

Transferable Role Template

Career Framework Level 8

Health Improvement Principal

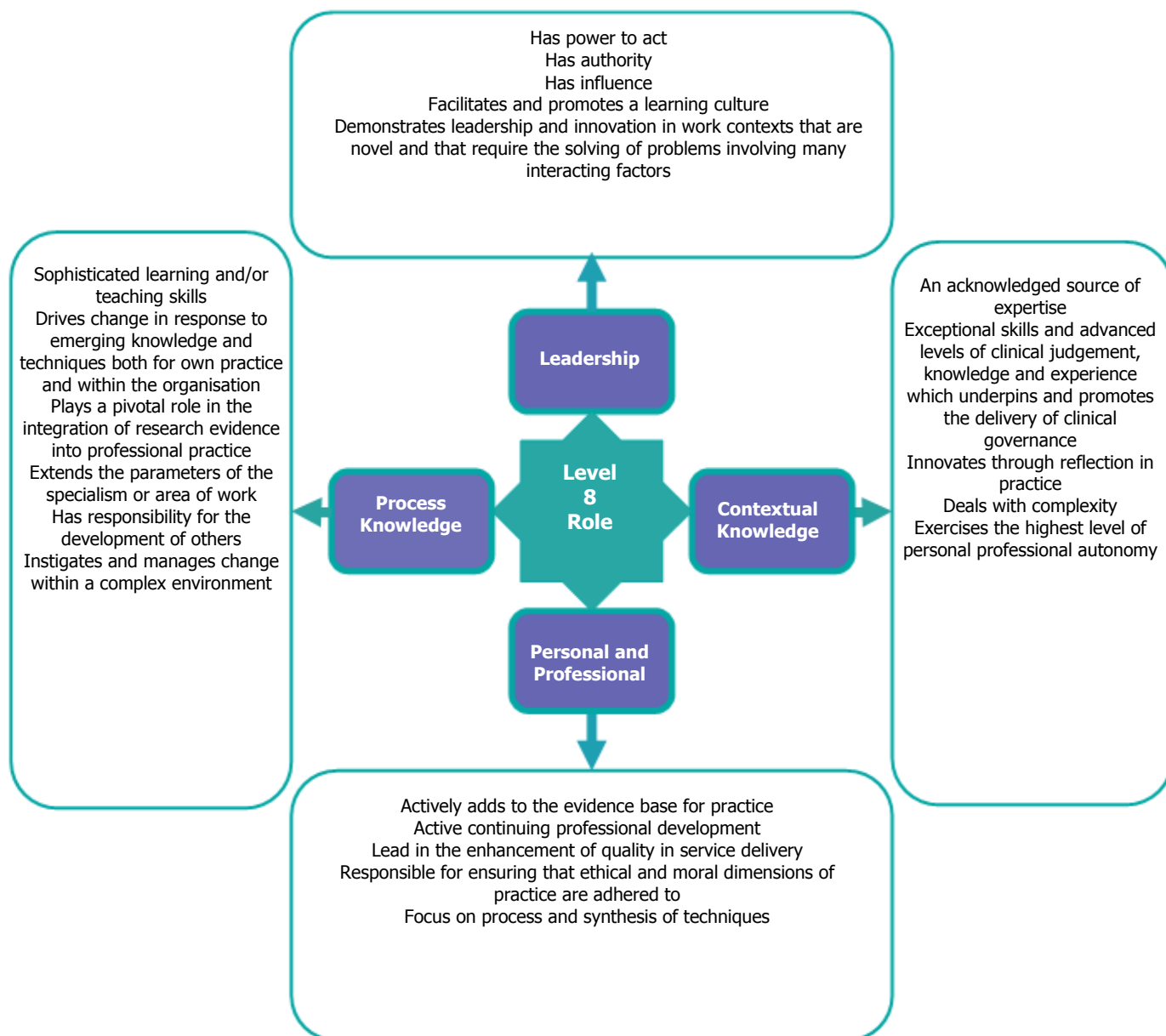
Published : 12-03-2014

Developers

SKILLS FOR HEALTH CAREER FRAMEWORK PROJECT

Level Descriptors

Key characteristics of a Level 8 Role



Definition of the Level 8 Role

People at level 8 of the career framework have highly specialised knowledge, some of which is at the forefront of knowledge in a field of work, which they use as a basis for original thinking and/or research. They are leaders with considerable responsibility, and the ability to research and analyse complex processes. They have responsibility for service improvement or development. They may have considerable management responsibilities and be accountable for service delivery or have a leading education or commissioning role.

