

SFHPHP40

Evaluate and recommend changes to policies to improve health and wellbeing



Overview

This standard covers evaluating and recommending changes to policies to improve health and wellbeing in circumstances in which the worker has little direct control over policy decisions.

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

SFHPHP40

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Performance criteria

You must be able to:

- P1 monitor the effectiveness of policies in achieving their intended purpose at optimum intervals
- P2 undertake monitoring so that it scans potential areas of impact and in a way that is capable of identifying trouble spots
- P3 analyse information to reveal any actual or potential problems in the formulation or implementation of policy
- P4 bring issues about the implementation of policy to the attention of stakeholders in an appropriate way
- P5 develop clear recommendations for improving policies that strike the best balance between the achievements made and any noted shortfalls
- P6 offer recommendations to stakeholders in a form and at a time that is suitable for their use
- P7 offer the appropriate support to resolve the situation when individuals misinterpret or query the information provided

SFHPHP40

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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 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)
- K7 how to apply negotiation and influencing skills
- K8 the relative priorities of different stakeholders
- K9 policy development
- K10 the concept of policy development, implementation and evaluation as a multi-sectoral activity which builds on inter-sectoral collaboration
- K11 those individuals and groups who have a stake in the development of policy and the different views each may have
- K12 how to present information and arguments in ways and at times which capture people's interests and encourage them to take action
- K13 how to develop recommendations which strike the best balance between the different factors which have to be taken into account
- K14 how to present recommendations in forms which are suitable for the audience who are to use them
- K15 the relationship between offering support and identifying issues and problems
- K16 how to decide the most appropriate strategy for the situation balancing the requirements of one's own work role with the needs and interests of the people and the context
- 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

SFHPHP40

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- 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

SFHPHP40

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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

SFHPHP40

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