

COMPETENCY AREAS IN PUBLIC HEALTH MEDICINE

1. Professional Practice - promotes and monitors own professional practice;
2. Management - applies managerial skills to meet public health objectives;
3. Information Management - manages health information;
4. Communication - applies communication skills to meet public health objectives;
5. Epidemiology & Biostatistics - applies epidemiological and biostatistical skills to public health practice;
6. Risk Assessment/Management - assesses and manages public health risks;
7. Infectious Diseases - manages the prevention, surveillance and control of infectious diseases;
8. Health Promotion - promotes the health of populations;
9. Health Economics - understands the contribution of economic evaluations to public health interventions;
10. Health Care Evaluation - evaluates public health interventions;
11. Policy - analyses and develops health policy;
12. Non Communicable Disease and Injury Control - manages the prevention, surveillance and control of non communicable diseases & injury;
13. Clinical Practice - applies medical knowledge and clinical skills to public health practice.

1. Professional Practice - Promotes and monitors own professional practice

	Competency element	Performance criteria
1.	Demonstrates understanding of responsibilities of working within the health sector	<ul style="list-style-type: none"> • Uses cross cultural awareness and sophisticated interpersonal skills in working with others • Treats people with dignity & respect • Completes tasks in a timely and responsible fashion
2.	Manages professional development and personal workload	<ul style="list-style-type: none"> • Manages self to achieve organisational and personal goals, utilising effective time and stress management skills • Demonstrates skills to maintain ongoing professional development • Clarifies work-related limitations
3.	Actively participates in the AFPHM Advanced Training Program	<ul style="list-style-type: none"> • Demonstrates understanding of competency based training • Works with supervisor to apply AFPHM competencies to the determination of learning contracts • Maintains documentation necessary for describing progress in the training program, including assessment related documents
4.	Acknowledges and demonstrates ethical behaviour in public health medicine	<ul style="list-style-type: none"> • Demonstrates understanding of ethical dilemmas faced in public health practice e.g. legislation v personal choice, group v individual perspective • Consistently demonstrates ethical behaviour in professional conduct e.g. observes rules of confidentiality • Identifies the different approaches available to guide bioethics
5.	Applies understanding of public health law to professional practice, where appropriate	<ul style="list-style-type: none"> • Outlines the principal Acts that determine public health practice at a state and federal level • Identifies contexts for using legislative structures to protect public health
6.	Consistently demonstrates commitment to evidence-based	<ul style="list-style-type: none"> • Encourages that decisions regarding the care of individuals and the allocation of resources be made on

	population health practice	<p>the basis of verifiable evidence and an explicit statement of values</p> <ul style="list-style-type: none"> • Uses critical appraisal skills to evaluate evidence • Demonstrates understanding of the components of an effective research and development strategy • Recognises ways in which to enhance the likelihood of research findings being integrated into policy development and practice.
7.	Demonstrates an understanding of the role and responsibilities of the Australian Faculty of Public Health Medicine	<ul style="list-style-type: none"> • Understands how the Faculty influences decision making in the College of Physicians and other specialties. • Understands the processes through which the Faculty advocates for public health issues.
8.	Actively identifies and facilitates the contribution of clinical specialties to public health issues	
9.	Facilitates the contribution of non-medical groups to public health practice	
10.	Advocates for a resource base for social and public health research to support evidence based public health practice	<ul style="list-style-type: none"> • Understands the structure of health research funding in Australia • Understands the importance of building a solid research base.

