SFHPHP37
Evaluate and review the effects of policies on health improvement

Overview

This standard covers working in partnership with others to evaluate and review the effects of policies on health improvement 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.

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Performance criteria

You must be able to:

P1 monitor at optimum intervals the effectiveness of policies in achieving their intended purpose and meeting the agreed criteria

P2 scan those areas in which the policy may have had an impact and identify trouble spots

P3 analyse information to reveal any actual or potential problems in the formulation or implementation of policy

P4 take timely and appropriate action to solve arising issues in cooperation with stakeholders

P5 offer appropriate support to those experiencing problems with implementing policies at a time when it can be of optimum use

P6 communicate achievements and progress to stakeholders in a manner that encourages them to remain committed

P7 make clear recommendations as to how and why policies could be improved at times when they can have the most effect

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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   the stressors to health and wellbeing: biological; chemical; physical; social; psychosocial

K4   the 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   how to apply communication skills (i.e. 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   how to undertake evaluation consistent with 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 the concept of policy development, implementation and evaluation as a multi-sectoral activity which builds on inter-sectoral collaboration; the role and benefits of collaboration and participation throughout policy development and implementation i.e. 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

K11 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

K12 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 contexts

K13 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

K14 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

K15 the services, policies and priorities of the worker's agency and how it relates to other agencies in the sector

K16 the data storage and retrieval systems used by agencies working in health improvement

K17 the codes of practice and protocols about confidentiality and information sharing between agencies working in partnership

K18 own role and responsibilities and from whom assistance and advice

should be sought if necessary

K19 reasoning processes to determine approach and methodology

K20 the application of the principles of equality, diversity and anti-discriminatory practice to work

K21 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

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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: HWB1 Promotion of health and wellbeing and prevention of adverse effects on health and wellbeing
Level: 4

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