



THE NORTH WEST UKPHR PRACTITIONER SCHEME BULLETIN

Highlights Autumn 2024

The North West practitioner scheme is now 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 the development of a registered workforce across the region.

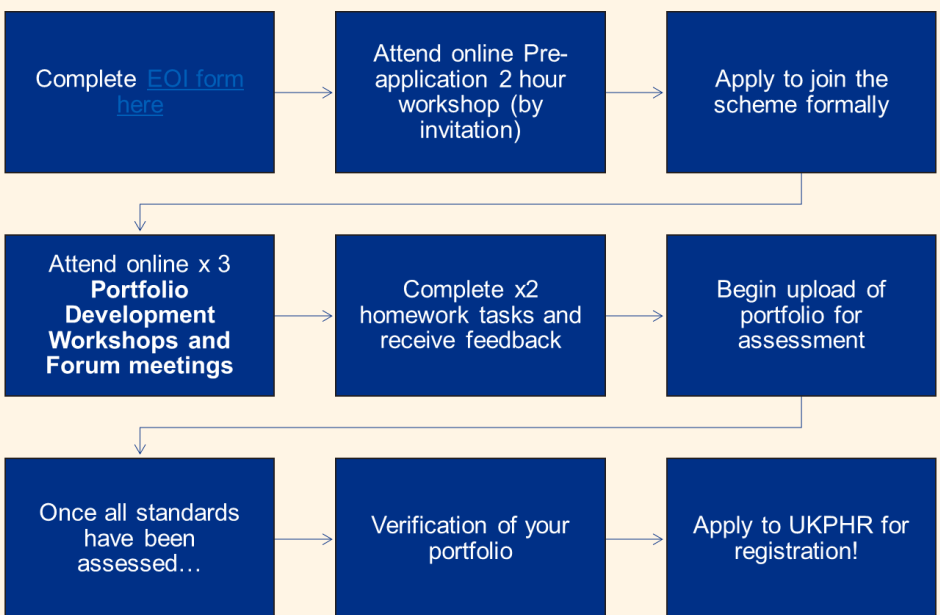


To the practitioners below who have successfully completed the portfolio process since April 2024

Aimee Hodgkinson	Trafford Council
Danielle Bell	Isle of Man
Helen Howard	Bridgewater CIC NHS Foundation Trust
Michelle Halfpenny	OHID
Charlotte Lee	Tameside Council
Sylvain Bagnack	Salford Council
A further 7 practitioners are completing in November making it a record year for the scheme!	

We open for applications 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 North West 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.



