

## Job Description: Consultant in Public Health

### CONSULTANT IN PUBLIC HEALTH

<b>Employing organisation:</b>	Peterborough City Council
<b>Title:</b>	Consultant in Public Health/Consultant in Public Health Medicine – Children and Young People’s Health/Mental Health  Full Time
<b>Accountable to:</b>	The post-holder will be dually accountable: <ul style="list-style-type: none"><li>• professionally to the employing authority Peterborough City Council</li><li>• managerially to the employing organisation via the Director of Public Health</li></ul>
<b>Grade:</b>	Hay Pay Band 5 (currently £88,615-£107,316)

**Strategically responsible for:** To provide public health leadership across a range of population level activities, commission services and work with partners to improve health outcomes and reduce inequalities with a focus on:

- Improving children and young people’s physical health and their mental health and wellbeing.
- Promote mental health and wellbeing and prevent mental ill health across all ages

#### Managerially responsibility:

Line management

- Public Health Team for Lead Commissioning and Partnerships, Senior Public Health Improvement Officer and Public Health Improvement Officer - Children and Young People/Mental Health
- Public Health budgets for Children and Young People and Mental Health

#### 1. Appointment

This is a new post for a CPH/CPHM who will work in the Peterborough City Council Public Health team. The appointment is full time and will be based in Peterborough at Sand Martin House. The populations served are the residents of Peterborough and the Peterborough registered patients of Cambridgeshire and Peterborough Integrated Care System.

#### 2. Job summary

The post holder will have a senior role in the local health and wellbeing community. The post holder will lead and support the strategic development, commissioning, delivery, evaluation and performance management of programmes, services and interventions designed to improve health

and reduce physical and mental health inequalities in children and young people as well as mental health across all ages.

This will include:

- Providing public health leadership with the PCC Children's directorate, wider council, NHS and 3rd sector partners to effectively support the delivery of services and population level interventions for children and young people that improve physical and mental health and wellbeing with a focus on
  - Improving maternal, perinatal and neonatal physical and mental health and tackling inequalities in outcomes
  - Improving physical and mental health outcomes for children and families in the early years especially through early years setting
  - Improving the physical health and mental wellbeing of school age children through increased reach and quality of school age physical and mental health interventions
- Working with partners to enhance prevention and early intervention for more vulnerable families and young people
- Taking responsibility for the strategic leadership, commissioning and delivery of effective and high quality public health services for children and young people, with responsibility for the Healthy Child Programme and any public health services or initiatives that are delivered through families, early years, school and other settings where appropriate.
- Providing public health leadership within PCC, the NHS, 3rd sector and other partners to improving all age population mental health and wellbeing
- Working with the Director of Public Health and the Senior Health Improvement Officer - Health Protection on health protection issues that impact children and young people
- Support the delivery of the health and wellbeing strategy and its contribution to the delivery of public health outcomes
- Working with public health and other analysts to deliver Joint Strategic Needs Assessments and other intelligence insights relevant to the portfolio.

The consultant will work as part of a public health team and system committed to improving physical and mental health and wellbeing in and where children and families and mental health are key priorities in the Joint Cambridgeshire and Peterborough Health and Wellbeing and Integrated Care Strategy.

On behalf of the local authority, the post-holder working with the DPH and other consultant colleagues will lead on improving the health and wellbeing of the residents which is underpinned by the statutory duty placed on local government to take such steps as it considers appropriate to improve health of its residents. The post-holder will take responsibility for a strategic objective of the local authority and the Health & Wellbeing Board and act as a change agent to enable delivery of relevant outcome indicators from the public health, NHS and social care outcome frameworks. The post-holder will be expected to work across organisations, be able to influence budgets held by those organisations as well as advocate for change effectively, to improve population and planetary health. They may hold direct managerial responsibility for services and budgets which directly contribute to these objectives, but they will usually also have substantially greater strategic responsibilities across the council and other agencies.

### **3. Strategic objectives (could include):**

Ensure development and maintenance of systems and processes to enable the authority to work with partners to respond to major incidents including health protection threats. He or she on behalf of the authority and the DPH will lead on those aspects that the Secretary of State delegates to the

authority. She/he will ensure that partner organisations (UKHSA, OHID, ICSs and NHS England) have appropriate mechanisms, to enable surge capacity to be delivered as and when required.

