



THE MIDLANDS UKPHR PRACTITIONER SCHEME BULLETIN

Highlights Autumn 2024

The Midlands scheme, which now covers both the East and West Midlands, is firmly established in the region. 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.

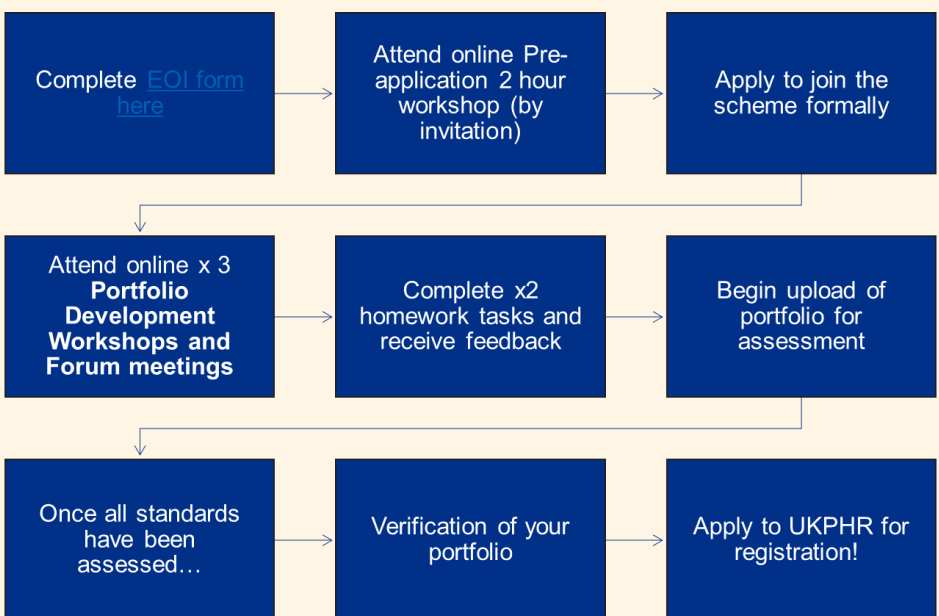


To the practitioners below who have successfully completed the portfolio process since April 2024

Dominic Shepherd, Michelle Wykes and Kelly Hayward	Warwickshire County Council
Tracey Simpkin, Greg Stenson and Gill Quayle	Derbyshire County Council
Ben Austin	Leicester City Council
Tamara Millard	NHSE
Danny Kemp	OHID
Lucy Jones and Nathan Smith	Nottinghamshire County Council
Yvonne Powell	North Northamptonshire Council
Rayyan Nasser	Coventry City Council

Applications to join are welcomed quarterly 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 Midlands region



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



Employer Updates



Employers in the region have been leading the way with embedding registration in their workforces. Birmingham City Council were shortlisted for a UKPHR Innovation Award for their excellent approach and in-house support network for practitioners.

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.

"The registration process provided a valuable opportunity for professional reflection. I was able to identify my strengths, areas for development, and knowledge gaps. The process included targeted training in areas such as project management which have enhanced my ability to perform effectively in my role and grown in confidence. I feel that my quality of work is of a better standard compared to before. "

Please contact admin@healthtalks.org.uk for more information about registration in the Mids

