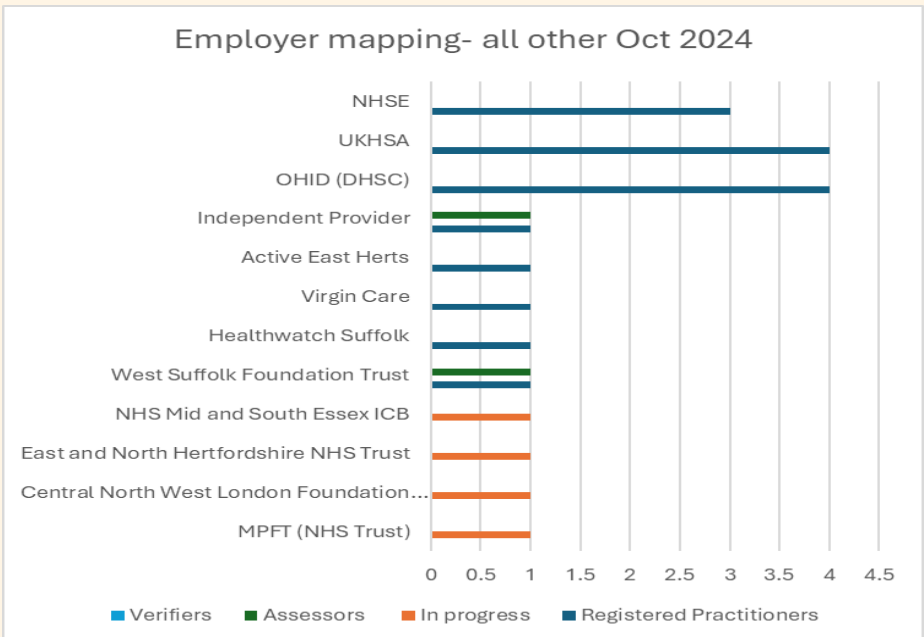
**Incorporate Registration into Appraisal Processes:** Include practitioner registration as a discussion point during appraisals and add progress towards registration to individual professional development plans.

**Align CPD Sessions with UKPHR Standards:** Ensure in-house continuing professional development (CPD) sessions are mapped to UKPHR standards. Provide attendance certificates with UKPHR-mapped learning outcomes as evidence for practitioner portfolios.

**Recruit a Verifier and Assessor from the senior team:** These roles not only contribute to their own CPD but also demonstrate the organisation's commitment to building a registered workforce. Having in-house assessors and verifiers offers visible support and insight into the registration process.

**Celebrate success!** Highlight the work of assessors and verifiers and commend the practitioner gaining registration. Making this achievement visible is essential for developing a culture of positive professional development.

*By adopting these strategies, employers can create a supportive environment that encourages practitioner development and registration, benefiting both staff and the organisation.*



*In each bulletin we feature practitioners, assessors and verifiers to highlight their work and contribution to UKPHR registration.*

## Practitioner/Assessor Profile

**Name:** Emily Clarke

**Job title:** Strategic Lead in Adult Health Improvement, Hertfordshire County Council

### Why did you want to gain UKPHR registration?

I initially attended a UKPHR workshop to understand more about the practitioner scheme to enable me to support a colleague who was keen to apply. The workshop provided a really good insight into the scheme and I felt that it could be really useful for my own development, as I had been so focused on the day job that I had neglected my own personal development. Going through the registration at the same time as other members in my team also helped with my understanding of the requirements and support needed.

### Has your employer offered any additional support?

I was placed in the same cohort with several members of my team in Public Health which was really beneficial. We were able to meet to provide each other with support, encouragement and share ideas. Unfortunately we were not entitled to study leave however, it has highlighted the need to review the career development opportunities available in our Public Health team and supported the proposed implementation of a new staff development board.

### How have you found the support offered by the regional scheme?

The networking workshops were really useful as they provided a great opportunity to understand the challenges facing others and an open forum to share good practice, especially about the suitable evidence for individual standards, which was really valuable. I found the training provided by the scheme was really beneficial and Alix is very approachable so I had no quibbles asking for clarification or seeking support outside of the network meetings.

### How has this improved your public health practice?

The scheme has enabled me to reflect on my own personal development, skills and ability. I thoroughly enjoyed the process and it has strengthened my understanding of the breadth of roles and projects in Public Health. It has also highlighted some areas for personal development which I am keen to explore further.

### What are the next steps for you career wise?

Alongside the practitioner scheme I have also trained to be an assessor for the UKPHR practitioner scheme. I have really enjoyed reflecting on the diverse approach taken by practitioners and I will continue to act as an assessor to support my ongoing professional development.

