

Nursing Practice

Building a community of quality nursing practice in Public Health



Region of Waterloo
PUBLIC HEALTH

Session ID: 402B

**Staying on Track: One Health Unit's Journey
to Incorporate the Public Health Nursing
Core Competencies into Practice
CHNC Conference June 22, 2017**

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Conflict of Interest Statement

	Ethylene Villareal	Sarah Harjee	Josalyn Radcliffe
Relationship With Commercial Interests	None	None	None
Grants/ Research	None	None	None
Speakers Bureau/ Honoraria	None	None	None
Consulting Fees	None	None	None

Objectives

- Region of Waterloo experience
- Lessons learned
- Opportunity for collaboration



History of the Nursing Practice Core Competency Working Group



Organizational Model for ROWPH 2014-2016 Nursing Pract

[DOCS ADMIN-#1502827-ROWPH 2014-2016 Nursing Practice Strategic Plan Report](#)

Nursing Practice Committee

Overall leadership to implementation, evaluation and communication of strateg

Incorporating Public Health
Nursing Core Competencies

Nursing Core Competencies Working Group :

Promotion, awareness,
incorporation into work
activities; see Strategic Plan
activities

Creating a Community of
Quality Nursing Practice

Community of Practice Working Group :

[iLink](#) content & promotion, QA
Cafes, Nursing Education Event,
Nurses Week, communication of
nursing guidelines, etc.

Nursing Documentation Working Group

Chart Audit Process Working Group

Support
Workfor

Nurs
Devel

Nursing S
Program
model de
Strategic

Surveying the Land: Environmental Scan (2014)



Nursing Practice

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Nursing Practice Core Competencies Survey Results

April 2015

Public Health Nursing Core Competencies (PHNCC) Survey

October 2015

Survey results analyzed and reported

February 2016

QA Café + focus groups

August 2016

Focus group themes:

Desire for tools, resources, training (based

Desire to learn from others

Importance of management

Need for dedicated time to work on

Need to link competencies to practice and CNO guidelines

Need for opportunities to develop and implement new competencies

Desire to collaborate with others

Individual needs and interests (based on experience, role, program area)

Survey results (structure, interpretation, language influence)

26% of you have done it so far . . .



Don't delay, check out the nursing survey today!

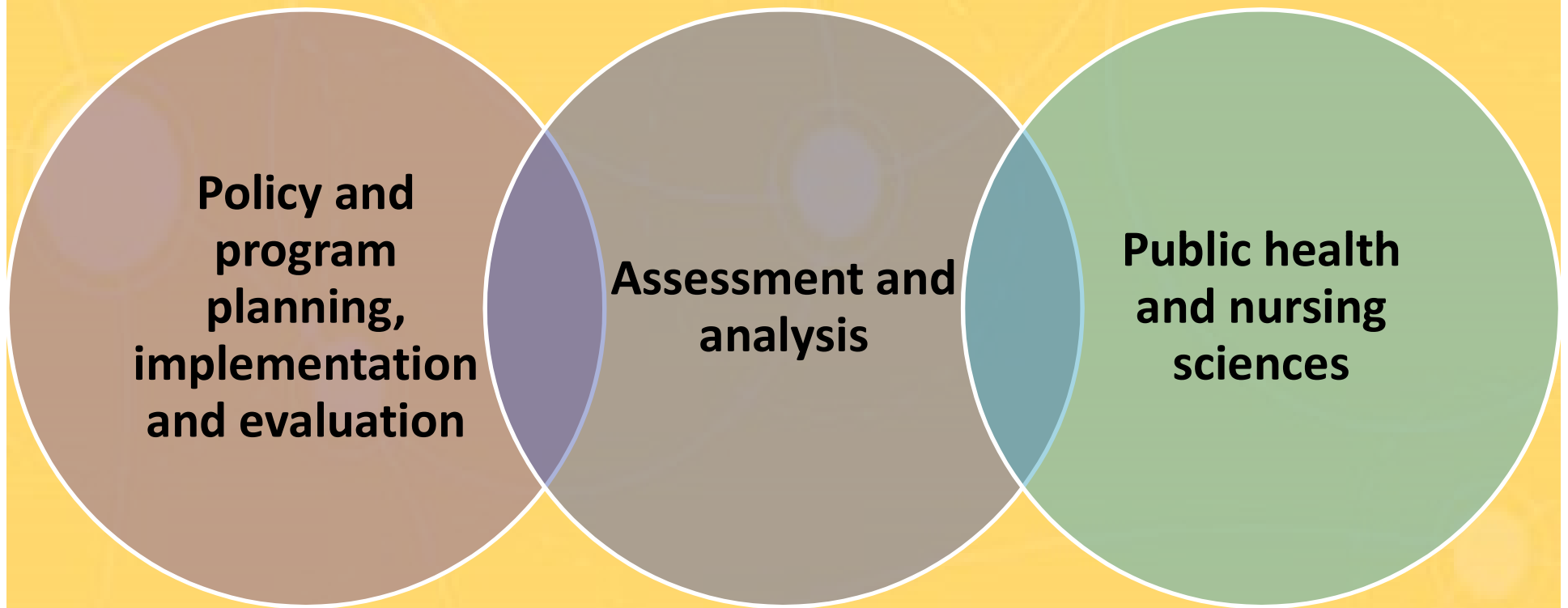
"We want you...to do the survey!"





http://www.jibjab.com/view/SIYm_Q_qQfqyZ3cT8et1FQ

2015 PHNCC Survey Results



Strengthened Data = EIDM

2015 Survey



2013 Survey



2016
Focus Groups

PHNCC Nursing Profile Series

Nursing Practice
Building a community of quality nursing practice in Public Health

leadership • service

Public Health

Nursing Practice
Building a community of quality nursing practice in Public Health

leadership • service excel

Public Health Nurs

Nursing Practice
Building a community of quality nursing practice in Public Health

leadership • service excellence • evidence-based • professional

Public Health Nursing: Core Competencies in Action

{Professional Pro

Lesley Rintche, RN, BSN
Manager, Child & Family Health Nursing Practice
Healthy Babies Healthy Children

Core Competency 3

{Indicators J

Core

{Indicators Ethyle

Core Competency 8: Professional Responsibility and Accountability

{Indicators Lesley uses to demonstrate comp

The logo features the text 'QA' in a blue serif font above 'Café' in a blue cursive font, both centered within a light yellow circle. This circle is set against a vertical yellow rectangular background.

QA
Café

**Staying On
Track with the
Public Health
Nursing Core
Competencies**

Next Stop for 2017!

Database: Ticket to Lifelong Learning



Lessons and Reflections: How to Stay on Track



Gathering the Data, Working Together

QUESTIONS	
1-	A B C D
2-	A B C D
3-	A B C D
4-	A B C D
5-	A B C D
6-	A B C D

- Focus/refocus on purpose of data collection
- Limit complexity, pilot
- Consider timing
- Assess familiarity with PHNCC jargon
- Review past survey results
- Collaborate when possible

Changing Tracks



Managing change happens at all stages

Communication is essential

Need for organizational readiness and support

The Region of Waterloo People, Service, Trust Framework

The more engaged and supported staff feel, the better service they provide and the more satisfied citizens are with our service.



When citizens are satisfied with the service we provide, employees are also more engaged.

When service satisfaction increases, citizens gain more trust and confidence in our municipal government and have a better quality of life.

All Aboard!



For more information:

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Thank You