Example of Role at Level 8

Non-Medical Consultant Practitioner:

The non-medical consultant practitioner is an expert practitioner with a high level of responsibility for the development and delivery of services. They are clinical experts who lead practice and spend a significant amount of time in direct patient care. There is a strong element of research within the role. They will carry out research, as well as ensuring that current research findings are used by staff to inform their practice. They may have overall responsibility for the coordination of R&D programmes. The non-medical consultant practitioner will lead by example in developing highly innovative solutions to problems based on original research and inquiry. They will apply a highly developed theoretical and practical knowledge over a wide range of clinical, scientific, technical and/or management functions.

The role is intended to operate across four key areas or functions:

- Expert practice

A key aspect focussed on specialist expert clinical work.

Normally this will be up to 50% of the consultant practitioners' time.

- Professional leadership and consultancy

They are seen within the workplace and external to the workplace as leaders and a source of expert knowledge and skill

- Education training and development

They are a resource for the service, or wider area and will regularly engage in sharing their skills and knowledge with colleagues and a wider audience.

They may have a formal link with higher education institutions through lecturing, research or other partnership activities.

- Practice and service development research and evaluation

Research and development are an integral component of the role.

Research whether original work or the work of others is used to improve quality, as a basis for innovation and service development and improvement.

All consultant practitioners are at level 8 on the Career Framework for Health.

Not all level 8 roles are consultant practitioners.

The characteristics of the level 8 practitioner have been developed by Skills for Health through working with employers and practitioners. They are intended to be broad descriptors which can be interpreted or contextualised at a local level.

Basic Information:

Named Role	Health Improvement Principal
Area of work	Health Promotion, Public Health
Role Family	Health Promotion, Public Health
Experience required	Significant experience in a specialist public health setting Knowledge and experience in health needs assessment (HNA)
Career Framework Level	8

Summary of Role

To lead in the implementation of screening, and related programmes in accordance with national/regional policy/strategy

Scope of the Role

To lead in the implementation of screening and related programmes in accordance with national/regional policy/strategy

To inform needs and evidence based intelligent commissioning for improvement in health and reduction in health inequalities and service inequities

Supporting practice based commissioning (PBC) clusters and local strategic partnerships (LSPs) in informing and responding to, needs and evidence based policy, strategy and plans

To provide public health leadership:

- As designated lead to a practice based commissioning (PBC) cluster
- Advising, as informed client, PCT provider services in identifying and addressing their public health responsibilities and developing their public health capacity
- Development and commissioning of healthcare/health improvement services/programmes
- Working with primary care services and multi-agency partnerships
- Providing generic expert public health knowledge, advice and support to the cluster as a commissioner of services
- Working directly with individuals, groups and local communities, encouraging and enabling public participation
- To improve health and reduce health inequalities and service inequities
- Participate in and contribute to, relevant strategic planning and commissioning groups of the PCT, PBC clusters and partnerships
- Facilitating alignment of the PCTs commissioning agenda and those of strategic partnerships, locally and regionally
- Leading on the development of the policy and commissioning framework/strategy to progress implementation of screening and related programmes, and as relevant public health 'Choosing Health' agenda.
- Contribute to improvement in quality of services in evaluating the effectiveness of screening and related services/programmes/health improvement programmes
- Development of appropriate health outcome measures
- Developing their public health capacity

Initiate audit and contribute to the audit programme/activities of the directorate, PCT, wider health community and partnerships

- Initiate research and contribute to the research and development programme/activities of the directorate, PCT, wider health community and partnerships.
- Contribute to local health protection and emergency planning arrangements as appropriate. To include participation in the health protection first on-call rota (following appropriate training, and assessment of competency to fulfil this role by the Health Protection Agency).