*Congratulations Emily! It has been a pleasure supporting you on this important career step!*

Each region has the same amount of national funding from NHSE and this enables us to provide:

- **A structured programme of support for practitioners to develop portfolios to gain registration**
- **A CPD programme aligned with the UKPHR standards to develop the whole workforce (see page 6)**
- **Opportunities for registrars to support the scheme, while meeting their own curriculum requirements**
- **A network of assessors and verifiers from the senior public health workforce to support the assessment of portfolios**
- **Training for Mentors– who support practitioners in their places of employment**

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## Assessor Profile

**Name:** Elozona Umeh UKPHR PR0258

**Job title:** Health and Wellbeing Programme Lead

**Organisation:** Office for Health Improvement and Disparities, DHSC



### ***How does the assessor role and training contribute to your own CPD/professional skills?***

As a UKPHR assessor, evaluating the work of public health practitioners from different backgrounds keeps me engaged with current practices, frameworks, and competencies, continually enhancing my own knowledge and expertise. The role requires critical thinking, attention to detail, and a strong understanding of public health standards, all of which sharpen my analytical and evaluative abilities. Through exposure to a wide range of public health domains and practitioner experiences, not only do I broaden my knowledge but equally adapt my own practice accordingly.

Additionally, the experience I gain as an assessor supports the achievement of specific competencies required for my career progression, for e.g acquiring UKPHR Specialist registration/Consultant Status.

### ***What do you enjoy about the role?***

I truly enjoy the opportunity to contribute to developing a credible and skilled public health workforce. Reading and assessing work from a diverse range of public health practitioners, spanning areas such as health protection, health improvement, and various other fields, is both engaging and educational. There is also a great sense of fulfilment when those I've assessed are recommended for registration.

### ***How much of a time commitment is it?***

While being a UKPHR assessor can be time-consuming, it is also incredibly rewarding. On average, I spend around 1 to 1.5 hours initially reviewing a commentary to understand it in the context of the competencies being assessed. Balancing this alongside my regular workload can sometimes cause delays due to work pressures. However, the flexibility of the role is a great benefit, as assessors can communicate openly with the Coordinator and practitioner about timelines and any adjustments needed to meet commitments.

### ***Would you recommend to colleagues?***

Serving as a UKPHR assessor is a highly rewarding opportunity that reflects a commitment to developing the next generation of public health professionals, while also promoting continuous learning and personal growth. I consistently encourage colleagues to consider this role, as it offers valuable insights, perspectives and learning experiences for assessors as well.

### ***Any other comments:***

I encourage you to consider this role and the benefits it presents to you as a public health leader. Thank you for this opportunity to share my experience and research in my working role.

***Thank you Elozona for your time and commitment to developing our public health workforce***

## Assessor and Verifier Learning Forum

*A brand new item for the bulletin– this section is to share learning from verification panels and UKPHR Moderators*

### Learning from each portfolio

After each portfolio is presented to the verification panel, verifiers will be asked for some feedback for the assessor. This will then be feedback to assessors, to help improve practice. It is what we have always done via the forum meetings but feedback provided will be individualised and can be used for assessors' own CPD log.

### Assessor comments: A reminder!

Your comments on each standard (whether the decision is “Accept” or “clarification” should refer to Knowledge, Understanding and Application and should signpost the verifier to where you have seen the evidence (such as in the commentary narrative– or in an item of evidence).

### CPD Log

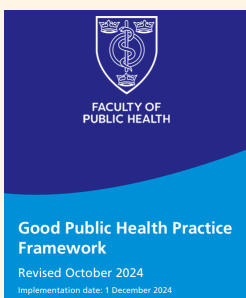
Following each portfolio assessment– we recommend that you complete a CPD reflective note. This can be used for your own re-registration which takes place every 5 years. For more information on what you need to provide at this point, please [click here](#)

## News from UKPHR

The **UKPHR Annual Report 2023/24** has now been published on their website. This report tracks our progress against the four key themes outlined in the 2024-2029 Strategy and highlights the key statistics that reflect this progress.



This is the first time we've had access to such a wealth of data, thanks to the new registration system we introduced last year. You can view the report and the accompanying infographic on our website here: [Governance - UK Public Health Register \(ukphr.org\)](https://ukphr.org/governance)



Working in conjunction with cross-sector partners, the UK Faculty of Public Health has published the [third edition of Good Public Health Practice](#), updating the 2016 'Good Public Health Framework' to outline the current required standards of practice for all registered public health professionals in the UK. All UKPHR Registrants will be expected to utilise and adhere to these

standards of practice. The latest edition of Good Public Health Practice outlines new standards for public health professionals:

- Knowledge, skills and development
- Patients, partnership and communication
- Colleagues, culture and safety
- Trust and professionalism

Keep an eye out for a UKPHR user guide, to be published soon.

