

Job Profile and Working for Stockport

Stockport
team
ambition
respect

Stockport

to keep the people of Stockport at the heart of what we do.

Team

to succeed as a team, collaborating with colleagues and partners.

Ambition

to drive things forward with ambition, creativity and confidence.

Respect

to value and respect our colleagues, partners and customers.

Our Council

Our employees are our **greatest asset**. We're proud of the way we provide vital frontline services every day and work together, as **one team**.

Our 4 **core values** as shown above, run through everything that we do, and we aim to stay **true** to them regardless of the challenges that we may face.

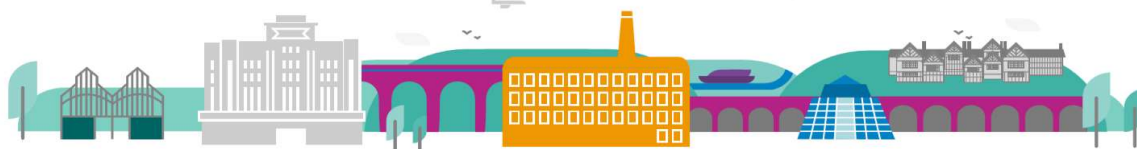
To **support** our values, we have policies, guidance and procedures around health, safety and welfare, customer care, emergency planning and security that all our **colleagues** are adhering and working to.

We also **pride** ourselves on our commitment to wellbeing and inclusivity of our colleagues and residents.

You can find out more about working for Stockport Council and some of the benefits that we offer our employees at <https://greater.jobs/locations/stockport/>

RT
OUNCIL





About the Job

Role:

Director of Public Health

Directorate:

Public Health

Salary Grade:

Up to £107,500

Main Purpose of the Job

Lead in the statutory role of Director of Public Health with responsibility for improving the health and wellbeing of Stockport residents, reducing inequalities in health outcomes and protecting local communities from health hazards. To play a strategic leadership role for prevention across Stockport, including promoting active communities; commissioning high quality effective public health services; and utilising all our assets and resources to promote healthy living and healthy environments. To be an integral part of the integrated leadership team to drive the locality and Greater Manchester Integrated Care System (ICS) arrangements.

Key Responsibilities

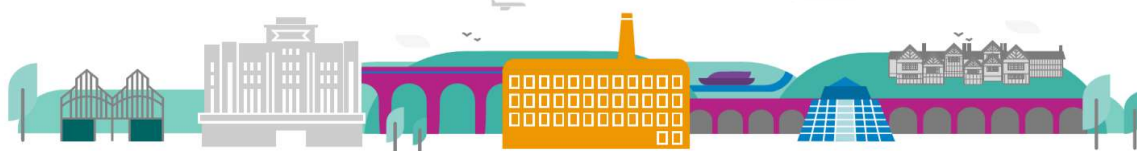
Summary of Responsibilities and Key Areas:

The Director of Public Health is the system leader for improving the health and wellbeing of Stockport residents, reducing inequalities in health outcomes and protecting local communities from public health hazards.

The Director of Public Health will be a lead for prevention across our system and be a key part of the strategic leadership team and the locality ICS arrangements, including driving the agenda for the Locality Board.

The Director of Public Health is a statutory Chief Officer of the authority and the principal adviser on all public health matters to elected members, officers and partners, with a leadership role spanning health improvement, health protection and healthcare public health. Section 73A(1) of the NHS Act 2006, inserted by section 30 of the Health and Social Care Act 2012, gives the Director of Public Health responsibility for:

- All of their local authority's duties to improve public health.
- Any of the Secretary of State's public health protection or health improvement functions that they delegate to local authorities, either by arrangement or under regulations – these include services mandated by regulations made under section 6C of the 2006 Act, inserted by section 18 of the 2012 Act.
- Exercising their local authority's functions in planning for, and responding to, emergencies that present a risk to public health.
- Their local authority's role in co-operating with the police, the probation service and the prison service to assess the risks posed by violent or sexual offenders.
- Such other public health functions as the Secretary of State specifies in regulations.
- Producing an independent annual report on health of local communities.



The Director of Public Health will play a key part in shaping the future of the Borough through advising and informing the development of our key partnership and council plans. In order to deliver their responsibilities on behalf of the residents of Stockport the Director of Public Health will need to be a visible system leader in prevention, addressing inequalities and galvanising the health and wellbeing system partnership arrangements.

