Specialist registration by portfolio assessment

Framework of competencies 2018

Key Area 1. Use of public health intelligence to survey and assess a population's health and well-being.		
Knowledge Base	**Shows How Competencies**	
Populations; collection of routine and ad hoc data; demography; life-tables; population projections; population structure and fertility, mortality and migration; the significance of demographic changes for the health of the population and its need for health and related services.	SH1a	Access and critically appraise data and information from a variety of sources to address a public health question.
Sources of routine mortality and morbidity data, including primary care data, collection and publication at international, national, regional and district levels; biases and artefacts in population data; methods of classifying health and disease, appreciation of the importance of consistency in definitions and (public health) language. Methods used to measure health status; notification and registration systems; data linkage within and across datasets.	SH1b	Analyse and interpret quantitative and qualitative data using appropriate statistical and qualitative techniques, and synthesise results to inform recommendations for action.
Use of information for health service planning and evaluation; specification and uses of information systems; common measures of health service provision and usage; the uses of mathematical modelling techniques in health service planning; indices of needs for and outcome of services; the strengths, uses, interpretation and limitations of routine health information; use of information technology in the processing and analysis of health services information and in support of the provision of health care.	SH1c	Lead on a health needs assessment for a defined population for a specific purpose and demonstrate impact at a high organisational level.
Advanced techniques in surveillance and dissemination. Methods of trending and modelling health status. Linkage of data sets; Design of knowledge management systems for both data and research literature (libraries); The role of ICT in	SH1d	Display data using appropriate methods and technologies to accurately describe and clearly communicate complex issues to a wide range of audiences.

| intelligence based and evidence based decision support; Integration of clinical data systems and population based systems to reduce inequalities and improve health; Technical, legal and ethical issues relating to data security, disclosure and trust. Pseudonymisation

The role of information and intelligence in policy formulation and implementation, and in local clinical and public health practice.	SH1e	Use public health intelligence to understand and address a health inequality in a sub-population.

Key Area 2: Assessing the evidence of effectiveness of interventions, programmes and services intended to improve the health or wellbeing of individuals or populations		
Knowledge Base	**Shows How Competencies**	
Design and interpretation of studies: skills in the design of research studies; critical appraisal of published papers including the validity of the use of statistical techniques and the inferences drawn from them; ability to draw appropriate conclusions from quantitative and qualitative research.

Screening: principles, methods, applications and organisation of screening for early detection, prevention, treatment and control of disease. | SH2a | Conduct a structured review of scientific literature relevant to questions about health or health care policy and practice, systematically locating and critically appraising the research evidence. |
| | SH2b | Integrate and interpret complex evidence from multiple sources with scientific rigour and judgement to formulate balanced evidence-informed recommendations both orally and in writing. |
| | SH2c | Assess the evidence for proposed or existing screening programmes using established criteria. |

Key Area 3. Policy and strategy development and implementation		
Knowledge Base	**Shows How Competencies**	
Theories of strategic planning. Principal approaches to policy formation, implementation and evaluation including the relevance of concepts of power, interests and ideology. Knowledge of major national and international policies and legislation relevant to public health including awareness of the roles of key domestic, bilateral and multilateral organisations. Methods of assessing the impact of policies on health.	SH3a	Interpret and apply national policy or strategy at local, regional or national levels OR influence or develop policy or strategy at local, regional or national levels
	SH3b	Influence or build a healthy public policy across agencies.
	SH3c	Evaluate a policy or strategy using an appropriate method, critically assessing the impact, or potential impact, of the policy or strategy on health.

Key Area 4. Strategic leadership and collaborative working for health.		
Knowledge Base	**Shows How Competencies**	
Understanding individuals, teams/groups and their development: Motivation, creativity and innovation in individuals, and its relationship to group and team dynamics; personal management skills Theories and models of management, leadership and delegation; principles of negotiation and influencing; principles. Theories and methods of effective communication (written and oral) including mass communication.	SH4a	Lead or play a key role in a multi-agency group managing complex areas of work that influence the public's health
	SH4b	Define, recruit and engage relevant stakeholders, including the public and representatives of the political system.

The theoretical and practical aspects of power and authority, role and conflict. Understanding organisations, their function and structure: the internal and external organisational environments - evaluating internal resources and organisational capabilities;	SH4c	Use negotiation, influencing, facilitation and management skills successfully in a setting where you do not have direct authority to advocate for action, on a public health issue of local, national or international importance.
Identifying and managing internal and external stakeholder interests; structuring and managing inter-organisational (network) relationships, including inter-sectoral work, showing political awareness.	SH4d	Demonstrate effective team working in a variety of settings, balancing the needs of the individual, the team and the task.
Collaborative working practices and partnerships; social networks and communities of interest; assessing the impact of political, economic, socio-cultural, environmental and other external influences.	SH4e	Use a range of leadership styles effectively as appropriate for different settings and organisational cultures.
Management and change: critical evaluation principles and frameworks for managing change; issues underpinning design and implementation of performance management against goals and objectives.	SH4f	Prepare and deliver appropriate written and oral presentations to a range of different organisations and audiences, for a range of purposes.
Understanding of the evidence underpinning the importance of mental wellbeing and how it impacts on effectiveness of organisations.	SH4g	Demonstrate effective use of the media for public health

