

Job Description Template

Job Description

JOB TITLE:	Associate Director Public Health
GRADE:	LP09 with market supplement
POST NUMBER:	M070000601, M070000701, M070000801, M070000814
DIRECTORATE:	Health Adults and Community Services
SERVICE:	Public Health Division
RESPONSIBLE TO :	Director of Public Health
RESPONSIBLE FOR:	One of the four Public Health teams in the Division
	<p>DBS Basic</p> <p>This post is politically restricted</p>
JOB SUMMARY:	<p>The purpose of the role is to improve the health and wellbeing of people in Tower Hamlets and reduce health inequalities through strategic public health leadership to drive transformational change focusing on life course segments or healthy environments/communities (see Appendix One)</p> <p>The post holder will be a visionary and inspirational leader in public health, who has a high level of specialist knowledge, organisational skills, resilience and the capabilities to lead a highly effective, motivated, productive public health team delivering at the highest level to improve and protect the health and wellbeing of people in Tower Hamlets.</p> <p>The post holder will lead one of the three teams within the Public Health Division. This will involve the following in the areas of responsibility:</p>
ROLE	

REQUIREMENTS:	
1.	<p>Providing visionary, inspirational public health leadership</p> <p>To be a visible, authoritative, and trusted leader in public health in areas of responsibility</p> <p>To develop a clear public health team work programme that is strategically aligned and based on a robust assessment of the priority needs of people in Tower Hamlets and the interventions that will have the greatest impact on improving and protecting their health and addressing health inequalities</p> <p>To provide leadership, direction, motivation, and inspiration to the team in delivering the work programme and to influence at senior level through representation at council Directorate Management Teams (DMTs)</p> <p>To review the work programme on an ongoing basis and provide the Director of Public Health with regular updates on progress against delivery</p>
2.	<p>Developing and implementing an evidence based, effective public health work programme</p> <p>Public Health Intelligence</p> <p>To develop and oversee the implementation of a public health intelligence programme involving a range of approaches relevant to understanding the health and wellbeing needs of the population and interventions to improve health outcomes and reduce health inequalities</p> <p>To provide leadership to ensure that public health intelligence work links to strategic decision making to improve or protect the health and wellbeing of people in Tower Hamlets</p> <p>Public Health Strategy</p> <p>To lead, shape and support the development and implementation of I strategies that impact on the health and wellbeing of the population and health inequalities</p> <p>This includes relevant council and partnership strategies (in particular the Community Plan and Health and Wellbeing Strategy) as well as other bodies including the Clinical Commissioning Group (CCG), Public Health England (PHE) , NHS England (NHSE) and the voluntary sector</p> <p>Public Health Delivery</p>

	<p>To develop and implement a public health commissioning strategy that is evidence based, innovative and incorporates best value principles</p> <p>To lead the commissioning and procurement of public health programmes - overseeing procurement, contract mobilisation, monitoring, review and service development</p> <p>To lead oversight of services funded by the Public Health Grant that are delivered within the council – overseeing monitoring, review and service development</p> <p>To provide or oversee the provision of specialist public health input to commissioning led outside the Public Health Directorate impacting on the health and wellbeing the population and health inequalities</p> <p>Evaluation, innovation and research</p> <p>To deliver, oversee delivery of or commission a programme of evaluation and innovation on prioritised areas</p> <p>To provide the leadership to ensure that work leads to ongoing improvement in delivery of initiatives</p> <p>Partnership</p> <p>To lead the establishment, maintenance and strengthening of strategic alliances and networks to improve health and wellbeing involving key stakeholders including the public, council, NHS, voluntary sector, business, PHE and academic bodies at local, sectoral, London and national levels</p> <p>To contribute to public health work of wider advisory bodies and networks such as NICE, GLA, LGA, ADPH (including Sector Led Improvement work led by London ADPH network), OHID, UKHSA</p>
3.	<p>Providing effective organisational management</p> <p>To oversee the organisational requirements of team management and corporate accountability covering:</p> <ul style="list-style-type: none"> • Work planning • Performance • Finance • Contracting • Risk Management • Communications • Human resources

