

SFHPHP36

Contribute to the formulation of policy specifically focused on improving health and wellbeing



Overview

This standard covers contributing to the formulation of policy where the purpose is specifically directed at improving health and wellbeing at a macro level. The policies to improve health and wellbeing might be being developed within the practitioner's own agency or within another agency.

Users of this standard will need to ensure that practice reflects up to date information and policies.

SFHPHP36

Contribute to the formulation of policy specifically focused on improving health and wellbeing

Performance criteria

- You must be able to:*
- P1 establish the purpose and scope of developing the policy under consideration
 - P2 bring any inconsistencies in stakeholders' aims and commitments to their attention in a manner that is likely to facilitate the effective formulation of policy
 - P3 identify the opportunities, constraints and dilemmas that will affect the policy development and make an assessment of their relative impact
 - P4 work in partnership with others to develop clear and explicit criteria for assessing the policy
 - P5 work in partnership with others to assess the range of policy options using the developed criteria
 - P6 work in partnership with others to select options that
 - P6.1 are feasible and viable
 - P6.2 strike the optimum balance between known opportunities and constraints and the purpose for developing the policy
 - P6.3 are based on sound evidence
 - P7 offer their own individual contributions to the drafting of policies to others for their critical scrutiny within an agreed timescale
 - P8 constructively use feedback from others on your own contributions to improve future drafts
 - P9 offer constructive comments to individuals who have drafted other parts of the policy
 - P10 work in partnership with others to write clear and plain finalised policies that
 - P10.1 explain their relationship to regulatory requirements
 - P10.2 explain their relationship to aims, values and other principles
 - P10.3 explain clearly areas where there may be confusion
 - P10.4 include procedures and guidelines for implementation
 - P10.5 include the necessary coordination across agencies
 - P10.6 state the training and support needed by those who will implement the policy
 - P10.7 state how performance will be monitored
 - P10.8 state responsibilities and roles
 - P10.9 state how to minimise risks
 - P10.10 include review processes, methods, timescales and criteria
 - P10.11 are fit for their intended purpose
 - P11 communicate agreed policy to key interest groups in an appropriate way

SFHPHP36

Contribute to the formulation of policy specifically focused on improving health and wellbeing

Knowledge and understanding

You need to know and understand:

- K1 the social construction of health and illness and how this affects people's perceptions
- K2 the kinds of misinformation which people receive about health and wellbeing and how this can be counteracted
- K3 stressors to health and wellbeing: biological; chemical; physical; social; psychosocial
- K4 health needs which may remain hidden, why needs related to health and wellbeing may not be known (e.g. domestic violence)
- K5 inequality and discrimination and their impact on health and wellbeing: how to recognise and address inequality and discrimination in the context of Human Rights legislation
- K6 communication skills: how to respond to differences in the way that people communicate; the ways in which communication can be altered for different needs and contexts; barriers to cross cultural communication and ways of overcoming them; how to organise and provide appropriate translation and interpreting services
- K7 negotiation and influencing skills
- K8 evaluation of the relative priorities of different stakeholders
- K9 policy development (i.e. the nature of policies directed at health improvement; the principles which underpin policy setting and how these can be built into policy formulation; the context in which policy development takes place; the process and purpose of policy development; the factors and priorities which may influence the development of policies and their acceptance (e.g. public opinion, legislation, resource implications, knowledge and practice and technology); the range of different aspects which needs to be developed in policies directed at health improvement; the tensions and conflicts which may arise during the development of policies directed at health improvement (e.g. between public and personal responsibility)
- K10 how health improvement and the reduction of inequalities can be promoted in policies which have other aims at their centre; the ways in which policies directed at health improvement and the reduction of inequalities can address a wide number of social exclusion issues
- K11 the various uses of information technology in the development of policies (e.g. in modelling); methods of forecasting trends and developments and identifying factors which may affect policies; methods of analysing relevant information (e.g. via SWOT analysis [strengths, weaknesses, opportunities and threats], modelling) and assessing implications for future direction and policy
- K12 the concept of policy development, implementation and evaluation as a

