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UKPHR

*Public Health Register*

# The UK Public Health Register Practitioner Registration Introduction

**Ms. Linda Prickett, Consultant Public Health Specialist  
and Ms. Natasha Roberts, Principal Epidemiologist,  
Public Health England**

Thanks are given to the UKPHR  
for use of this format and much  
of the content of this presentation

# Setting the scene

“There are a large number of public health workers who feel somewhat adrift in that they have no professional allegiance, no professional recognition, nothing to aim for professionally – but yet we expect them to do a very professional job.”

From response by the Association of Directors of Public Health to the consultation on practitioner regulation, 2009

# Feedback on practitioner registration

- ▶ [Practitioner] *“It allows the world to know that we are ‘up to scratch’, that we are fit for purpose”*
- ▶ [Scheme co-ordinator] *“...saw this as a structure and a ‘hook’ to help develop a culture of learning within the public health system”*
- ▶ [Employer] *“... individuals aware of strengths and development needs.... credible workforce in all sectors.... ability to plan the workforce and flex capacity.... more motivated workforce means better health outcomes”*

# Purpose of regulation

## To protect the public and promote public confidence

UKPHR does this for public health practice through:

- Setting and promoting standards for admission to the Register and for remaining on the Register (with FPH and other standard setting bodies)
- Publishing a Register of competent professionals
- Dealing with registered professionals who fail to meet the necessary standards

# What does registration mean?

*Registration is a public statement that you, as members of a professional group, agree to meet and maintain standards of good practice appropriate to the work that you do.*

*Assessment of competence is key part of regulation.*

# Role of the UK Public Health Register

- ▶ Since 2003, UKPHR has been *the* voluntary regulator for Public Health Specialists (general and defined) – there are over 500 registrations
- ▶ UKPHR opened to practitioners in April 2011
  - 162 practitioners now registered
  - A further 300 more being supported in local schemes putting together their portfolios for assessment
- ▶ UKPHR Practitioner Registration Working Group considering plans for expansion ...

# UKPHR leadership

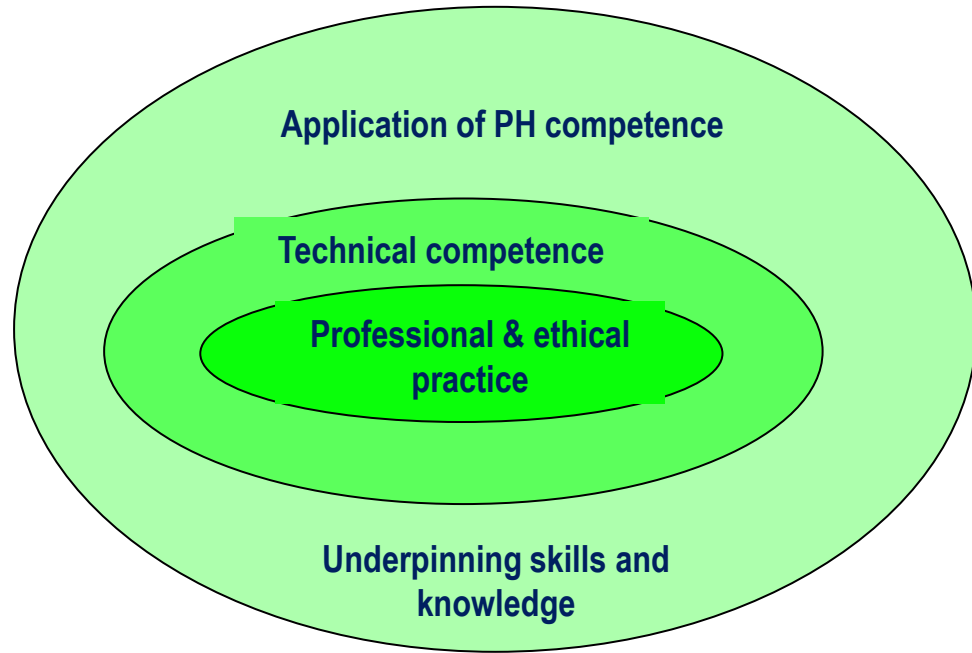
- ▶ Chair: Professor Bryan Stoten
- ▶ Registrar: Professor Anne McMillan
- ▶ Vice-Chair and lead for practitioner registration: Professor Linda Jones
- ▶ Chief Moderator: Dr Cerilan Rogers
  - Training and quality assurance for practitioner registration



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# The standards

- ▶ Four key areas
- ▶ 12 standards



- ▶ Each standard described by indicators of effective practice – 42 altogether (*plus sub indicators!*)
- ▶ Knowledge supports practice – **Knowledge, Understanding and Application**



# Level of practice for practitioner registration

- ▶ The standards are pitched at the level (**level 5**) where practitioners become **autonomous professionals**
  - Require core knowledge base to enable them to work with a considerable degree of autonomy
  - Work is managed rather than supervised – organise own work and contribute to service developments
- ▶ Work does **not** need to be complex
- ▶ Level is the *minimum* standard necessary – useful also as benchmark for more senior staff to build on

# How does someone become a registered PH Practitioner?

- ▶ Join a local scheme (UKPHR currently cannot accept direct applications from individuals outside of local schemes - although it is exploring options for groups)
- ▶ Put together a portfolio of evidence (usually this is a retrospective portfolio) to show how you meet the UKPHR standards for registration
- ▶ Use agreed processes for assessment and verification
- ▶ Apply to the UKPHR for registration

# Who is currently able to register?



# Maintaining Practice Standards

For all registrants:

**Renew annually** – declaration + fee.

**Continuing Professional Development**  
(differentiated).

**5-yearly re-registration** – *evidence of CPD, appraisal & personal development planning.*

**Revalidation** – to be designed for practitioners.



# The Process (in a nutshell)

- ▶ **Attend a UKPHR Introductory Day** – comprehensive overview of the scheme which equips practitioners to start writing their portfolios
- ▶ Apply to attend a **portfolio development group** – guidance and feedback is provided to practitioners on their portfolio's
- ▶ Identify / apply for a **mentor** (optional) – useful for reading draft docs etc
- ▶ **Apply for an Assessor** – when first commentary and all evidence is ready to be assessed (have up to 12 months to complete portfolio)
- ▶ **Verification Panel** – when portfolio has been signed off by assessor as 'complete', portfolio is verified by KSS Verification Panel and recommendations made to UKPHR Board
- ▶ **UKPHR Registration Panel** – application considered

# What counts as evidence?

## ▶ Different types of evidence

- Written reports from work setting; write-up of case studies or observation of colleagues
- Videos, DVDs with accompanying commentary
- Observation possible for standards 11 and 12 (*observation proformas provided*)
- Detailed testimonials with accompanying commentary
- Reflective statements
- Could be from other settings, e.g. voluntary work

# Commentaries & Evidence

- ▶ Each chunk of evidence is supported by a commentary.
- ▶ A minimum of 3 commentaries are required.
- ▶ A commentary provides the context to the evidence and is a discrete area of work
- ▶ It could be an entire project you have worked on e.g. ‘setting up an outdoor gym to help increase physical activity in people aged 60 years and over, living in Rainham’.

**Or**

- ▶ It could be a function of your job role e.g. Health Trainer Coordinator:
  - ‘Setting up host venues for health trainers to work from’
  - ‘Recruitment and training of health trainers’

# Contact UKPHR

UK Public Health Register, 18c McLaren Building,  
46 Priory Queensway, Birmingham, B4 7LR

[register@ukphr.org](mailto:register@ukphr.org)

Tel. 0121 296 4370

[www.ukphr.org](http://www.ukphr.org)

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