

# Induction Pack for GP Trainees Starting a Public Health Post



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## 1. Introduction to Integrated Training Posts in London

We are delighted that you are undertaking a training placement in Public Health in the London Deanery and hope that you will find this rotation fulfilling, useful and stimulating learning experience. This induction pack has been co-created by the School of Public Health using feedback from GP trainees about the benefit of their learning and experience in a Public Health placement. It will help to prepare you and offer useful information to hopefully make your transition to Public Health work from clinical practice seamless. Your named Public Health Educational Supervisor is looking forward to welcoming you to the Public Health team. We are always looking for opportunities to improve our programme, so we will ask you to complete an end of placement survey at the end of your rotation. We endeavour to deliver an outstanding learning opportunity for you and the feedback from previous trainees has, in turn, helped to ensure the quality of your experience.

## 2. Why complete a public health placement as part of GP training?

Our Public Health placements offer an opportunity for GP trainees to gain experience working in a non-clinical environment, building on clinical knowledge, and actively engaging in addressing clinical, organisational, and societal challenges at a population level. In Public Health there is a focus on population health through the use of evidence, leadership collaboration skills, and health intelligence, actively partnering and working collaboratively with stakeholders to influence policy and elicit change of practice. With the practice-based component of GP training programme increasing from 18 to 24 months, the GP school are keen to increase the opportunities available to trainees; and to improve the breadth of capabilities of the future GP workforce. Current policy emphasizes improving health (and not just health care) for the NHS and aims to increase the roles and involvement of primary care in public and population health. This makes it desirable to ensure that future general medical practitioners have some experience of the specialty of public health.

Completing a public health placement gives you an opportunity to understand a key local partner to the NHS – local government and contribute to a project, piece of work or programme that aims to bring NHS and local government priorities together.



### 3. Training placements – what to expect?

Public health departments are busy places, but not the same as being in a clinical environment. You will spend a proportion of your time working independently, some of it in online meetings and some of it face to face with colleagues. It will vary depending on the work you are doing and the local authority you are with. You will be allocated a public health educational supervisor prior to your arrival in public health who will support you through your placement and will be able to give you an idea of the work you are likely to be undertaking before you arrive. You need to arrange with them the ways in which you will work, how often you will be in the office, your hours and the projects you will be involved in. It is most likely you will be asked to use your skills and insight as GP in the work you undertake.

### 4. Training locations

You can expect to spend the period of your public health rotation in one of the locations listed below. In doing so, you will get a good overview of public health strategic and operational activity and service delivery.

There may be training locations other than Local authority that you are aware of and if you have a question about them, you can let us know.

#### Local Authority

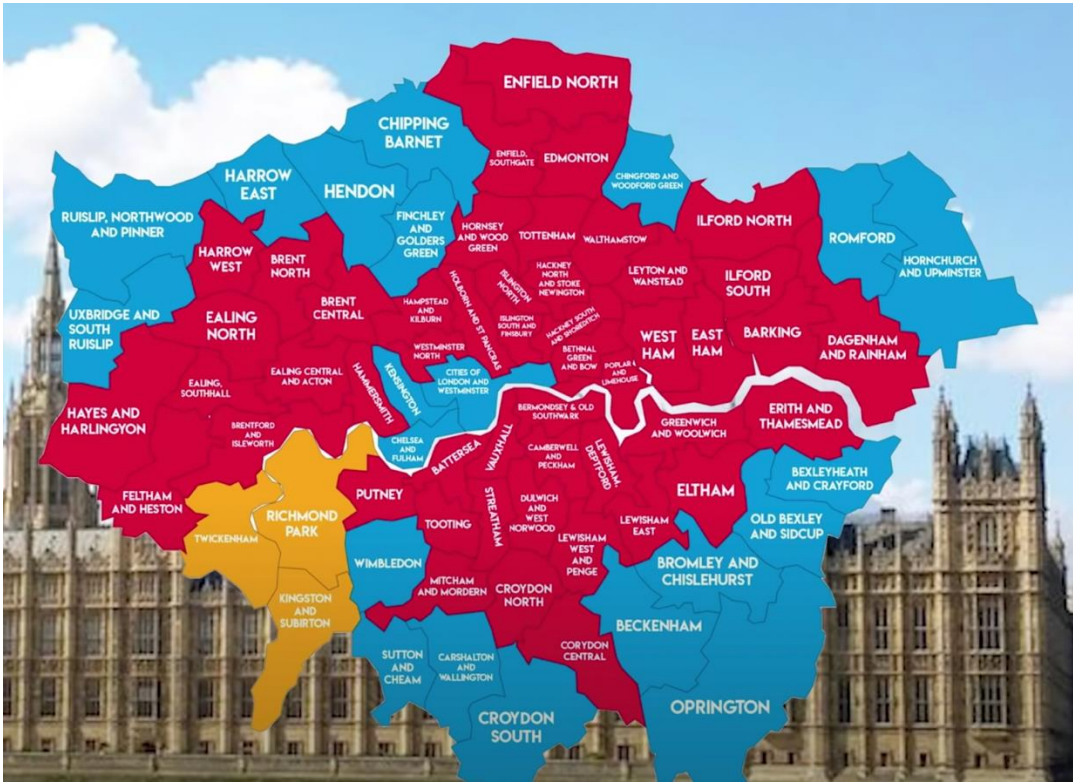
A local authority is an organisation that is officially responsible for all the public services and facilities in a particular area. Some of these will be familiar to you – children's services, social services, housing, refuse collection, environmental health and licensing for example. They are also strategic partners for planning housing developments, health and regional development