SFHPHP36

Contribute to the formulation of policy specifically focused on improving health and wellbeing

multi-sectoral activity which builds on inter-sectoral collaboration; the role and benefits of collaboration and participation throughout policy development and implementation ie from the formulation of policies through to policy implementation and evaluation; who participates, how participation occurs and the benefits of it at various stages of the policy development, implementation and evaluation process; how to negotiate and agree the roles of workers in the work to be undertaken; how to develop effective working relationships with people who are not working in the same team but are working towards the same aims; how teams and collaborative work evolve over time and the impact of this on relationships and effective working

- K13 those individuals and groups who have a stake in the development of policy and the different views each may have, how to facilitate access for people/sections of the population so they can have a voice in policy setting; overall framework for conceptualising and developing indicators to measure participation in policy development; the purpose of involving, and ways to involve, the community in policy development and the benefits of using structures already in existence to do so; people in the group, community or agency who may have a vested interest in, or set agenda for, developments and how to evaluate the benefits and disadvantages which their involvement bring to the work in the short and longer term; how to evaluate the extent to which the people who become involved in policy development are representative and how more marginalised groups can be encouraged to participate; the range of processes which can be used to enable groups, communities and agencies to identify their own concerns and priorities and reflect on these; how to enable workers in the sector and policy makers to appreciate the vital role which community-based initiatives have on policy development and how to enable them to develop skills to interact with the community effectively; effective means of communicating agreed policy/policies to interest groups
- K14 the different machinery which is needed to implement policies; the reasons why the detail of policies should explain their relationship to regulatory requirements, and to aims and values; how to formulate policies which are capable of effective implementation
- K15 the resources available to put the policies into effect; how to estimate the cost of different policies and options; how to recommend and evaluate alternatives for policy; the rationale for setting up arrangements for monitoring and reviewing policies and how this can best be achieved and how to determine the necessary frequency for monitoring; the different methods which may be used to monitor progress and how to use them validly and reliably; how to analyse information to reveal actual or potential problems with policies; the criteria which may be used to evaluate progress and how these differ over time and in different

SFHPHP36

Contribute to the formulation of policy specifically focused on improving health and wellbeing

contexts

- K16 the range of issues which people and agencies are likely to experience when they are seeking to implement new policies; the ways in which issues can be turned round to develop solutions and move practice forward
- K17 the specific legislation, guidelines of good practice, charters and service standards that relate to the work being undertaken and the impact of these on the work
- K18 the services, policies and priorities of the worker's agency and how it relates to other agencies in the sector
- K19 the data storage and retrieval systems used by agencies working in health improvement
- K20 the codes of practice and protocols about confidentiality and information sharing between agencies working in partnership
- K21 own role and responsibilities and from whom assistance and advice should be sought if necessary
- K22 reasoning processes to determine approach and methodology
- K23 the application of the principles of equality, diversity and anti-discriminatory practice to work
- K24 the need to develop one's own competence and skills in line with changes in knowledge and practice; how the worker's area and scope of practice are changing, the evidence which is available on the work and the implications of this for their own skill and knowledge base how the worker has maintained their knowledge, skills and competence

SFHPHP36

Contribute to the formulation of policy specifically focused on improving health and wellbeing

Additional Information

External Links

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

Dimension: HWB1 Promotion of health and wellbeing and prevention of adverse effects on health and wellbeing

Level: 4

SFHPHP36

Contribute to the formulation of policy specifically focused on improving health and wellbeing

Developed by Skills for Health

Version number 1

Date approved June 2007

Indicative review date June 2009

Validity Current

Status Original

Originating organisation Skills for Health

Original URN PHP36

Relevant occupations Health and Social Care; Healthcare and Related Personal Services

Suite Public Health

Key words Policy development, evaluation, partnership, health improvement, health inequalities