



Competency Frameworks in Public Health

All you need in one place

- This infographic outlines 14 frameworks relevant to public health
- The frameworks provide a structure that set out the knowledge and skills required in a particular public health role or area
- Some frameworks may be more relevant than others to you and this document will help you find the right one for you
- Once you have found the most relevant framework, you can use it to self-assess yourself against. This will help you find the areas you are doing well in and the areas you may seek further training or development in
- If you are a manager, you might consider using a framework, such as the Public Health Skills and Knowledge Framework, to help carry out a skills-audit for your team
- We welcome your feedback on this document and always looking to improve. Please email your comments to: register@ukphr.org

[View Frameworks](#) →



UKPHR

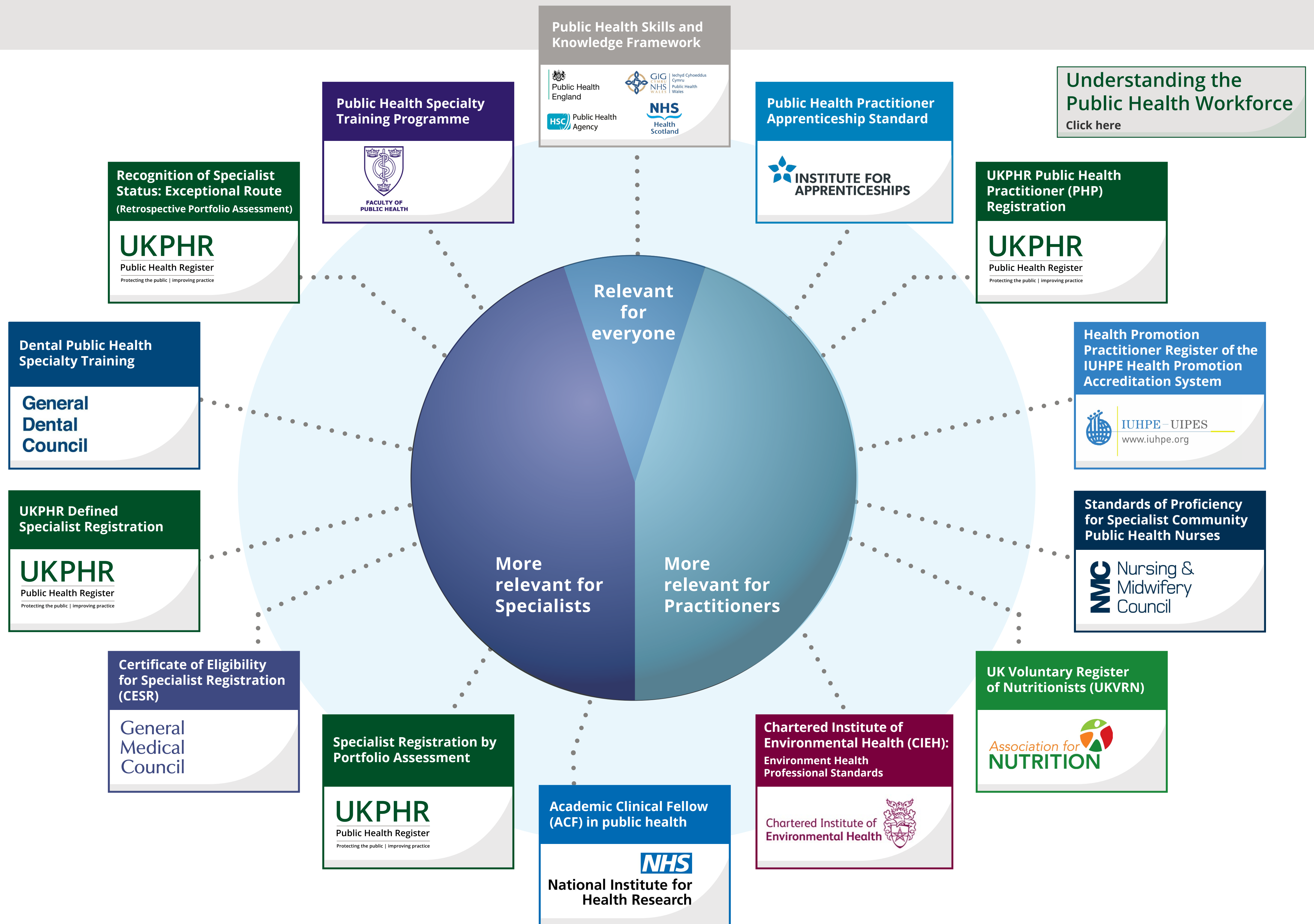
Public Health Register

Protecting the public | improving practice

in partnership with

 The Academy of Public Health
London and South East

Infographic showing competency frameworks and professional standards in public health *including routes to professional registration*



The Public Health Workforce



Home

[View Frameworks](#)

The public health workforce is usually categorised as either the core or wider public health workforce

The core workforce is often broken down into two further categories, **specialist** and **practitioner**, to indicate the level they work at

Core Public Health Workforce

Specialist workforce

Public health specialists work at a strategic or senior management level or at a senior level of scientific expertise in public health

Public health specialists (who may be employed as public health consultants):

- deal with complex public health issues
- either lead or work with senior colleagues on the planning and delivery of policies and programmes ('interventions') that aim to influence the health of groups of people ('populations') at local, regional and national levels