	<ul style="list-style-type: none"> • Developing public health skills and leadership • Support and supervision of public health trainees
<p>4.</p>	<p>Public Health Division</p> <p>Current staffing</p> <p>The post holder will lead one of the Public Health Teams comprising some or all of:</p> <ul style="list-style-type: none"> • Two Programme Lead posts • Public Health Programme Managers • One Public Health Intelligence Manager • Public Health Programme Officers • Senior Management Support Officer <p>IT, secretarial support and other internal resources</p> <p>The post holder:</p> <p>Will be supported by a Senior Manager Support Officer and by a Business Support Coordinator (shared across the Public Health Team).</p> <p>Will manage budgets of approximately £10-20 million per year</p> <p>Will be expected to deputise for the Director of Public Health as required</p>
<p>5.</p>	<p>Management arrangements</p> <p>The post holder will be professionally and managerially accountable to the Director of Public Health. Professional appraisal, annual CPD and ongoing registration on the voluntary or GMC specialist register is required. An initial job plan will be agreed with the successful candidate prior to that individual taking up the post based on the draft job plan attached. This job plan</p>

	<p>will be reviewed as part of the annual job planning and PDP process.</p> <p>The post holder:</p> <p>will manage staff (as detailed above and trainees)</p> <p>will manage budgets approximately £10-20 million</p> <p>will be expected to deputise for the Director of Public Health as required</p>
<p>6.</p>	<p>Professional obligations</p> <p>The post holder will be expected to:</p> <p>Participate in the organisation’s staff appraisal scheme and departmental audit, and ensure appraisal and development of any staff for which s/he is responsible</p> <p>Contribute actively to the training programme for Foundation Year Doctors/ Specialty Registrars in Public Health as appropriate, and to the training of practitioners, primary care professionals and others</p> <p>Pursue a programme of CPD, in accordance with Faculty of Public Health requirements, 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.</p> <p>Fulfil FPH requirements to be an accredited trainer of Specialty Registrars</p> <p>Practice in accordance with all relevant sections of the General Medical Council’s Good Medical Practice (if medically qualified), the Faculty of Public Health’s Good Public Health Practice and code of conduct of the UK Public Health (Specialist) Register.</p> <p>These professional obligations should be reflected in the job plan. The post-holder may also have external professional responsibilities, e.g. in respect of training or work for the Faculty of Public Health. Time allocation for these additional responsibilities will need to be agreed with the line manager.</p>

<p>7.</p>	<p>Duties and responsibilities</p> <p>As set out in section 1, the high level aims of the role are</p> <p>Providing visionary, inspirational public health leadership</p> <p>Developing and implementing an evidence based, effective public health work programme</p> <ul style="list-style-type: none"> o Insight and intelligence o Strategic leadership, partnership engagement o Planning commissioning and delivery o Evaluation, innovation and research <p>Providing effective organisational management</p> <ul style="list-style-type: none"> o Work planning o Performance o Finance o Contracting o Risk management o Communications o Human resources o Developing public health skills and leadership <p>In order to deliver against these aims the duties and responsibilities of the post holder are set out below.</p>
<p>8.</p>	<p><i>Surveillance and assessment of the population's health and well-being</i></p> <p>The post holder will be required:</p> <ul style="list-style-type: none"> • To ensure the proper design, development and utilisation of information and intelligence systems to underpin public health improvement and action for the population across disciplines and organisations. • To receive, interpret, provide and advise on highly complex epidemiological and statistical information about the health of populations to the Local Authority, NHS,

	<p>statutory and voluntary organisations.</p> <ul style="list-style-type: none"> • To ensure the use of the best available evidence base to support the assessment of health needs, health inequalities, health impact assessment and the identification of areas for action within the local population. • To write and/or contribute to national and local policy forming reports on the health of the population of London Borough of Tower Hamlets
<p>9.</p>	<p><i>Assessing the evidence of effectiveness of health and healthcare interventions, programmes and services</i></p> <p>The post holder will be required:</p> <ul style="list-style-type: none"> • To provide expert public health advice and leadership to support and inform an evidence-based approach within ethical frameworks for commissioning and to develop high quality equitable services, across primary, secondary and social care, and across sectors including local authorities, voluntary organisations and others, in potentially contentious and hostile environments where barriers to acceptance may exist. • To be responsible for leading on service development, evaluation and quality assurance governance in specific areas and for preparing and adjusting action plans in line with changing needs and changing geographical boundaries. • To provide expert advice to support evidence based commissioning, prioritisation of services for the population (and in some circumstances for the individual) in order to maximise opportunities for health.
<p>10.</p>	<p><i>Policy and strategy development and implementation</i></p> <p>The post holder will be required:</p> <ul style="list-style-type: none"> • To lead on behalf of the <i>London Borough Tower Hamlets</i> on the communication, dissemination and implementation and delivery of national, regional and local policies, developing inter-agency and interdisciplinary strategic