Key Area 5. Health improvement, Determinants of health and Health communication.		
Knowledge Base	**Shows How Competencies**	
Definitions of health (physical, mental and social). Determinants of health – including impact of ethnicity and culture on health outcomes, and the Prevention paradox. Impact of culture on behaviour.	SH5a	Develop and implement, or plan and commission, health improvement programmes and preventative services, taking account of theory, evidence and local context.
Role of regulation, legislation and fiscal measure in promotion of health. Principles and practice of health promotion and education including models of behavioural change	SH5b	Apply theoretical principles of change management and organisational development to improving a service, intervention or public health programme
Risk reduction versus harm minimisation. Social marketing theory (diffusion of knowledge). Evaluation of health education activities including outcomes, appropriateness of different methods, limitations and strengths of RCT type and qualitative approaches.	SH5c	Influence community actions, by working with and empowering communities using participatory, engagement and asset-based approaches.
Ethical and political issues underlying responsibility for health. Theory and practice of community development. Strengths and weakness of community development approaches. Practical problems of community development. Place of professional in community development. Principles of sustainable development including the health co-benefits of climate change mitigation and adaptation.	SH5d	Advocate for public health principles and action to address health inequalities and support vulnerable groups.

Key Area 6. Health protection

Knowledge Base	Shows How Competencies	
Epidemiology (including microbial epidemiology), and biology (including microbiology) of communicable diseases. Causes, distribution, natural history, clinical presentation, methods of diagnosis and control of infections of local and International public health importance.	SH6a	Gather and analyse information, within an appropriate timescale, to identify and assess the risks of health protection hazards.
Health and social behaviour: in relation to risk of infectious and environmental diseases.	SH6b	Identify, advise on and implement public health actions with reference to local, national and international policies and guidance to prevent, control and manage identified health protection hazards.
Environment: environmental determinants of disease and their control; risk and hazard; legislation in environmental control; environmental monitoring; health impact assessment for potential environmental hazards, international aspects of hazard control.	SH6c	Understand and demonstrate the responsibility to act within one's own level of competence and understanding and know when and how to seek expert advice and support.
Occupation and health, factors affecting health and safety at work.	SH6d	Document information and actions with accuracy and clarity in an appropriate timeframe.
Chemical incident management. Communicable disease: definitions, surveillance; methods of control.		
The design, evaluation, and management of immunisation programmes. Outbreak investigation including the use of relevant	SH6e	Demonstrate knowledge and awareness of the main stakeholders and agencies at a local, national and international level involved in health protection and their roles and responsibilities.

epidemiological methods.	SH6f	Demonstrate an understanding of the steps involved in outbreak/incident management and be able to make a significant contribution to the health protection response.
Organisation of infection control.		
National and international public health legislation and its application.	SH6g	Apply the principles of prevention in health protection work.
Development, commissioning and evaluation of the services required for protecting health, including sexual health, TB, immunisations, infection control, antibiotic resistance, occupational health, travel health and screening and the need for services in particular settings and in high risk groups (e.g. prisons, with asylum seekers, in dental health).		

Key Area 7. Health and Care Public Health		
Knowledge Base	**Shows How Competencies**	
Research methods appropriate to public health practice, including epidemiology, statistical methods, and other methods of enquiry including qualitative research methods. Disease causation and the diagnostic process in relation to public health; prevention and health promotion. Health information and audit methodology. Medical sociology, social policy, and health economics.	SH7a	Criticise and appraise service developments for their costs and impact on health and health inequalities, using health economic tools to support decision making.
Organisation and management of health care and health care programmes from a public health perspective. Structure of health systems Pathways for service integration. Principles, assessment, organisation and management of screening programmes	SH7b	Appraise, select and apply tools and techniques for improving safety, reliability and patient-orientation of health and care services.
Ethical and legal frameworks. Patient safety. Clinical governance.	SH7c	Apply health technology assessment frameworks to inform health service policy.

Key Area 8. Academic public health

Knowledge Base	Shows How Competencies	
Epidemiology, statistics, economic evaluation and qualitative research methods. Social and health psychological sciences. Biological, social, environmental and therapeutic determinants of health and disease. Mechanism of therapeutic interventions, including complex interventions. Educational theory, principles of setting learning objectives, curriculum development, GMC documents, course evaluation and student assessment. Research governance, research ethics, confidentiality and privacy of personal data.	SH8a	Apply research methods and research rigour to address a specific public health question.
	SH8b	Identify research priorities in collaboration with relevant partners.
	SH8c	Turn a complex public health problem into an answerable research question.
	SH8d	Deliver education and training activities, including planning or commissioning or undertaking quality assurance of education and training schemes or programmes.

Key Area 9. Professional personal and ethical development.

Knowledge Base	Shows How Competencies	
Evidence underpinning the importance of mental wellbeing and how it can be nurtured. GMC Good Medical Practice (GMP) as applied to public health. UKPHR Code of Conduct. Ethics of public health practice. Cultural competence: Key concepts and stages in developing cultural competence. One's own cultural identity and cultural competence. Patient safety. Principles and practice of confidentiality. How to plan and undertake personal and professional development successfully, with reflective practice.	SH9a	Recognise and work within the limits of your professional competence.
	SH9b	Operate as a leader at a senior organisational level, showing understanding of impact on others, and giving effective support to colleagues within teams.
	SH9c	Use reflective practice regularly to ensure on-going professional and personal development.
	SH9d	Work flexibly and persevere through uncertainty, additional unexpected complexity and potential or actual conflict to seek effective outcomes.