2. Management - Applies managerial skills to meet public health objectives

Competency element	Performance criteria
1. Understands the organisation of Health Services in Australia (at federal, state and local level) and identifies appropriate points to influence decision-making	<ul style="list-style-type: none"> • Identifies the major organisational structures which make up state and federal and non government health services and understands how these influence decision making • Recognises the political, social and economic forces which influence the function of the government and non government health services • Identifies the main source of funding for health services and the public health structures that lie within these • Appreciates the infrastructure required for public health activities • Relates effectively to lines of responsibility in decision making
2. Identifies the processes associated with the effective operations of a health service	<ul style="list-style-type: none"> • Understands the management of annual business planning cycles • Recognises the potential impact of organisational change on the actions and goals of an organisation • Understands the organisation and use of strategic planning exercises
3. Manages effective working relationships at an appropriate level with a variety of individuals and groups	<ul style="list-style-type: none"> • Utilises situational leadership skills appropriately to enhance the performance of others • Communicates clearly to develop and maintain effective working relationships using a range of skills • Manages differences between team members through effective negotiation and conflict resolution

4. Manages a project	<ul style="list-style-type: none"> • Develops project plans to achieve organisational goals • Develops project timelines • Works with expert or advisory committees to clarify issues • Chairs meetings or assists the chair by contributing effectively to meetings • Identifies the key elements of budgets and the constraints these impose on a project • Plans the appropriate dissemination of results of the project.
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3. Information Management - Manages health information

Competency element	Performance criteria
1. Prepares written reports that include the descriptive presentation of data	<ul style="list-style-type: none"> • Accesses literature sources available e.g. through Medline • Professionally presents reports using word processing software • Displays data in a summarised form i.e. tables and graphs, using appropriate software • Prepares visual aids to support verbal presentations e.g. Microsoft PowerPoint
2. Analyses data sources using appropriate software packages	<ul style="list-style-type: none"> • Interrogates public health data sources using: <ul style="list-style-type: none"> - spreadsheets - databases - biostatistical packages
3. Utilises appropriate data sources to describe the health of the population	<ul style="list-style-type: none"> • Analyses and describes the type of data, format, limitations and uses of data sets from at least two major data sets
4. Communicates using electronic media	<ul style="list-style-type: none"> • Assesses electronic mail, Intranet and Internet appropriately

4. Communication - Applies communication skills to meet public health objectives

Competency element	Performance criteria
1. Prepares reports, submissions and articles on public health issues to a standard acceptable for publication	<ul style="list-style-type: none"> • Prepares reports using appropriate printed or electronic form • Prepares short reports including where applicable Ministerial briefings and internal briefings • Prepares, in part or whole, comprehensive submissions or reports such as policy documents, outbreak reports, summaries of survey results • Produces articles in peer review bulletins or professional journals to inform the public health community
2. Prepares and delivers presentations at public health related conferences	<ul style="list-style-type: none"> • Prepares clear, succinct abstracts to meet conference themes • Determines structure and content of presentation to meet conference needs

	<ul style="list-style-type: none"> • Identifies and manages preparation of appropriate presentation aids to support presentation • Presents paper and answers questions with confidence and expertise
3. Presents and consults with others in a range of formal settings	<ul style="list-style-type: none"> • Chairs and/or presents at board meetings as appropriate • Organises and chairs intersectoral committees • Presents and conducts consultation with community groups and government sectors to inform and understand perspectives • Identifies and uses presentation aids appropriate to the context and audience • Uses language, information and cross cultural skills to meet the context and audience • Communicates clearly with clinicians, technical professionals and health professionals to promote effective collaboration
4. Demonstrates understanding of effective engagement with the media	<ul style="list-style-type: none"> • Complies with organisational policy for media liaison • Writes an effective press release • Demonstrates understanding of media priorities and principles for being involved with the media • Uses strategies to gain the support of the media • Conducts self, credibly and ethically, in interviews with media • Uses media to persuade communities, organisations and individuals to adopt positive health practices.