- plan and lead the evaluation of such programmes
- lead on the gathering and interpretation of health data and information
- work with a range of organisations

To be employed as a Public Health Consultant, individuals must have gone through an approved programme of study or a portfolio route AND hold professional registration at public health specialist level with either the General Medical Council (GMC); the General Dental Council (GDC) or the UK Public Health Register (UKPHR) as appropriate

Useful Links

[Health Careers: Public Health Consultants and Specialists](#)

[UKPHR - Specialist](#)



Practitioner workforce

- Public health practitioners (PHPs) spend a major part, or all, of their time in public health practice. As such, 'Practitioner' describes a certain level of practice not a specified job role or type of job
- PHPs work across the full breadth of public health from health improvement and health protection, to health information, community development and nutrition
- Some PHP roles may require professional registration such as Health Visitors and School Nurses. Other PHP roles operate voluntary registration to set and maintain a minimum level of practice such as the Voluntary Register for Public Health Nutritionists

PHPs work with groups and communities as well as with individuals, such as the public health work of health visitors, the health protection work of environmental health officers or community development workers

Useful Links

[Health Careers: Public health practitioner](#)



Wider workforce

Any individual who is not a specialist or practitioner in public health, but has the opportunity or ability to positively impact health and wellbeing through their (paid or unpaid) work

A range of roles fall into this category e.g. teachers, local business leaders, social workers, transport engineers, housing officers, GPs etc.

Useful Links

[Understanding the wider Public Health Workforce in England](#)

[RSPH - Wider Public Health Workforce](#)



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More Relevant for Practitioners



