



LONDON BOROUGH OF MERTON
PUBLIC HEALTH DEPARTMENT
JOB DESCRIPTION

POST TITLE: Consultant in Public Health

GRADE: MG2

DIVISION/SECTION: Public Health, Community and Housing

Location: 3rd Floor, Merton Civic Centre

Responsible to: Dr Dagmar Zeuner, Director of Public Health

Responsible for: Head of Strategic Commissioning, Health Improvement Officer (Healthy Places), and Principal Public Health Intelligence

Post number:

Date: Jan 2019

1. MAIN PURPOSE

The post holder will be employed on a permanent contract by the London Borough of Merton as part of the Merton Public Health Team to fill a current consultant vacancy.

The post covers a wide ranging remit in Public Health including complex system leadership, commissioning of Public Health services, providing commissioning support to the NHS and oversight of health protection. The portfolio currently covers adults and older people as well as health intelligence, health protection and educational supervisor role.. The post holder will work closely with colleagues in the Community and Housing department and the CCG/local NHS on the future development of the local health and care integration programme; with colleagues across the council on further strengthening and embedding a 'Health in All Policies' approach; and support the current Health and Wellbeing Board's programme to transform the deprived East of the borough including the development of a health and

community facility as well as its future role in a transformed health and care system.

2. MAIN DUTIES AND RESPONSIBILITIES

Work as part of the public health senior management team, providing public health leadership, advice and support to public health practitioners within the public health department, to colleagues and departments across the Council and to other partner organisations including the CCG/local NHS and voluntary sector.

Lead and manage various programmes of work focused on health improvement and reducing inequalities for adults and older people, including responsibility for commissioning of public health services such as substance misuse; developing, implementing and evaluating joint pathways, service models and commissioning approaches with Adult Social Care and NHS colleagues focussing on preventative and holistic care; delivering specific commissioning support to the NHS, influencing spending of its substantial budget (>200M) is evidence-based; providing senior leadership for population health management to the local health and care integration programme (Merton Health and Care Together) and Health and Wellbeing Board.

Lead on strengthening and embedding a 'Health and All policies' approach across the council, working particularly closely with colleagues in the Environment and Regeneration department.

Support the Health and Wellbeing Board's programme to transform the deprived East of the borough including the development of an innovative health and community facility providing a new model of an integrated health and wellbeing offer that is led and owned by clinicians and the community.

Cover the department's health intelligence function, developing further the statutory joint strategic needs assessment and associated information products; working collaboratively with the analyst network across the council to support data and evidence-informed decision making, and through Merton Health and Care Together to shape the future intelligence function underpinning effective joint commissioning and health and care integration.

Lead the Public Health statutory health protection function, covering oversight over emergency preparedness, infection control, screening and immunisation, working closely with NHS England, Public Health England, local NHS providers and the Local Authority scrutiny function.

Fulfil an effective educational supervisor role, heading up the education function for Public Health trainees and GP trainees, attracting continuous

placements of high calibre candidates to work in the Public Health team and in turn receive good quality training.

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Analyse complex public health issues, undertake critical appraisal of quantitative and qualitative data, model expected impacts, engage public and service users effectively, and develop business cases to inform evidence-based public health interventions.

Understand other cultures to advice, challenge and advocate to enable effective working across organisational boundaries and influencing without direct authority.

Manage relevant Public Health staff and delegated budgets.

Carry out delegated tasks on behalf of the Director of Public Health as well as representing the Director of Public Health and the service at meetings and events, as required.

Areas of work will change over time as projects come to an end and the needs and priorities of the department and organisation change. All consultant portfolios are subject to regular review.

3. KEY TASKS

The postholder will undertake the following:

- Be responsible for the development, implementation and delivery of strategic plans, programmes and policies focused on improving the health and wellbeing of the population of Merton and reducing health inequalities;
- Provide expert public health advice and leadership to support and inform an evidence-based approach within ethical frameworks for developing high quality, equitable health and social care services and programmes, across primary, secondary and social care, and across sectors including local government, the NHS, the community and voluntary sectors;
- Develop and utilise information and intelligence systems to underpin public health action across disciplines, Council departments and organisations, leading the collation, interpretation and dissemination of relevant data and information;
- Manage relevant staff and deliver a training programme as part of the job e.g. training Specialist Registrars in Public Health Medicine and Public Health Specialist Trainees, and GP trainees;
- Budget management - authorised signatory, budget or delegated budget holder (budget/department/service);
- Lead on public health research, commission research audits/projects, and undertake research or audit.

4. MANAGEMENT ARRANGEMENTS

The postholder will be managerially & professionally accountable to the Director of Public Health.

The Public Health Team is part of the Directorate of Community and Housing but has strong working relationships across the whole council and with the CCG.