5. **Epidemiology & Biostatistics - Applies epidemiological and biostatistical skills to public health practice**

Competency element	Performance criteria
1. Demonstrates understanding of the principal forms of epidemiological study design	<ul style="list-style-type: none"> • Considers the uses and limitations of epidemiological methods • Uses appropriate methodologies to address public health problems
2. Applies epidemiological principles when designing studies	<ul style="list-style-type: none"> • Identifies a public health problem • Formulates a study hypothesis • Identifies the study population • Selects an appropriate study design
3. Manages data collection	<ul style="list-style-type: none"> • Utilises appropriate database designs • Identifies the need for new or existing data • Describes and justifies data gathering techniques • Designs data collection instruments such as questionnaires • Ensures that appropriate quality control mechanisms are utilised to protect integrity of data collections • Identifies the resources required to manage large

	collections of data
4. Performs epidemiological analyses	<ul style="list-style-type: none"> • Defines the objectives and proposed outcomes of the analyses • Cleans and prepares the data for analysis • Performs basic descriptive analyses to verify the data • Determines an appropriate level and method of analysis for the study • Presents the results of the analysis in written and verbal formats • Maintains appropriate documentation to support scrutiny of the methodology
5. Demonstrates understanding of the epidemiological principles to establish/ evaluate a surveillance system	<ul style="list-style-type: none"> • Determines the objectives of the system • Defines how the system will operate e.g. the population under surveillance, information to be collected • Describes the quantitative attributes of the surveillance system
6. Advises other health professionals about the use of epidemiological methods	<ul style="list-style-type: none"> • Describes uses and limitations of epidemiological data and methods in accessible terms • Identifies appropriate study design and methods for epidemiological components of evaluations of health interventions and policies

6. Risk Management - Assesses and manages public health risks

Competency element	Performance criteria
1. Identifies hazards	<ul style="list-style-type: none"> • Defines what constitutes an environmental hazard • Understands the utility of public health surveillance in hazard identification, particularly in exposure to environmental hazards • Accesses the toxicological literature, as appropriate • Understands the limitations of epidemiological and toxicological research data
2. Assesses the risk	<ul style="list-style-type: none"> • Understands the principles of quantitative risk assessment • Assesses the likely magnitude and nature of the risk • Identifies the importance of the context of the risk and the factors that may modify its impact • Recognises the alternatives to quantitative risk assessment, such as consensus
3. Manages the risk	<ul style="list-style-type: none"> • Defines appropriate risk management objectives • Identifies existing policies, infrastructure and programs across all sectors intended to manage the risk • Identifies options for managing the risk with other sectors and in particular the community • Identifies what is 'acceptable risk' and whose values define this i.e. political, scientific, community • Understands how to work with other sectors to

	<p>achieve public health outcomes through implementing policy and programs or establish infrastructure</p> <ul style="list-style-type: none"> • Evaluates the outcomes of interventions including costs
4. Communicates the risk	<ul style="list-style-type: none"> • Develops strategies for informing the public, including the timing of information • Assesses the level of public interest/concern • Develops strategies for public consultation • Develops material to inform stakeholders (e.g. press releases, information kits) communication appropriate level of concern (e.g. insufficient risk and high public outrage, small but significant risk) • Describes risk education strategies that are currently in place

7. Infectious Diseases - Manages the prevention, surveillance and control of infectious Diseases

Competency element	Performance criteria
1. Demonstrates understanding of common infectious diseases, in particular notifiable infectious diseases	<ul style="list-style-type: none"> • Identifies the common infectious diseases of public health importance, in particular the notifiable infectious diseases that public health professionals address • Responds appropriately to enquiries regarding infectious diseases and initiates prevention and control action where necessary • Identifies notifications requiring prompt action • Consults with experts when appropriate
2. Recognises the public health benefit of accurate surveillance of notifiable infectious diseases	<ul style="list-style-type: none"> • Describes the types of data used to monitor notifiable infectious disease • Ensures that data of a high quality is available to support health service decision making in infectious disease issues
3. Describes appropriate response to outbreaks of infectious diseases	<ul style="list-style-type: none"> • Defines what constitutes an outbreak • Describes public health responsibilities in the management of outbreaks, as defined by the relevant Act of Parliament • Actions the key steps in the investigation of a disease outbreak • Describes the role of professional groups involved in outbreak investigations • Describes strategies for informing the public about infectious disease outbreaks • Practices appropriate time, personnel and record management for an outbreak • Applies appropriate methods of investigation including questionnaire development
4. Describes intrasectoral and intersectoral groups responsible for the control of infectious diseases	<ul style="list-style-type: none"> • Describes the organisation of infectious of disease management: <ul style="list-style-type: none"> - in the relevant state or territory - nationally

