

**Person Centred Approaches:  
Empowering people in their lives and  
communities, to enable an upgrade in  
prevention, wellbeing, health, care and  
support.**

*How do we best develop the workforce ?*

**Beverley Harden**

AHP Lead, HEE

National Advisor New Care Models, NHSE

Associate Director, DEQ, HEE

Developing people

for health and

healthcare

## Current state:

- Plethora of interventions on the market
  - Making Every Contact Count
  - Health Coaching
  - Shared Decision Making (NICE)
  - Care and Support Planning incl personal budgets
  - Behaviour Change skills e.g. Motivational Interviewing
- At their core: similar mindset, attributes and skills
- Other drivers: Health Literacy, Accessible Information, staff wellbeing and resilience
- No guidance on supporting workforce behavioural change



## Cross system response :

- Publication post Purdah
- Co-produced across the system
- Discussions with STPs to realise benefits for populations
- Core on-line support resources in development
- Future and existing WF



- NHS constitution
- 3 steps
- Behavioral change approach
- Underpins all core techniques
- Habitual
- Quality Improvement

## Prevention is defined as:

We are familiar with the public health definitions however,

The Care Act (2014) describes prevention (providing or arranging services that reduce needs for support among people and their carers, and contributes towards preventing or delaying the development of such needs) at three levels:

- *primary prevention* - to stop care and support needs from developing among those who do not have them
- *secondary prevention* - for people at increased risk of developing needs, which could involve adaptations or short term provision of services that prevent deterioration
- *tertiary prevention* - for people with established needs to help improve independence

## Clenton Farquharson MBE

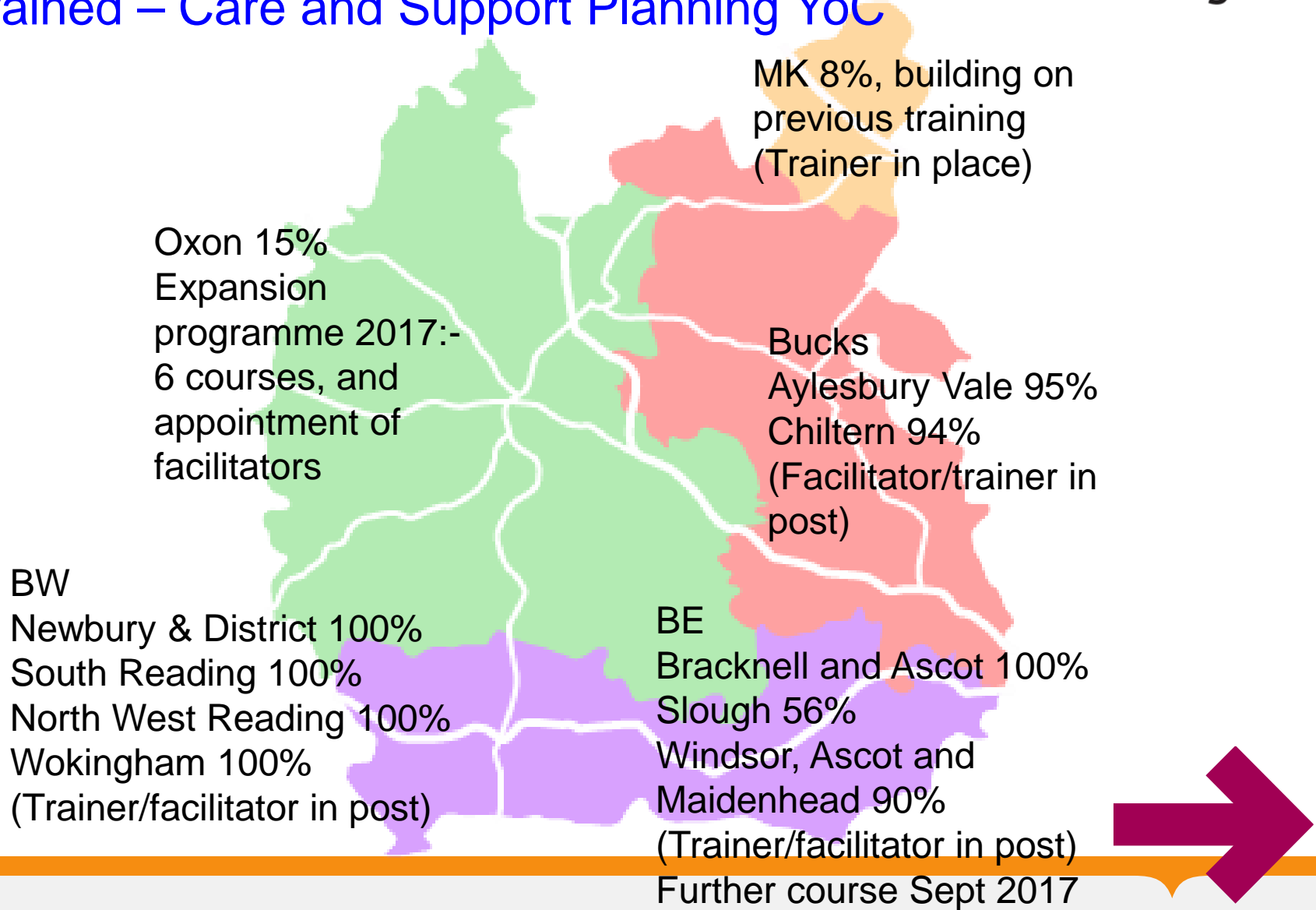
‘I am passionate about person-centred approaches, which for me means:



- *Control over the circumstances of my own life.*
- *Contact with other people that is meaningful and encouraging.*
- *Confidence to see myself as a strength, to be in a position to take actions and responsibility and to have a positive impact on those around me.’*

Clenton is a citizen's leader, coproduction advocate and Social Justice campaigner

# Thames Valley May 2017- number of practices trained – Care and Support Planning YoC



## Key next steps:

- To work with STPs to realise the benefits this offers to populations
- Support understanding of systemic leadership approach
- E-learning support where appropriate
- Guidance in the Framework for what systems can commission to ensure best evidence based face to face delivery
- The framework will drive the market away from unilateral techniques to a flexible skill set to maximise better conversations from maternity to end of life care