The post-holder will be expected to use all the resources at their disposal to ensure that the local public health system is able to tackle the full range of determinants of health affecting communities in Stockport. Working with local communities through neighbourhoods, the Director of Public Health should be able to inspire development of innovative solutions that support improvements in health and wellbeing and reduction in health inequalities whilst at the same time maintaining the confidence of Councillors and government.

The Director of Public Health role will understand and enhance the health of the people of Stockport and adopt an approach which:

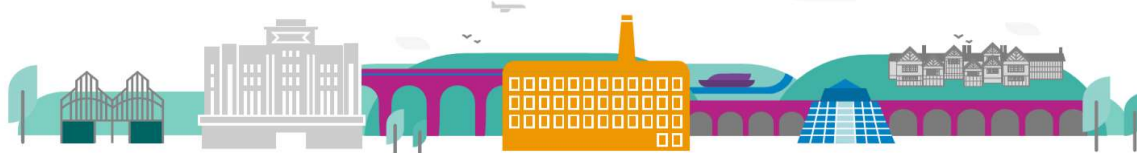
- Acts as a health professional treating a population.
- Understands the link between economic success and good health and takes a long term approach to strategic involvement in both.
- Develops a clear, targeted long-term strategy what ensures health and social care, education, housing, jobs and economic policies an infrastructure are shaped in ways which deliver maximum improvements in health and wellbeing.
- Minimises the adverse effects of demographic change and potential threats from poor health on the long term competitiveness of Stockport. The challenges of a growth in numbers of older people and people with disabilities will require a medium term strategy.

This role is derived from Government policy and clearly identifies the unique contribution which local authorities can make to improve the health and wellbeing of communities through:

- Their statutory responsibilities and powers with respect to health protection and health scrutiny.
- The level, distribution and quality of services they directly commission or provide.
- Strategic leadership-promoting and supporting partnership working by public and private sector agencies on key priorities such as community safety, alcohol and drugs prevention and treatment.
- Community leadership-enabling Members to engage effectively with their communities with respect to health and intelligently holds the NHS and the local authority to account.
- Advocacy and influence national and local policy development.

Job Purpose

The Director of Public Health is a statutory role and the main source of public health advice to the Council, health service partners, and wider borough partners. This includes assuring that the Board has a robust Joint Strategic Needs Assessment and health and care plan. The Director of Public Health has a key role in monitoring and assuring of delivery on outcomes within the Public Health Outcomes Framework and has a statutory responsibility to produce an independent annual report on the health of the population to report progress on improving health and reducing inequalities and to make recommendations.



The Director of Public Health is a senior leader in the Council and will lead the Public Health team and others to develop and deliver the strategic vision of the Council and the borough in respect of public health, and health improvement and wellbeing. The post holder will be a visionary and transformational leader with a full understanding of the relationships and culture of the organisations they interact with. They will actively lead and support improving the determinants of health and wellbeing, reducing inequalities and developing high quality health and social care services. They will operate both through our borough plan partnership arrangements including the One Health and Care Partnership.

The Director of Public Health is a registered public health specialist (ie. included in the GMC Specialist Register / GDC Specialist List or as a specialist on UK Public Health Register (UKPHR)).

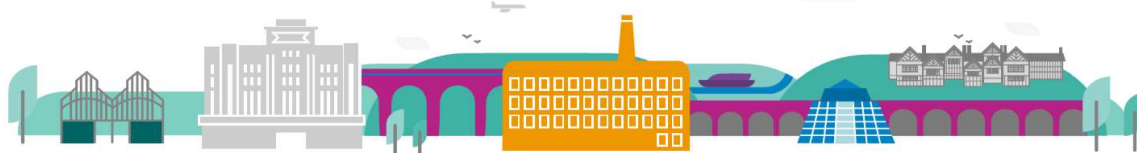
Key Accountabilities

1) Strategic Leadership

- Delivery of a system to support surveillance, monitoring and evaluation of health and wellbeing and inequalities in health outcomes of local communities (including an easily accessible Joint Strategic Needs Assessment System)
- Ensure all activity undertaken by the Council takes account of both, the need to reduce inequalities as well as the requirements of the Equality and Diversity Act.
- To ensure scientific principles are applied to assessing need, exploring interventions and assessing progress of the Council's strategic agenda
- Ensure as a core member of the Health and Wellbeing Board and One Stockport Health and Care Board and in partnership with the wider Stockport council partners and the public, the development of plans to enable local communities become healthy, sustainable and cohesive
- Ensure a programme of action (both within and outwith the Council) to impact on the wider determinants of health that will promote improvements in health and wellbeing of local communities and reduction in health inequalities.
- Provide assurance that the health protection system for local communities is fit for purpose
- To work closely with Directors responsible for people (children, vulnerable communities and older people) to ensure to develop, implement and maintain a "fit for purpose" integrated strategy which meets the needs of local communities and is cogent with the national approach.
- Collaborate across organisational boundaries to ensure communities in Stockport benefit from population health and care programmes.