	<ul style="list-style-type: none"> • Uses appropriate communication skills to facilitate intersectoral liaison
5. Describes environmental factors that govern or exacerbate common infectious diseases	<ul style="list-style-type: none"> • Describes the contribution of environmental factors to disease or disability. • Outlines methods of control of pertinent environmental factors.

8. Health Promotion - Promotes the health of populations

Competency element	Performance criteria
1. Demonstrates an understanding of the history and contribution of health promotion to defining and solving public health problems	<ul style="list-style-type: none"> • Recognises the role of health promotion problem definition and interventions in improving the health of populations • Identifies evidence that confirms that it is effective to use health promotion strategies to improve the health of populations • Identifies theories and infrastructural factors that have been found to underpin effective health promotion practice
2. Describes the components of an effective health promotion intervention	<ul style="list-style-type: none"> • Defines the need for and focus of an intervention using appropriate research methods - quantitative and qualitative • Identifies the comprehensive range of strategies required to address the needs • Describes the evidence that supports the selection of strategies • Identifies the resources (financial and human) that are required to implement and evaluate the intervention • Identifies the stages of evaluation that are required to ensure that an intervention is efficacious and effective
3. Describes the relevance of individual and community participation in action to promote health	<ul style="list-style-type: none"> • Supports or encourages the development of structures and mechanisms to consult with and enable community members to participate in the planning, implementation and evaluation of interventions • Facilitates small effective small group interaction • Works through groups to influence knowledge, skills and practices
4. Describes mechanisms to work in partnership to achieve health outcomes	<ul style="list-style-type: none"> • Identifies the values and relevant needs of potential health promotion partners • Identifies a framework for effective intersectoral action • Works with communities to ensure satisfaction and acceptance of interventions • Identifies forms of partnership that are appropriate to the goals of working in partnership
5. Appreciates how the policy and practices of other sectors/	<ul style="list-style-type: none"> • Recognises how the policy and practices of other sectors/organisations influences the health of the

<p>organisations to promote, protect and support the health of the population</p>	<p>population</p> <ul style="list-style-type: none"> • Appreciates the importance of building effective working relationships with other sectors and organisations • Understands how to work to influence/change the policy and practices of other organisations • Acknowledges the time and resources required to create change in another organisation's policy and practices • Communicates effectively with other sectors to promote positive and appropriate collaboration.
<p>6. Demonstrates understanding of the need for advocacy for action to identify and solve public health problems</p>	<ul style="list-style-type: none"> • Ensures that their 'constituencies' have legitimised their role as an advocate on the issue • Identifies the key elements of an effective public health advocacy campaign • Identifies key channels and mechanisms through which to undertake effective public health advocacy • Appreciates the values and needs of the different organisations and populations involved in the advocacy process

