


PUBLIC HEALTH AGENCY of CANADA | AGENCE DE SANTÉ PUBLIQUE du CANADA



CHNET-Works! Fireside Chats

New Competencies and Standards:


Getting current information about the new core competencies
And clarifying terms

Claire Betker Coordinator - Pan Canadian consultation on the Core Competencies for Public Health, Public Health Agency of Canada.

Friday February 10th

- Session #1 – 12:45 – 2:00 PM
- Session #2 – 2:30 – 3:45 PM

CHNET-Works! Hosted by University of Ottawa
Funded by: CHSRF and Ontario Ministry of Health and Long Term Care



Participants 12:45 – 2:00 PM

Mary Smith
Risk Central
Portage la Prairie, MB

Colleen Kells
Disease Control for Public Health Services,
Saskatoon Health Region, SK

Joanne Peley
CBSA, GFW, NL

Joy Edwards
Capital Health, Public Health
Edmonton, AB

Sandra Casparyer Central Health
Lewistown NL

Diana Shaw
Chinook Health Region
Lethbridge, AB

Joanna Pascoe
Northwestern Health Unit
Stouffville, ON

Kim Bergman and Leslie Oryema
MKPR District Health Unit, ON

Kate Thompson
Health Canada First Nations & Inuit Health Branch
Regina

Olivia Morris
Niagara Region Public Health Dept
Niagara-on-the-Lake, ON

Shirley Farrace-Perry
York Region Health Services
Richmond Hill, ON

Deborah Archibald
Health Canada
Ottawa, ON

Margie Allison-Ross
River Valley Health
Woodstock, NS

Myrna Wright
Simcoe Muskoka District Health Unit
Barrie, ON

Deanna Bartok
Jennifer Dudgeon
Marangeton Churchill River Health Authority
Lafayette, QC

Linda Young
Capital District Health Authority
Dartmouth, NS

Leslie Mills
Halifax Coast Health
North Community
SC

Andrée Hichie-Pye
Public Health Association of NS
Halifax, NS

Dee Mombourquette
Capital District Health Authority
Dartmouth, NS

Cindy Russell BSc, DKM
Public Health Core Competencies Initiative
Toronto, ON

Linda Andrews
Eastern Health Community Health
St. John's, NL

and others!



Participants 2:30 – 3:45 PM

Ontama Mansi
McGill University
Montreal, Quebec

Kimberley Parry
Northern Lights Health Region
High Level, Alberta

Morgane Cameron
Public Health-Capital
Nova Scotia

Eleanor P. Sam, M.H.Sc.
Heart Health Resource Centre
Ontario Public Health Association
Toronto, Ontario

Claire McLachlan
Island County Health Dept
Coupeville, WA

Carla Troy
Public Health Agency of Canada
Ottawa, ON

Terry Creagh, Ruth Bainbridge
Health & Social Services, GN
Iqaluit, Nunavut

Karen McMullin
Public Health Services
Bridgewater N.S.

Joanne Fairfax
Annapolis Valley District Health Authority
Berwick - Nova Scotia


Bluma Levine
WRHA
Winnipeg, Manitoba

Ceri Bailey
FNHB – ADI
Ottawa

Susan Coulter
Annapolis Valley Health
Middleton, Nova Scotia

Cindy Russell BSc, DKM
Public Health Core Competencies Initiative
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Toronto, ON


And others...

Strengthening the Public Health Workforce in Canada: Core Competencies and Skills Enhancement for Public Health

PUBLIC HEALTH AGENCY of CANADA
AGENCE DE SANTÉ PUBLIQUE du CANADA

CHNET – Works Fireside Chat
February 10, 2006





Session Goals

1. Brief overview of the Public Health Agency of Canada and the Office of Public Health Practice
2. Provide an overview of activities related to the Core Competencies and Skills Enhancement for Public Health Initiatives
3. Provide an opportunity for discussion and questions



The Need to Strengthen the Public Health Workforce

Recent public health events & reports emphasize the need to re-examine public health e.g. Naylor, Kirby

"No attempt to improve public health will succeed that does not recognize the fundamental importance of providing and maintaining in every local health agency across Canada an adequate staff of highly skilled and motivated public health professionals. Our national aim should be to produce a cadre of outstanding public health professionals who are adequately qualified and compensated, and who have clear roles, responsibilities and career paths."

