



**Shaping the public health profession:
The role of competences
and Essential Public Health Operations (EPHOs)**

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Workshop aim

To present and discuss
European ideas and practice
in public health workforce development
relevant for the Nordic welfare states

The aim is pursued by considering the themes:

1. Shaping the public health profession: the role of competences and Essential Public health Operations. *Anders Foldspang.*
2. Development of an IT born, competences sustained tool for individual career as well as systems planning. *Robert Otok.*
3. The public health workforce: profiles and employers' expectations. *Vesna Bjegovic-Mikanovic.*
1. The indispensable leadership: the crucial role of the comprehensive public health professional. *Kasia Czabanowska.*

The Association of Schools of Public Health (ASPHER)

ASPHER is the key independent European organisation dedicated to strengthening the role of public health by improving education and training of public health professionals for both practice and research.

Established 1966 as a WHO initiative.

2016:

112 members from 43 European countries.

14 associate members from the EMRO, PAHO and WPRO regions.

Definition of the public health discipline *

Public health is the science and art focussing on:

- Population health,
- Systems and functions to improve population health, and:
- Interactions between the two.

**) Nominal definition, applied in ASPHER's European Public Health Core Competences Programme.*

The Public Health Workforce: Classification of types *

1. Public Health Professionals
Mainly:
 - Bachelor and/or master degree in *comprehensive PH*
 - Medical doctors specialising in PH
2. Health Professionals
Doctors, nurses, dentists, midwives, physiotherapists,
other with responsibility for *selected parts of EPHOs*
3. Other
Teachers, policemen, architects, other with
*very selected PH functions only demanding
limited course components in PH*

*) *WHO Europe and ASPHER, 2013.*

The work of the public health professional:

Strategy making: planning, implementation, evaluation

1. Situation mapping and analysis: population health and intervention systems



2. Setting up goals for interventions to improve population health



3. Choosing interventions – evidence based



4. Implementation of intervention – resource allocation, organisation, management, etc.



5. Follow-up – were goals reached? Return to stage (1)

Competences needed to perform as a public health professional

ASPHER's European Public Health Core Competences Project *

| | |
|---|--|
| <i>General</i> | Methods in public health |
| <i>Population health</i> | Population health and - its social and economic determinants - its material environmental determinants |
| <i>Man-made interventions and systems</i> | Health policy; economics; organisational theory; leadership and management Health promotion: health education, health protection and disease prevention Ethics |

**) ASPHER's lists of (hundreds of) professional core competences, endorsed 2012 by WHO Europe member states; included in WHO's European Action Plan for Strengthening Public Health Capacities and Services (2012)*

Major uses of lists of competences

- Competences are characteristics of and thus may be assigned to and describe:
 - Persons (students; alumni; PH professionals)
 - Groups of people – professions
 - Public health institutions/organisations
 - A public organisational or geographical entity – EU, nations, regions, local communities
- Competences and their relationship to EPHOs constitute the rational basis for:
 - Systems planning
 - Individual career planning

Competences denote potential to act

Indicators of action - Essential Public Health Operations – EPHOs *

1. Surveillance
2. Monitoring
3. Health protection
4. Health promotion
5. Disease prevention
6. Governance
7. Public health workforce
8. Organizational structures and financing
9. Advocacy
10. Research

**) WHO Europe 2012; part of Health 2020*

From potential to action:

The Challenges-EPHOs-Core Competences (CEC) Model

Population health challenges

Demand ↓↑ *Meet and change*

Essential Public Health Operations (EPHOs) (*WHO*)

Demand ↓↑ *Performance*

Competences (*ASPHER*)

So: What about principles for public health workforce planning?

*Shaping the public health profession:
Competences and EPHOs
Anders Foldspang*

Thank you for your attention!