

CITY OF BRADFORD METROPOLITAN DISTRICT COUNCIL

JOB PROFILE

DEPARTMENT: Public Health	SERVICE GROUP: Public Health
POST TITLE: Consultant in Public Health / Consultant in Public Health Medicine (Health Determinants Research Collaborative)	REPORTS TO: Director of Research
GRADE: £78,192-£90,387 (dependent upon experience)	SAP POSITION NUMBER: 50125815

The following information is furnished to help Council staff and those people considering joining the City of Bradford Metropolitan District Council to understand and appreciate the general work content of their post and the role they are to play in the organisation. The duties and responsibilities highlighted in this Job Profile are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and scope of the post and the grade has been established on this basis.

The employee competencies are the minimum standard of behaviour expected by the Council of all its employees and the management competencies outlined are those relevant for a post operating at this level within our organisation.

Both sets of competencies will be used at interview stage and will not be used for short listing purposes. As a candidate/employee you will be expected to demonstrate your ability meet the special knowledge, experience and qualifications required for the role.

Key Purpose of Post:

Bradford has been successful in being awarded a five year programme from the National Institute for Health and Care Research to develop a Health Determinants Research Collaboration (HDRC) and become an exemplar of a research led Council.

Our vision is for Bradford Council to be a local authority leader in generating and using research evidence to support decision making and democratic accountability. High quality research will lie at the heart of policy formulation, be sustained by investment in resources, skills and capacity, and will be informed by collaboration and co-production with partners and communities. It will have lasting positive impacts on poor health and inequalities in Bradford and beyond, supporting world class research on wider determinants of health and contributing to a stronger international evidence base.

Bradford is the UK's youngest city, with more than a quarter of people aged under 18 and is among its most diverse; 36% of people are from ethnic minorities and over 150 languages are spoken here. Bradford has high levels of poor health and some of the lowest healthy life expectancy in England. Our health outcomes are heavily influenced by wider determinants and we want to be able to make better informed and more cost-effective decisions to improve services and the greatest positive impact on health outcomes for our communities. This post is critical to the successful leadership and delivery of this work.

In general, the post holder will be expected to be able to cope with multiple and changing demands, and to meet tight deadlines. A high level of intellectual rigour, political awareness, negotiation and motivation skills and flexibility are required. The post holder will deal with complex public health issues, with a focus on research. The post will include advising the health and wellbeing board and council and make recommendations regarding services, and wider determinants of health. A high level of tact, diplomacy and leadership is required and an ability to understand other cultures, advise, challenge and advocate to enable effective working across organisational boundaries and influencing without direct authority.

Job Summary: This is a full time post and the post holder will be employed by the City of Bradford Metropolitan District Council based within one of the Council buildings in the City Centre and will work across Bradford district. On behalf of the local authority, the post holder working with senior colleagues and system leaders on improving the health and wellbeing of the residents in the district and reducing health and wellbeing inequalities through the development of a research led approach to policy and practice. The postholder will work across all Council departments, with the Bradford Integrated Care Partnership, Voluntary and Community Sector. Police, Bradford University, NHS providers and other key organisations across the district. The Public Health department has a strong history of Public Health Training and Public Health placements and the postholder would expect to be an Educational Supervisor already or be expected to become an Educational Supervisor soon after starting the post once eligible.

It is expected the postholder would have a lead senior role in the Health Determinants Research Team reporting directly to Research Director and this would include a focus on Population Healthcare together with elements of Health Improvement, Wider Determinants and Health Protection areas where appropriate (i.e. across all 4 Public Health Domains).