Learning from SARS: renewal of public health in Canada (2003)



"Public health is the science and art of promoting health, preventing disease, and prolonging life through the organized efforts of society."

JM last, cited in future of public health in Canada: developing a system for the 21st century

"...The practices, procedures, institutions and disciplines required to achieve the desired state of population health"

(last, 1999)



Public Health Priorities

- ❖ Strengthen & stabilize public health workforce
- ❖ Emphasis on front lines of the public health system
- ❖ Develop a competent public health workforce
- ❖ National leadership



National Response to Strengthen the Public Health Workforce

1. Ministers of health, June 2004
 - ❖ 10-year action plan to strengthen public health
2. Federal/provincial/territorial advisory groups
 - ❖ Develop pan-Canadian strategies to strengthen public health capacity
 - ❖ 2 components:
 - ❖ Develop public health core competencies common to all public health professionals
 - ❖ Enhance knowledge & skills among the public health workforce
3. Creation of the public health agency of Canada



A Pan Canadian Framework

Building the Public Health Workforce for the 21st Century: A Pan Canadian Framework for Public Health Human Resources Planning

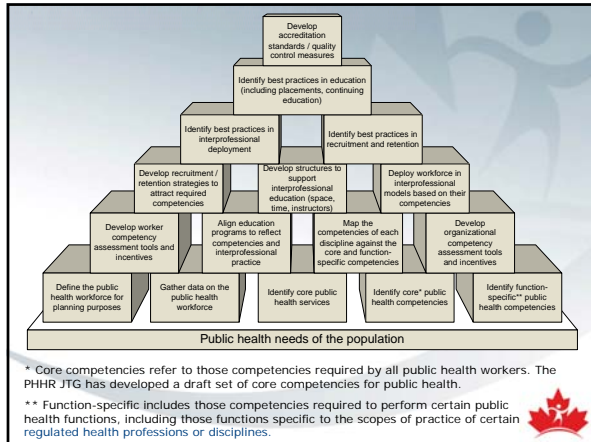
(Oct, 2005)



Goals of the PHHR Strategy

- ❖ **Optimal number, mix and distribution** of public health skills and workers
- ❖ **Inter-professional** public health workforce with appropriate **skills and competencies**
- ❖ Appropriate mix of public health workers deployed in inter-professional, **population and client-centered service models**
- ❖ Enhance capacity to **recruit and retain** public health providers
- ❖ Maintain a stable, affordable public health workforce in **healthy, safe work environments**.





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Who Is Going To Actualize This Plan?

WE ALL HAVE A RESPONSIBILITY!

Public Health Agency of Canada

Mission:
To promote and protect the health of Canadians through leadership, partnership, innovation and action in public health.

Vision:
Healthy Canadians and communities in a healthier world.

Public Health Agency of Canada's Programs: 4 Broad Categories

1. Emergency preparedness & response
2. Health promotion & chronic disease prevention control
3. Infectious disease prevention & control
4. **Public health tools & practice**

Office of Public Health Practice

- ❖ Policy & Partnerships
 - e.g. Public Health Network, Collaborating Centres, Regional Offices
- ❖ Information & Knowledge Systems
 - e.g. iPHIS, Geographic Information Systems, Data Standards
- ❖ **Workforce Development**
 - Canadian Field Epidemiology Program
 - Scholarships & Bursaries
 - **Public Health Human Resources Strategy**
 - **Core Competencies and Skills Enhancement for Public Health**

Core Competencies for Public Health

Set of common cross-cutting skills, knowledge & abilities necessary for the broad practice of public health

- Basic building block for workforce development
- Transcend the boundaries of individual disciplines
- Independent of program/topic
- Potential for further characterization:
 - Depth (i.e. proficiency)
 - Relationship to role in organization (front-line, supervisory, management)

Development

- ❖ Based on core functions of public health
- ❖ Used existing competency statements from other countries' initiatives:
 - U.S. Council on Linkages
 - U.S. Competency Handbook
 - UK Skills for Health (Occupational Standards)
 - UK Skills Audit



Public Health System Functions (Advisory Committee on Pop. Health, 2002)

