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Public Health Nursing Competencies

OPHA conference

November 2009

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Community Health Nurses of Canada

- federation of provincial/territorial community health nurse interest groups
- unified voice to represent and promote CHN and the health of communities



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Objectives

- Promote standards
- Promote quality
- Provide a national forum
- Promote research and evidence
- Enhance awareness of CHN practice
- Promote public and community well-being



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PHN competencies: Background

- *Core Competencies for Public Health in Canada Release 1.0* September, 2007
- *Community Health Nursing Standards of Practice* (First released 2003, edited 2008)
- *Public Health Nursing Practice in Canada: A Review of the Literature* (Hogan, 2008)

Discipline specific competencies identified as a priority



PHN competencies

- The integrated knowledge, skills, judgement and attributes required of a public health nurse to practice safely and ethically. Attributes include, but are not limited to attitudes, values and beliefs. (Canadian Nurses Association Code of Ethics, 2008)



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Competencies: What do they do?

- Provide a sense of belonging
- Help define program-specific competencies
- Curriculum
- Undergraduate, graduate and continuing education
- Consistent position descriptions
- Training needs
- Assess performance
- Support human resource management



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How were they developed?

Delphi Methodology

- Structured process for collecting and distilling knowledge from a group of experts using a series of questionnaires
- Consultative process used to achieve consensus among a CHNs from across Canada



Delphi Methodology

Round 1

- A review of collected opinions informed by:
 - Core Competencies for Public Health in Canada,
 - Community Health Nursing Standards of Practice and related work.
 - Literature review

Round 2

- “Expert Group” reviews a preliminary draft (edited and refined in three steps: a survey, a webinar/teleconference, a last chance opportunity to review and edit the document).

Round 3

- Sought feedback from a broad range of Canadian nurses practicing in public health
- Used a snowball approach, to invite



Round 3 results

- 77% completion rate by the 540 people who opened the survey
- Survey participants agreed that all of the competencies were either;
 - essential or important to PHN practice
- Level of agreement with the competencies ranged from 74% - 99% agreement.

Round 4: unnecessary



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Public Health Nursing Discipline Specific Competencies Version 1.0 - May 2009



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- Funding from the Public Health Agency of Canada, Workforce Development Division



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Thank you

- Questions?



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