



Australian Government

Department of Education, Employment and Workplace Relations

HLTPOP501C Apply a population health framework

Release: 1

HLTPOP501C Apply a population health framework

Modification History

Not Applicable

Unit Descriptor

Descriptor

This unit is intended to support workers to understand and apply the underlying principles and philosophy that must be reflected in all areas of population health work

This includes using appropriately a range of "change action" frameworks underpinning population health work

The unit also assists in locating the population health worker within the larger context of regional, national and international initiatives on promoting health

Application of the Unit

Application

This unit applies to work in a public health context

Licensing/Regulatory Information

Not Applicable

Pre-Requisites

Not Applicable

Employability Skills Information

Employability Skills

This unit contains Employability Skills

Elements and Performance Criteria Pre-Content

Elements define the essential outcomes of a unit of competency.

The Performance Criteria specify the level of performance required to demonstrate achievement of the Element. Terms in italics are elaborated in the Range Statement.

Elements and Performance Criteria

ELEMENT

PERFORMANCE CRITERIA

- | | |
|--|---|
| <p>1. Apply the principles of the <i>population</i> health approach to relevant work</p> | <p>1.1 Identify current and historic <i>concepts of health</i> and its determinants</p> <p>1.2 Identify key principles to a population health approach</p> <p>1.3 Modify work approach so as to apply key principles of population health</p> |
| <p>2. Select from of a range of <i>'change action' frameworks</i> that underpin population health work</p> | <p>2.1 Identify relevant population health 'change action' frameworks</p> <p>2.2 Match appropriate 'change action' frameworks to population health tasks on the basis of theory and/or past evidence</p> <p>2.3 Recognise and reflect a multi-disciplinary and multi-strategic approach in population health work</p> <p>2.4 Notice and remedy the consequences of poor selection</p> |

ELEMENT

3. Work effectively within the local, state, national and international context within which a population health worker operates

PERFORMANCE CRITERIA

- 3.1 Identify and assess relevant local, state and national organisations, networks, policies and initiatives supporting population health
- 3.2 Explore priority population health issues at the local, state, national level and international levels
- 3.3 Determine limitations on actions resulting from legislation etc. and discuss with superiors, peers and other team members
- 3.4 Clarify own role as part of a multi-sectoral and multi-strategic approach to population health

Required Skills and Knowledge

REQUIRED SKILLS AND KNOWLEDGE

This describes the essential skills and knowledge and their level required for this unit.

Essential knowledge:

The candidate must be able to demonstrate essential knowledge required to effectively do the task outlined in elements and performance criteria of this unit, manage the task and manage contingencies in the context of the identified work role

This includes knowledge of:

- Equity issues in population health
- Evidence-based practice
- National, State and local health policies, goals, targets and priorities and relevant legislative frameworks
- Population health issues in Australia
- Principles and practices of population health
- Range of population health strategies and application of best practice in population health
- Relevant international charters/declarations and documents (e.g. Ottawa Charter, Alma Ata, Jakarta Declaration, The Solid Facts by WHO)
- Social determinants of health
- Theory and practice of population health including health promotion, health protection and prevention of communicable and non communicable diseases
- Types of organisations involved in population health in Australia

Essential skills:

It is critical that the candidate demonstrate the ability to effectively do the task outlined in elements and performance criteria of this unit, manage the task and manage contingencies in the context of the identified work role

This includes the ability to:

- Apply analytical thinking, problem solving and critical appraisal
- Apply effective communication and interpersonal skills including:
 - high level written or verbal
 - negotiation and liaison

REQUIRED SKILLS AND KNOWLEDGE

- consultation
- conflict resolution and mediation
- Gather information from documentation, consultation and other sources
- Translate 'big picture' information into value at the local and regional level

Evidence Guide

EVIDENCE GUIDE

The evidence guide provides advice on assessment and must be read in conjunction with the Performance Criteria, Required Skills and Knowledge, the Range Statement and the Assessment Guidelines for this Training Package.

