

## SFHPHS15

Implement strategies for putting policies to improve health and wellbeing into effect



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### Overview

This standard covers implementing strategies to put the policies into effect. It is applicable at both national and 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 work jointly with others to:
  - P1.1 identify and agree outcomes, outputs and targets for the strategies
  - P1.2 identify and agree inputs and processes (including costs and best value)
  - P1.3 formulate strategies that are appropriate to the policy, the context and the people involved
- P2 develop implementation methods and plans which take account of:
  - P2.1 evidence of past practice
  - P2.2 priorities, objectives and context
  - P2.3 the roles, responsibilities and level of commitment of different people
  - P2.4 the resources available
  - P2.5 others' interests, values and contexts
- P3 discuss and agree with relevant people plans for implementing the strategy, including how it will be monitored
- P4 support people throughout implementation encouraging them to offer suggestions, ideas and views and take an active part in the process
- P5 take the appropriate actions when there are deviations from plans

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#### Knowledge and understanding

*You need to know and understand:*

- K1 how to apply influencing and negotiating skills in the implementation of policy
- K2 the evaluation of the context in which policies are to be implemented
- K3 how to identify the different skills that are needed to implement strategies effectively in the context and apply these to that context
- K4 appraising team dynamics in a context and judging how these will help or hinder effective implementation of policy
- K5 how to identify the actions that can be taken to facilitate team working and apply these effectively
- K6 how to identify the different ways in which individuals and teams can be supported in the implementation of policy (e.g. encouragement and motivation, training and coaching, representation of views to others, information and advice, accessing expertise, resourcing) and apply each of these effectively to meet the needs of the context
- K7 the application of principles and models of strategy development (such as rational decision making, logical incrementalism, umbrella strategies, negotiated strategies) to the implementation of policies for improving health and wellbeing and reducing inequalities
- K8 project management skills to identify the different tasks that need to be done and their interaction and dependency, identify who is best placed to undertake different aspects and the timescales for the achievement of the different parts of the policy

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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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**Developed by** Skills for Health

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**Version number** 1

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**Date approved** June 2007

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**Indicative review date** June 2009

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**Validity** Current

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**Status** Original

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**Originating organisation** Skills for Health

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**Original URN** PHS15

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

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**Suite** Public Health

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**Key words** Strategy implementation, health improvement, reducing inequalities, joint working