On behalf of the authority to take responsibility for ensuring delivery of the public health mandated services such that the full range of benefits are delivered to residents of the authority. These services include sexual health services, NHS HealthCheck, specialist public health support to ICSs and this will include taking responsibility for the relevant outcome indicators within the UKHSA, OHID, NHS (and Social Care) Outcome frameworks and working across organisational boundaries.

To lead work across all Council directorates as well as influencing partnership boards (dealing with health determinants) to maximise health improvement opportunities and the reduction of inequalities in health outcomes amongst residents, both currently and for future generations. This will include using the Outcome Frameworks as well as exploring other relevant routinely collected data systems for suitable indicators.

To lead on improving health and social outcomes for a particular client group; early years, children, working adults, older adults, learning disabilities, mental health etc.

The work will include working across the entire Council, NHS bodies (the Council has a statutory duty to provide public health advice to ICSs and the Council's Health and Wellbeing Board has a coordinating role for the whole of the health and care system) and other partner agencies. It will also involve influencing private sector, voluntary sector and community sector organisations that can impact on health, both currently and into future generations, and influencing the attitudes and behaviour both of professionals and of the population generally.

In delivering the strategic objectives the post-holder will be expected to demonstrate expertise in the full range of relevant competencies as set out by the Faculty of Public Health. This includes evaluation techniques, policy analysis and translation and ability to communicate effectively with a range of stakeholders including politicians. In addition to any direct responsibility for managing staff or budgets, he/she will be responsible for change and improvement in the agreed areas of work and for supporting the delivery of the statutory duty of the Council to take the steps it considers necessary to improve the health of its communities.

Public health consultants work as system leaders at strategic or senior management level or at a senior level of expertise such as epidemiology or health protection. The combination of leadership and managerial skills together with high level of technical skills and knowledge gives them a unique skill set essential for improving the health and wellbeing of populations.

They must be qualified as a public health specialist and be on the GMC, GDC or UKPHR specialist register.

Consultants have the same professional status irrespective of local line management arrangements and have experience in various areas of public health practice.

#### **4. The employing organisation and other organisations within the scope of the work**

##### **Peterborough City Council**

Peterborough City Council is a unitary authority serving a thriving city. It is rapidly expanding to meet the demand for new houses and is home to a community of diverse cultures. The population of 215,660 has been growing faster than other areas in the East of England and a high rate of growth is expected to continue. The City Council and ICS face a range of public health challenges and inequalities as reflected in its public health outcomes framework indicators. [Cambridgeshire & Peterborough Insight – JSNA 2023 \(cambridgeshireinsight.org.uk\)](https://www.cambridgeshireinsight.org.uk)

## **Joint working**

There is joint working across the Cambridgeshire and Peterborough system including with the Cambridgeshire and Peterborough Health and Wellbeing Board, Integrated Care Partnership, Integrated Care System, the Cambridgeshire and Peterborough Health Protection Partnership, Local Resilience Forum and Local Health Resilience Partnership and Cambridgeshire and Peterborough Combined Authority. Working relationships are positive across local partner organisations, while recognising the variation in local needs and demographics across a wide geographical area

## **5. Public health arrangements**

### ***Current staffing of the department or directorate of public health:***

Peterborough City Council has a Director of Public Health who reports to the Executive Director of Adult Social Care and sits on the Corporate Leadership Team of Peterborough City Council (see attached structure chart). The Public Health team in Peterborough has previously been a shared public health directorate with Cambridgeshire County Council and has several shared public health services that deliver across Cambridgeshire and Peterborough

### ***Resources:***

The post-holder working with the DPH will be expected to make best use of both public health department resources as well as influence the resources in the Council as a whole.

### ***Training and CPD arrangements***

Peterborough City Council is approved for the training of public health specialists and regularly hosts registrars. There are a range of educational opportunities available, in particular through Cambridge University and Anglia Ruskin University.