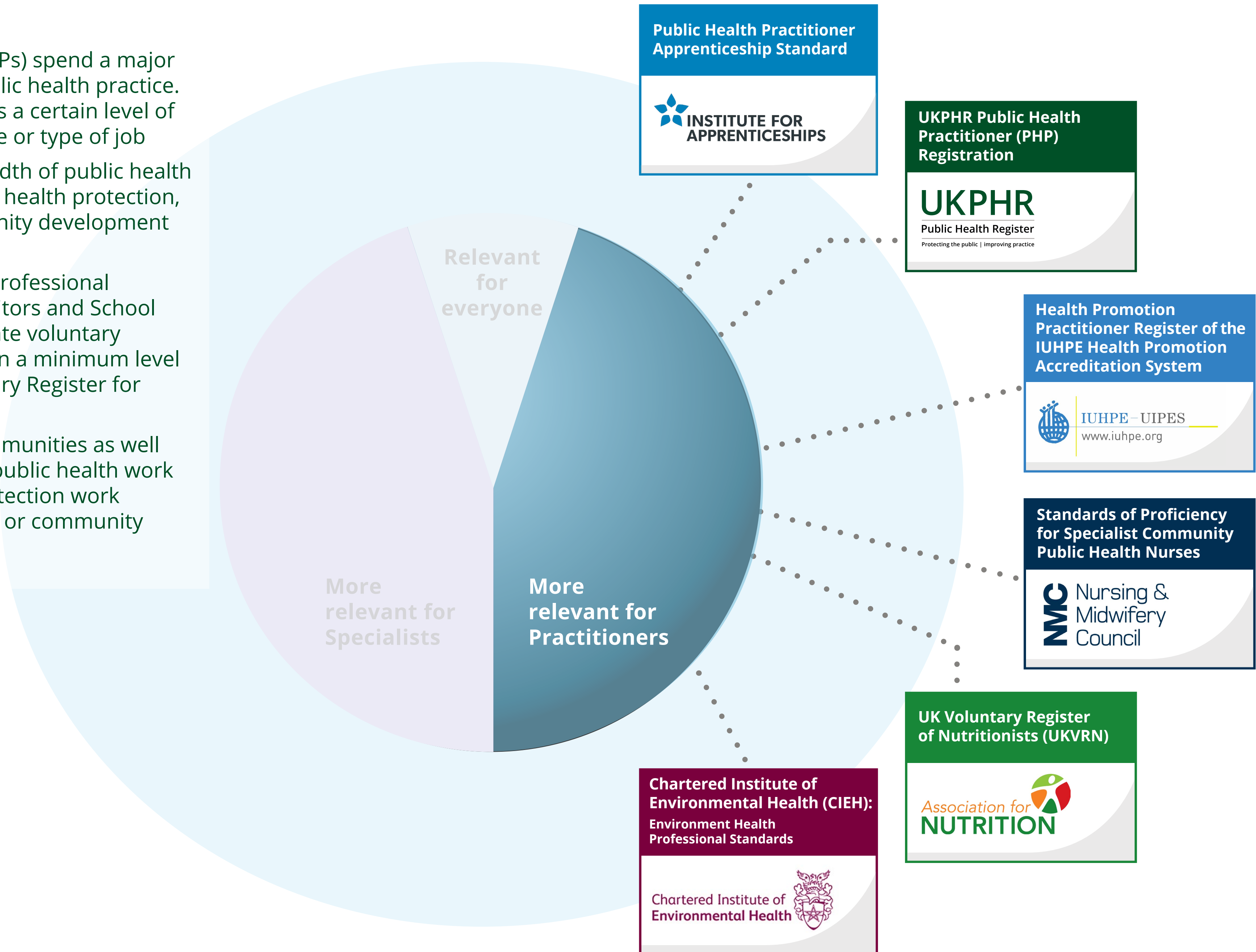
- ▶ Practitioners ✓
- Specialists ✓

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Understanding the Public Health Workforce
[Click here](#)