Employers

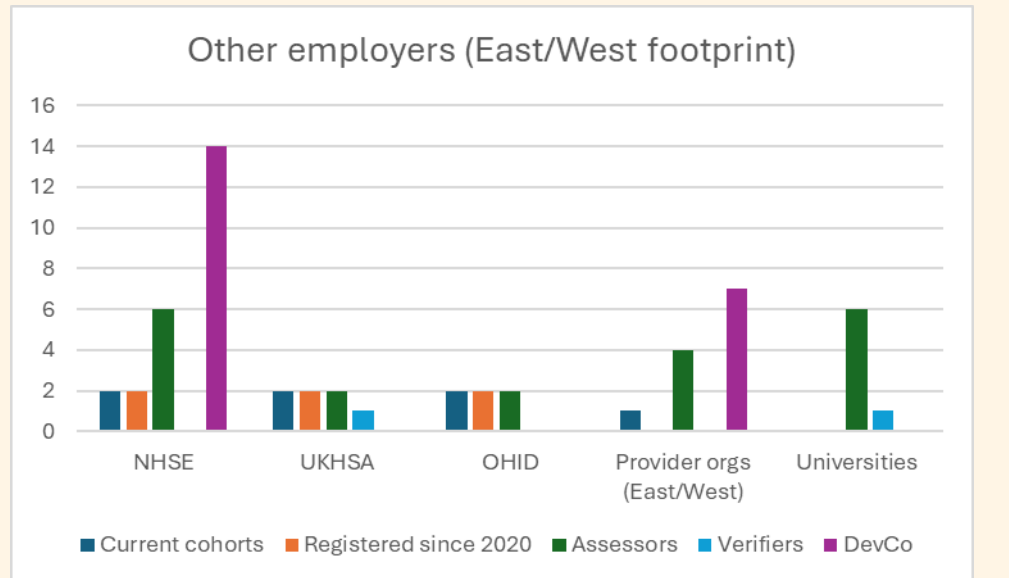
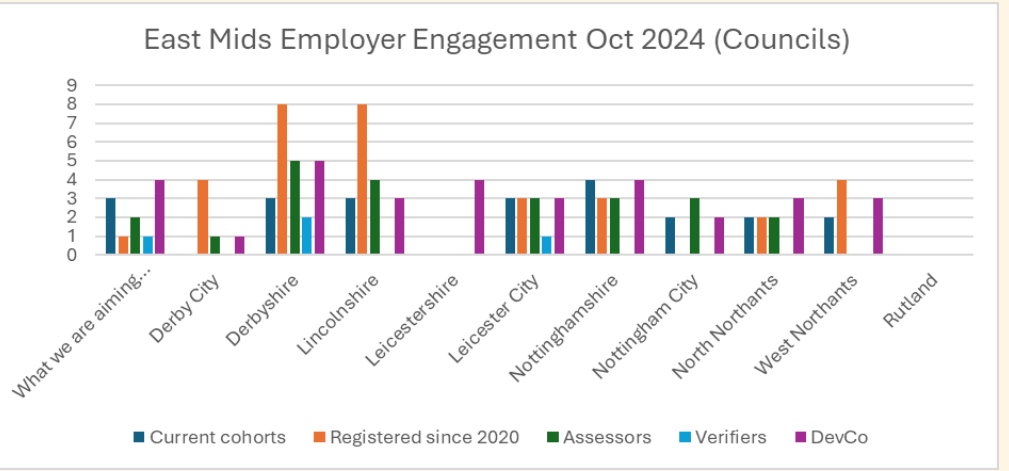
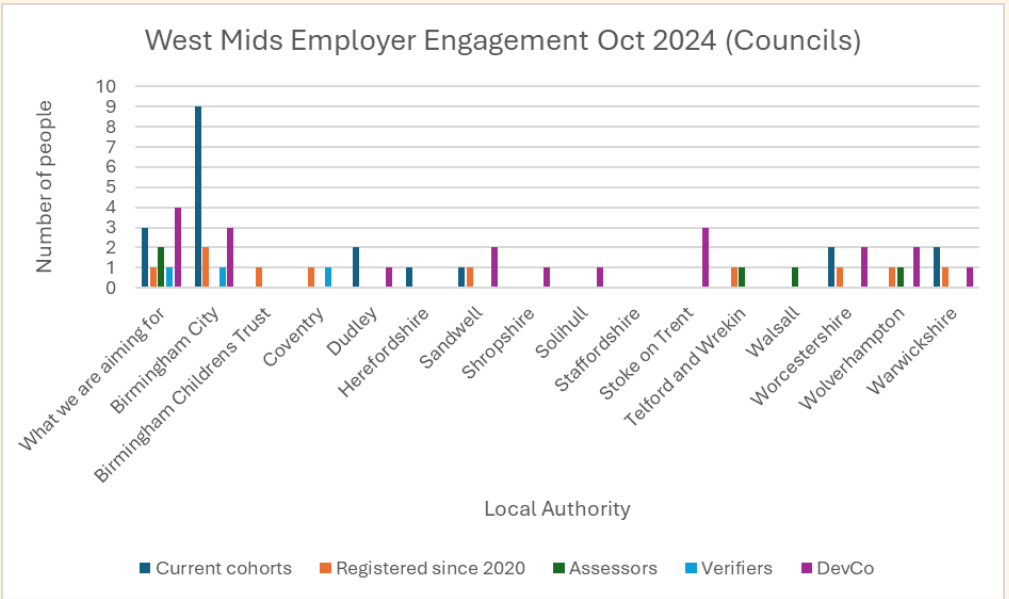
To better understand the level of engagement across the regions, we have undertaken a mapping exercise to see which organisations are supporting practitioner registration.