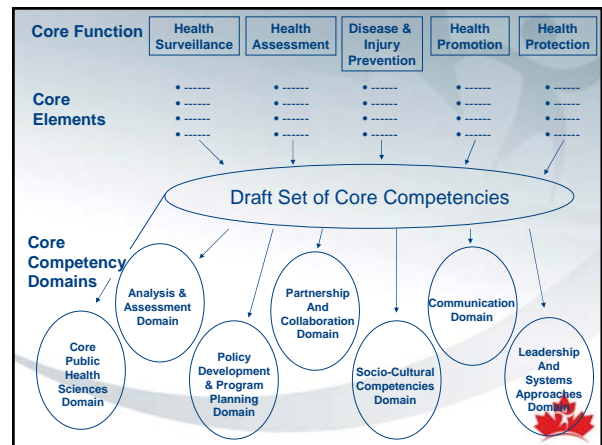
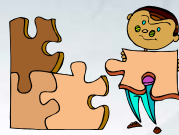
A set of actions carried out specifically to achieve the central objective of Public Health
(actions for which the system exists)

1. Population Health Assessment
 2. Health Surveillance
 3. Disease & Injury Prevention
 4. Health Promotion
 5. Health Protection
- *Not mutually exclusive



Core Competencies for Public Health

- ❖ 62 competency statements
- ❖ Majority from U.S. Council on Linkages
- ❖ Grouped under 7 domains
 - Core public health sciences
 - Analysis & assessment
 - Policy development & program planning
 - Partnership & collaboration
 - Socio-cultural competencies
 - Communication
 - Leadership & systems approaches



Function: Population Health Assessment

- Profile of the health of a population
- Identification of variations in patterns
- Informs policies & actions to improve health

Example:

"The PH practitioner is able to obtain and interpret information regarding risks and benefits to the community"



For internal use



Function: Health Protection

- Protect population against health & safety risks
- Evidence, surveillance, risk management & program development form basis

Example:

"The PH Practitioner is able to prepare for and contribute to the management of incidents, outbreaks and emergencies".



For internal use



Function: Health Surveillance

- Track & forecast any health event or health determinant
- Apply data to prevention & control

Example:

"The PH practitioner is able to provide health status, demographic, statistical, and scientific information tailored to professional and lay audiences"



For internal use



Function: Disease & Injury Prevention

Measures to prevent disease/injury, arrest disease/injury progression, reduce consequences of disease/injury

Example:

"The PH practitioner is able to advocate for individuals and communities on aspects which will improve their health and wellbeing".



For internal use



Function: Health Promotion

Enable people to increase control over and improve their health

Example:

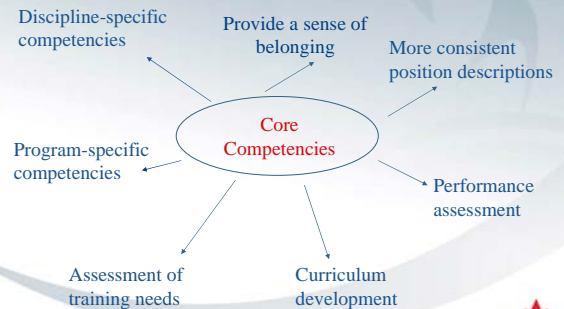
"The PH practitioner is able to support governments & community partners in their efforts to improve community quality of life".



For internal use



Core Competencies Uses



Next Steps

- ❖ A detailed summary report prepared, including a draft set of core competencies has been developed
- ❖ Validation needed by the public health community
- ❖ Development of technical & discipline specific competencies
- ❖ Development of competency assessment and implementation tools for agencies, educational institutions & employers



Current Activities

- ❖ Partnering with various groups e.g. disciplines, educational facilities, associations
- ❖ Further characterizing & mapping of the competencies by levels of proficiency & staff grouping (front-line and consultant/specialist)
- ❖ pan-Canadian consultation



Pan-Canadian Consultation

Purpose:

- Seek agreement amongst the public health community for a set of core competencies
- Confirm, validate and promote the draft core competencies for public health
- Discover implementation challenges
- Generate and prioritize next steps to support implementation
- Build capacity through partnerships



Pan-Canadian Consultation

Components:

1. Communication/promotion (website, articles, print material)
2. Awareness building (presentations, meetings)
3. Implementation pilots
4. Regional consultation workshops – (frontline, education, NGO, decision-makers)
5. Frontline survey – electronic audit
6. Discipline specific inquiry (and development)
7. Identifying contributing factors through Appreciative Inquiry
8. Other opportunities (CASN, Managers, learners forum)
9. Final stakeholder symposium
10. Evaluation (process and outcome)

Foundational to Public Health Workforce Development
Lead by the Public Health Agency of Canada
Sept 2005 – 2006?