<https://www.local.gov.uk/about/what-local-government> for more information on how local authorities work.

Local authorities have ample experience of the reality of health inequalities. Each area of business will take account of ways to take strategic action to address inequalities across several functions address inequalities with public health working in partnership across the Council.

Local authorities work with a wide range of partners across civil society, and it is important to be aware of the political nature of local authorities. Unlike functions in the NHS, local authorities must take account of their elected members and you may find some policies may be influenced by this. Local authorities will also work with integrated care board, ICBs to

provide as much integration across clinical pathways as possible, maximising the scope for upstream interventions.




### Here are some hints and tips from previous trainees:

- *Get involved in projects that align with career goals- lots of different domains to contribute to and the Public Health approach to tackling an issue is actually very different to taking a clinical approach!*
- *Try to secure a health protection placement to meet clinical requirements for portfolio – lots of clinical exposure here.*
- *Align GP competencies with public health competencies and seek learning opportunities to tick them off, this gave me a much more constructive learning experience.*
- *Lots of scope for leadership and quality improvement so make the most of these opportunities.*
- *I found that as I aim to be practising in the area long term, great opportunity to network and get involved for projects that might run beyond the placement if you have capacity.*
- *Scope for getting creative on this placement.*
- *Different style of working and thinking, adjusting at the start can be hard but to be expected!*
- *In all honesty, all GP trainees should spend time in Public Health – prevention will always be better than cure!*

### Feedback from an Educational supervisors on the benefits of having GP trainees:

*“It is a wonderful thing for public health teams and public health consultants to be able to work with specialty registrars and as an Educational Supervisor, it is without doubt my favourite element of my consultant job.*

*Training placements bring huge benefits, not just for the trainee, but also for the team and the organisation that is hosting them. Registrars bring very high levels of skill and knowledge, no matter what background they have, and in my experience, they also bring bags of enthusiasm and willingness to learn. This can be invaluable to a public health team where there will always be countless opportunities to expand and improve the public health offer to our residents. While our work with trainees is fully orientated towards supporting their learning and helping them work towards as many aspects of the curriculum and the learning outcomes as possible, we always learn a lot from each registrar too.*



*While I am the lead Educational Supervisor, many other people in the team are eager to support registrar learning, from the Director of Public Health and my fellow Consultant to each of the Public Health Principals who cover the different areas of the public health workplan. It is so important and so energising for us all to maintain and build our teaching and educational development skills. I offer protected time each week to our registrars and other trainees to ensure they have all the supervision and guidance they need.*

*And it is really important to note how the wider local authority has seen the great benefits that hosting registrars brings. From the Council Chief Executive and Council Leader down to environmental health officers and health visitors and officers in the transport department, we have received numerous notes of thanks and gratitude for the work done by our registrars in the last twelve months alone, where they have stressed how impressed they have been at how much the registrars bring to our work in the borough.*

*Our commitment to registrars is to centre our work with them in the team entirely around their learning needs and opportunities. Our experience has shown that this very frequently meshes well with our own work priorities within the team. Always we are looking for the plan that is a win-win for the registrar and the hosting team. And be it support around work projects, gaining experience in the wider Council services, or help with exam preparation, we are always here to help.”*



## 5. Helpful advice from previous GP trainees undertaking a public health placement.

1. Early on in your post, schedule introductory meetings with as many people in the public health team as possible. Do this early on to ensure you get the context of what it is everyone does.
2. Read the ADPH report and the local JSNA, usually on the Council website.
3. Try and attend the team meetings of the team you are attached to as much as possible.
4. Keep up to date with emails regularly because the email load is high and can become overwhelming with multiple repetitions of the same conversation by different people in the same team. It is easy to miss emails particularly those that are conversations in an email trail. I would suggest scrolling to the first inbox in the trail and track back to appreciate the temporal nature of the conversations (as this is often relevant to understand the progression of events).

