

PHN Competencies Within the Regulatory Framework: Collaboration for Excellence

Brenda Marchuk , RN, BScN CCHN(C)
Katie Dilworth RN, MHSc, CCHN(C)
Myra Kreick RN, BScN, MEd

Today's Discussion

- Community health nurses in both public health and home health will learn how an organization made the connection between their regulatory standards and their discipline specific competencies
- Participants in this session will learn of the benefits of partnering with their College, and professional association to build knowledge capacity in nurses

Agenda

1. Explore the knowledge transfer and professional development strategies used by one Public Health Unit to facilitate excellence in practice
2. Provide an overview of the range of practice frameworks impacting Public Health Nursing practice
3. Provide an overview of the CNO QA program and the convergence opportunity between the PHN Competencies and the selected standards of the CNO QA program
4. Discuss the benefits of collaboration
5. Questions

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How we Incorporated the CCHN Standards at MLHU

2006 Calendar



Canadian Community Health Nursing Standards of Practice



How we Incorporated the PHN Competencies at MLHU

- Revision of the Performance Management Planning and Evaluation Tool
- Revision of the PHN job description

Objectives for All Nurses Meeting

- Examine the range of practice frameworks
- Demystify the differences between standards and competencies
- Find the convergence opportunities
- Explore the PHN competencies
- Facilitate excellence in practice

Convergence Opportunities?

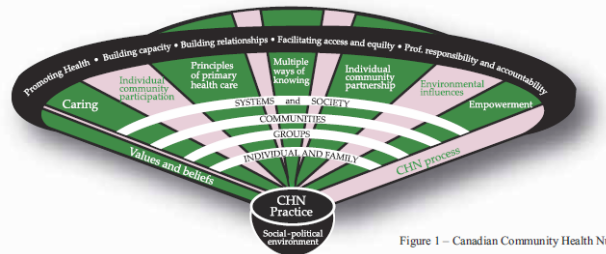
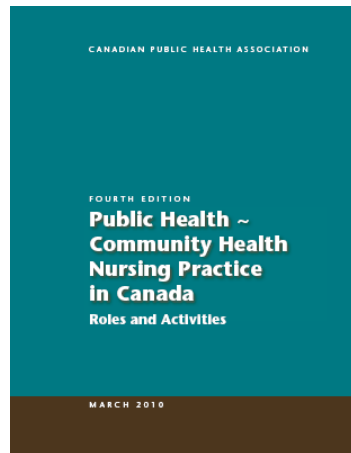
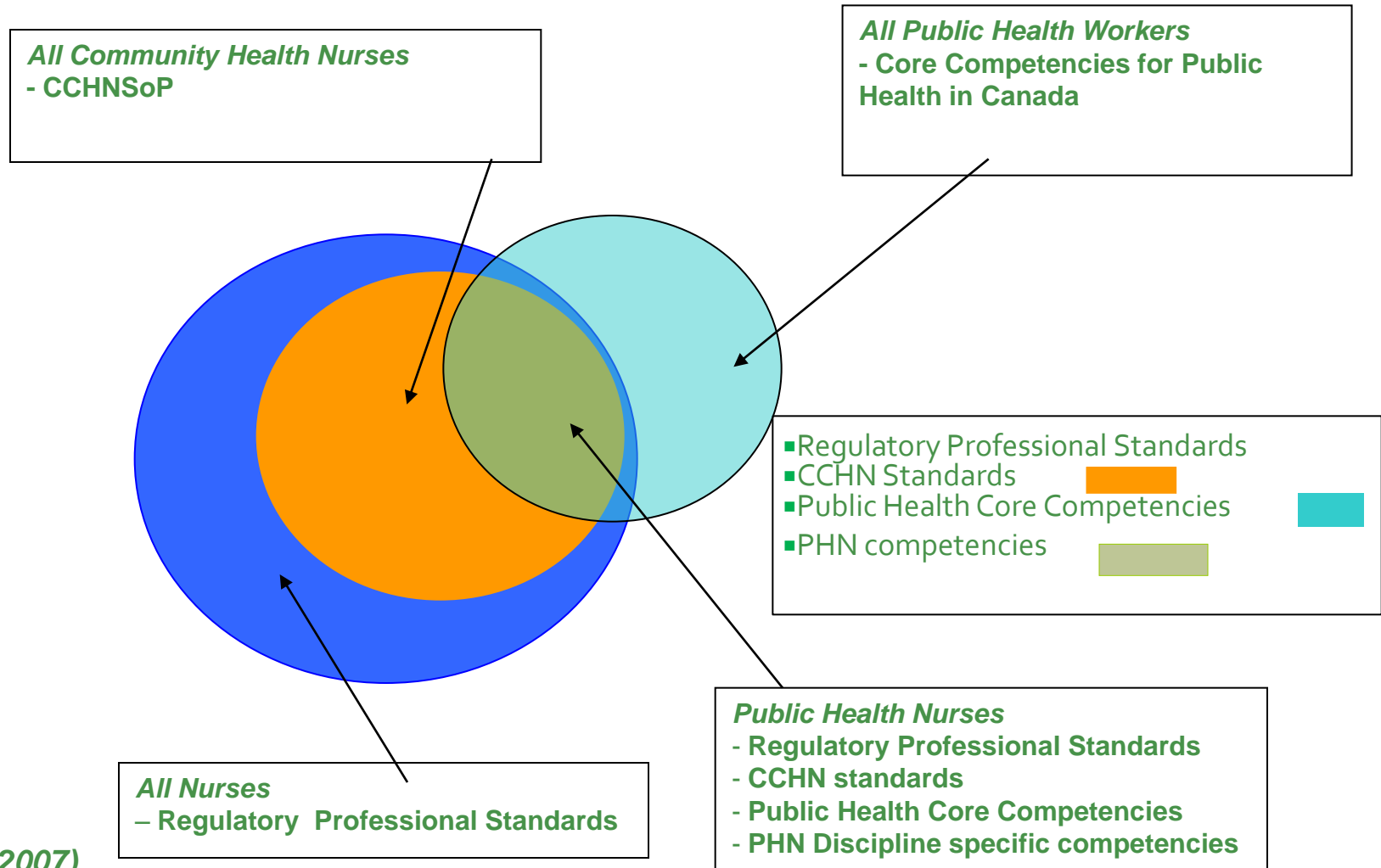