More Relevant for Specialists



Practitioners

▶ Specialists

Specialist workforce

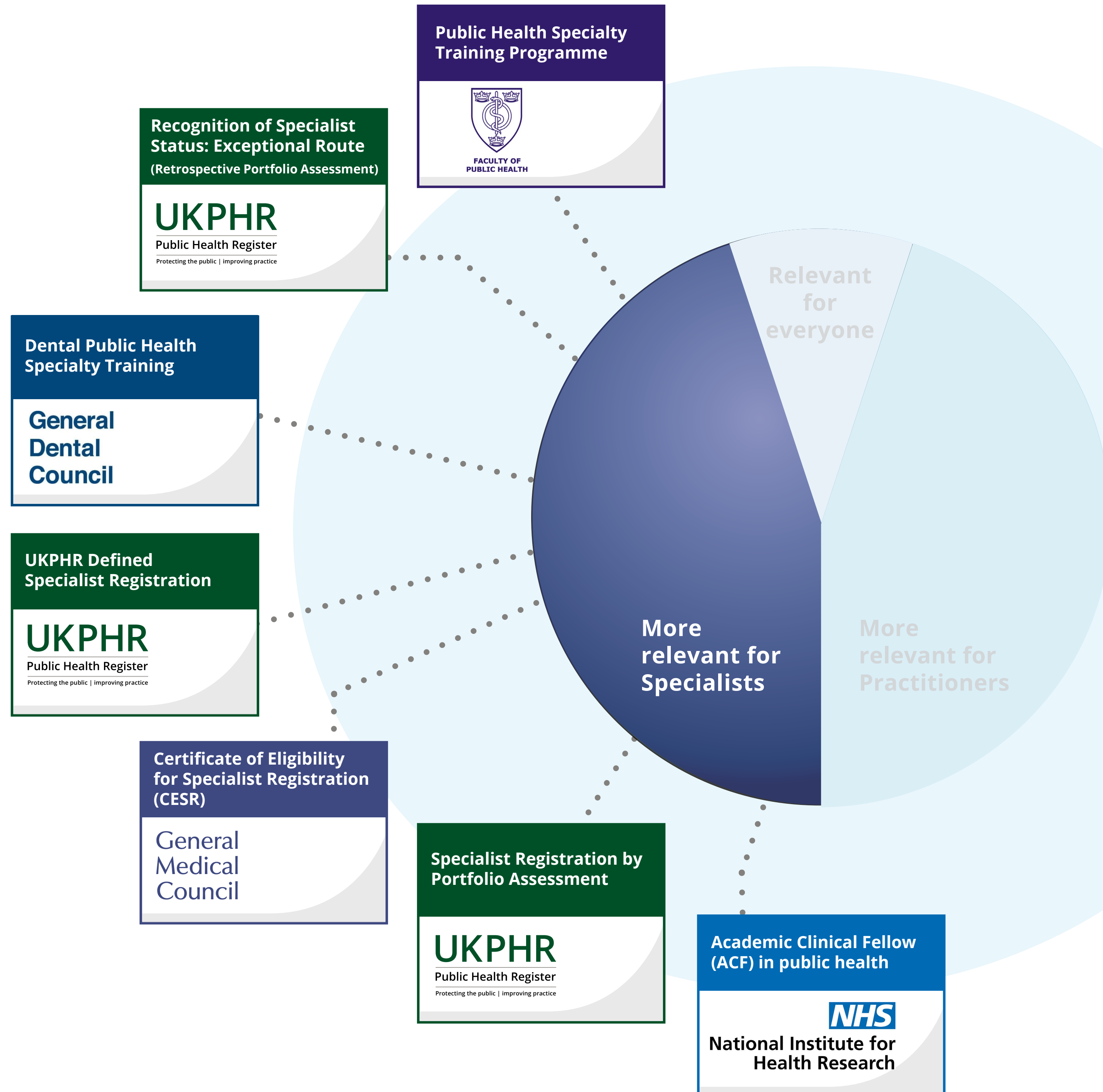
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[Understanding the Public Health Workforce](#)
Click here