9. Health Economics - Understands the contribution of economic evaluations to public health interventions

Competency elements	Performance criteria
<p>1. Demonstrates an understanding of the key concepts of economics and applies these to the public health context</p>	<ul style="list-style-type: none"> • Explains the principles of microeconomics i.e. efficiency, opportunity cost, the margin, discounting and priority setting in a public health context • Identifies key issues in costing, measuring and valuing benefits in health • Demonstrates an understanding and is able to interpret common health status measures including quality adjusted life years and willingness-to-pay • Demonstrates an understanding of the major forms of economic evaluation: cost minimisation analysis, cost effectiveness analysis, cost utility analysis, cost benefit analysis
<p>2. Appreciates how economics fits into multi-disciplinary analysis of public health problems</p>	<ul style="list-style-type: none"> • Identifies situations in which different types of economic evaluation may be used • Identifies situations in which economic evaluation may not be useful • Recognises how issues in costing, measuring and valuing impact on priority setting in health
<p>3. Understand and discuss economic evaluations relevant to public health issues</p>	<ul style="list-style-type: none"> • Recognises the key steps in critically appraising economic evaluations presented in course literature • Prepares a report describing an economic analysis
<p>4. Discusses equity in public health from an economics perspective</p>	<ul style="list-style-type: none"> • Discusses the ways in which equity can be analysed • Discusses the trade off between equity and efficiency • Discusses the forces influencing decisions regarding resource allocation in health

<p>5. Interprets the value judgements and ethical issues underlying an economic framework for public health</p>	<ul style="list-style-type: none"> • Demonstrates understanding of how achieving the health of the population can conflict with maximising the health of individuals • Demonstrates understanding of the debate on whose values to consider in economic analyses of public health issues
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10. Health Care Evaluation - Evaluates public health interventions

Competency elements	Performance criteria
<p>1. Demonstrates understanding of the role of health services evaluation in gathering data for the purposes of judging value, undertaking comparisons and making better informed practical decisions</p>	<ul style="list-style-type: none"> • Considers the differences and similarities between evaluation and 'pure' research • Identifies evaluation theories and definitions of quality in health care • Identifies public health problems which require an evaluation approach • Identifies key evaluation types and perspectives
<p>2. Understands how to plan the evaluation of a health intervention.</p>	<ul style="list-style-type: none"> • Defines the purpose of evaluation and identifies the users of the evaluation results • Determines the intervention to be evaluated and the desired outcomes of the intervention • Conceptualises and formulates evaluation questions • Identifies and negotiates with key stakeholders • Identifies the boundaries and dimensions of the evaluation • Selects appropriate comparison groups
<p>3. Evaluates or describes process of evaluating a health intervention using quantitative and qualitative evaluation techniques</p>	<ul style="list-style-type: none"> • Considers the benefits and limitations of qualitative evaluation methods • Understands how to use one or more of the following qualitative methods as a component of an evaluation: <ul style="list-style-type: none"> - document evaluation/discourse analysis - interviews - focus groups - observational methods • Applies appropriate epidemiological study design to the evaluation
<p>4. Recognises importance of consumer involvement in the evaluation of a health intervention</p>	<ul style="list-style-type: none"> • Considers the research on the involvement of consumers in health care evaluations • Incorporates consumers' assessments of interventions
<p>5. Describes the process of implementing the results of an evaluation to improve health policy or practice</p>	<ul style="list-style-type: none"> • Utilises research evidence on factors which produce changes in clinical and managerial practice • Identifies potential barriers to effective evaluations and implements strategies to address these • Works with others to implement evaluation results