2) Directorate Specific Accountabilities

- To be an advocate for improving health and wellbeing and reducing health inequalities
- Exercise the statutory responsibilities including the delivery of the mandated services
- To advise Stockport Metropolitan Borough Council on its statutory and professional public health obligations.



- Work with the UKHSA Centre and NHS England to ensure local communities are protected from infectious disease threats (including food and water borne disease, pandemics, etc) and environmental hazards
- Ensure the development and delivery of a credible plan to improve health and wellbeing of communities in [LA name] and reduce health inequalities.
- Ensure that the Council has implemented its EPRR responsibilities and that partner organisations (UKHSA, OHID, NHS England and the ICSs) have delivered their EPRR responsibilities.
- Work in partnership with ICSs and Directors of Social care to take responsibility for Population Health and Care; including oversight and promoting population coverage of immunisation and screening programmes
- Provide public health advice (the core offer) to ICSs supporting the commissioning of appropriate, effective (based on evidence), and equitable health services.
- Support the Health and Wellbeing Board to deliver its statutory duty to promote integration for the benefit of local communities
- Collaborate across local authority boundaries to ensure residents of Stockport benefit from population health and care programmes.

3. Resource Management

- To be accountable for the budget including reporting on the use of the public health ring fenced grant.
- To manage Council resources (People, property, information and finance) imaginatively and efficiently.
- Manage public health staff and ensure that they are able to influence in such a way as to ensure health and wellbeing in its fullest sense is central to Stockport.

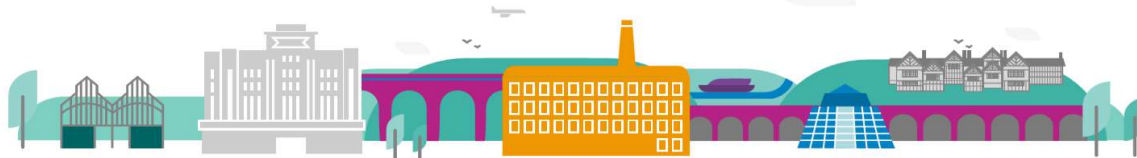
4. Commissioning

- Ensure services for improving health and wellbeing of local communities are commissioned within the Council policy for procurement and monitoring system and are responsive to the needs of the communities in Stockport and over time.
- To set the framework for standards for commissioning and delivery; including the promotion of innovative approaches and appropriate risk management systems which are responsive to performance challenges.
- To ensure scientific principles of evaluation underpin all commissioning and delivery, of health and wellbeing services.

5. Advocacy

- Develop a constructive relationship with the media and the public, within the context of the Council Communications policy.
- To use the Faculty of Public Health, the LGA, the ADsPH, UKHSA and other channels to advocate for the public's health.

Professional obligations



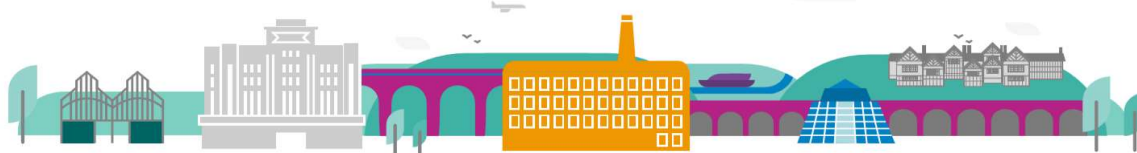
Professional responsibilities will be reflected in the job plan. The Director of Public Health will be expected to:

1. Participate in the organisation's staff and professional appraisal scheme and ensure participation of all staff members.
2. Ensure quality improvement (and clinical governance) programmes are an integral component of the public health approach in the Council.
3. Contribute actively to the training programme for Foundation Year Doctors/Specialty Registrars in Public Health as appropriate, and to the training of practitioners and primary care professionals within the locality.
4. Pursue a programme of CPD, in accordance with Faculty of Public Health requirements, or other recognised body, and undertake revalidation or other measures required to remain on the GMC/GDC Specialist Register with a license to practice or the UK Public Health (Specialist) Register or other specialist register as appropriate.
5. Practise in accordance with all relevant sections of the General Medical Council's Good Medical Practice (if medically qualified).
6. Agree any external professional roles (Educational Supervisor, Appraiser, etc.) and the time required to deliver those roles with the Council.