Public Health Skills and Knowledge Framework



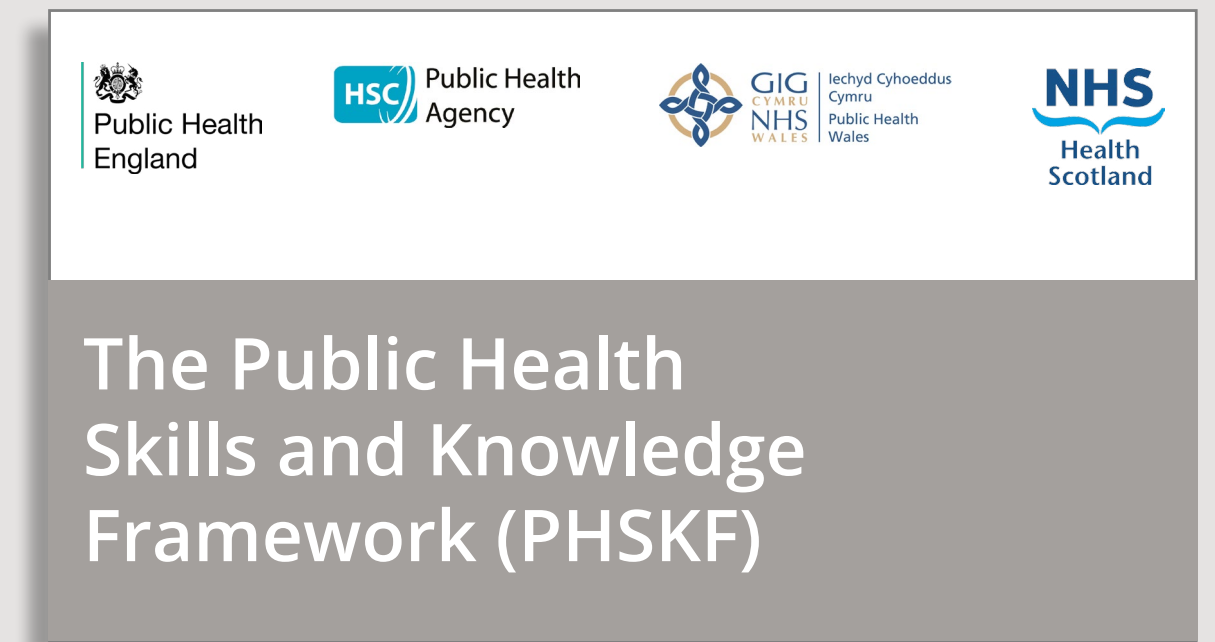
Everyone

A UK public health resource, hosted by Public Health England

WHAT: First introduced in 2008 and revised in 2016, the UK Public Health Skills and Knowledge Framework (PHSKF) sets out the functional areas in which individuals, teams and organisations operate to deliver on public health outcomes

WHO: The tool can be used by anyone, regardless of their role, level, or employing organisation

WHY: To plan personal development, undertake skills audits, inform job descriptions, and develop curricula for training and education qualifications



Useful Links

[The Public Health Skills and Knowledge Framework \(PHSKF\)](#)



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Public Health Practitioner Apprenticeship Standard



- ▶ Practitioners ✓
- Specialists ✓

An England initiative, partnering education providers and employers, led by Public Health England

WHAT: A trailblazer group is currently developing an apprenticeship standard for public health practitioners (PHPs) at Level 6 (degree)
The expression of interest was approved by the Institute for Apprenticeships in December 2016

WHO: For those considering a career in public health and wish to undertake an approved apprenticeship

WHY: Successful apprentices will have achieved a degree in public health; will meet the national benchmark standards for occupational competence; and, subject to assessment and verification, will be eligible for UKPHR registration

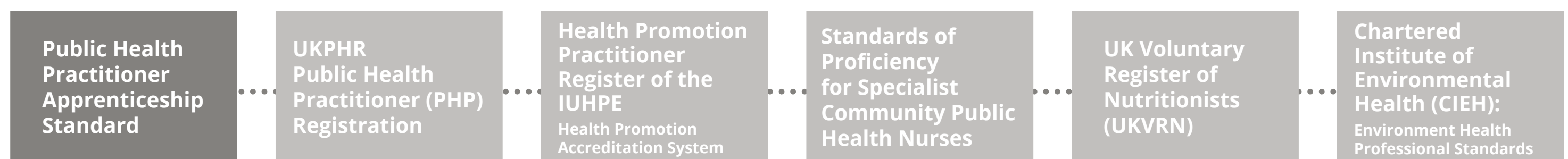


Useful Links

More details about the PHP apprenticeship and the trailblazer group are available by emailing sp-phskf@phe.gov.uk



Institute for Apprenticeships



UKPHR Public Health Practitioner (PHP) Registration



- ▶ Practitioners ✓
- Specialists ✓

Operated by UK Public Health Register (UKPHR) UK-wide

WHAT: UKPHR public health practitioner standards define a minimum level of knowledge and skill to be held by all practitioners