For information on the East of England Scheme email [here](#)

## Assessors and Verifiers

Some elements of delivery are better at scale– and we have linked with the North West and Midlands schemes to bring together our networks of assessors and verifiers, sharing learning and creating a “Community of Practice” via our KHub platform [Home - UKPHR Assessors and Verifiers - Knowledge Hub \(khub.net\)](#)

***The only limit on the number of practitioners a regional scheme can support– is the number of assessors and verifiers we can recruit.***

These are voluntary roles, carried out by senior members of the workforce and are detailed below.

For both roles above, full training is provided by UKPHR, everything is online and the time commitment is both flexible and contributes to your own CPD.



Assessor Role	Verifier Role
<p><b>Eligibility:</b></p> <p>Senior autonomous workforce member for 2+ years</p> <p>Previous exp in assessment desirable but full training provided</p> <p><b>Duties:</b></p> <p>To assess portfolio submissions for practitioners</p>	<p><b>Eligibility:</b></p> <p>Consultant in PH or St 4+ registrar</p> <p>Retired Consultants</p> <p><b>Duties:</b></p> <p>To oversee the assessment process in bi-yearly verification panel meetings.</p>

### Benefits of becoming an assessor/verifier

- *Contribute to the development of public health careers for individuals- and your own*
- *Support the professionalisation of public health practitioners*
- *UKPHR certificated training and appraisal that can contribute to your own CPD – ‘trained to assess’*
- *Enhances your understanding of how the full range and scope of public health knowledge and skills are applied to the implementation of public health interventions by practitioners*
- *Broadens your appreciation of public health agendas, policies, roles, services and interventions in other areas*
- *Develops a sound grasp of retrospective portfolio building which could help with own future portfolio development*

**Registrars are also invited** to support the development of others with 4 new opportunities– each aligned with the FPH Public Health curriculum.

1. *Becoming a trained assessor*
2. *Delivering bite sized training sessions on PH theory*
3. *Mentoring practitioners as they develop portfolios*
4. *St 4+ can become Verifiers*

Full training and support is provided for these roles.

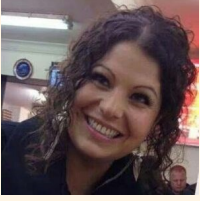
Please click [here to apply](#) or [email for more information](#)

## Development Opportunities– and other news

We are often asked where to find CPD opportunities relating to specific standards. ! For both assessors and practitioners, you will need to complete a CPD reflective note on the learning you have gained.

[Download the template here](#)

### A request from Cassi!



Cassi Metherell provides the administrative support for our CPD programme. We regularly commission LSBU workshops, a structured series of 5 half-day online sessions which are mapped to the practitioner standards. Recently however, we have experienced a high number of DNA's.

If you are unable to attend a booked workshop, **please let us know in advance**– these sessions are costly and we always have a waiting list of people wanting to join. It is only good professional courtesy after all.

Our CPD programme is open to all practitioners working in public health roles whether or not they are planning to become registered. Our workshops DO link the theories to the standards– and there will be some discussions which relate to portfolio development.



### Coming Soon:

**NEW Mentor training!** This half day workshop will provide the skills you need to support others in their portfolio development. To be eligible, you need to be either a registered practitioner OR a trained assessor. [Book here to attend on Fri 24th Jan 2025](#)

**Project Management training:** This bespoke course, delivered over 2 workshops is mapped to area of practice 7 and will provide you with a toolkit of resources to hone your everyday project management skills. [Book here to attend on Thurs 6th Feb and Thurs 20th Feb.](#) Please note that you need to be able to attend BOTH sessions.

### The HEAT Tool

The Health Equity Assessment Tool (HEAT) consists of a series of questions and prompts designed to help you systematically assess health inequalities related to your work programme and identify what you can do to help reduce inequalities. Knowledge of this supports UKPHR standard 2.4 and you can [access it here](#)

**And finally!** We asked 10 registered practitioners for ONE top tip they would give to everyone working on their portfolios and the message was very clear although there were TWO clear winners....

***“Block out your protected time and keep on writing!”***

***“Read the instructions and follow the guidance!”***



For more information about the regional scheme, please email [cassi@healthtalks.org.uk](mailto:cassi@healthtalks.org.uk) or [click here](#)