Strategic objectives would include:

- Lead research work across the Council and key partnership boards to improve health and wellbeing and reduce inequalities through the use of research to drive policy development
- Lead work across all 4 Public Health domains and other areas as appropriate and under the guidance of the Research Director and focused on the current priorities for the district

The details of the post are set out below and it is expected that the post holder:

- 1.1 will have responsibility for leading research to inform the development, implementation and delivery of national, regional and local policies, developing inter-agency and interdisciplinary strategic plans and programmes, with delegated board or organisational authority to deliver key public health targets
- 1.2 will provide expert public health advice and leadership to support and inform a research-based approach within ethical frameworks for commissioning and developing high quality equitable services, across primary, secondary and social care, and across sectors including local authorities, voluntary organisations, etc
- 1.3 will develop and utilise information and intelligence systems to underpin public health action across disciplines and organisations, leading collation and interpretation of relevant data
- 1.4 will *either* manage a team of staff or department *and/or* design and deliver a training programme as a major part of the job e.g. training Specialty Registrars in Public Health or research methodology and practice
- 1.5 will *either* be responsible for the day to day management of a group of staff, *and/or* be responsible for the allocation/placement and supervision of qualified staff or trainees, *and/or* be responsible for teaching/delivery of core training on a range of subjects or for specialist training, *and/or* be responsible as a line manager for a single function
- 1.6 will *either* be an authorised signatory, budget or delegated budget holder (budget/department/service), *and/or* monitor or contribute to the formulation of department/service budgets and financial initiatives *and/or* be a budget holder for a department service
- 1.7 will *either* lead on public health research, *and/or* commission research audits/projects, *and/or* undertake research or audit and translate research findings into public health practice

Main Responsibilities of Post:

1. Public Health Team: Management arrangements

The post holder will be professionally accountable to the employing authority and managerially accountable to the employing authority via their line manager, the Research Director for HDRC with a dotted line to the DPH. Professional appraisal will be required. An initial job plan will be agreed with the successful candidate prior to that individual taking up the post based on the draft job plan attached. This job plan will be reviewed as part of the annual job planning process.

The post holder:

- Will manage staff as required (including Registrars)
- Will manage budgets as required
- Will be expected to deputise for the Research Director as required
- Will work with and supervise Specialty Registrars in Public Health if needed in the programme
- Will be expected to participate in appraisal for themselves and their staff, audit, contribute to Public Health training and pursue their own CPD in accordance with Faculty of public health requirements and undertake revalidation, audit or other measures to remain on the GMC Specialist Register or UK Public Health (Specialist) Register or other specialist register as appropriate
- Managerial responsibilities and supervision of Registrars will be determined post interview.
- The post holder will relate to all 3 local Clinical Commissioning Groups (CCGs); specifically Bradford District, Bradford City and Airedale, Wharfedale and Craven CCGs, all other Council departments, Voluntary and Community Sector, local acute hospitals and other key providers of NHS and other services. They will also have external professional responsibilities.

Professional obligations:

- The post holder will be expected to participate in the organisation's staff appraisal scheme and departmental audit, and ensure appraisal and development of any staff for which s/he is responsible

In addition:

- The post holder will have access to IT and PA support and the location is fully accredited for Public Health Training Supervising Registrars in Public Health, medical students and doctors on Out of Programme placements
- A job plan and objectives will be agreed within 3 months of starting the post and refreshed annually

2. Key tasks:

The competency areas below are as recognised by the Faculty of Public Health and UK Voluntary Register Board and these areas are the key overall tasks expected of the postholder:

COMPETENCY AREAS (based on Faculty of Public Health 2015 PH Speciality Training curriculum)

Use of public health intelligence to survey and assess a population's health and wellbeing

To be able to synthesise data into information about the surveillance or assessment of a population's health and wellbeing from multiple sources that can be communicated clearly and inform action planning to improve population health outcomes.

Assessing the evidence of effectiveness of interventions, programmes and services

intended to improve the health or wellbeing of individuals or populations

To be able to use a range of resources to generate and communicate appropriately evidenced and informed recommendations for improving population health across operational and strategic health and care settings.

Policy and strategy development and implementation

To be able to influence and contribute to the development of policy as well as lead the development and implementation of a strategy.

