

PHS21 Develop capacity and capability to improve health and wellbeing

OVERVIEW

This standard covers developing capacity and capability to improve health and wellbeing. Users of this standard will need to ensure that practice reflects up to date information and policies. Version No 1

KNOWLEDGE AND UNDERSTANDING

You will need to know and understand:

- 1.the principles of management theory and management skills applied to the development of capacity and capability to improve health and wellbeing
- 2.the principles of effective change management applied to implementing and securing change
- 3.how to learn from experience reflecting on own evaluation of the situation and feedback from others
- 4.how to appraise the benefits of, and evidence for, continuing personal development both for oneself and other team members
- 5.the different ways in which individuals and teams learn and the benefits and disadvantages of the different approaches (eg mentoring)
- 6.how to identify personal and others' learning needs and take action to meet them
- 7.the concept of learning styles and different approaches to learning and apply these to own and others' learning and development
- 8.the tensions that may occur between developing people and the ongoing delivery of services and how these tensions can be managed
- 9.the principles of resource prediction and allocation and how to apply them effectively in developing capability and capacity
- 10.applying the findings from audit and evaluations in developing capability and capacity
- 11.how to evaluate 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

PERFORMANCE CRITERIA

You must be able to do the following:

1. effectively monitor advances in knowledge and practice in your own area of work and remain fully up-to-date with developments
2. offer clear, concise information on developments in knowledge and practice to others using methods which are effective for the individuals and the context
3. evaluate with others relative strengths and effectiveness in different settings
4. identify potential areas of conflict between individual, team and organisational interests and values and take the appropriate steps to manage them
5. develop plans to improve own and others' behaviour, practice and competence consistent with:
 1. different learning styles
 2. evidence-based practice
6. make recommendations for future resourcing that:
 1. take account of relevant past experience and future trends and developments
 2. are consistent with objectives and policies
 3. clearly indicate potential benefits
7. identify problems with resources promptly and recommend corrective action to the relevant people as soon as possible
8. make recommendations for improving the use of resources in an appropriate and timely manner to the relevant people
9. present recommendations for improving capacity and capability in an appropriate and timely manner to the relevant people

ADDITIONAL INFORMATION

This National Occupational Standard was developed by Skills for Health. This standard links with the following dimension within the NHS Knowledge and Skills Framework (October 2004): Dimension: G7 Capacity and capability This standard has replaced PH08.00