

Population Health Promotion

Gathering key information from frontline staff



Key Principles of PHP

- acts upon the broad range of factors and conditions that have a strong influence on health (social determinants of health)
- aims to improve the health of the entire population
- acknowledges that there are disparities in health status and works to reduce health inequities among population groups
- applies multiple strategies to address population health issues
- collaborates across different sectors and levels
- focuses on the primary prevention of chronic disease
- enables people to take control over and improve their health (health promotion)

Suggested process

1. Set a staff meeting date or incorporate into the agenda of a pre-existing staff meeting.
 2. Provide staff with back ground information on population health promotion and let them know ahead of time that you are looking for feedback on this portion of their practice.
 3. Guide a discussion based on the points below, and also allow a time limited period for people to submit their thoughts and ideas in writing.
- Is the staff familiar with the conditions, aspirations, and cultures of the populations within their catchment community?
 - Yes
 - No

If yes, how do they gather this information?

Comment: _____

- Does staff understand the fundamental principles and strategies for population health promotion?
 - Yes
 - No

Are they aware of strategies to incorporate these in their daily work?

- Yes
- No

Do they see value in incorporating these in their daily work?

- Yes
- No

Comments: _____

What are the opportunities and barriers?

Solicit ideas or initiatives - what can be changed right now, what are staff passionate about addressing etc.

Comment: _____

- What are the barriers to incorporating population health strategies in their daily work – which ones are the most compelling? Rate with 1 being the most compelling and 6 being the least.

- Time / workload pressure
- Do not feel work is supported within organization
- Lack of knowledge or skills
- Lack of commitment to address determinants of health
- Feel it is outside scope of their work
- Attitude toward priority populations (homeless, etc)

Comment: _____

- What would assist staff in overcoming these barriers?

- Dedicated time
- Training/Professional development opportunities
- Mentorship opportunities
- Performance indicators
- Other (_____)