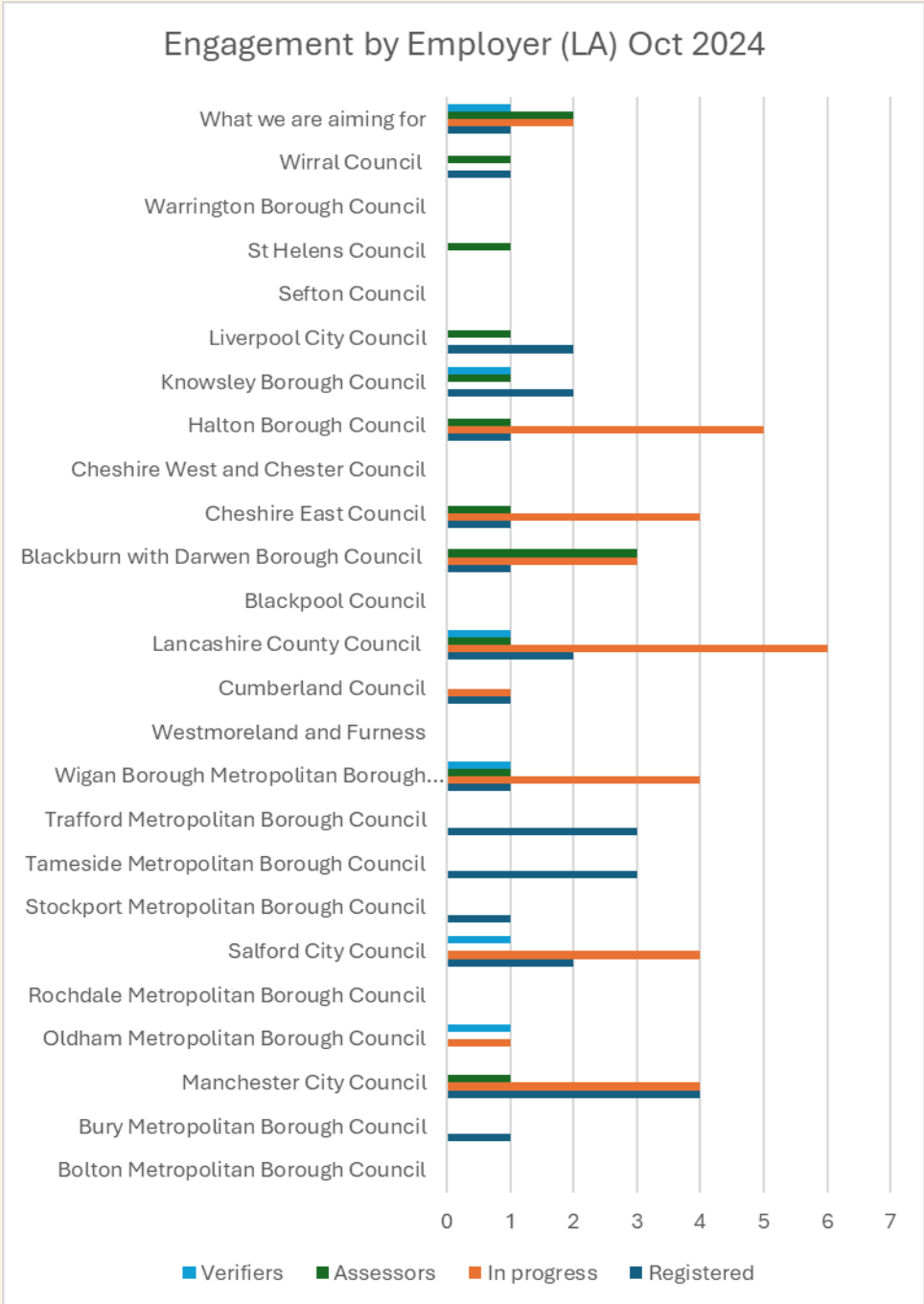
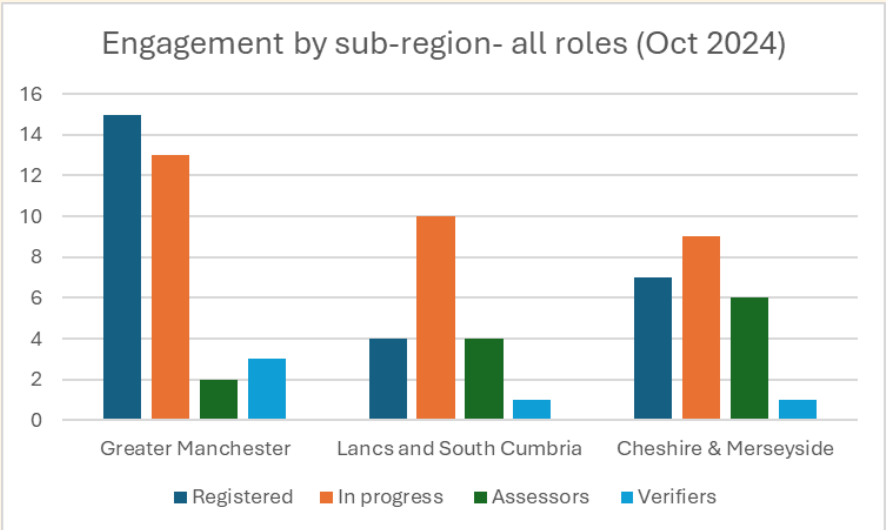
Employers

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

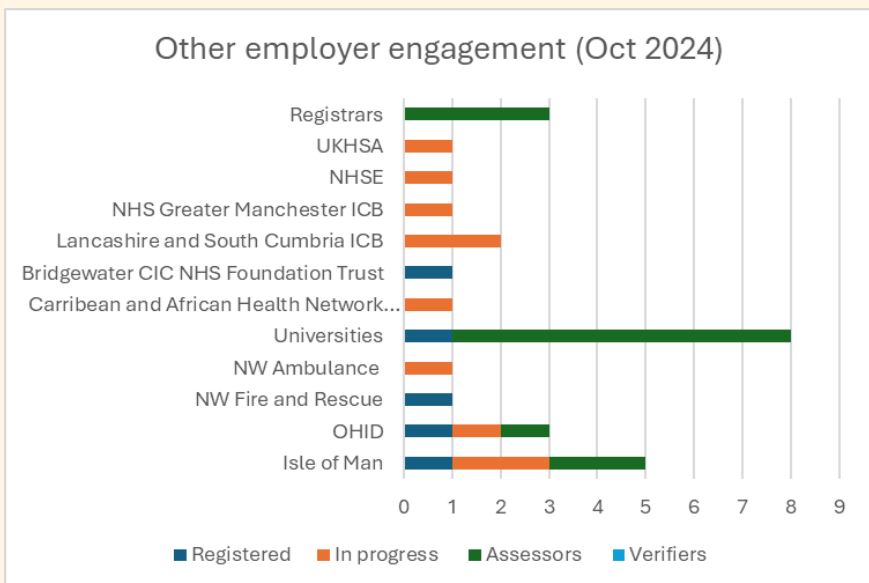
Ideally, we are aiming for there to be representation in the scheme at all levels from each employer– so we added a “What we are aiming for” column in the data set for comparison.