Strategic leadership and collaborative working for health

To use a range of effective strategic leadership, organisational and management skills, in a variety of complex public health situations and contexts, dealing effectively with uncertainty and the unexpected to achieve public health goals.

Health Improvement, Determinants of Health and Health Communications

To influence and act on the broad determinants and behaviours influencing health at a system, community and individual level.

Health Protection

To identify, assess and communicate risks associated with hazards relevant to health protection, and to lead and co-ordinate the appropriate public health response.

Health and Care Public Health

To be able to improve the efficiency, effectiveness, safety, reliability, responsiveness and equity of health and care services through applying insights from multiple sources including formal research, health surveillance, needs analysis, service monitoring and evaluation.

Academic public health

To add an academic perspective to all public health work undertaken. Specifically to be able to critically appraise evidence to inform policy and practice, identify evidence gaps with strategies to address these gaps, undertake research activities of a standard that is publishable in peer-reviewed journals, and demonstrate competence in teaching and learning across all areas of public health practice.

Professional, personal and ethical development

To be able to shape, pursue actively and evaluate your own personal and professional development, using insight into your own behaviours and attitudes and their impact to modify behaviour and to practise within the framework of the GMC's Good Medical Practice (as used for appraisal and revalidation for consultants in public health) and the UKPHR's Code of Conduct.

Integration and application of competencies for consultant practice

To be able to demonstrate the consistent use of sound judgment to select from a range of advanced public health expertise and skills, and to use them effectively, working at senior organisational levels, to deliver improved population health in complex and unpredictable environments.

The following provides more specific detail of what may be expected but is not exhaustive;

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

- To ensure the proper design, development and utilisation of information and intelligence systems to underpin public health improvement and action for the population across disciplines and organisations.
- To receive, interpret, provide and advise on highly complex epidemiological and statistical information about the health of populations to the Local Authority, NHS and voluntary organisations.
- To ensure the use of the best available evidence base to support the assessment of health

needs, health inequalities, health impact assessment and the identification of areas for action within the local population.

- To write and/or contribute to national and local policy forming reports on the health of the population of Bradford District

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 local authorities, voluntary 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 provide expert advice to support evidence based commissioning, prioritisation of services for the population (and in some circumstances for the individual) in order to maximise opportunities for health.

Policy and strategy development and implementation

- To lead on behalf of the Bradford District on the communication, dissemination and implementation and delivery of national, regional and local policies, developing inter-agency and interdisciplinary strategic plans and programmes, with delegated authority to deliver key public health 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.
- To ensure proper linkages between the health agenda and strategies related to the wider determinants including for example, community safety, the environment and sustainability.

Leadership and collaborative working for health

- To take the lead role on behalf of Bradford District 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 reduced life expectancy, in partnership with a range of agencies such as those in the statutory, non-statutory, voluntary and private sectors and by taking lead responsibility with a defined local authority. This requires the ability to work cross-directorate and across other agencies and voluntary organisations.
- To work with primary care professionals and community staff to raise awareness of their public health role.
- To lead on the integration of health, social services and voluntary organisations to promote effective joint working to ensure delivery of the wider government targets.
- 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.

Health Improvement

- To be responsible for designated areas of health improvement programmes, public health surveillance, population screening or geographical areas.
- To take a 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.

Health Protection

- To take responsibility for safeguarding the health of the population in relation to communicable disease, infection control and environmental health, including delivery of immunisation targets.
- To take part in local arrangements for the effective control of communicable disease, environmental hazards to health and emergency planning, as detailed in 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 disease outbreaks, chemical incidents, immunisation and screening.

Service Improvement

- To provide expert advice to support evidence based commissioning, prioritisation of health and social care services for the population (and in some circumstances provide 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 and National Service Frameworks or equivalent national standards, guidance and frameworks.
- To lead the developments of clinical networks, clinical governance and audit.
- To review evidence and provide highly specialised advice on preferred treatment options or protocols based on the evidence for individual patients.