Sometimes registrars found that the IT can be quite variable in terms of connectivity and may have issues joining meetings particularly when trying to join remotely/offsite – this is something to bear in mind and worth planning ahead.

5. Try and summarise action plans from each meeting that you attend to try and break things down to bitesize tasks. This will help to know what needs to be completed before your next meetings. Check with your supervisor that your actions are accurate.
6. It is a different but an enjoyable 6 months!

## 6. Public Health Online Learning Resource for GP Trainees

The following information links to online learning materials that will help you as you prepare and move into your public health post. There is a wealth of online resources out there, but we have picked a selection for you that can give you the basics.

You will find it more useful to follow the resources in the order they have been listed.

### 1. What is Public Health?

Source: YouTube animation video

This is a short video (5 minutes) for those who are completely new to the concept of public health.

### 2. Public Health Intelligence - Introduction to Public Health Intelligence

Source: Health Education England in Partnership with the NHS and professional bodies

In this session we will look at what we mean when we talk about health and the term 'Public Health'. We will examine the component parts of Public Health and see what each function does. Finally, we will look at each function and identify the organisations and people who work within it.

### 3. Understanding and Measuring Populations

Source: Health Education England in Partnership with the NHS and professional bodies.

A discussion around how you can measure populations using data, statistics and epidemiology. Including the identification of types of variation and how you can connect public health intelligence measures to understand an issue.

### 4. Embedding Public Health into Clinical Services

Source: Health Education England

This programme is intended to support leaders and service managers to guide their teams through the process of redesigning services to support prevention.


Designed as a 5-step process, the programme provides a practical toolkit of useful resources to help individuals and their multidisciplinary teams identify their unique contribution and then implement quality improvement initiatives to transform services. The content is pragmatic and iterative, recognising the competing pressures on frontline teams. The tools and resources highlighted can be useful in more than one stage of the 5-step process and will be inter-dependent with wider improvement initiatives.

### 5. Sir Michael Marmot: Social Determinants of Health

Source: Sir Michael Marmot, 2014 WORLD.MINDS

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Prof. Sir Michael Marmot, from the University College London, on the Social Determinants of Health. Talk delivered at the 2014 WORLD.MINDS Annual Symposium. Health Inequalities. Symposium Curated by Rolf Dobelli

## 6. Primary Care and Public Health Special Interest Group

<https://www.fph.org.uk/policy-advocacy/special-interest-groups/special-interest-groups-list/primary-care-and-public-health-special-interest-group/>

## 7. GP Network

There is a network available to trainees. This is an opportunity to share what you have learnt and connect with other GP trainees in London with an interest in public health. If this is something, you would be interested in please contact [Lara.Hogan3@nhs.net](mailto:Lara.Hogan3@nhs.net) (Workforce Transformation Lead, NHSE London)



## 8. Glossary

This links to a jargon buster provided by Kings Fund that you may find useful.

[Public health | The King's Fund \(kingsfund.org.uk\)](https://www.kingsfund.org.uk/public-health)

The different organisations that you may come across about in public health are local authorities, OHID, UKHSA. More information can be found out on the Kings Fund on how it all works.

### **The Office for Health Improvement and Disparities**

The Office for Health Improvement and Disparities (OHID) is a government unit within the UK Department of Health and Social Care that leads national efforts to improve public health policy across England. Office for Health Improvement and Disparities will work across the Department of Health and Social Care (DHSC), the rest of government, the healthcare system, local government, and industry to be creative about how we shift our focus towards preventing ill health, in particular in the places and communities where there are the most significant disparities.

### **UK Health Security Agency (UKHSA)**

**The UK Health Security Agency is a government agency in the United Kingdom, responsible since April 2021 for England-wide public health protection and infectious disease capability and replacing Public Health England. It is an executive agency of the Department.**