	<p>plans and programmes, with delegated authority to deliver key public health targets.</p> <ul style="list-style-type: none"> • To act in an expert advisory capacity on public health knowledge, standards and practice, across the spectrum of public health at Board or equivalent level. • To be responsible for the development and implementation of multi-agency long-term public health programmes as required, based on identification of areas of potential health improvement, the diversity of local needs and the reduction of inequalities. • To ensure proper linkages between the health agenda and strategies related to the wider determinants including for example, community safety, the environment and sustainability.
11.	<p><i>Leadership and collaborative working for health</i></p> <p>The post holder will be required:</p> <ul style="list-style-type: none"> • To take the lead role on behalf of the London Borough of Tower Hamlets in developing inter-agency and interdisciplinary short and long-term strategic plans for securing health improvement both in the general population and in vulnerable groups at high risk of poor health and reduced life expectancy, in partnership with a range of agencies such as those in the statutory, non-statutory, voluntary and private sectors and by taking lead responsibility with a defined local authority. This requires the ability to work cross-directorate and across other agencies and voluntary organisations. • To work with primary care professionals and community staff to raise awareness of their public health role. • To lead on the integration of health, social services and voluntary organisations to promote effective joint working to ensure delivery of the wider government targets. • To influence external agencies in their public health policy decisions by working with complex professional, managerial and population groups and other organisations in the statutory, non-statutory and private sectors.

	<ul style="list-style-type: none"> • To develop effective ongoing working relationships with elected members and local MPs through the provision of briefings, attendance at one to ones and appropriate public events
<p>12.</p>	<p><i>Health Improvement</i></p> <p>The post holder will be required:</p> <ul style="list-style-type: none"> • To be responsible for designated areas of health improvement programmes, public health surveillance, population screening or geographical areas. • To take a leadership role in specified areas with local communities and vulnerable and hard to reach groups, helping them to take action to tackle longstanding and widening health inequality issues, using community development approaches as appropriate. • To provide expert knowledge to ensure effective community involvement with regard to all the work of the organisation including commissioning and prioritising high cost services and to ensure that policies and strategies are interpreted, developed and implemented at all levels.
<p>13.</p>	<p><i>Health Protection</i></p> <p>The post holder will be required:</p> <ul style="list-style-type: none"> • To take responsibility for safeguarding the health of the population in relation to communicable disease, infection control and environmental health, including delivery of immunisation targets. • To take part in local arrangements and contributing to the on call rota for the effective control of communicable disease, environmental hazards to health and emergency planning, as detailed in local health protection agreements. • To communicate effectively and diplomatically with a wide

	<p>audience including the media and the public to change practice in highly challenging circumstances such as communicable disease outbreaks, chemical incidents, immunisation and screening.</p>
<p>14.</p>	<p><i>Service Improvement</i></p> <p>The post holder will be required:</p> <ul style="list-style-type: none"> • To provide expert advice to support evidence based commissioning, prioritisation of health and social care services for the population (and in some circumstances provide highly specialised advice on preferred treatment options or protocols based on the evidence for individual patients) in order to maximise opportunities for health. • To be responsible for implementation of NICE and National Service Frameworks or equivalent national standards, guidance and frameworks. • To lead the developments of clinical networks, clinical governance and audit. • To review evidence and provide highly specialised advice on preferred treatment options or protocols based on the evidence for individual patients.
<p>15.</p>	<p><i>Public Health Intelligence</i></p> <p>The post holder will be required:</p> <ul style="list-style-type: none"> • To analyse and evaluate quantitative and qualitative data and research evidence from a range of sources to make recommendations and inform decision making which has long term impacts. • To compare, analyse and interpret highly complex options for running projects identified as key public health priorities, and communicate this information across organisations and the local community. • To present, analyse and communicate knowledge in a way that appeals to diverse groups, influences decision-

	<p>making and supports community engagement.</p> <ul style="list-style-type: none"> • To be responsible for the identification and implementation of appropriate health outcome measures, care pathways, protocols and guidelines for service delivery across patient pathways for the local population. • To work with the information and intelligence are of Public Health England and other organisations to strengthen local, regional and national public health intelligence and information capacity.
16.	<p><i>Academic Public Health/ Research and Development</i></p> <p>The post holder will be required:</p> <ul style="list-style-type: none"> • To undertake and commission literature reviews, evaluative research surveys, audits and other research as required to inform equitable service and reduce health inequalities. This may involve taking the lead on R&D public health and related activities. • To develop links with local universities to ensure the work of the organisation is based on a sound research and evidence base. • To develop public health capacity through contributing to education and training and development within the Division, and within the wider public facing workforce.
CORPORATE RESPONSIBILITIES	
17.	Actively contribute to the council's priorities and outcomes in a way that promotes a 'one organisation' approach.
18.	Develop and maintain positive relationships with colleagues, stakeholders and communities to ensure the council and the directorate strategic priorities are effectively implemented.
19.	Promote equality among all staff and ensure that services are delivered in a non-discriminatory way, that is inclusive of all disadvantaged groups.