Figure 1 – Canadian Community Health Nurs



Relevance of Standards/Competencies to Public Health Nursing Practice



Competencies and Standards

- Competency refers to:
 - behaviour (often stated as knowledge, skills, attitude etc.)
 - PHN's have core and PHN competencies
- :Standard refers to:
 - a level of service
 - an intervention
 - an outcome

Development of PHN Standards & Competencies

CCHN Standards

2003: CCHN Standards by CHNAC

2008: Reformatted Standards

2011: Revised Standards

PH Competencies

2007: Pan-Canadian Public Health core competencies

2008: Ontario Public Health Standards

2009: PHN competencies

PHN Responsibility

- Maintain professional and public health standards
 - accountable for the quality of practice
- Evaluate
 - performance
 - ongoing professional development needs
- Take responsibility for meeting core and PHN competencies
- Strive for excellence: ensure knowledge is current

Relevance of Standards and Competencies for PHN Practice

- Assess
 - performance
 - professional development needs
- Develop
 - curriculum
 - undergraduate, graduate and continuing education
 - consistent position descriptions
- Provide a sense of belonging
- Define human resource needs
- Promote PH Nursing
- Support HR management
- Define program-specific competencies

CNO QA Program Self-Assessment

Self-Assessment is a self-directed, two-part process that results in the creation and ongoing maintenance of a learning plan

Part A

- Reflecting on your practice in relation to designated standards, obtaining peer input to determine your strengths and areas that need improvement

Part B

- Developing and maintaining a learning plan to meet your learning goals

Practice Reflection

- Determine your strengths and areas for improvement
- Reflect on your practice:
 - Review of relevant standards of practice
 - Discussion with colleagues, manager, educator
 - Incorporate organizational PA process
 - Previous continuing education/learning
 - Podcasts, journals, webinars, conferences, certification, work shops and seminars

CNO Standards and PHN Competencies

- The CNO defines a standard as “an authoritative statement that sets out the legal and professional basis of nursing practice”
- Public Health Nursing Competencies are “the integrated knowledge, skills, judgment and attributes required of public health nurses to practice safely and ethically. Attributes include, but are not limited to attitudes, values and beliefs” (CNA, 2008)

Examples of Links Between PHN Competencies and CNO Standards

- **PHN 3C.3** – demonstrate the ability to integrate relevant research and implement evidence informed practice
- **CNO – Entry To Practice Competency for RN's #35** - engage in nursing or health research by reading and critiquing research reports and identifying research opportunities

Examples of Links Between PHN Competencies and CNO Standards

- **PHN 7.3** – Use public health and nursing ethics to manage self, others, information and resources and practice in accordance with all relevant legislations, regulating body standards and codes.
- **CNO Documentation Standard** – *Accountability Indicator m)* advocating at the nurse's facility for clear documentation policies and procedures that are consistent with the College's standards; *Security indicator c)* understanding and adhering to policies, standards and legislation related to confidentiality

Examples of Links Between PHN Competencies and CNO Standards

- **PHN 8.4** – use reflective practice to continually assess and improve practice
 - Examine practice in relation to personal and individual, family, group or community attributes, existing knowledge and context
 - Adapt public health nursing techniques, approaches and procedures to the challenges in a particular community situation or setting
- **CNO QA program required elements** – reflect on changes in practice environment, advances in technology, Interprofessional Collaboration, Entry to Practice competencies

Example of Small Group Activity

1. As a group develop a sample learning plan goal that links either the CNO Documentation Standard or the CNO Infection Prevention Control Standard with a PHN Competency. Is there a link to your organizational initiatives for the upcoming year?
2. Discuss potential activities that will help you to achieve your learning goal
3. Provide feedback to the large group

Evaluation

- Evaluation demonstrated that public health nurses want to understand the connections between the Canadian CHN Standards of Practice (2003), the new PHN Competencies (2009), and their Regulatory College practice standards
- The workshop provided the links, and the interactive exercise helped to build capacity in nurses to meet regulatory and organizational performance expectations

Benefits of Collaboration at MLHU

- Provided an opportunity for staff to learn from provincial nursing experts from a professional organization and regulatory body
- Increased staff knowledge of both the CNO Quality Assurance program and the PHN competencies
- Demystified the relationship between various professional documents
- Recognized the overlapping expectations and convergence opportunities which assisted nurses to meet their competing competency requirements
- Empowered nurses to take control of their own careers, self evaluate and build their competencies

Benefits of Working Collaboratively

- The collaboration demonstrated support for each component of the practice framework and their relationships with each other
- In sharing knowledge and expertise the whole is stronger than the part

Questions



Contact Information

Brenda Marchuk – Middlesex-London Health Unit,
Community Health Nursing Specialist

brenda.marchuk@mlhu.on.ca

Katie Dilworth – President Community Health Nurses
Initiative Group kdilwor@toronto.ca

Myra Kreick – College of Nurses of Ontario, Outreach
Consultant Community & Public Health

mKreick@cnomail.org