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 present, analyse and communicate knowledge in a way that appeals to diverse groups, influences decision-making and supports community engagement.
- 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.
- To work with the information and intelligence are of Public Health England and other organisations to strengthen local, regional and national public health intelligence and information capacity.

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 Research & Development public health and related activities.
- To develop links with local universities to ensure the work of the organisation is based on a sound research and evidence base.
- To develop public health capacity through contributing to education and training and development within the Directorate, and within the wider public facing workforce.

GENERAL CONDITIONS

Terms and conditions of service

GRADE: £78,192-£90,387 (dependent upon experience) and the post holder will be subject to City of Bradford Metropolitan District Council terms and conditions.

Indemnity

As the post holder will only be indemnified for duties undertaken on behalf of City of Bradford Metropolitan District Council the post holder is strongly advised to ensure that he/she has appropriate professional defence organisation cover for duties outside the scope of Bradford District and for private activity within Bradford District. For on call duties provided to other organisations as part of cross cover out of hours arrangements the Bradford District has confirmed that those organisations will provide indemnity for the post holder. These arrangements may differ across the four countries.

Flexibility

The post holder 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 the needs of this new and developing service. The employing organisation is currently working in a climate of great change. It is therefore expected that all staff will develop flexible working practices both within any relevant local public health networks and at other organisational levels as appropriate, to be able to meet the challenges and opportunities of working in public health within the new and existing structures.

Confidentiality

A consultant has an obligation not to disclose (other than in accordance with GMC guidelines) 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, he or she 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 post holder will obtain, process and/or use information held on a computer or word processor in a fair and lawful way. The post holder 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.

Health and safety

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) and its amendments and by food hygiene legislation to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients and visitors.

Smoking policy

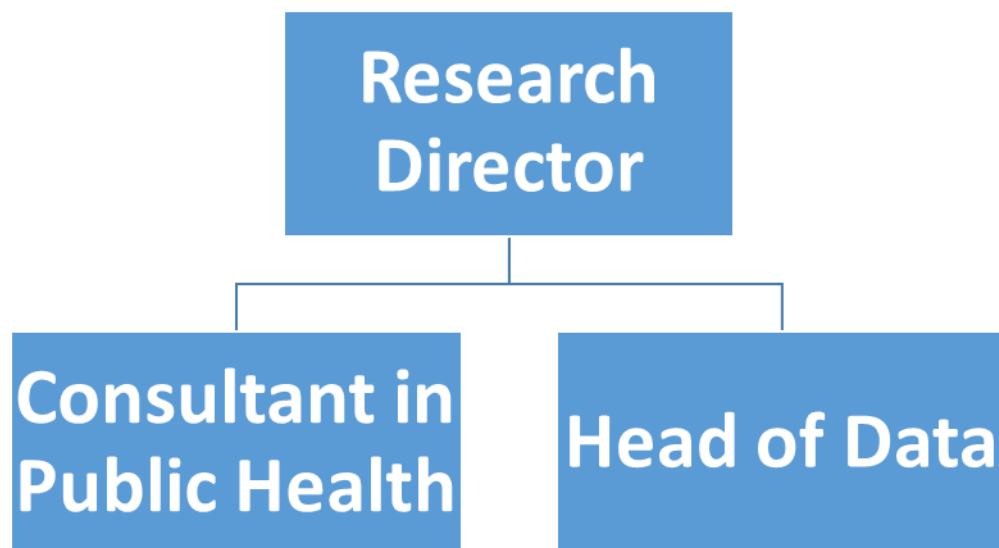
The employing organisation has a policy that smoking is not allowed in the work place.

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.

Structure



Please see [Appendix 2](#) for full structure

Public Health Arrangements

Staffing

This is a post directly responsible to the Director of Public Health who reports to the Director of Health and Wellbeing. The post will be based at Britannia House, Bradford BD1 1HX. Full staffing details in the Public Health Team are outlined at the end of job profile (see Appendix 2).

Resources

The postholder working with the DPH will be expected to make best use of both public health resources as well as influence the resources of the Council as a whole.

