SFHPHP45
Lead others in improving health and wellbeing

Overview

This standard covers leading others in improving health and wellbeing. This might happen during ongoing work and/or on specific set occasions, such as when the practitioner is chairing/facilitating meetings.

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   work with others to identify and agree the roles and responsibilities of different people and organisations involved in improving health and wellbeing

P2   enable others to
    P2.1   understand their contribution to health and wellbeing
    P2.2   offer suggestions, ideas and views
    P2.3   take an active part in improving health and wellbeing
    P2.4   share achievements
    P2.5   challenge tradition and take risks
    P2.6   contribute constructively and with innovation

P3   communicate information on developments in knowledge and practice using methods appropriate to the people and context

P4   identify potential areas of conflict between individual, team and organisational aims and objectives and take the appropriate steps to manage them

P5   encourage shared responsibility for any arising problems and tensions

P6   make recommendations for future resourcing to improve health and wellbeing that
    P6.1   are consistent with objectives and policies
    P6.2   clearly indicate health improvement outcomes

P7   record and disseminate the outcomes of improving health and wellbeing and any learning that has taken place

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   inequality and discrimination and their impact on health and wellbeing: how to recognise and address inequality and discrimination

K5   different models of leadership their application in different contexts

K6   essential aspects of leadership - objectivity, impartiality, integrity, foresight and the need to manage uncertainty and prolonged time-scales

K7   barriers to leadership and how these can and have been overcome

K8   effective ways of leading different individuals and teams at different stages of development and change

K9   how improving health and wellbeing can be promoted with agencies and individuals who have other interests

K10 networking and liaison skills, how to develop and use these oneself and support others to do so

K11 consultation, negotiation and facilitation skills with different individuals and groups and in different contexts

K12 models of agency development and how these have been put into action by others, the basis of these models and their meaning for the practice of workers

K13 principles of effective change management: effective change management processes and how these may differ in different contexts and settings

K14 principles of management theory and management skills to the development of capacity and capability to improve health and wellbeing

K15 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

K16 principles and benefits of collaborative working and the importance of reaching agreements about roles and responsibilities and arrangements for decision-making; the importance of involving the community in collaborative working

K17 the impact of one's own and others' role, competence and power on the improvement of health and wellbeing given that it is socially constructed

K18 the concept of learning styles and different approaches to learning

K19 the ways in which, and the opportunities for highlighting, improving

health and wellbeing can be addressed in a wide number of measures

K20 evidence of how improving health and wellbeing has been integrated into policies in a range of settings and the benefits of using these examples as illustrations

K21 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

K22 the services, policies and priorities of the worker's agency and how it relates to other agencies in the sector

K23 the data storage and retrieval systems used by agencies working in health improvement

K24 codes of practice and protocols about confidentiality and information sharing between agencies working in partnership

K25 own role and responsibilities and from whom assistance and advice should be sought if necessary

K26 reasoning processes to determine approach and methodology

K27 applying the principles of equality, diversity and anti-discriminatory practice to work

K28 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: Core 4 Service improvement
Level: 4

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