In progress– Practitioners on the scheme, developing portfolios

Registered– Practitioners who have completed– and registered



Employer Updates



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.

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

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

Practitioner Profile

Name: Helen Howard

Job: Oral Health Improvement Manager

Employer: Bridgewater CHC NHS Foundation Trust

Why did you want to gain UKPHR registration?

Having worked in Dentistry and Oral Health for over 20 years I felt I would be able to fulfil all competencies required to complete registration, also, after prioritising being a 'wife and mum' for some time I felt it was time to kick start my career progression again and what better way to start!



Has your employer offered any additional support?

I can't fault my employer for the support that I have been offered throughout this process. The flexible working available within my trust offers just what it says, 'flexibility' to support its staff with whatever you may need outside of work...including additional learning.

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

The support throughout the scheme has been second to none. If you are considering applying but unsure if you will have support, don't hesitate, the support will be there. Don't get me wrong, it is all your work, and you have to work autonomously but Alix is never more than an email away. She is an absolute star sent from heaven!!! Also, make use of your discussion groups and forums, they can be invaluable and at times make you feel like you aren't alone.

How has this improved your public health practice?

I would say the biggest thing the scheme has given me initially is confidence. The many hours of self-reflection and looking back upon the projects and programmes I have been involved in gave me a massive confidence boost and a great sense of pride in all I have achieved in my public health career so far. Sometimes, you need to actually stop and take a step back to truly appreciate how far you have come, and the scheme gave me the opportunity to do this which I feel boosted my confidence in my practice. I honestly don't think I would have ever taken the time to do this if it wasn't for the practitioner scheme and building my 3 commentaries which I am immensely proud of!

What are the next steps for you career wise?

Initially, I never wanted to set pen to paper, so to speak, again... but within a month I have started a Management and Leadership course within my own trust. I am looking forward to continuing to broaden my horizon not just within Oral Health but within the wider Public Health arena. After that, who knows!

Congratulations Helen! It was a pleasure working with you and we wish you all the best for your future career!

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

Verifier Profile

Name: Dr Rebecca Fletcher

Job title: Director of Public Health

Organisation: Oldham Council

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



I started as an assessor for the scheme as a registrar on the public health training scheme, and saw four practitioners all the way through to registration. I became a verifier earlier this year. The training and support has ensured that I always feel assured in my role, and that I am supporting others in their development appropriately. The training and the role itself really adds to my CPD, as there are regular updates, forums, and resources. I also find that the robust overview of the work carried out by practitioners across the NW really inspires me in my own role.

What do you enjoy about the role?

I love the opportunity to support the development of the public health workforce across the NW. In addition, I do find the portfolios really inspiring and engaging. It is a true pleasure to read the commentaries and see the development of individuals.

How much of a time commitment is it?

As a verifier, I take on verifying one or two applications a panel. Each verification takes three or four hours.

Would you recommend to colleagues? I really recommend this role to anyone with an interest in workforce development

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

Scheme Stats	Q1 and Q2
1. Registered practitioners since scheme inception (2018)	31
2. Registered last financial year (12)	6
3. New practitioners commenced since Apr 24	23
4. Total practitioners on scheme (current)	44
5. Total number active assessors (current)	25
7. Total number active verifiers (current)	5
8. Development Cohort	86



Employer case studies

Salford Council Dr Muna Abdel- Aziz has kindly shared the key areas of focus in Salford Council



Salford City Council

We nominated 4 practitioners for the scheme, to gain UKPHR practitioner registration.

We funded additional places for GM for the LSBU masterclasses due to the level of demand.

