MEDWAY COUNCIL - JOB PROFILE

Job Description

Job Title	**Public Health Practitioner**
Directorate	**PEOPLE: Children and Adults**
Division	**Public Health**
Range	MPR 3
Reports to	**Senior Public Health Project Officer**

Main purpose of job

Contribute to the delivery of evidence-based projects to improve health and wellbeing in Medway by supporting the achievement of local and national targets and strategies relating to Public Health.

To work in the context of Medway's 'Joint Local Health & Wellbeing Strategy' and the Public Health Outcomes Framework to reduce health inequalities.

Deliver service specific support for the development, implementation, promotion, and delivery of Public Health projects as part of a multi-disciplinary team. Service delivery will take place at a range of community-based settings face to face, as well as remotely via digital media platforms.

The role will involve liaising with service users and system partners in a way that promotes the vision and values of the Council.

Accountabilities and Outcomes

Identify and overcome barriers to health improvement and the causes of health inequalities, helping people make positive lifestyle changes through the application of behaviour change techniques and structured evidence-based health promotion interventions.

Plan and provide support sessions, in order to increase service user motivation, maintain engagement and deliver successful treatment outcomes.

Discuss service specific matters in a supportive manner, being sensitive and responsive to individual service user needs and working within professional and ethical boundaries.

Provide a range of service specific support, adhering to professional codes of conduct, occupational membership codes, employer behaviour frameworks and practice standards.

Maintain knowledge and awareness of service targets and work towards achieving them as a part of a team, ensuring compliance with statutory legislation and practice requirements, including mandatory training.

Collect health related information including taking measurements as well as carrying out other associated responsibilities and advocate public health principles and action.

Demonstrate a commitment to equality and diversity, identifying service strategies to deliver equitable and fair services for users and employees, challenging discriminatory practices and actively managing and promoting diversity.

Act with integrity, consistency and purpose, and take responsibility for own personal development, ensuring that service specific knowledge and understanding is maintained and developed.

At the discretion of the line manager, carry out such other activities as may from time to time be agreed consistent with the nature of the job described above.

Key Corporate Accountabilities

To work with colleagues to achieve service plan objectives and targets.

To understand and actively keep up to date with GDPR responsibilities, including completing regular refresher training.

Safeguarding is everyone’s responsibility: all employees are required to act in such a way that safeguards the health and well-being of children and vulnerable adults.

To participate in the Performance Appraisal process and contribute to the identification of own and team development needs utilising the Career Development Framework.

To actively promote the Council's Fair Access, Diversity and Inclusion Policy and observe the standard of conduct which prevents discrimination taking place.

To ensure full compliance with the Health and Safety at Work Act 1974, the Council's Health and Safety Policy and all locally agreed safe methods of work.

To fully understand and be aware of the commitment to the duty under Section 17 of the Crime and Disorder Act 1998 to prevent crime and disorder.

Promote the Medway Carbon Neutral by 2050 commitment; supporting the Council action plan to ensure we play our part in addressing the climate emergency.

Organisation

This role reports to the Senior Public Health Project Officer.

The post holder will not be required to line manage others but may be required to direct, coordinate or train other employees.

The post holder will be required to liaise with and build strong working relationships with stakeholders both internal and external to benefit the organisation and facilitate a system wide movement towards a healthier Medway.

Working Style

FIXED - The post holder will be permanently based at [insert location], although they may be expected to work at any location across Medway.

The post holder will work independently and as part of a team and will have flexibility to provide cover when needed.

This role requires the ability to work some evenings and weekend, and the ability to travel to and transport equipment and resources to various locations in a timely manner.

Person Specification

All criteria at Level A are considered essential unless stated otherwise.

Qualifications

Level A

- Minimum 5 GSCEs (grades 4-9), or an equivalent qualification in relevant discipline.

Level B (in addition)

- Evidence of continued professional development.

Level C (in addition)

- Evidence of continued professional development or working towards UKPHR practitioner registration.