The current post has direct line management of the Public Health Head of Strategic Commissioning, a Health Improvement Officer (Healthy Places), and the Principal Public Health Intelligence Specialist. Arrangements might change according to context.

5. PROFESSIONAL OBLIGATIONS

The postholder will be expected to:

- Participate in the London Borough of Merton's staff appraisal scheme and departmental audits, and ensure appraisal and development of any staff for which s/he is responsible
- Contribute actively to the training programme for Foundation Year Doctors/SHOs/Specialist Registrars in Public Health Medicine and Public Health Specialist Trainees as appropriate, and to the training of practitioners and primary care professionals within the locality.
- Pursue a programme of CPD/CME, 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/GDC Specialist Register or the UK Public Health Register or other specialist register as appropriate.
- In delivering the strategic objectives of this post, the postholder will be expected to demonstrate expertise in the full range of relevant competencies as set out by the Faculty of Public Health (set out later in this Job Description). This includes evaluation techniques, policy analysis and translation and ability to communicate effectively with a range of stakeholders including politicians. In addition to any direct responsibility for managing staff or budgets, he/she will be responsible for change and improvement in the agreed areas of work and for supporting the delivery of the statutory duty of the Council to take the steps it considers necessary to improve the health of its communities.

6. ADDITIONAL INFORMATION

The job description will be subject to review in consultation 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.



**LONDON BOROUGH OF MERTON
COMMUNITY AND HOUSING DEPARTMENT
PERSON SPECIFICATION**

POST TITLE: Consultant in Public Health

IMPORTANT: This person specification is based on the Faculty of Public Health (FPH) Consultant in Public Health ‘Specimen Person Specification’ which details the recommended minimum requirements for all Consultant in Public Health posts. It contains changes introduced in amendments made to the NHS (Appointment of Consultants) Regulations for England, Scotland, Northern Ireland and Wales which came into force during 2005, and further amendments in June 2015 and some locally relevant amendments (2018).

Education/Qualifications	To be demonstrated
Inclusion in the GMC Specialist Register/GDC Specialist List/UK Voluntary Register (UKPHR) for Public Health Specialists <ul style="list-style-type: none"> • <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 medicine practice</i> • <i>Public health specialist registrar and specialist trainee applicants who are not yet on the GMC Specialist Register/GDC Specialist List in dental public health/UKPHR must provide verifiable signed documentary evidence that they are within 6 months of gaining entry at the date of interview ; all other applicants must provide verifiable signed documentary evidence that they have applied for inclusion in the GMC/GDC/UKPHR specialist registers</i> 	A
Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body	A
MFPH by examination, by exemption or by assessment	A
Masters in Public Health, or equivalent qualifications and experience	A
Personal qualities	
Strong commitment to public health principles	A/I
Able to influence senior members including directors and CEOs	A/I

Able to prioritise work, and work well against a background of change and uncertainty	A/I
Adaptable to a wide range of situations	A/I
Able to lead teams, and commitment to team-working, and respect and consideration for the skills of others	A/I
Self-motivated, pro-active, and innovative	A/I
High standards of professional probity	A/I
Commitment to work within a political system irrespective of personal political affiliations	A/I
Experience	
Leadership in complex systems, preferably local government, health & care or similar	
Project management	A/I
Staff management and training	A/I
Practical experience in facilitating change, including delivery of successful change management programmes across organisational boundaries	A/I
Budget management	A/I
Training and mentoring	A/I
Experience of using complex information to explain public health issues to a range of audiences	A/I
Understanding and presenting scientific reports at conferences, , facilitation of workshops and seminars etc	A/I
Media experience understanding effective health behaviour or health promotion messages as well as common pitfalls	A/I
Skills	
Strategic thinker with proven leadership skills and operational nous	A/I
Excellent oral and written communication skills (including messages for the media)	A/I
Effective interpersonal, motivational and influencing skills	A/I
Able to lead, manage and respond appropriately in unplanned and unforeseen circumstances	A/I
Good presentational skills (oral and written)	A/I
Negotiation skills with practical expectation of what can be achieved	A/I
Able to motivate organisations to contribute to improving the public's health and wellbeing through mainstream activities and within resources	A/I
Substantially numerate, with highly developed analytical skills using qualitative and quantitative data, including health economics	A/I
Computer literate	A/I
Able to design, develop, interpret and implement strategies and policies	A/I
Resource management skills	A/I
Knowledge	
High level of understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation.	A/I

In depth understanding of local government, the health and care system and the relationships with both local and national government	A/I
Strong and demonstrable understanding of interfaces between health, social care and key partners (dealing with wider determinants of health)	A/I
In depth knowledge of methods of developing clinical quality assurance, quality improvement, evaluations and evidence based public health practice	A/I
Understanding of social and political environment	A/I

Criteria Test: A = Application Form I = Interview