20.	Support organisational change and learning, following and implementing appropriate systems of self-development, communication and engagement, quality measures, monitoring and review in delivering the functions of the role.
21.	Promote sustainability, including encouraging a culture of innovation and accountability amongst all council staff.
22.	Deputising where applicable

OTHER CONDITIONS:

To maintain personal and professional development to meet the changing demands of the job and participate in appropriate training/development activities including the council's 'My Annual Review' scheme.

To engage and develop all staff in the team to ensure they have clear personal development plans.

Ensure that all duties and responsibilities are discharged in accordance with the council's policies and procedures, Code of Conduct and relevant regulations and legislation.

To comply with the council's equal opportunities and diversity policies ensuring anti-discriminatory practice within the service area.

To undertake additional duties that may arise from time to time commensurate with the grade of the post.

APPENDIX

Post holders will take the lead for any of the following life course or Healthy Environment/ Community programme areas as directed by Public Health management:

Healthy Environments

Tower Hamlets has:

- Physical spaces supporting social interaction, safe neighbourhoods and mental wellbeing
- A built environment supporting everyday physical activity
- Easy access to affordable healthy food
- An environment that is safe from hazards, sustainable and pollution free
- A built environment supporting safe neighbourhoods
- Housing that is health enhancing and free from health harms
- Sufficient infrastructure to provide the level of health services needed by the population

Healthy Communities

Tower Hamlets has:

- Strong networks, partnerships and coalitions connecting people, shaping services and supporting healthier lives
- Accessible services that are integrated by a shared commitment and approach to improving health and wellbeing
- Well utilised community assets and services promoting health and wellbeing, cohesion and addressing abuse, violence, discrimination and the impacts of crime/

Healthy 0-5 year olds

0-5 year olds have:

- Caregivers with life skills for health and wellbeing through critical early years life stages e.g. pregnancy, infancy, weaning, bonding, transitioning to school age
- Secure social and emotional attachment
- Good cognitive, social and physical development including participation in active play
- Healthy nutritional habits
- Good oral health
- Protection from infectious diseases
- Good outcomes through early identification of need and access to early help
- Freedom from abuse and neglect

Healthy Children

Children and adolescents have:

- Life skills for health and wellbeing through critical life stages eg puberty, developing identity, building positive relationships, transitioning to adulthood
- Good emotional health and resilience with foundations for lifelong mental wellbeing
- Sustainable habits building physical activity, healthy eating and good oral health into everyday life
- Freedom from behaviours harmful to health including tobacco, alcohol and substance misuse
- Good outcomes through early identification of need and access to early help
- Freedom from abuse and neglect

Healthy Young Adults

Young adults have:

- Life skills for health and wellbeing through critical life stages eg leaving home, employment, social and sexual relationships, parenthood
- Good emotional health and resilience with foundations for lifelong mental wellbeing
- Positive health habits built into daily life
- Freedom from behaviours harmful to health including tobacco, alcohol and substance misuse
- Good outcomes through early identification of need and access to early help
- Freedom from abuse and neglect

Healthy Middle Age and Older people

Middle age and older people have:

- Life skills for health and wellbeing through critical life stages eg separation, bereavement, retirement, coping with illness, maintaining family/social/ sexual relationships
- Good emotional health and resilience with foundations for lifelong mental wellbeing
- Positive health habits built into daily life
- Freedom from behaviours harmful to health including tobacco, alcohol and substance misuse
- Good outcomes through early identification of need and access to early help to reduce or reverse progression of health conditions and maintain a good quality of life
- Freedom from abuse and neglect
- Dignity and a sense of control in the last years of life