Additional Information

The responsibilities set out in this document, in the advert and any additional information are intended to provide a flavour of the work you will carry out. It is not possible to include everything you will be asked to undertake, and we expect all colleagues to work flexibly according to business needs and to enhance your own development. Your skills, abilities and training needs will be taken into account and discussed with you when any significant changes to your role are needed. In line with our flexible approach you may be required to work from home for a proportion of your time or from any of the Council's sites across the borough.

The Council is an inclusive employer and holds the Disability Confident and Armed Forces Covenant accreditations. If you have a disability, we will support you by implementing reasonable adjustments to enable you to perform your role.



About You

Please use your application to tell us how well you meet the criteria listed below as these are the key skills, experience, technical expertise and qualifications needed to be successful in the role. We will then use all the information you provide in your application to help us decide whether you are shortlisted for interview. Any interview questions or additional assessments such as tests or presentations may also be broadly based on these criteria:

- Working to the Council's values and behaviours by:
 - Keeping the people of **Stockport** at the heart of what we do
 - Succeeding as a **team**, collaborating with colleagues and partners
 - Driving things forward with **ambition**, creativity and confidence
 - Showing value and **respect** to our colleagues, partners and customers.

Experience

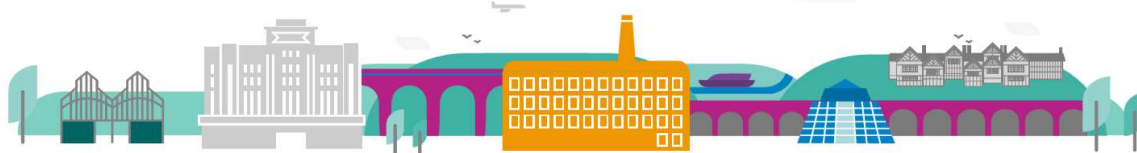
- Experience of leading, providing, and commissioning excellent services in public health in a senior management capacity.
- Experience of working at a senior level in a complex and multi-faceted organisation.
- A proven track record of achieving and managing transformational change in potentially contentious environments where barriers to acceptance may exist.
- Track record of successful negotiation and implementation of complex commissioning programme with multiple stakeholder involvement.
- Proven stakeholder management and engagement skills, combined with good political acumen and experience.
- Experience of developing community resilience.
- Experience of working on programmes for the improvement of the environment.
- Experience of achieving change in the working of another Council department.

Personal Qualities

- A credible transformational and visionary leader
- Effective interpersonal skills with the ability to foster creativity and innovation to drive improvement.
- Resilient, tenacious and outcome focussed.
- Self-motivated, pro-active and innovative
- Ability to cope with multiple and changing demands, and to meet tight deadlines.
- A high level of intellectual rigour, negotiation and motivational skills and flexibility.
- Commitment to adding public health values to corporate agenda.
- Strong commitment to public health principles.
- Able to prioritise work, and work well against a background of change and uncertainty.
- Adaptable to situations, able to handle people of all capabilities and attitudes.
- Self-motivated, pro-active, and innovative.
- High standards of professional probity.

Skills and knowledge

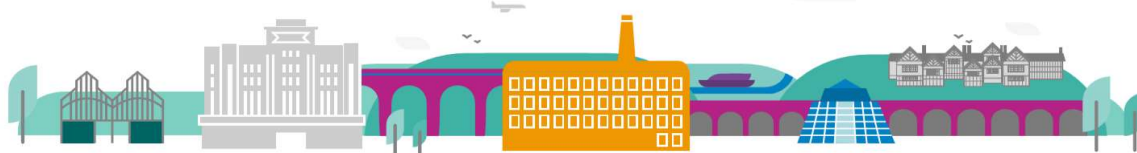
- Strategic thinker with proven leadership skills.