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

Current Cohorts– Practitioners on the scheme, developing portfolios

Registered– Practitioners who have completed– and registered

DevCo– Practitioners who are preparing for application to the scheme, self-assessing and completing CPD



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

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

Practitioner Profile

Name: Yvonne Powell

Job: Commissioning Manager -Public Health; North Northamptonshire Council

Why did you want to gain registration?

To develop my public health skills and knowledge and have the ability to apply these to my work



What support has your employer provided?

Accepted my request to join the UKPHR scheme. Provided reference and testimony in relation to work I carried out to evidence application of standards

How have you found the support offered by the Scheme?

The support has been very good. There were times I struggled with the demands of the registration process. The sessions offered me the opportunity to fully understand what was required to submit standard questions adequately.

What are your next steps?

Explore working in other areas of public health. I am currently a commissioner but would like to work in health protection and look for promotion opportunities e.g. Principle

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

Scheme Stats

Q1 and Q2

1. Registered practitioners since scheme inception (2011)	11
2. Registered last financial year	11
3. New practitioners commenced	24
4. Total practitioners on scheme (current)	42
5. Total number active assessors (current)	45
7. Total number active verifiers (current)	8
8. Development Cohort	75

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 8)**
- **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: Dr Katharine Whittingham RGN, MPH, PGCHE, PhD

Job title: Associate Professor

Organisation: University of Nottingham

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

The role of UKPHR assessor and attending the training/updates for the role has deepened my understanding of Public Health standards. Furthermore, the training and reviewing of applicants' portfolios has added to my knowledge and skills in assessing Public Health professionals in the field. I embed the new learning from the role into my Public Health teaching and research in my working role.

What do you enjoy about the role?

The assessor role supports positive networking with practitioners working in Public Health. From my perspective working in academia in a Public Health programme, this networking is beneficial to explore the differing Public Health jobs and opportunities which I can share for the graduates in the degree programme I lead. Additionally, I enjoy reading and reviewing the Portfolios with the evidence offering a real-life practitioner's perspective in diverse Public Health jobs.



How much of a time commitment is it?

The time commitment varies depending on the quality of the Portfolio and the associated feedback required. However, the quality of the Portfolios I have assessed to date has been high and limited amendments have been required. Therefore, the time commitments are not unduly excessive, and I can allocate the time accordingly.

Would you recommend to colleagues?

I would highly recommend the role of UKPHR assessor to my colleagues. It is a great way to keep up to date with Public Health knowledge and applied practice through the required assessor training. Reading the Portfolios offers the assessor a chance to critically appraise how the practitioner has applied best practice in addressing the challenges and creating solutions to address Public Health. Acting in the capacity as an UKPHR assessor facilitates my own professional development to be current and contemporary in Public Health expertise.

Thank you Katherine 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://www.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 Midlands Scheme email [here](#)

Assessors and Verifiers

Some elements of delivery are better at scale– and we have linked with the North West and East of England 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 \(khub.net\)](https://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>Eligibility:</p> <p>Senior autonomous workforce member for 2+ years</p> <p>Previous exp in assessment desirable but full training provided</p> <p>Duties:</p> <p>To assess portfolio submissions for practitioners</p>	<p>Eligibility:</p> <p>Consultant in PH or St 4+ registrar</p> <p>Retired Consultants</p> <p>Duties:</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.

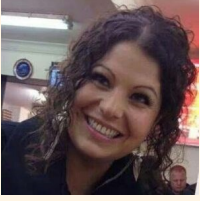
Please click [here](#) to apply or email for more information

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 21st Feb 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 Tues 21st Jan and Tues 1st Feb 2024.](#) 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 or [click here](#)