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Requirements	Person Specification for the Post of ASSOCIATE DIRECTOR OF PUBLIC HEALTH (LP09)	Essential (E) or Desirable (D) (if applicable)	Method of Assessment A= Application Form T= Test I= Interview
Knowledge			
Qualifications & Experience			
Living the TOWER Values sets out the essential behaviours required of all staff.		They are aligned to the organisation's five TOWER Values	
We work TOGETHER across boundaries and with partners to achieve the best outcomes for Tower Hamlets	<p>Building Relationships Leads and supports positive working relationships across the council and with partners to optimise outcomes.</p> <p>Developing Networks Builds effective alliances with a wide-range of stakeholders and partners to achieve better outcomes.</p> <p>Making it a better place to work Visible, approachable and takes steps to shape a positive working culture across the council and with partners.</p> <p>Collaborating Keeps abreast of external changes which impacts on delivery, seeking collaborative solutions to achieve the best outcomes</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>A I</p> <p>A I</p> <p>A I</p> <p>A I</p>
We are OPEN and transparent	<p>Communicating clearly Connects the 'bigger picture' to audiences own values, goals and ideas.</p> <p>Listening, Asking and Coaching</p>	<p>E</p> <p>E</p>	<p>A I</p> <p>A I</p>

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	<p>Role models and champions a coaching culture across the council and with partners.</p> <p>Managing Change Strongly facilitates with various stakeholders to deliver the pace of change required for the further success of Tower Hamlets.</p> <p>Being approachable Approachable and seeks regular internal and external feedback to improve how they do things and to shape strategy and organisational improvement.</p>	<p>E</p> <p>E</p>	<p>A I</p> <p>A I</p>
<p>We are WILLING to challenge, innovate and be accountable</p>	<p>Being Accountable Takes accountability for leading the organisation in being ambitious and delivering high standards.</p> <p>Learning & challenge Ensures progress is measured, reviewed and evaluated to deliver the organisational outcomes required.</p> <p>Personal Development Creates a culture of learning, to build capacity and manage talent internally.</p> <p>Improvement and Innovation Encourages innovation and commits resources for entrepreneurial ideas to achieve better outcomes</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>A TI</p> <p>A I</p> <p>A I</p> <p>A I</p>
<p>We empower each other to be EXCELLENT and go the extra mile</p>	<p>Having purpose & personal motivation Get others excited about Tower Hamlets vision, strategy, values and goals and how they can make a difference.</p> <p>Being empowered Delegates decision-making where appropriate, whilst supporting and managing organisational risk.</p> <p>Focusing on Support and Wellbeing Actively seek out ways to support and promote well-being across the organisation.</p>	<p>E</p> <p>E</p> <p>E</p>	<p>A I</p> <p>A I</p> <p>A I</p>

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	<p>Making colleagues feel appreciated and valued Actively champions successes and 'good news', across the organisation and externally, to inspire and excite others.</p>	E	A I
<p>We RESPECT all communities, they are at the heart of everything we do</p>	<p>Understanding our customers' needs Actively contributes to building a customer-focused-culture across the council and with partners.</p>	E	A I
	<p>Learning from customers Uses customer data to shape strategic direction of the organisation to optimise outcomes.</p>	E	A I
	<p>Being a Customers Ambassador Initiates new programmes and makes changes to improve the customer experience and access.</p>	E	A I
	<p>Respecting diversity and being inclusive Seeks ways to harness the opportunities presented by the diverse workforce and community.</p>	E	A I
<p>Additional Requirements</p>	<p>(Examples provided below)</p> <p>To meet exceptional business needs a willingness to work outside of contractual hours in the evenings and weekends with notice, unless there is good reason where this is not possible.</p> <p>To comply with the requirement to carry out a DBS check on this role. <i>(Must be included if post subject to DBS check)</i></p> <p>To comply with the requirements relating to political restrictions for this role.</p>		

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	(Must be included if post designated 'politically restricted')		
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In addition to the competencies set out in the TOWER Values Framework the following are essential professional requirements of the role	
Specific public health professional requirements	<ol style="list-style-type: none"> 1. High level of understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation. 2. Understanding of NHS and local government cultures, structures and policies. 3. Knowledge of methods of developing clinical quality assurance, quality improvement and evidence based clinical and/or public health practice. 4. Inclusion in the GMC Specialist Register/GDC Specialist List/UK Public Health Register (UKPHR) for Public Health Specialists 5. If included in the GMC Specialist Register/GDC Specialist List in a specialty other than public health medicine/dental public health, candidates must have equivalent training and/or appropriate experience of public health medicine practice. 6. Public health specialty registrar applicants who are not yet on the GMC Specialist Register/GDC Specialist List in 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 <i>[see shortlisting notes below for additional guidance]</i>. 7. MFPH by examination, by exemption or by assessment (Desirable)