## **6. Strategic responsibility and key tasks**

The strategic responsibility of the post-holder is to provide public health leadership across a range of population level activities, commission services and work with partners to improve physical and mental health outcomes and reduce inequalities with a focus on improving children and young people's physical health and their mental health and wellbeing as well as promoting mental health and wellbeing and preventing mental ill health across all ages. In delivering that responsibility the post-holder is expected to demonstrate expertise across the full range of relevant competencies as set out by the Faculty of Public Health (Appendix 1) and where required, take responsibility for resolving operational issues. In negotiation with the DPH (and/or the council), the post-holder may be asked to take on responsibilities that are underpinned by any of the FPH competencies. Post-holders will be expected to maintain both the general expertise as well as develop topic-based expertise as required by the DPH and will be expected to deputise for the DPH as and when required.

### ***The range of duties expected of the post-holder include (please amend as you think appropriate):***

Taking responsibility for a range of public health issues and work across organisational and professional boundaries acting as a change agent managing complexity to deliver improvements in health and wellbeing.

Providing briefings on the health and wellbeing needs of local communities to Councillors, Council Officers, ICSs, the third sector, the public and partners. Where required to so, the post-holder will

provide verbal briefing to Councillors, other colleagues and stakeholders in person which maybe at short notice.

Taking responsibility for development, implementation and delivery of policies. This may include taking the lead in developing detailed inter-agency and interdisciplinary strategic plans and programmes based on needs assessments which may lead to service specifications. The post-holder will be expected to contribute appropriately to the procurement process.

Providing expert public health support and whole system leadership to ensure an evidence-based approach for commissioning and developing high quality equitable services, within and across a range of organizations including voluntary, public and private sector. This includes the health service component of the mandated core service. This will include expertise in evaluation and development of appropriate KPIs.

Utilising (and if appropriate developing) information and intelligence systems to underpin public health action across disciplines and organisations. This may include providing leadership for collation and interpretation of relevant data including production of the JSNA. Working with the DPH, this will include the integration of the appropriate elements of the public health, NHS and social care outcomes frameworks within the systems developed by the local authority as well as with relevant partner organisations.

Supporting the DPH in the development and implementation of robust strategies for improving the health and wellbeing of local communities including ensuring qualitative and/or quantitative measurements are in place to demonstrate improvements. This may include taking responsibility for the judicious use of the ring-fenced public health grant and/or working with ICSs, Trusts, the contractor professions and UKHSA.

Providing the key local authority link to the research community, providing advice/support to colleagues and co-ordinating appropriate access to scientific information. The post-holder will be expected to take part in relevant research networks and to influence research programmes of such networks so that the research needs of the local authority are taken into account.

Taking responsibility for the training obligations of the directorate, including becoming the Educational Supervisor. These duties will be agreed jointly with the relevant Head of the School of Public Health.

***Underpinning much of these duties are public health tasks such as:***

Undertaking health needs assessments as required to enable actions to be taken to improve the health of the local population.

Developing prioritisation techniques and managing their application to policies, services and to help resolve issues such as the investment-disinvestment debate.

Effective communication of complex concepts, science and data and their implications for local communities, to a range of stakeholders with very different backgrounds.

Understanding of evaluation frameworks and applying those frameworks to the benefit of local communities.

A capacity to apply the scientific body of knowledge on public health to the polices and services necessary to improve health, both currently and for future generations, and to formulate clear practical evidence-based recommendations.

The understanding of human and organisational behaviour and the application of this knowledge to the achievement of change.

Inspire commitment to public health outcomes and to prevention as a core feature of public sector reform.

## **7. Management arrangements and responsibilities (amend as appropriate)**

The post-holder will be professionally accountable to the employing authority and managerially accountable to the employing authority via their line manager, usually the Director of Public Health or equivalent. Professional appraisal will be 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 will be reviewed as part of the annual job planning process.

The post-holder:

- will manage the PH Team Lead Commissioning and Partnerships, Senior PH Improvement Officer and PH Improvement Officer – Children and Young People/Mental Health and public health/GP registrars as appropriate including line management duties, recruitment, appraisals, disciplinary and grievance responsibilities
- will manage public health budgets for Children and Young People and mental health and be an authorised signatory
- will be expected to take part in local authority on call arrangements for communicable disease control/health protection/emergency planning as required and depending on local arrangements.
- will be expected to deputise for the Director of Public Health as required.

## **8. Professional obligations (amend as appropriate)**

These include:

Participate in the organisation's staff appraisal scheme and quality improvement programme and ensure appraisal and development of any staff for which s/he is responsible.