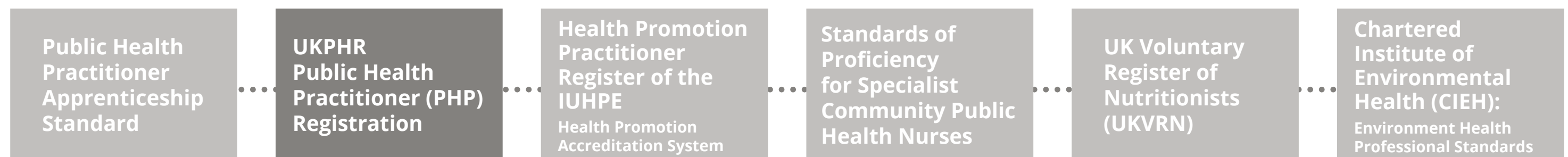
WHO: People working in a public health role with a level of autonomy to make decisions and who would like to attain professional registration to certify their level of practice

WHY: The standards can be used to assess current competence and highlight any gaps in knowledge, understanding and/or experience
Practitioners have the opportunity to attain professional registration via a portfolio that is assessed and verified



Useful Links

View the **UKPHR public health practitioner standards**
UKPHR Public Health Practitioner (PHP) Registration



Health Promotion Practitioner Register of the IUHPE Health Promotion Accreditation System



- ▶ Practitioners ✓
- Specialists ✓

An international standard set by International Union for Health Promotion and Education (IUHPE)

WHAT: IUHPE's Health Promotion Accreditation System (the System) offers a voluntary process of registration of health promotion practitioners and accreditation of health promotion courses that are assessed as meeting specified competency-based criteria

WHO: People who have graduated from an approved course or those who can demonstrate a minimum 2 years' experience working in the field of health promotion

WHY: To raise standards and provide assurance for individuals operating in health promotion roles across Europe



Useful Links

The UK Public Health Register (UKPHR) is the National Accreditation Organisation for the UK. The criteria for eligibility for practitioners and courses are outlined in the **IUHPE Core Competencies and Professional Standards**



UKPHR introduction to the Health Promotion Practitioner Register



Standards of Proficiency for Specialist Community Public Health Nurses



▶ Practitioners

Specialists

Operated by Nursing and Midwifery Council (NMC)

WHAT: A set of standards of proficiency underpinned by key principles of public health practice

WHO: Students prepared to enter a practice-based profession at a level beyond initial registration as a nurse or midwife
It is recognised a public health nurse may or may not hold a specialty community public health nurse (SCPHN) qualification

WHY: Part of the register for specialist community public health nurses because this form of practice has distinct characteristics that require public protection



Useful Links

[Standards of proficiency for specialist community public health nurses](#)

[Health Careers: Entry requirements \(public health nurse\)](#)



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UK Voluntary Register of Nutritionists (UKVRN)

Chartered Institute of Environmental Health (CIEH):
Environment Health Professional Standards

UK Voluntary Register of Nutritionists (UKVRN)



▶ Practitioners ✓

Specialists ✓

Operated by UK Voluntary Register of Nutritionists (UKVRN) UK wide

WHAT: Registered Nutritionists must demonstrate knowledge and understanding of core competencies in nutrition science and their application of this knowledge to their practice

WHO: Individuals can directly apply to register as Registered Associate Nutritionists (ANutr), either after studying an accredited course or as Registered Nutritionists (RNutr) via a portfolio route
Nutritionists may work in public health and also in community, education, research and other health settings

WHY: In the nutrition industry, registration with UKVRN is seen as a benchmark of quality, science-based nutritional knowledge and skills



Useful Links

Entry onto the register is an assurance that individuals meet rigorous standards of **competence and professionalism**



Chartered Institute of Environmental Health (CIEH): Environment Health Professional Standards



Practitioners ✓

Specialists ✓

Operated by Chartered Institute of Environmental Health (CIEH) UK wide

WHAT: Environmental Health Professional Standards define what is expected of environmental health professionals

WHO: Environmental health incorporates professionals working in many sectors and the professional standards will be applicable to a range of people

WHY: The standards include commitments, behaviours, skills and technical expertise. The standards are being divided into levels to develop a Professional Standards Framework that will be aligned to different grades of membership and levels along the CIEH professional pathway



Useful Links

[Environmental Health Professional Standards](#)



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Public Health Specialty Training Programme