Level 8 Core Competences / National Occupational Standards:

Underpinning Principle	Reference Function		Competence
1. COMMUNICATION	1.2	Communicate effectively	GEN97 Communicate effectively in a healthcare environment http://tools.skillsforhealth.org.uk/competence/show/html/id/3001
2. PERSONAL & PEOPLE DEVELOPMENT	2.1.1	Develop your own practice	GEN13 Synthesise new knowledge into the development of your own practice http://tools.skillsforhealth.org.uk/competence/show/html/id/376
			CFAM&LAA3 Develop and maintain your professional networks http://tools.skillsforhealth.org.uk/competence/show/html/id/3770
	2.1.2	Reflect on your own practice	GEN23 Monitor your own work practices http://tools.skillsforhealth.org.uk/competence/show/html/id/2051
			SCDHSC0033 Develop your practice through reflection and learning http://tools.skillsforhealth.org.uk/competence/show/html/id/3415
	2.2.1	Support the development of the knowledge and practice of individuals	SCDHSC0043 Take responsibility for the continuing professional development of yourself and others http://tools.skillsforhealth.org.uk/competence/show/html/id/3481
3. HEALTH SAFETY & SECURITY	3.5.1	Ensure your own actions reduce risks to health and safety	IPC2.2012 Perform hand hygiene to prevent the spread of infection http://tools.skillsforhealth.org.uk/competence/show/html/id/3309
			PROHSS1 Make sure your own actions reduce risks to health and safety http://tools.skillsforhealth.org.uk/competence/show/html/id/3327
			PMWRV1 Make sure your actions contribute to a positive and safe working culture http://tools.skillsforhealth.org.uk/competence/show/html/id/4027
	3.5.2	Protect individuals from abuse	SCDHSC0024 Support the safeguarding of individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3518
4. SERVICE IMPROVEMENT	4.6	Promote service improvement	CFAM&LCA1 Identify and evaluate opportunities for innovation and improvement http://tools.skillsforhealth.org.uk/competence/show/html/id/3783
5. QUALITY	5.1.1	Act within the limits of your competence and authority	GEN63 Act within the limits of your competence and authority http://tools.skillsforhealth.org.uk/competence/show/html/id/85
	5.1.2	Manage and organise your own time and activities	HT4 Manage and organise your own time and activities http://tools.skillsforhealth.org.uk/competence/show/html/id/2501

6. EQUALITY & DIVERSITY	6.1	Ensure your own actions support equality of opportunity and diversity	SCDHSC0234 Uphold the rights of individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3506
	6.2	Promote equality of opportunity and diversity	SCDHSC3111 Promote the rights and diversity of individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3540
B. HEALTH INTERVENTION	B2.1	Obtain information from individuals about their health status and needs	CHS169 Comply with legal requirements for maintaining confidentiality in healthcare http://tools.skillsforhealth.org.uk/competence/show/html/id/2820
D. INFORMATION MANAGEMENT / INFORMATION AND COMMUNICATION TECHNOLOGY	D2.4	Maintain information / record systems	CFA_BAD332 Store and retrieve information using a filing system http://tools.skillsforhealth.org.uk/competence/show/html/id/4104
H. MANAGEMENT & ADMINISTRATION	H1.2.4	Implement change	CFAM&LCA4 Implement change http://tools.skillsforhealth.org.uk/competence/show/html/id/3786
	H1.3.1	Contribute to the effectiveness of teams	SCDHSC0241 Contribute to the effectiveness of teams http://tools.skillsforhealth.org.uk/competence/show/html/id/3509
	H1.3.2	Develop relationships with individuals	CFAM&LDD1 Develop and sustain productive working relationships with colleagues http://tools.skillsforhealth.org.uk/competence/show/html/id/3787
	H2.6	Receive and pass on messages and information	ESKITU020 Use digital communications http://tools.skillsforhealth.org.uk/competence/show/html/id/4150

Role Specific Competences / National Occupational Standards:

Underpinning Principle	Reference Function	Competence
3. HEALTH SAFETY & SECURITY	3.1	Ensure an organisational approach to health and safety CFAM&LEB1 Provide healthy, safe, secure and productive working environments and practices http://tools.skillsforhealth.org.uk/competence/show/html/id/3798
	3.5.1	Ensure your own actions reduce risks to health and safety GEN96 Maintain health, safety and security practices within a health setting http://tools.skillsforhealth.org.uk/competence/show/html/id/2859
	3.5.2	Protect individuals from abuse SCDHSC0035 Promote the safeguarding of individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3417
5. QUALITY	5.2.3	Improve the quality of healthcare through audit and evaluation PHS08 Improve the quality of health and healthcare interventions and services through audit and evaluation http://tools.skillsforhealth.org.uk/competence/show/html/id/2470