Contribute actively to the training programme for Foundation Year Doctors / Specialty Registrars in Public Health and LAs management trainees as appropriate, and to the training of practitioners and primary care professionals within the locality In agreement with the DPH, becoming an Educational Supervisor.

Undertake an annual professional appraisal including completion of 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. In agreement with the DPH, contribute to the wider the public health professional system by becoming an appraiser or practitioner appraiser for a specified period of time.

In agreement with the DPH contribute as an appraiser or practitioner appraiser to the professional appraisal system.

Practise in accordance with all relevant sections of the General Medical Council's Good Medical Practice (if medically qualified) and the Faculty of Public Health's Good Public Health Practice and UKPHR requirements.

Contribute to medical professional leadership within the health system.

It is a duty of a health professional to foster scientific integrity, freedom of scientific publications, and freedom of debate on health matters, and public health professionals have a further responsibility to promote good governance and open government.

Public health practice must be carried out within the ethical framework of the health professions.

The post-holder will be expected to maintain effective, courageous, and responsible public health advocacy.

## **9. Work programme**

A formal job will be developed with the Director of Public Health. Following appointment there will be a meeting at no later than three months with the line manager to review and revise the job plan and objectives of the post holder. The overall split of the programmed activities is 7.5 to be devoted to public health duties and 2.5 to supporting professional activities (as per the Academy of Medical Royal Colleges recommendation). A formal job plan will be agreed between the post holder and the DPH three months after commencing the post and at least annually thereafter.

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.

## **10. On-call and cover arrangements**

The post holder will be expected to take part in local authority on call arrangements for communicable disease control/health protection/emergency planning as required and depending on local arrangements. The post holder will be involved in cover arrangements for the Director of Public Health and other colleagues, and will need to assure cover arrangements for their post are in place for any leave.

## **11. Wellbeing**

Effective local occupational health support is in place as well as an employee assistance program which provides confidential, impartial assistance in times of need including a 24/27, 365 days helpline. Peterborough City Council also offer a wide range of other benefits for staff.

## **12. Personal qualities**

The strategic objective of the post is to public health leadership across a range of population level activities, commission services and work with partners to improve physical and mental health outcomes and reduce inequalities with a focus on improving children and young people's physical health and their mental health and wellbeing as well as promoting mental health and wellbeing and preventing mental ill health across all ages.

The post-holder will deal with complex public health and wellbeing challenges in a multi-organisational environment with widely differing governance and finance system and organizational cultures. It is expected that the post-holder will be able to cope with such circumstances as well as multiple and changing demands, and to meet tight deadlines. A high level of intellectual rigour, political awareness and negotiation and motivation skills as well as flexibility and sensitivity are required. The post holder will advise the health and wellbeing board and make recommendations regarding services, residents' care and wider determinants of health and therefore a high level of tact, diplomacy and leadership is required including the ability work within the local political and at the same time maintain the ability to challenge and advocate for effective working and on specific issues in order to achieve public health outcomes. The achievement of public health outcomes and the successful pursuit of change are the purpose of the job and the metric against which performance will be assessed.

## **Appendix 1: FACULTY OF PUBLIC HEALTH COMPETENCIES**

(Based on the 2022 Public Health Specialty Training Curriculum)

### ***Use of public health intelligence to survey and assess a population's health and wellbeing***

To be able to synthesise data from multiple sources on the surveillance or assessment of a population's health and wellbeing and on the wider environment, so that the evidence can be communicated clearly and inform action planning to improve population health outcomes.

### ***Assessing the evidence of effectiveness of interventions, programmes and services intended to improve the health or wellbeing of individuals or populations***

To be able to use a range of resources to generate and communicate appropriately evidenced and informed recommendations for improving population health across operational and strategic health and care settings.

### ***Policy and strategy development and implementation***

To be able to influence and contribute to the development of policy as well as lead the development and implementation of a strategy.

### ***Strategic leadership and collaborative working for health***

To use a range of effective strategic leadership, organisational and management skills, in a variety of complex public health situations and contexts, dealing effectively with uncertainty and the unexpected to achieve public health goals.

### ***Health improvement, determinants of health and health communications***

To influence and act on the broad determinants, behaviours and environmental factors influencing health at a system, community and individual level to improve and promote the health of current and future generations. To be proactive in addressing health inequalities and prioritising the most vulnerable or disadvantaged groups in the population.