Training and CPD arrangements

The department is approved for the training of public health specialists and has on average between 3 and 5 Speciality Registrars at any one time within the department as well as other Public Health placements for a wide range of professionals. In addition, there are a wide range of educational opportunities within the department, across the Council and with local partners suitable for mandatory CPD. In addition, there are also a range of regional and national educational opportunities also available to the postholder.

PERSON SPECIFICATION FOR CONSULTANT IN PUBLIC HEALTH/CONSULTANT IN PUBLIC HEALTH MEDICINE to which the short listing guidance above applies : THESE COMPETENCIES ARE REQUIRED BY

THE FACULTY OF PUBLIC HEALTH (SEE APPENDIX 1 FOR FULL DETAILS)

IMPORTANT: This person specification 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. Further amended in June 2015.

Special Knowledge Requirement: Will be used in shortlisting.

Must be able to meet the competencies required of consultants by the Faculty of Public Health outlined in the Personnel Specification and the other information included in the shortlisting notes (all included in Appendix 1)

Relevant experience requirement: Will be used in shortlisting

- Must have sufficient experience to be on the GMC Specialist Register/UKPHR as outlined in Appendix 1. Applicants will be considered if they can evidence that they are within six months of Certificate of Completion of Training at the point of application

Relevant professional qualifications requirement: Will be used in shortlisting

This post is for those who have completed higher specialty training in public health or equivalent and are on the GMC/GDC Specialist Register or UK Public Health (Specialist) Register as outlined in Appendix 1. Hence they must;

- Be included in GMC Specialist Register or UK Public Health Register (UKPHR) for Public Health Specialists
- If included in GMC Specialist Register in a speciality other than public health medicine have equivalent training and/or appropriate experience of public health medicine practice
- Public health speciality registrar applicants who are not on the GMC Specialist Register/UKPHR must provide verifiable signed documentary evidence they are within six months of gaining entry at date of interview;
- Applicants must meet minimum CPD requirements (i.e. be up to date in accordance with Faculty of Public health requirements or other recognised body)
- The post holder will be expected to pursue their own CPD in accordance with Faculty of public health requirements and undertake revalidation, audit or other measures to remain on the GMC Specialist Register or UK Public Health (Specialist) Register or other specialist register as appropriate)
- The post holder will be expected to practice with all relevant sections of GMC good medical practice if medically qualified or Faculty of Public Health good public health practice as outlined above

Core Employee competencies at manager level to be used at the interview stage.

Carries Out Performance Management – covers the employees capacity to manage their workload and carry out a number of specific tasks accurately and to a high standard.

Communicates Effectively - covers a range of spoken and written communication skills required as a regular feature of the job. It includes exchanging information/building relationships, giving advice and guidance, counselling, negotiating and persuading and handling private, confidential and sensitive information.

Carries Out Effective Decision Making - covers a range of thinking skills required for taking initiative and independent actions within the scope of the job. It includes planning

and organising, self effectiveness and any requirements to quality check work.
Undertakes Structured Problem Solving Activity - covers a range of analytical skills required for gathering, collating and analysing the facts needed to solve problems. It includes creative and critical thinking, developing practical solutions, applying problem solving strategies and managing interpersonal relationships.
Operates with Dignity and Respect - covers treating everyone with respect and dignity, maintains impartiality/fairness with all people, is aware of the barriers people face.