	5.2.4	Establish quality policy and quality assurance systems for the delivery of a service or function	GEN67 Establish quality policy and quality assurance systems for the delivery of a service or function http://tools.skillsforhealth.org.uk/competence/show/html/id/2311
B. HEALTH INTERVENTION	B10.4	Manage emergency situations	EC31 Manage major emergency situations http://tools.skillsforhealth.org.uk/competence/show/html/id/579
C. HEALTH PROMOTION & PROTECTION	C1.1.1	Agree priorities and targets for improving public health	PHS10 Advise others on health and wellbeing, related issues and their impact http://tools.skillsforhealth.org.uk/competence/show/html/id/2472
			PHS12 Enable inequalities in health and wellbeing to be reduced through planning and targeting services and programmes http://tools.skillsforhealth.org.uk/competence/show/html/id/2474
	C1.1.3	Develop policies to support the health improvement strategy	PHP36 Contribute to the formulation of policy specifically focused on improving health and wellbeing http://tools.skillsforhealth.org.uk/competence/show/html/id/2436
	C1.2.2	Implement strategies to promote individuals' health and wellbeing	PHP28 Work in partnership with others to plan, implement and review programmes and projects to improve health and wellbeing http://tools.skillsforhealth.org.uk/competence/show/html/id/2428
			PHP30 Work in partnership with others to plan how to put strategies for improving health and wellbeing into effect http://tools.skillsforhealth.org.uk/competence/show/html/id/2430
	C1.3.2	Review strategies for improving individuals' health and wellbeing	PHP37 Evaluate and review the effects of policies on health improvement http://tools.skillsforhealth.org.uk/competence/show/html/id/2440
	C2.2	Provide information to individuals, groups and communities about promoting health	PHP12 Communicate data and information about the health and wellbeing and related needs of a defined population http://tools.skillsforhealth.org.uk/competence/show/html/id/2412
	C2.4	Enable people to address issues relating to their health and wellbeing	PHP41 Enable people to address issues related to health and wellbeing http://tools.skillsforhealth.org.uk/competence/show/html/id/2449
F. EDUCATION LEARNING & RESEARCH	F2.1	Deliver learning and development programmes	LSILADD06 Manage learning and development in groups http://tools.skillsforhealth.org.uk/competence/show/html/id/3172

H. MANAGEMENT & ADMINISTRATION	H1.1.5	Provide leadership	CFAM&LBA2 Provide leadership in your area of responsibility http://tools.skillsforhealth.org.uk/competence/show/html/id/3777
	H1.5.1	Manage a project	CFAM&LFA5 Manage projects http://tools.skillsforhealth.org.uk/competence/show/html/id/3799
	H2.5	Produce documents to an agreed specification	DB Database software http://tools.skillsforhealth.org.uk/competence/show/html/id/2880
			PS Presentation software http://tools.skillsforhealth.org.uk/competence/show/html/id/2887
			SS Spreadsheet software http://tools.skillsforhealth.org.uk/competence/show/html/id/2888
			WP Word processing software http://tools.skillsforhealth.org.uk/competence/show/html/id/2890
	H2.5	(Contd..) Produce documents to an agreed specification	CFABAA212 Design and produce documents in a business environment http://tools.skillsforhealth.org.uk/competence/show/html/id/3724
	H3.5	Administer financial management systems	CFAM&LEA3 Manage the use of financial resources http://tools.skillsforhealth.org.uk/competence/show/html/id/3795

Facets of Role (National Occupational Standards):

Underpinning Principle	Reference Function		Competence
		None Assigned	

Locality Specific Competences / National Occupational Standards:

Underpinning Principle	Reference Function		Competence
		None Assigned	

Indicative Learning and Development

THIS JOB WAS IMPORTED FROM THE SKILLS FOR HEALTH CAREER FRAMEWORK TOOL AND HAS OUTLINE LEARNING & DEVELOPMENT IDENTIFIED

Transferable role	Health Improvement Principal
Formal endorsed learning	Undergraduate degree, or equivalent professional qualification, in health, public health or related field Postgraduate qualification in public health (MPH or equivalent)
Informal learning	Not specified
Summary of learning and development including aims and objectives	Not specified
Duration	Not specified
National Occupational Standards used	As in template
Credits (including framework used)	Not specified
Accreditation	Not specified
APEL and progression	Not specified
Programme structure	Not specified
Continuous Professional Development	Evidence of maintenance of CPD portfolio
Resources required, e.g. placement learning, preceptors, accredited assessors etc	Not specified
Quality Assurance	Not specified
Policies included in learning programme documentation	Not specified

Funding	Locally agreed
Leading to registration or membership with:	Inclusion on relevant professional register

References & Further Information:

N/A