### ***Health protection***

To identify, assess and communicate risks associated with hazards relevant to health protection, and to lead and co-ordinate the appropriate public health response. To understand how those risks associated with hazards relevant to health protection may be influenced by climate change and environmental degradation currently and in the future.

### ***Health and care public health***

To be able to improve the efficiency, effectiveness, safety, reliability, responsiveness, sustainability and equity of health and care services through applying insights from multiple sources including formal research, health surveillance, needs analysis, service monitoring and evaluation.

### ***Academic public health***

To add an academic perspective to all public health work undertaken. Specifically to be able to critically appraise evidence to inform policy and practice, identify evidence gaps with strategies to address these gaps, undertake research activities of a standard that is publishable in peer-reviewed journals, and demonstrate competence in teaching and learning across all areas of public health practice.

### ***Professional, personal and ethical development***

To be able to shape, pursue actively and evaluate your own personal and professional development, using insight into your own behaviours and attitudes and their impact to modify behaviour and to practise within the framework of the GMC's Good Medical Practice (as used for appraisal and revalidation for consultants in public health) and the UKPHR's Code of Conduct.

### ***Integration and application of competencies for consultant practice***



To be able to demonstrate the consistent use of sound judgment to select from a range of advanced public health expertise and skills, and to use them effectively, working at senior organisational levels, to deliver improved population health in complex and unpredictable environments.

**CONSULTANT IN PUBLIC HEALTH /CONSULTANT IN PUBLIC HEALTH MEDICINE**

<b>IMPORTANT: This person specification contains changes introduced in amendments made to the NHS (Appointment of Consultants) Regulations for England, Scotland, Northern Ireland and Wales which came into force during 2005. Further amended in June 2015, and September 2018</b>		
<b>Education/Qualifications</b>	<b>Essential</b>	<b>Desirable</b>
<a href="http://legislation.gov.uk">The National Health Service (Appointment of Consultants) Regulations 1996 (legislation.gov.uk)</a> In line with legislation, inclusion in the GMC Full and Specialist Register with a license to practice/GDC Specialist List or inclusion in the UK Public Health Register (UKPHR) for Public Health Specialists <b>at the point of application.</b>	X	
<i>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 practice</i>	X	
Any public health <b>speciality registrar applicants</b> who are currently on the UK public health training programme and not yet on either the GMC, GDC or UKPHR specialist register <b>must</b> provide verifiable signed documentary evidence that they are within 6 months of gaining entry to a register at the date of interview*	X	
If an applicant is UK trained in Public Health, they must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview. If an applicant is non-UK trained, they will be required to show evidence of equivalence to the UK CCT <i>[see shortlisting notes below]</i>	X	
Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body	X	
MFPH by examination, by exemption or by assessment, or equivalent	X	
Masters in Public Health or equivalent		X
<b>Personal qualities</b>		
Able to influence senior members including directors and CEOs	X	
Able to both lead teams and to able to contribute effectively in teams led by junior colleagues	X	
Commitment to work within a political system irrespective of personal political affiliations	X	
<b>Experience</b>		
Delivery of successful change management programmes across organizational boundaries	X	
Media experience demonstrating delivery of effective health behaviour or health promotion messages		X
Experience of using complex information to explain public health issues to a range of audiences	X	
<b>Skills</b>		
Strategic thinker with proven leadership skills and operational nous	X	
Able to demonstrate and motivate organisations to contribute to improving the public's health and wellbeing through mainstream activities and within resources	X	

Ability to lead and manage the response successfully in unplanned and unforeseen circumstances	X	
Analytical skills able to utilize both qualitative (including health economics) and quantitative information	X	
Ability to design, develop, interpret and implement strategies and policies	X	
<b>Knowledge</b>		
In-depth understanding of health and care system and relationships with both local & national government	X	
In depth knowledge of methods of developing clinical quality assurance, quality improvement, evaluations and evidence based public health practice	X	
Strong and demonstrable understanding of interfaces between health, social care and key partners (dealing with wider determinants of health)	X	
Understanding of the public sector duty and the inequality duty and their application to public health practice	X	

***\*Applicants going through the portfolio registration routes (GMC or UKPHR) are not eligible to be shortlisted for interview until they are included on the register. The six-month rule does not apply to these portfolio route applicants.***

## SHORTLISTING NOTES

### Applicants in training grades

#### ***Medical and dental applicants***

All medical/dental applicants must have Full and Specialist registration (with a license to practice) with the General Medical Council or General Dental Council (GMC/GDC) **or be eligible for registration within six months of interview**. Once a candidate is a holder of the Certificate of Completion of Training (CCT), registration with the relevant register is guaranteed.