Practitioners

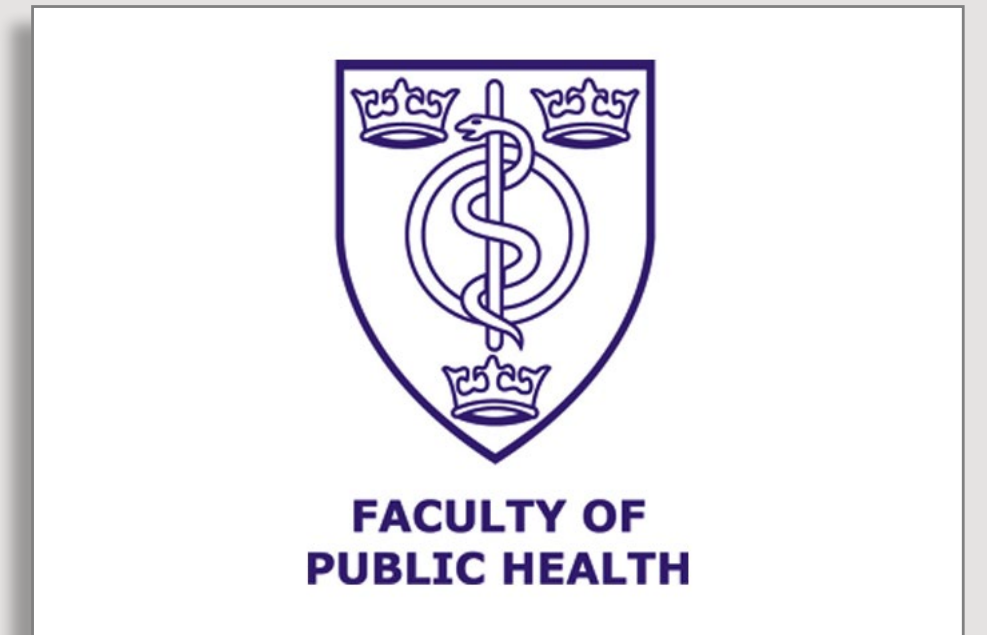
▶ Specialists

Operated by Faculty of Public Health UK wide

WHAT: A route to specialist registration in public health via an approved training programme. You can apply to train in public health as a public health specialty registrar/trainee via the public health specialty training programme. The training programme is a balance of academic training and experience of working in a variety of public health roles. Training usually lasts five years, full-time and includes two exams and a portfolio

WHO: Training is open to those with and without a degree in medicine. The person specification and eligibility criteria can be found on the Health Education England Specialty Training website

WHY: For individuals wishing to train as a public health specialists



Useful Links

Entry requirements (Public Health Consultant and Specialist)

Degree in medicine (Careers in medicine)

Details of how to apply are listed on the **Faculty of Public Health website** and the full curriculum (refreshed in 2015) is available to view **here**



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Recognition of Specialist Status: Exceptional Route (Retrospective Portfolio Assessment)



Practitioners

▶ Specialists

An exceptional route to registration as a public health specialist operated by UK Public Health Register (UKPHR) UK wide. This route is closing 31 August 2019



WHAT: A route to specialist registration in public health by submitting a portfolio

WHO: This route to registration is for individuals who have held a senior position in public health (i.e. at consultant level) for three or more years and wish to apply for recognition of their status as a generalist specialist in public health. This route is called Recognition of Specialist Status (RSS) and is an exceptional route

WHY: RRS route is for individuals who can demonstrate the required knowledge and skills and are currently working in a post requiring specialist registration

Useful Links

Those who wish to apply for RSS must seek **permission** from UKPHR. The procedure for determining requests to proceed by this route can be viewed by clicking **here**



UKPHR Defined Specialist Registration



Practitioners

▶ Specialists

A route to registration as a public health specialist operated by UK Public Health Register (UKPHR) UK wide. This route is closing 31 August 2019

WHAT: Defined specialists are required to demonstrate knowledge and competency in a range of areas of public health practice, some of them to a higher level of practice. This differs to the generalist routes as generalist registrants demonstrate every competency and to the same level. A portfolio of evidence is needed to show that individuals meet the defined specialist standards and this is assessed centrally by the UK Public Health Register