11. Policy - Analyses and develops health policy

Competency elements	Performance criteria
<p>1. Undertakes analysis of health policy to ensure it promotes, protects and supports the maintenance of the health of the population</p>	<ul style="list-style-type: none"> • Recognises how health policy influences the health of populations • Recognises the steps and key stakeholders in health policy development • Understands how to work to influence/change health policy using evidence to support the direction and goals of the proposed change • Understands how to work to influence health policy to ensure that it contributes to reducing inequalities in the health of the population • Acknowledges the time and resources needed to influence health policy
<p>2. Determines whether a new policy or guideline is required to address specified public health issues</p>	<ul style="list-style-type: none"> • Analyses issues to define the problem • Uses appropriate quantitative and qualitative methodology to describe the issue • Clarifies the limitations of existing data sets used in defining the issue • Clarifies the need for the policy and its potential contribution • Identifies and interprets related policy documents
<p>3. Prepares a policy or guideline. Alternatively describes process of preparing policy or guidelines</p>	<ul style="list-style-type: none"> • Identifies a range of options to address the issue and their implications • Conducts consultative processes for option appraisal by stakeholders • Prepares reports and draft policy statements to inform and support the policy development process • Supports policy development and approval through the bureaucratic structure
<p>4. Demonstrates understanding of policy implementation</p>	<ul style="list-style-type: none"> • Identifies the key audience groups of a/the policy • Facilitates the communication and discussion of policy • Identifies the key strategies that enable the successful implementation of policy • Identifies factors that lead to the failure of policy implementation
<p>5. Evaluates the impact of a policy or guideline</p>	<ul style="list-style-type: none"> • Uses appropriate epidemiological study design to evaluate the impact of a policy on the health of the population • Takes a population perspective of the implications of policies/guidelines • Communicates results of evaluation
<p>6. Influences health decision-making at all levels in the public health system</p>	<ul style="list-style-type: none"> • Understands key decision making processes • Advocates for a population health approach in health decision making • Introduces a population perspective to policy forums

12. Non infectious disease & injury control - Manages the prevention, surveillance and control of non infectious diseases & injury

Competency element	Performance criteria
1. Demonstrates understanding of common non-infectious diseases and injury patterns in Australia	<ul style="list-style-type: none"> Describes the epidemiology of the major non-infectious diseases and injuries in Australia & New Zealand Identifies the common non-infectious diseases of public health importance that public health professionals address Responds appropriately to enquiries regarding non-infectious diseases and initiates prevention and control action where necessary Consults with experts when appropriate
2. Recognises the public health benefit of accurate surveillance of non infectious diseases and injury	<ul style="list-style-type: none"> Describes the types of data used to monitor non-infectious disease and injury Ensures that data of a high quality is available to support health service decision making
3. Describes appropriate responses to common non-infectious diseases and injury by the public health workforce	<ul style="list-style-type: none"> Describes public health responsibilities in the management of non-infectious disease Actions the key steps in the investigation of a disease outbreak Describes the role of professional groups involved in investigations Describes strategies for informing the public about non-infectious disease outbreaks Practices appropriate time, personnel and record management for an investigation Applies appropriate methods of investigation including questionnaire development
4. Describes intrasectoral and intersectoral groups responsible for the control of non infectious diseases and injury control	<ul style="list-style-type: none"> Describes the organisation of non infectious disease management: <ul style="list-style-type: none"> - in the relevant state or territory - nationally Uses appropriate communication skills to facilitate intersectoral liaison
5. Describes environmental factors that govern or exacerbate common non-infectious diseases & injury	<ul style="list-style-type: none"> Describes the contribution of environmental factors to disease or disability. Outlines methods of control of pertinent environmental factors.

13. Clinical Practice - Applies medical knowledge and skills to public health practice

Competency element	Performance criteria
1. Demonstrates understanding of the clinical features, epidemiology and risk factors for; <ul style="list-style-type: none"> – major non-communicable diseases and injuries – major infectious diseases – major behavioural and psychiatric disorders – disorders of addiction in Australia and/or New Zealand	<ul style="list-style-type: none"> Describes the epidemiology major clinical features and risk factors for these disorders.

<p>2. Identifies resources needed for prevention (where possible) and treatment of these disorders/diseases</p>	<ul style="list-style-type: none"> • Identifies resources needed for prevention and/or treatment – with particular attention to public health requirements.
<p>3. Understands the role of best practice guidelines, medical ethics, evidence based medicine and educational programs in guiding clinical practice</p>	<ul style="list-style-type: none"> • Assesses and describes an example of best practice guidelines • Assesses a data source (e.g. Cochrane Collaboration) and understands the process of development of evidence based medical practice.
<p>4. Understands the principles and options underlying the allocation of resources to areas of clinical practice</p>	<ul style="list-style-type: none"> • Understands the processes by which resource allocation for areas of clinical practice may be decided.