Applicants that are UK trained must ALSO be a holder of a Certificate of Completion of Training (CCT) **or be within six months of award of CCT** by date of interview demonstrated by a letter from their Training Programme Director (TPD).

#### ***Non-Medical Applicants in training programme***

All non-medical applicants must be registered with the UKPHR or be within six months of registration at the date of the interview. Applicants must provide proof (letter of confirmation from their TPD or the CCT) at interview.

### Applicants in non-training grades

Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT.

Applicants from a medical background will be expected to have gained full specialist registration with the GMC through the Certificate of Eligibility for Specialist Registration (CESR) route.

Applicants from a background other than medicine are expected to have gained full specialist registration with the UKPHR at the point of application.

**Employers are advised that individuals should not take up 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 exception to this is when the candidate holds the CCT.**

**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.**

## GENERAL CONDITIONS

**Local authority employers should add the following as appropriate to their policies and procedures.**

### **Terms and conditions of service**

Authorities may:

- (a) Use health service medical and dental contracts for all applicants.
- (b) Use health service medical and dental consultant contracts for doctors and dentists and Agenda for Change contracts for other specialists (but this is not recommended after the introduction of statutory registration).
- (c) Use local authority conditions modified to reflect professional obligations.

### **On call arrangements**

The post-holder may be expected to be on call for health protection and public health and to participate in the communicable disease and environmental hazards control and emergency planning arrangements for Peterborough City Council. Suitable training will be provided for those who need it in discussion with the UK Health Security Agency. The post holder should be trained in EPRR and be able to support their organisation's responsibilities as a Cat 1 responder (including participation in STAC or other rotas depending on local arrangements).

### **Indemnity**

As the post-holder will only be indemnified for duties undertaken on behalf of Peterborough City Council the post-holder is strongly advised to ensure that he/she has appropriate professional defence organisation cover for duties outside the scope of the Peterborough City Council] and for private activity within Peterborough City Council. For on call duties provided to other organisations as part of cross cover out of hours arrangements the Peterborough City Council has confirmed that those organisations will provide indemnity for the post-holder. These arrangements may differ across the four countries.

### **Flexibility**

The post-holder may, with their agreement - which should not reasonably be withheld - be required to undertake other duties which fall within the grading of the post to meet the needs of this new and developing service. The employing organisation is currently working in a climate of great change. It is therefore expected that all staff will develop flexible working practices both within any relevant local public health networks and at other organisational levels as appropriate, to be able to meet the challenges and opportunities of working in public health within the new and existing structures.

### **Confidentiality**

A consultant has an obligation not to disclose (other than in accordance with GMC guidelines) any information of a confidential nature concerning patients, employees, contractors or the confidential business of the organisation.

### **Public Interest Disclosure**

Should a consultant have cause for genuine concern about an issue (including one that would normally be subject to the above paragraph) and believes that disclosure would be in the public interest, he or she has a duty of candour and should have a right to speak out and be afforded statutory protection and should follow local procedures for disclosure of information in the public interest.

### **Data protection**

If required to do so, the post-holder will obtain, process and/or use information held on a computer or word processor in a fair and lawful way. The post-holder will hold data only for the specified registered purpose and use or disclose data only to authorised persons or organisations as instructed in accordance with the General Data Protection Regulation (GDPR).

### **Health and safety**

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) and its amendments and by food hygiene legislation to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients and visitors.

### **Smoking policy (amend as appropriate)**

The employing organisation has a policy that smoking is not allowed in the workplace.

### **Equal opportunities policy**

It is the aim of the employing organisation to ensure that no job applicant or employee receives less favourable treatment on grounds of gender, religion, race, colour, sexual orientation, nationality, ethnic or national origins or disability or is placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable. To this end, there is an Equal Opportunities Policy in place, and it is for each employee to contribute to its success.