Management Competencies: to be used at the interview stage.		
Operates with Strategic Awareness Our managers work with corporate priorities and policies in a joined up way with others, internally and externally. Works democratically, transparently and accountably.		
Practices Appropriate Leadership Our managers motivate their staff to exceed expectations through raising their awareness of goals and moving them beyond self interest for the sake of the team or service. They consider serving the District in all that they do.		
Delivering Successful Performance Our managers monitor performance of services, teams & individuals against targets & celebrate great performance. They promote the District's vision & work to achieve Council's values & agreed outcomes.		
Applying Project and Programme Management Our manager's work to ensure that outcomes and objectives are achieved within desired timescales, make best use of resources and take a positive approach to contingency planning.		
Developing High Performing People and Teams Our managers coach individuals and teams to achieve their potential and take responsibility for continuous improvement. They champion the Council's values and goals.		
Working Conditions:		
Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act 2010 in relation to Disability Provisions.		
Special Conditions:		
You will be informed if there is a requirement for the post to have recruitment checks such as DBS, Warner Process. Due to the nature of the post you may be required to have enhanced DBS.		
Compiled by: SM	Grade Assessment	Post Grade: : £78,192-£90,387
Updated	Date: 9.2.16	(dependent upon experience)
Date: 19.10.2022	Updated April 22	
For HR use only	SAP input date	Name of Data Inputter

APPENDIX 1 : PERSON SPECIFICATION AND SHORTLISTING NOTES

IMPORTANT: This person specification 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. Further amended in June 2015, and September 2018

Education/Qualifications	<i>Essential</i>	<i>Desirable</i>
Inclusion in the GMC Full and Specialist Register	X	

with a license to practice/GDC Specialist List (or be eligible for registration within six months of interview) or Inclusion in the UK Public Health Register (UKPHR) for Public Health Specialists (or be eligible for registration within six months of interview)		
<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>	X	
Public health specialty registrar 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>[see shortlisting notes below for additional guidance]</i>	X	
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>	X	
Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body	X	
MFPH by examination, by exemption or by assessment	X	
Masters in Public Health or equivalent		X
Personal qualities		
Able to influence senior members including directors and CEOs	X	
Able to both lead teams and to able to contribute effectively in teams led by junior colleagues	X	
Commitment to work within a political system irrespective of personal political affiliations	X	
Experience		

Delivery of successful change management programmes across organizational boundaries	X	
Media experience demonstrating delivery of effective health behaviour or health promotion messages		X
Experience of using complex information to explain public health issues to a range of audiences	X	
Skills		
Strategic thinker with proven leadership skills and operational nous	X	
Able to demonstrate and motivate organisations to contribute to improving the public's health and wellbeing through mainstream activities and within resources	X	
Ability to lead and manage the response successfully in unplanned and unforeseen circumstances	X	
Analytical skills able to utilize both qualitative (including health economics) and quantitative information	X	
Ability to design, develop, interpret and implement strategies and policies	X	
Knowledge		
In depth understanding of the health and care system and the relationships with both local national government	X	
In depth knowledge of methods of developing clinical quality assurance, quality improvement , evaluations and evidence based public health practice	X	
Strong and demonstrable understanding of interfaces between health, social care and key partners (dealing with wider determinants of health)	X	
Understanding of the public sector duty and the inequality duty and their application to public health practice	X	

Shortlisting notes

The Faculty of Public Health advises that in order to be shortlisted for a consultant post applicants who are not yet on the GMC Specialist Register/GDC Specialist List in dental public health/UK Public Health (Specialist) Register (UKPHR) must provide verifiable signed documentary evidence that an application for inclusion on one of these specialist registers is guaranteed and is simply the time taken to process application.

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 the Training Programme.

1.2 Non-Medical Applicants in training programme

All nonmedical applicants must be registered with the UKPHR or be registered within six months of the interview. Applicants must provide proof (confirmation from UKPHR or the CCT) of this 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 would normally be expected to have gained full specialist registration with the GMC through the Certificate of Eligibility for Specialist Registration (CESR) route. However, exceptionally, individuals who can demonstrate that they have submitted CESR application to the GMC may be considered for shortlisting.

Applicants from a background other than medicine would normally be expected to have gained full specialist registration with the UKPHR. However, exceptionally, individuals who can demonstrate that they have submitted a portfolio application to the UKPHR may be considered for shortlisting. Suitable

evidence at interview will be a letter from the UKPHR setting out likelihood of acceptance of portfolio.

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.