UKPHR practitioner registration is attractive for the staff members on their CPD and career development and we value our staff to learn as they work – to “grow our own” practitioners and specialists. Within the council there are a range of services funded by public health so this helps us ensure the services recognise their contribution to wider public health, not just their part in working with communities or number crunching as an analyst. We also know that a number of colleagues have worked their way up and into public health without a first degree or may have a degree in an area not relevant to public health. T

That’s why we have supported 6 staff to register with Salford University on the three year degree apprenticeship through a partnership with HR to advertise and promote apprenticeships in general and in public health specifically.

Wigan Council Laura Wharton has kindly shared the achievements in Wigan Council



Significant progress in establishing a robust and supportive approach to Practitioner Registration over the last twelve months with nine colleagues currently in the process of developing their portfolio in a formal cohort or preparing to apply.

Practitioner registration is actively supported and championed by the Public Health Leadership team with several members trained and practicing as assessors and verifiers.

Practitioner registration is embedded as a priority with the Public Health Business Plan and approach to workforce development, and features in all relevant new job descriptions and staff appraisals.

Our local development cohort meets regularly enabling colleagues undertaking Practitioner registration to access peer support as well as identify and share opportunities. Feedback from the group helps to inform our CPD programme.

Our CPD offer is increasingly aligned to the requirements of professional registration with team members accessing both formal and informal development opportunities according to the requirements. All team members are encouraged to participate in and lead Bitesize learning and Journal Club sessions as part of their development.

Mentoring support is available from within the team including from individuals who have successfully achieved Practitioner registration.

Our rapidly evolving community of practice across all Public Health trainees (specialist, practitioner and degree apprentices) GP trainees, Foundation Doctors and other students supports a varied and reciprocal development offer, strengthens integrated working and broadens opportunities for joint learning.

Verifier Profile

Name: Richard Holford
Job title: Consultant in Public Health
Organisation: Knowsley Council



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

Being trained as a verifier and taking on this role has helped with my own CPD. I believe it has improved further my ability/skills in quality assuring and providing feedback on pieces of work that I am linked into in my wider public health role, with colleagues and partners. It has also led to having greater confidence in my ability to become a sard appraiser in the future. Importantly, being a verifier has also provided quality activity evidence for my on annual SARD appraisals.

What do you enjoy about the role?

Regarding the process, I have enjoyed reading and learning about the examples of work submitted by public health practitioner applicants. I have seen a real diverse selection of portfolios and also learned a lot about different activities being undertaken across the North West. I also enjoy the verification panel meeting which provide an opportunity to present verification findings, which is so rewarding especially when individuals are being recommended for registration. Additionally, I like sharing my knowledge and experience of being a verifier with assessors, fellow verifiers and colleagues.

How much of a time commitment is it?

Once familiarised with the process and completed one or two verifications on average it takes about 2 hours to complete a verification. With most new things I recall my initial one, took a little longer but it really isn't onerous. I usually just book out half a day out of my diary to complete and this is more than enough time usually. You opt to take verifications on when you can, albeit expectation is to complete 2 -3 each year, so there is flexibility, and you can build around own work pressures. Outside of completing the verification, you are required to attend verification panels, these take place 3-4 times a year and usually last less than 2 hours. So overall, the commitment isn't that much, maybe a couple of hours every couple of months.

Would you recommend to colleagues?

I would highly recommend becoming a verifier to colleagues, its rewarding being part of the process, it helps to develop the wider public health workforce and also contribute to your own CPD. Personally its rewarding and I feel valued for the contribution I am making and also benefiting from learning from reading the submissions. Additionally, I feel better equipped to continue to provide advice and support to colleagues considering or on the practitioner scheme to enable them to successfully apply for practitioner scheme.

Thank you Richard for your time and contribution to the scheme!

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

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

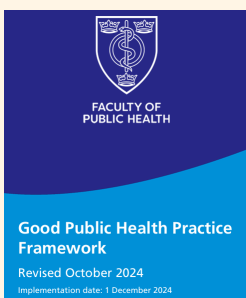
Following each portfolio assessment– we recommend that you complete a CPD reflective note. This can be used for your own re-registration which takes place every 5 years. For more information on what you need to provide at this point, please [click here](#)

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.

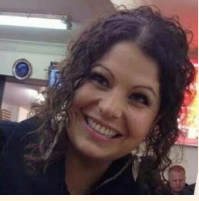
For information on the North West Scheme email [here](#)

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 7th 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 Wed 26th Feb and Wed 12th March 2025. You need to be able to attend BOTH dates.

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!”