- Thorough understanding of NHS and local government activities, structures, practices and cultures.
- Numerate with strong research and analytical skills using qualitative and quantitative data
- Able to synthesise data into information about the surveillance or assessment of a population's health and wellbeing from multiple sources
- Strong interpersonal skills with the ability to negotiate, influence and generate confidence, trust and respect.
- Able to influence and contribute to the development of policy and lead the development and implementation of a strategy.
- Programme and project management skills.
- Understanding of the role of public health and social care, and the changing nature and future pressures on public health practice.
- A comprehensive understanding of the legal and regulatory frameworks relating to commissioning, procurement and contracting decisions.
- Excellent written and oral presentational skills, including dealing with the media.
- Excellent computer skills
- Budget / resource management skills.
- Commitment to team working and respect and consideration for the skills of others.

Education and Training

- Inclusion in the GMC Specialist Register / GDC Specialist List, or as a specialist on the UK Public Health Register (UKPHR).
If included in the GMC Specialist Register / GDC Specialist List in a speciality other than public health medicine / dental public health, must have equivalent training and / or experience of public health medicine practice. Public health specialist registrar applicants who are not yet on the GMC Specialist register/GDC Specialist List in a speciality other than public health medicine/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.
- A relevant public health qualification at degree level and appropriate training and / or experience of Public Health medicine practice.
- Evidence of continuing professional development (CPD) in accordance with the Faculty of Public Health (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 (Specialist) Register or other specialist register as appropriate.
- Fellowship of the Faculty of Public Health (MFPH) by examination, by exemption, or by assessment.



Appendix 1: Faculty of Public Health: competencies expected of all public health consultants / specialists

(Based on the 2022 PH Specialty Training Curriculum)

All consultants irrespective of their background are expected to be proficient in the competencies set out below.

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

To be able to synthesise data from multiple sources on the surveillance or assessment of a population's health and wellbeing and on the wider environment, so that the evidence can be communicated clearly and inform action planning to improve population health outcomes.

II. 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.

III. Policy and strategy development and implementation

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

IV. 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.

V. Health Improvement, Determinants of Health, and Health Communication

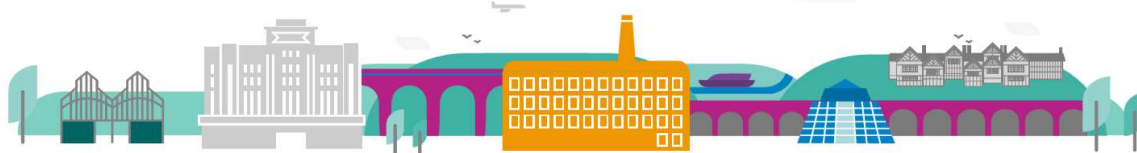
To influence and act on the broad determinants, behaviours and environmental factors influencing health at a system, community and individual level to improve and promote the health of current and future generations. To be proactive in addressing health inequalities and prioritising the most vulnerable or disadvantaged groups in the population.

VI. 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. To understand how those risks associated with hazards relevant to health protection may be influenced by climate change and environmental degradation currently and in the future.

VII. Health and Care Public Health

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



VIII. 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.

IX. 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.

X. 10. Integration and application 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.

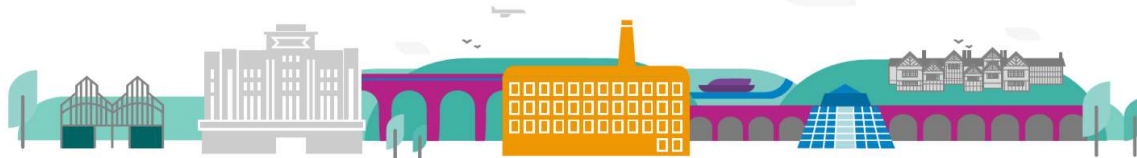
The DPH as a public health leader is expected to have both the technical expertise as well as the ability to use those techniques to both, lead and support the development of complex solutions to improve the health and wellbeing of local communities. In addition, they are expected to have skills and the attitudes to be able to present the results of applying their technical expertise so that they are understandable and stimulate actions by a range of individuals and organisations.

