SFHGEN114
Develop and agree strategies to meet the health and wellbeing needs of a population

Overview

This standard covers the development and agreement of strategies to meet the identified health and wellbeing needs of a population. These include equity of provision through targeting resources at those most in need, participation of the population in identifying their needs, and evaluating the effectiveness of the means of meeting those needs. Practitioners need to keep an open mind and be alert to areas where needs may be changing or where current means of meeting needs are failing to serve the requirements of some section of the population. Note that 'a population' may refer to a local or geographical area or a group of people with specific needs which can be dealt with together.

This standard applies to anyone who has the responsibility of working with others to develop, implement and improve strategies to meet the health and wellbeing needs of a population, whether this be at national, regional or local level. Users of this standard will need to ensure that practice reflects up to date information and policies.

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Performance criteria

You must be able to:

P1   conduct consultation with stakeholders over strategies in a manner which is open, realistic and likely to engage their interest and support

P2   identify criteria for evaluating a range of strategic options in partnership with stakeholders

P3   identify alternative strategies which are capable of meeting the criteria

P4   plan negotiation and consultation processes which are capable of generating the required feedback on strategic options within realistic timescales

P5   initiate negotiation and consultation processes which are appropriate to stakeholders

P6   monitor negotiation and consultation processes for their effectiveness in producing the necessary feedback

P7   make necessary modifications to negotiation and consultation processes when they are failing to produce the feedback required

P8   correctly analyse and summarise feedback from negotiation and consultation processes

P9   draw conclusions from appraising strategies which are valid given the information and evidence available and adequately reflect consideration of all the agreed criteria

P10   accurately assess preferred strategic options for their relative strengths and weaknesses, costs, benefits and risks

P11   confirm preferred strategic options as:

P11.1 meeting the identified criteria

P11.2 reducing risks

P11.3 attainable within agreed timescales

P11.4 within resource constraints

P12   finalise strategies, following decisions on preferred strategic options, and provide sufficient detail to allow the development of specific programmes, projects and plans, and controls and contingency plans

P13   publish an agreed strategic plan in an appropriate form and distribute this to the people who need it at a time when it can be of maximum use

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You need to know and understand:

K1 the range of strategic options for optimising health and wellbeing needs

K2 those means which are particularly helpful for meeting the needs of different groups in the population

K3 factors which affect the focus and range of the different means and any preferred suppliers

K4 the different options for change to make means more appropriate for the health and wellbeing needs of the population

K5 the ways in which the implementation of those different options would need to be managed and the knock-on effects which they might have

K6 the extent to which options for change are feasible given the other factors which might be brought into play

K7 how to present proposals for change constructively and in ways which help people see their benefits

K8 the sort of arguments which may be effective to counter others' views and how these can be offered constructively

K9 how to challenge current practice and help people to think creatively particularly in relation to the needs of those groups who are not currently well served

K10 the reasons why some ways of optimising health and wellbeing may be preferred over others and how this can be challenged if this is appropriate

K11 how to clarify issues with decision makers

K12 how to identify and assess the types and level of risk inherent in different strategic options

K13 sources of information on how others have developed strategies and decided on options

K14 strategic options which are available and how to assess their relative strengths, weaknesses, opportunities and threats

K15 methods of evaluating strategic options

K16 methods of presenting and preparing reports for decision making

K17 how to identify and evaluate the different options for implementation

K18 methods of calculating timescales, setting milestones and deadlines

K19 how to calculate resource requirements for implementing strategies

K20 the indicators of effectiveness and conditions for success which are relevant to strategies focused on meeting identified health and wellbeing needs

K21   different methods of planning action plans/strategy implementation and how to use them

K22   methods of gathering, collating and structuring information on strategies

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Additional Information

External Links   This standard links with the following dimension within the NHS Knowledge and Skills Framework (October 2004):

Dimension: Core 4 Service Improvement

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Developed by	Skills for Health
Version number	1
Date approved	March 2013
Indicative review date	March 2018
Validity	Current
Status	Original
Originating organisation	Skills for Health
Original URN	MH52
Relevant occupations	Healthcare professionals
Suite	General Healthcare
Key words	Strategy; population; health; wellbeing; needs