

COMPETENCE ASSESSMENT PROCESS - SUMMARY

Health and Wellbeing Board Competence Assessment Process

Step 1: Identify competencies required of the board and it's individuals

An initial set of competencies has been developed based on the function of the Health and Wellbeing Board. These need to be agreed as a Board and amended or added to as necessary.

Step 2: Assess as a Board where you collectively feel you are at in relation to these competencies using the scoring approach

Step 3: Assess as an individual where you personally feel you are at in relation to these competencies using the scoring approach

Step 4: RAG status on the scoring – 0 or 1 = RED; 2 = AMBER; 3 = GREEN

Step 5: Identify which individuals have a score of 3 in certain areas as they could be able to cascade their knowledge to others

Step 6: Identify which competencies need intervention to improve them either as a board or individually

It is suggested that competencies of 0 or 1 need to be addressed as a priority. Competencies of 2 would be desirable to be improved further but would be less urgent.

Step 7: Identify appropriate interventions to address gaps

- Is training needed and if so what courses are available?
- Is there a team or organisation that could come and talk about that area or provide information?
- Is there an opportunity to learn this from another health and wellbeing board?
- Is a member of the Board a specialist and could cascade their knowledge?

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Function	Associated Competencies	Board skills / competencies?				Individual skills/ competencies?			
		Score 0 – 3 where: <i>0 – not got this currently</i> <i>1 – some competence in this but definitely need more input</i> <i>2 – reasonably competent in this but would benefit from more input</i> <i>3 – very competent in this and confident could share with others</i>							
		0	1	2	3	0	1	2	3
Understanding of the structure, roles and responsibilities of the Health and Wellbeing Board	- Understanding of the role of the Board		I	II	IIII		II	III	II
	- Understanding of the role of Champions		I	III	III		I	IIII	I
	- Understanding the chairing role		I	I	IIII		I	II	IIII
Strategic influence over commissioning decisions across health, public health and social care	- Understanding of health context			IIII	III		II	IIII	I
	- Understanding of public health context			IIII	III		I	IIII	II
	- Understanding of social care context			II	IIII		II	II	III
	- Common and agreed understanding of what it means to operate at a strategic level		I	I	IIII			III	IIII
	- Understanding of commissioning processes			IIII	III		II	III	II

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		Board skills/ Competencies?				Individual skills/ competencies?			
		0	1	2	3	0	1	2	3
Strengthen democratic legitimacy by involving democratically elected representatives and patient representatives in commissioning decisions alongside commissioners across health and social care. The boards will also provide a forum for challenge, discussion, and the involvement of local people.	- Ability to challenge appropriately		I	III	III		I	III	III
	- Ability to involve key stakeholders		II	IIII	I		II	III	I
	- Understanding of appropriate involvement techniques		I	III	II		II	III	I
	- Knowledge of the local population and any potential barriers to engagement		I	IIII	I		I	IIII	II
	- Knowledge of existing local networks within the population and the Virtual Network		I	IIII	II		I	IIII	I
Bring together clinical commissioning groups and councils to develop a shared understanding of the health and wellbeing needs of the community. They will undertake the Joint Strategic Needs Assessment (JSNA) and develop a joint strategy for how these needs can be	- understanding of what health and wellbeing means within the local context			IIII	III		I	IIII	II
	- Understanding of the JSNA and the process by which it is developed			HHH	II		I	III	III
	- Understanding of how a joint strategy is developed and possible formats			IIII	III			III	IIII

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best addressed. This will include Recommendations for joint commissioning and integrating services across health and care		Board skills/ Competencies?				Individual skills/ competencies?			
		0	1	2	3	0	1	2	3
			I	II	III		II	II	III
Drive local commissioning of health care, social care and public health and create a more effective and responsive local health and care system. Other services that impact on health and wellbeing such as housing and education provision will also be addressed	- understanding of education context		I	III	II		II	II	III
	- understanding of housing context		I	IIII	I		III	II	I
Involve local people in the preparation of Joint Strategic Needs Assessments and the development of joint health and wellbeing strategies	Ability to translate complex strategic information into language and formats which are accessible to the general population to contribute meaningfully to		I	III	II			IIII	II

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Training Requirement

Function	Associated Competencies	Training need RAG	Training to meet this
Understanding of the structure, roles and responsibilities of the Health and Wellbeing Board	- Understanding of the role of the Board	Green	-
	- Understanding of the role of Champions	Yellow	-
	- Understanding the chairing role	Green	-
Strategic influence over commissioning decisions across health, public health and social care	- Understanding of health context	Red	- Informal briefing from other board member – PE / PJG
	- Understanding of public health context	Red	- Informal briefing from other board member – PE / PJG
	- Understanding of social care context	Green	-
	- Common and agreed understanding of what it means to operate at a strategic level	Green	-
	- Understanding of commissioning processes	Red	- Understanding the commissioning cycle and legal framework - Presentation from commissioning and procurement
Strengthen democratic legitimacy by involving democratically elected representatives and patient	- Ability to challenge appropriately	Yellow	- Managing differences - Understanding conflict for members

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<p>representatives in commissioning decisions alongside commissioners across health and social care. The boards will also provide a forum for challenge, discussion, and the involvement of local people.</p>	<ul style="list-style-type: none"> - Ability to involve key stakeholders 		<ul style="list-style-type: none"> - Understanding who the key stakeholders are - Accessing local representative groups for their input
	<ul style="list-style-type: none"> - Understanding of appropriate involvement techniques 		-
	<ul style="list-style-type: none"> - Knowledge of the local population and any potential barriers to engagement 		<ul style="list-style-type: none"> - Access demographics of the local population - Involving stakeholder to address barriers
	<ul style="list-style-type: none"> - Knowledge of existing local networks within the population 		<ul style="list-style-type: none"> - Understanding links with the Virtual Network
<p>Bring together clinical commissioning groups and councils to develop a shared understanding of the health and wellbeing needs of the community. They will undertake the Joint Strategic Needs Assessment (JSNA) and develop a joint strategy for how these needs can be best addressed. This will include recommendations for joint commissioning and integrating services across health and care</p>	<ul style="list-style-type: none"> - understanding of what health and wellbeing means within the local context 		<ul style="list-style-type: none"> - informal briefing from other board members - PJG / DB
	<ul style="list-style-type: none"> - Understanding of the JSNA and the process by which it is developed 		<ul style="list-style-type: none"> - informal briefing from other board members – PJG / MC / PE
	<ul style="list-style-type: none"> - Understanding of how a joint strategy is developed and possible formats 		-
	<ul style="list-style-type: none"> - Understanding of partnership models and joint working arrangements possible between health and social care and the benefits of these and challenges to them 		-

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Drive local commissioning of health care, social care and public health and create a more effective and responsive local health and care system. Other services that impact on health and wellbeing such as housing and education provision will also be addressed	- understanding of education context		- Informal briefing from other board member – GA / PJG / MC
	- understanding of housing context		- Informal briefing from other board member - GA
Involve local people in the preparation of Joint Strategic Needs Assessments and the development of joint health and wellbeing strategies	- Ability to translate complex strategic information into language and formats which are accessible to the general population to contribute meaningfully to		- Use key stakeholder to try to involve young people in this