	<ol style="list-style-type: none">8. Inclusion in the GMC Specialist Register/GDC Specialist List/UK Public Health Register (UKPHR) for Public Health Specialists9. If included in the GMC Specialist Register/GDC Specialist List in a specialty other than public health medicine/dental public health, candidates must have equivalent training and/or appropriate experience of public health medicine practice.10. Public health specialty registrar applicants who are not yet on the GMC Specialist Register/GDC Specialist List in 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 <i>[see shortlisting notes below for additional guidance]</i>.11. MFPH by examination, by exemption or by assessment (Desirable)12. Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body.
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Shortlisting notes

The Faculty of Public Health advises that in order to be shortlisted for a consultant post applicants who are not yet on the GMC Specialist Register/GDC Specialist List in dental public health/UK Public Health (Specialist) Register (UKPHR) must provide verifiable signed documentary evidence that an application for inclusion on one of these specialist registers is in progress as follows:

1. Applicants in training grades

Public health Specialty Registrars in a recognised UK public health training scheme must provide evidence to confirm that they are within **SIX** months of award of their certificate of completion of training (CCT) and inclusion in the GMC Specialist Register/GDC Specialist List in dental public health/UKPHR for public health specialists at the date of interview (i.e. the expected date of award of their CCT must fall no more than six months after the date of interview). *Please note that from January 2005 in England, May 2005 in Scotland and November 2005 in Northern*

Ireland and Wales, this period has been extended from the three months required previously. The documentary evidence should be:

Either a ARCP 6/RITA Form G (Final Record of Satisfactory Progress) **or** a letter from the postgraduate dean (or Faculty Adviser) specifying the expected date for completion of training (which must be not more than six months after the date of interview).

2. Applicants in non training grades

2.1 Doctors (i.e. medical practitioners)

Doctors outside recognised UK public health training schemes fall into a number of categories:

- those who have trained outside the UK, who may have specialist training and qualifications which they are seeking to have recognised by the General Medical Council (GMC) in order to gain registration with the GMC: these doctors may be shortlisted according to the following 2005 guidance from the Department of Health and Scottish Executive which indicates that *There will be some instances (for example when considering applicants trained outside the UK) where an AAC may choose to interview a candidate prior to [GMC] Specialist Register entry. In these circumstances, it will wish to be satisfied that subsequent Specialist Register entry is likely.* **Employers should ask the applicant to provide documentary evidence that he/she has submitted an application to the GMC which is eligible for consideration at the time of application (for shortlisting).**
- those who have not completed specialist training in the UK who are seeking entry to the GMC Specialist Register through the Certificate of Eligibility for Specialist Registration route (formerly Article 14 of the European Specialist Medical Qualifications Order (ESMQO)), which allows the GMC to consider not only training but also relevant experience: these doctors may have trained in or outside of the UK. **Again, employers should ask the applicant to provide documentary evidence that he/she has submitted an application to the GMC which is eligible for consideration at the time of application (for shortlisting).**

2.2 Applicants from a background other than medicine

- Other than trainees (see 1 above), applicants from a background other than medicine would normally be expected to have gained full specialist

registration with the UKPHR. However, exceptionally, individuals who can demonstrate that they have submitted a portfolio application to the UKPHR may be considered for shortlisting. **Suitable evidence will be a letter from the UKPHR acknowledging receipt of the portfolio application.**

- Other than trainees (see 1 above), applicants from a background in public health dentistry must be included in the GDC Specialist List in dental public health. However, those who can demonstrate that they have submitted an application for inclusion on the GDC specialist list in public health dentistry may be considered for shortlisting. **Employers should ask the applicant to provide documentary evidence that he/she has submitted an application to the GDC which is eligible for consideration at the time of application (for shortlisting).**

Employers are advised that individuals should not take up consultant in public health medicine or consultant in public health posts (including DPH posts) until such point as they have gained entry to the GMC Specialist Register/GDC Specialist List in dental public health/UK Public Health (Specialist) Register. Although applicants will be able to provide documentary evidence that an application is in progress, no guarantee can be made as to the outcome of an application to the GMC/GDC/UKPHR specialist registers.

The above guidance applies to applications for both general and defined specialist registration with the UKPHR. Individuals with defined specialist registration are eligible for consideration for shortlisting for, and appointment to, consultant posts including those at DPH level. In all appointments, employers will wish to ensure that an applicant's areas of competence meet those required in the person specification.