Knowledge

Level A

- Knowledge of public health and the wider determinants of health.
- Has a good understanding of the procedural knowledge and information relevant to the role and all tasks involved in it as well as the technical/specialist or service specific practices and procedures required for the role.
- Understands equal opportunities and treats others with dignity and respect.
- Knows how to produce accurate legible, written and numerical work and can complete forms and reports as required.
- An awareness of barriers to behaviour change.

Level B (in addition)

- Shows a good understanding of the evidence-base and evidence sources relating to the role.
- Has a good understanding of performance monitoring and evaluation.
- Demonstrate an understanding of the organisation's priorities.

Level C (in addition)

- Demonstrates knowledge of the full range of procedures, policies, and concepts involved in the role.
- Demonstrate an understanding of the organisation's priorities and how this role contributes to the priorities.
- Awareness of how budget allocations affect decisions relating to service delivery.

Experience

Level A

- Demonstrable experience of working in a public health setting or within an equivalent programme in a similar setting.
- Experience of inter-agency working with broad range of statutory and non-statutory organisations.

- Experience in connecting communities, groups, and individuals to local resources and services that support their health and wellbeing.
- Experience of dealing with difficult issues that may arise from time to time with external contractors, staff and/or service users in a calm and constructive way.
- Experience of working with data and online databases, including data input.
- Experience of working in a multi-disciplinary team.
- The post holder will have experience of contributing to service targets and working towards achieving them as a part of a team.

Level B (in addition)

- Demonstrable experience of contributing to the development of effective partnerships to facilitate the implementation of health improvement projects or other inter-agency interventions.

Level C (in addition)

- Experience of contributing to the development and implementation of clear and well thought out plans, taking into account risks, resources, and stakeholder expectations.
- Experience of contributing content or delivering education, training, and group facilitation.
- Extensive experience of taking initiative in situations encountered with service users, e.g., managing parents' expectations and views about obesity in children, perceptions of what constitutes healthy and nutritious dietary choices, handling situations where conflicts between parents arise during the delivery of sessions.
- Experience of identifying own development needs and being able to coach and work with others to share best practice and new knowledge.

Skills

Level A

- Proficient in the use of Microsoft Word, Excel, PowerPoint, Teams and Outlook.
- Full driving valid for use in the UK or ability to reach relevant destination on time.
- Manage data and information in compliance with policy and protocol.
- Ability to work with and build productive working relationships with colleagues, partners and other staff groups.
- Good communication skills tailored to meet the needs of a wide range of audiences and stakeholders.
- Support and supervise service users either as individuals or groups to meet project outcomes.
- The postholder should be able to occasionally assemble and move heavy or awkward objects such as display boards, leaflets and other resources, with assistance from available aids and equipment as needed.
- Attention to detail and the ability to accurately record and report on activities and outcomes.

- Good organisation skills.

Level B (in addition)

- Identify and apply ethical frameworks when faced with difficult decisions when promoting the public's health and reduced inequalities.
- Communicate sometimes complex information and concepts (including health outcomes, inequalities and life expectancy) to a diversity of audiences using different methods
- Able to promote ethical practice with an understanding of the ethical dilemmas that might be faced when promoting population health and reducing health inequalities.
- Interpret and present data and information.
- Influence and strengthen community action by empowering communities through evidence-based approaches.
- Manage public perception and convey key messages using a range of media processes.
- Initiate and/or support action to create environments that facilitate and enable health and wellbeing for individuals, groups, and communities.
- Facilitate dialogue with groups and communities to improve health literacy and reduce inequalities using a range of tools and technologies.

Level C (in addition)

- Contribute to the development and/or implementation of standards, protocols, and procedures, incorporating national 'best practice' guidance into local delivery systems.
- Able to contribute in engaging stakeholders (including service users), in service design and development, to deliver accessible and equitable person-centred services.
- Can adapt to change, manage uncertainty, and solve problems with manager support in complex and unpredictable environments.