

# Developing a Module in the *Orientation: Transition to Public Health Nursing* Orientation Package

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# Rational

- No consistent orientation across health units
- CNO/SNL designing and developing individual health unit orientations
- Timely to develop a common, consistent orientation (incorporating CCHN standards and core competencies) for public health



# Purpose

- To design, develop, implement and evaluate a discipline specific orientation program for Public Health Nurses in Ontario



# Project Funding

- Project funded through HealthForce Ontario through the Nursing Secretariat
- \$10,000 to each participating Health Unit



# Pilot Site Health Units



# Background

- Provide a broad perspective of Public Health practice
  - Key documents and frameworks
  - Recent studies/reports
  - PHN experience



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# Content

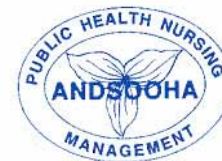
- Directed towards both new graduates and nurses from other sectors
- Topics identified through:
  - CASN Report
  - Literature Review
  - Pre-existing resources



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# Development Process

- HUB Meetings
  - Face to Face
  - Teleconferences
- Individual HU meetings
- Academic Consultation
  - Self-directed and Interactive
- Internal Reviews
- Revision Process



# Module 1

## Foundations of Practice (Western)

- Core Functions and Approaches
- Governance & Legislation
- Standards & Competencies
- Values & Ethics in Public Health Practice



# Implementation



- 9 New hires between 2 sites
- Preparation
- Method of Implementation
  - Video-conferencing
  - Small group follow-up sessions
  - Individual Contact

# Evaluation

- New Hires Feedback
  - Space/location
  - Ease of use of E-Learning tools
  - Learning styles
- Guides Feedback
  - Time allocation
  - Frameworks
  - Curriculum development



# Challenges

- Time commitment
  - In-kind contributions ++
- Technology
  - Teleconferences
- Content threads
- Content & Learning activities
- Framework

# Strengths

- Input from Academia
- Perspectives from diverse health units across the province
- Face to Face meetings
- HUB proximity
- Knowledge transfer within health units and between health units
- Formation of new partnerships
- Senior Management endorsement of the project

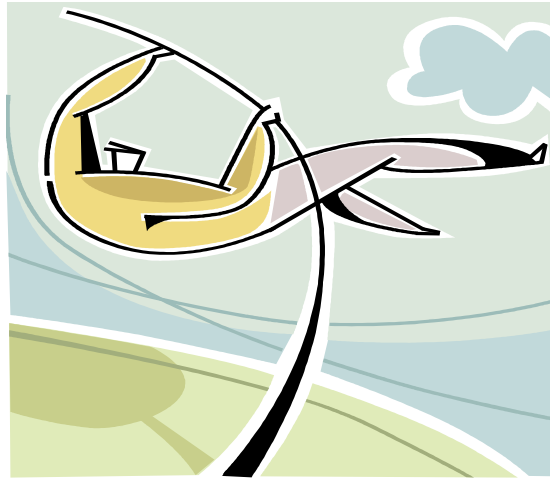


# Moving Forward

- Revisions to pilot phase
- Incorporating Sustainability and Marketing plans
- Sustainability a challenge



# We're nearly finished!



Orientation Packages and Toolkits will be distributed to Senior Nurse Leaders within Health Units January, 2009 and will be available electronically at [www.andsooha.org](http://www.andsooha.org).



# For more information about the project ...

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