WHO: Experienced individuals in a senior role in a specific area of public health practice can apply for defined specialist registration with UKPHR

WHY: This route recognises a small group of senior public health professionals that have expertise in particular areas, such as health protection or public health intelligence. They are usually eligible to apply for consultant posts alongside their generalist colleagues



Useful Links

Further information in the **briefing pack** and **framework and guidance** documents

UK Public Health Register (UKPHR)



Specialist Registration by Portfolio Assessment



Practitioners

▶ Specialists

A route to registration as a public health specialist commencing September 2018 and operated by UK Public Health Register (UKPHR) UK wide

WHAT: UKPHR is planning on introducing a retrospective portfolio assessment route to be called “Specialist Registration by Portfolio Assessment”. Individuals will be assessed against the learning outcomes in the Public Health Specialty Training Curriculum (2015)

WHO: For those working in a senior public health role who can demonstrate their knowledge and skills at specialist level and wish to apply for registration as a specialist in public health

WHY: Offering an equivalence route to specialist registration for those with substantial experience at this level and the specialty training scheme may not be relevant or appropriate for them



Useful Links

UKPHR’s target is to start receiving portfolios under this route from 01 September 2018 onwards and further information is available **here**



Specialist Registration by Portfolio Assessment



Certificate of Eligibility for Specialist Registration (CESR)



Practitioners

▶ Specialists

A route to registration as a medical practitioner at public health specialist level operated by General Medical Council (GMC) UK wide



WHAT: A route for doctors to submit evidence to prove experience, skills and competencies equivalent to those who have successfully completed the public health specialty training route and achieved a certificate of completion of training

WHO: Doctors wishing to gain entry onto the GMC's specialist register

WHY: Acts as a route to applying for consultant jobs for doctors who have not followed the public health specialty training programme in the United Kingdom

Useful Links

Further information is available **here** and **link** to public health guidance



Academic Clinical Fellow (ACF) in Public Health



Practitioners

▶ Specialists

A training programme in research, education and public health operated by National Institute for Health Research (NIHR) UK wide



WHAT: Academic clinical fellows are part of a programme that includes both training in the specialty of public health and training in being an academic researcher and teacher

WHO: Fellowships are ideally suited to those who have had little formal academic training and are committed to a career in academia

WHY: Build experience and skills as an independent researcher and educator and/or apply for post-doc fellowship or senior lecturer post

Useful Links

Recruitment is through open competition nationally.
Find out more about academic clinical fellowships



Dental Public Health Specialty Training



Practitioners

▶ Specialists

A training programme in dental public health which can lead to entry to the Specialist List for Dental Public Health operated by General Dental Council (GDC) UK wide

**General
Dental
Council**

WHAT: A training programme for dentists wishing to lead and contribute to a wide range of work streams to improve population oral health and reduce inequalities

WHO: Dentists usually with a strong interest in prevention. A Masters in Public Health or Dental Public Health is normally undertaken as part of the 4 year training pathway. Trainees will usually work in a variety of placements and settings including NHS England, local authorities, other members of the dental profession and academic institutions

WHY: Successful completion of training leads to award of the Certificate of Completion of Specialist Training (CCST) which enables entry to the GDC's Specialist List for Dental Public Health and eligibility to apply for Dental Public Health Consultant posts and other senior roles

Useful
Links

4 year training pathway

Specialty Training Curriculum in Dental Public Health

British Association of Community Dentistry (BASCD)



UKPHR

Public Health Register


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Useful Links



Public Health Skills and Knowledge Framework



The Public Health Skills and Knowledge Framework (PHSKF)

Public Health Practitioner Apprenticeship Standard



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Institute for Apprenticeships

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Chartered Institute of Environmental Health (CIEH): Environment Health Professional Standards



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Health Careers: Public health practitioner

Health Careers: Public Health Consultants and Specialists

UKPHR - Specialist

Understanding the wider public health workforce in England

RSPH - Wider Public Health Workforce

