

## **Review Process**

Implementation of the new Public Health Model will deliver an agile, dynamic, intelligence-led public health medicine service to protect the population from health threats, promote health, improve health services and tackle inequalities in health. Implementation will enable recruitment and retention of Public Health Consultants with the capability, autonomy, authority, accountability and leadership of multi-disciplinary teams.

The role of Consultant in Public Health Medicine will involve significant leadership and management responsibilities, with delivery of enhanced efficiencies and productivity arising from multi-disciplinary team working.

The establishment and recruitment of future posts (Phase 2 and Phase 3 posts) beyond the priority posts will be contingent on the completion of a review demonstrating clear evidence that the desired outcomes are being delivered and that there is ongoing cooperation with the reforms.

The HSE and IMO will have the opportunity to formally provide input to the review, including evidence that the desired outcomes are being delivered.

Given the timelines for an open external recruitment campaign, the year one review will examine progress in the following areas:

### **Hub and Spoke Model**

Fundamental reform of the Public Health function to enable it to fulfil a strategic leadership role in the planning and development of health services.

Particularly in light of experience of the COVID-19 Pandemic, the Public Health function being organised with a strong national function and devolved regional functions, with the necessary capacity, authority, and accountability to enable a responsive and targeted approach to public health at regional level.

### **Contract delivery**

Responsibility and accountability for the end-to-end public health response within that role and for the achievement of efficiencies, performance measures, standards, and quality improvement appropriate to that role as deemed suitable by the employer.

### **Recruitment**

Recruitment strategy implemented for initial 34 Consultant Posts, with onboarding of key number of posts;

**Leadership by appointed Consultants pending successful recruitment, for example:**

Onboarded Consultants leading multidisciplinary teams where in place,

Consultants providing internal leadership for implementation of new Public Health Model;

Consultants leading the design of a fit-for-purpose out of hours service, while maintaining service continuity. Ongoing provision of an out-of-hours service by Consultants, Directors and Specialists.

**Engagement and leadership of reform planning and implementation:**

Active membership in Implementation Working Group;

Engagement with remaining detailed design work, which will focus on:

- Defining the specific activities within the remit of each of the domains at national and regional level to deliver enhanced efficiencies;
- Engagement in the development of performance measures, productivities, responsibilities and accountabilities within each domain and functional brief;
- Establishing enhanced interactions and alignment with existing HSE management and service delivery structures;

Cooperation with workforce, change management and detailed implementation planning, which will include for example:

- Agreeing the core multidisciplinary teams for all domains of practice and the realignment of resources recruited under the pandemic plan across other domains of practice;
- Contributing to the development of implementation plans and revised SOPs to support safe provision of services during transition.

**Public Health Medicine service continuity without diminution of performance**

Continued provision of training and development of trainees in Public Health Medicine;

Cooperation with interim structures and reporting arrangements to ensure appropriate clinical governance and operational efficiency during the reform process;

Continued acceptance of the assignment/delegation of Medical Officer of Health function as appropriate to the role to meet statutory obligations for the Public Health function for the HSE area.

## **Second Review**

The year two review will include, but not be limited to, examination of progress in the above areas for the second tranche of posts and progress in the following areas for the first tranche of posts:

- Consultants leading the implementation and delivery of a fit-for-purpose out of hours service, while maintaining service continuity;
- Establishment of and participation within Public Health governance structure and management fora for public health aligned with the new Public Health Model, for example, the National Public Health Leadership Forum, senior management teams for services/domains etc;
- Consultant-led development and implementation of 3-year strategic plan for Public Health Medicine;
- Progress towards delivery of an integrated national health protection function with an all hazards approach;
- Establish processes of reconfiguration of Departments of Public Health to align and embed within Regional Health Authorities.