Appendix 2 - Public Health Advocacy

The post-holder will be expected to maintain effective, courageous, and responsible public health advocacy, making reference to the following guidelines:

Guidelines on Public Health Advocacy on Politically Contentious Issues for Public Health Professionals

LEGITIMATE	ILLEGITIMATE	GUIDELINE
1. Stating public health facts, even if they embarrass the powerful.	1. Manipulating public health data in order to embarrass the powerful.	1a. Have scientific justification for statements. 1b. Do not suppress facts.
2. Making recommendations that will clearly benefit the health of the people.	2. Putting public health support behind political positions unrelated to promoting health.	2a. Be clear of the health objectives. 2b. Be open minded about alternative ways of achieving it.
3. Ensuring that advice is made public and reiterating it if necessary.	3. Using crown resources to campaign for political causes or oppose government policy.	3. In highly contentious issues if there is a danger of over stepping this line use official mechanisms to place issues in the public domain where others



		can make what use of it they wish.
4. Advocating changes of policy.	4. Implementing unauthorised use of resources contrary to policy.	4. Distinguish advocacy of a position from its implementation and recognise that authorities are entitled to reject your advice.
5. Offering scientific and professional support to those working for health promoting causes.	5. Using public resources selectively for the benefit of a particular political group.	5a. Always be prepared to work with all political parties if working with any. 5b. Offer scientific and professional support directly but be careful about offering political parties any other resources. 5c. If working with any party see that it is open and that the others are free to use the same facility.
6. Facilitating a community identifying its own needs and expressing them.	6. Stirring up a community to do what you want.	When acting as a community developer – 6a. Don't dominate 6b. Don't lead 6c. Provided you don't dominate or lead, stand by the community you are working with.

These guidelines apply to public health advice offered to the local authority and to public health participation in debate on such matters but they do not apply to local authority executive functions which are exercised according to normal local authority managerial processes. If public health scrutiny or advocacy is also required in the same area then, to avoid conflict of interest, it should be carried out by another public health professional acting under the professional leadership of another public health consultant.

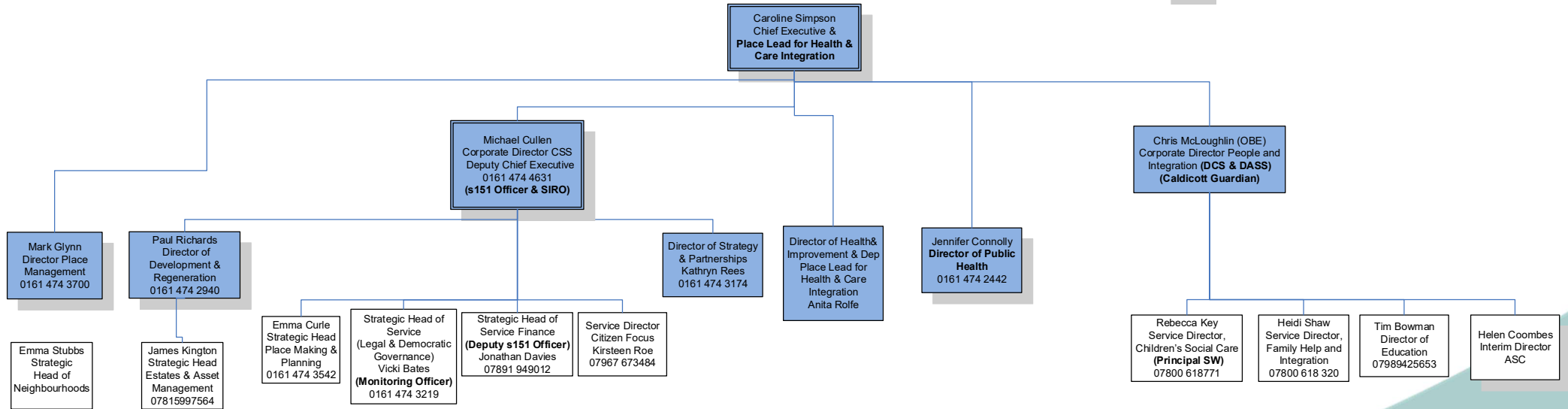
Where routine methods are not sufficient, or are not appropriate, the DPH, or a consultant to whom a scrutiny role has been delegated, may tender formal advice to the Chief Executive and Leader for the advice and their response to be placed in the public domain in an appropriate way to be agreed according to the issue

Appendix 3: Structure chart

Stockport Council Senior Leadership Structure

(Bold and Bracket – Statutory roles)

Corporate Leadership Team (CLT)



STOCKPORT
METROPOLITAN BOROUGH COUNCIL