Critical aspects for assessment and evidence required to demonstrate this competency unit:

- The individual being assessed must provide evidence of specified essential knowledge as well as skills

Access and equity considerations:

- All workers in the health industry should be aware of access and equity issues in relation to their own area of work
- All workers should develop their ability to work in a culturally diverse environment
- In recognition of particular health issues facing Aboriginal and Torres Strait Islander communities, workers should be aware of cultural, historical and current issues impacting on health of Aboriginal and Torres Strait Islander people
- Assessors and trainers must take into account relevant access and equity issues, in particular relating to factors impacting on health of Aboriginal and/or Torres Strait Islander clients and communities

EVIDENCE GUIDE

Context of and specific resources for assessment:

- This unit may be assessed in the workplace or in a simulated workplace under normal conditions
- The unit may be assessed in the classroom and may contain a strong theoretical emphasis
- Access to:
 - a range of government and non-government policy documents and reports and statistics
 - journals, books and external expertise
 - documents and other materials (charters, declarations, discussion papers, etc.) from international conferences on population health
 - a range of government and non government policy documents and reports and statistics
 - organisation policies and procedures

Method of assessment

- Observation of performance
- Written tasks
- Interviewing and questioning
- Formal appraisal systems
- Staff client feedback
- Portfolio/CV
- Supporting statement of supervisors
- Evidence of relevant work experience/formal or informal learning
- Case studies and scenarios as a basis for the discussion of issues in population health project planning
- Project, exercise or investigation with relaxed time restraints requiring a significant part of the work to be carried out without close supervision and requiring the completion of a project report

Range Statement

RANGE STATEMENT

The Range Statement relates to the unit of competency as a whole. It allows for different work environments and situations that may affect performance. Add any essential operating conditions that may be present with training and assessment depending on the work situation, needs of the candidate, accessibility of the item, and local industry and regional contexts.

The term population may refer to:

- General Australian population
- Any sub-group within that population identified by age, sex, ethnicity, sexual identity, geographical location, physical environment, lifestyle choices, socio economic status, disability, health status, etc.
- Any community defined as collective group of people identified by common values and mutual concern for the development and well-being of their group or geographical area

Relevant work implies:

- That not all of a particular worker's (paid) role may be classified as 'population health'
- Indeed for most workers, population health work will be a component only (sometimes small) of their total work role.
- This unit applies only to that part of the role that adopts the population health principles and change action frameworks listed below

Concepts/models of health include:

- Medical model
- Salutogenic model
- Social view of health
- Academic/professional models of health

RANGE STATEMENT

- Health determinants may include:*
- Political
 - Biological and genetic factors
 - Physical environment
 - Social factors (e.g. social gradient, stress, early life, social exclusion, work, unemployment, social support, addiction, food, transport, housing, etc.)
 - Behavioural
 - Cultural
 - Quality of and access to health services

- Key principles to a population health approach may include*
- Population focus
 - Preventive focus with stress on building individual/community's capacity to control health determinants for a better quality of life
 - Sensitivity to access and equity issues/health inequalities
 - Sensitivity to cultural differences
 - Health as a resource for everyday living and not as end in itself
 - Health as a result of complex interaction among determinants
 - Health as a context for power relations with society
 - Shared responsibility of health
 - Educational-Ecological approach
 - Evidence-based approach
 - Principles of equity and non-discriminatory practice

RANGE STATEMENT

Change action frameworks of population health may include:

- Upstream investment (investment directed at root causes to maximise potential benefits)
- Increased accountability for health outcomes
- Re-orienting health sector
- Capacity building
- Working in partnerships (e.g. joint ventures, collaboration, alliances, coalitions, partnerships)
- Employment of mechanisms to promote community participation
- Public policy development (legislation and regulation, resource allocation and incentives)
- Creation of supportive natural and built environments
- Addressing health inequalities/health inequalities approach
- Personal and social development through provision of information and education for health and enhancement of life skills

Different settings for population health action may include

- Home
- School
- Hospital
- Health services
- Community
- Work
- Transport
- Sports, arts and recreation facilities

Examples of local, national and international organisations, networks and initiatives supporting Population Health work include:

- Establishments that provide primary health care
- Community clinics
- Local public health units
- State and national Health departments
- Professional and industry associations
- Non-government organisations
- International health organisations

RANGE STATEMENT

Relevant international charters/declarations include:

- Lalonde Report
- The Solid Facts by WHO
- Health for All by the Year 2000
- Declaration of Alma Ata
- Healthy Toronto 2000
- 38 Targets for Health in the European region
- Ottawa Charter for Health Promotion
- Jakarta Declaration on Health Promotion into the 21st Century
- Health Promotion: Bridging the Equity Gap

Unit Sector(s)

Not Applicable