Discipline Specific Groups

- ❖ **Nurses** - Community Health Nurses Association of Canada (CHNAC) and Canadian Nurses Association (CNA)
- ❖ **Environmental Health Professionals** - Canadian Institute of Public Health Inspectors (CIPHI)
- ❖ **Epidemiologists** - Association of Public Health Epidemiologists in Ontario (APHEO), Saskatchewan Epidemiologist Association (SEA)
- ❖ **Physicians** – Royal College, Community Medicine Specialty
- ❖ **Health Promoters** – Health Promotion Ontario (HPO)
- ❖ **Dentists, Dental Hygienists** - Canadian Association of Public Health Dentistry (CAPHD)
- ❖ **Dietitians** - Dietitians of Canada (DC), Ontario Society of Nutrition Professionals in Public Health (OSNPPH)
- ❖ **Community Health Representatives** – National Indian and Inuit Community Health Representatives Organization (NIICHO)



Discipline Specific Groups

- ❖ Public Health managers/leaders
- ❖ CASN – Canadian Association of Schools of Nursing (91 members – public health task group)
- ❖ Schools of Environmental Health (5)
- ❖ Masters of Public Health programs
- ❖ Public Health retirees



How Do We Meet the Core Competencies?

The role of continuing education....



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Skills Enhancement for Public Health

Building a Solid Public Health Foundation.



Life-Long Learning

- Like other health-related fields, public health knowledge & practices continually evolve
- Continuing education is required to maintain high levels of relevant skills & knowledge to practice effective public health



Skills Enhancement for Public Health?

- ❖ Internet-based continuing education program
- ❖ A series of facilitated modules offered in English & French
- ❖ Target audience: Public health professionals
- ❖ Increase knowledge & skills to increase public health core competencies
- ❖ Lead by the Public Health Agency of Canada
- ❖ Developed and implemented through partnerships



Modules Currently Available

- ❖ Introduction to online learning
- ❖ Basic epidemiological concepts
- ❖ Measurement of health status
- ❖ Descriptive epidemiological methods
- ❖ Epidemiology of chronic diseases



Modules Under Development

Introduction to:

- Surveillance (pilot)
- Information management



Moving Data to Action:

- Communicating data effectively
- Evidence-based planning



Applied Public Health:

Methods:

- Basic biostatistics
- Survey methods

- Outbreak management & investigation (pilot)
- Applied Epidemiology: Injuries (pilot)

• *Principles & practices of public health*



For more information on the
Public Health Agency of Canada:
www.phac-aspc.gc.ca

For more information on the
Public Health Core Competencies Initiative:
http://www.phac-aspc.gc.ca/php-ppsp/funding_e.html

For more information on the
Skills Enhancement for Public Health Program:
www.phac-aspc.gc.ca/skills



Your Questions

- How will we ensure staff meet the competencies?
- What mechanism do we have in place to reinforce these standards?
- How will these core competencies interact with nursing standards and scope of practice?
- What are the next steps for implementing the core competencies?
- How will local health districts collaborate with provincial depts of health to implement the core competencies?
- What are the core competencies and how will they relate to the work I am currently doing?
- How will the core competencies change my public health nursing practice?
- Learning of terms and their meanings
- I am on-line to compare what you are doing around competencies in CA to what we are doing in Washington State around Public Health Standards, Performance Management, etc. So more an education for me and a chance to compare and contrast various means to achieve and measure a public health workforce.
- Opportunities for consultations/comments from current public health practitioners
- This is all new to me - I want to know what it's all about!!!
- Education and orientation for new staff and students - what needs to be done?
- How to bring the nursing schools on board?





Thanks everyone.....

We hope you will register and join in the
CHNET-Works! 'on-line' discussions....

For more info: www.chnet-works.ca

