



Algoma
PUBLIC HEALTH
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Blazing Trails to ...The Recruitment and Retention of New Hires to Public Health Nursing

3rd National Community Nurses Conference

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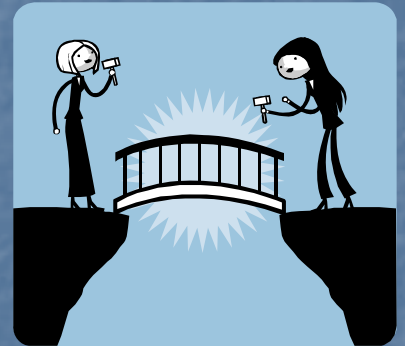
Overview

- The challenges
- A solution
- Structure
& process
- The outcome
- Questions



The Challenge

- Organizations challenged by:
 - Diminishing workforce
 - Attract & retain employees
 - Working at full scope of practice
 - Prepared for continuous change
 - Job ready vs. practice ready (Regan, 2009)
 - Assisting staff in developing their careers assists in retention (Saxe-Braithwaite, 2009)

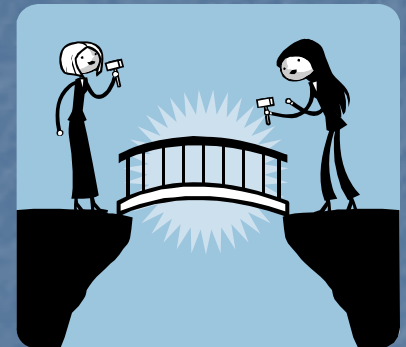


The Challenge (cont'd)

- Ensure ongoing support to meet new hires' individual learning needs
- Changing face of public health and ph nursing – new evidence and information
 - CCHN standards
 - Core competencies for public health
 - New public health approaches
 - Program specific practice

The Challenge (cont'd)

- Fewer leaders to initiate staff development activities
- Common body of knowledge in Ontario– no **common curriculum**
- New nurses must quickly integrate (ARNNL, 2008)
 - Preparedness of new graduate nurses
 - CASN report (2007)
 - Nurses from other healthcare sectors



The Solution: A common general orientation for new hires in Ontario

- **ANDSOOHA: Public Health Nursing Management**
 - Decision to pursue, 2007
 - Funding from HealthForceOntario
 - nursing secretariat, 2008
 - Of 17 funded projects – 1 from public health sector
 - Algoma Public Health
 - administrative lead



Development Team & Pilot Sites

- Received funding to design, develop, implement & evaluate an orientation toolkit
- Advisory board & working group, co-leads ~ 25 PHNs/managers
- Five pilot sites funded, one pilot site unfunded
- Northern health unit
 - Funding partner



Developing Self-Directed Learning Modules

Jenkins, 1998

Needs Assessment:
Key informant interviews, literature scan & SNL survey

Planning:
Goals & objectives
Models and Theories: Schoessler, 2006 & Connelly, 1998

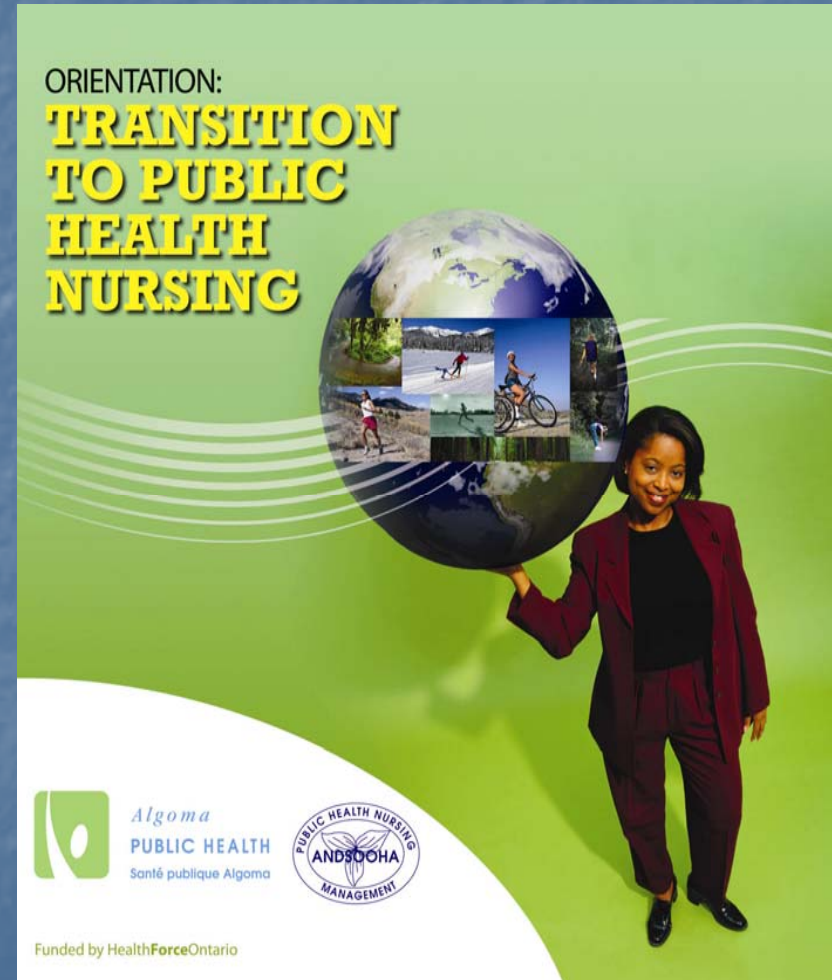
Design & Development:
Developed material, integrative, modular, priorities

Extensive review process: "Did we get it right?"



The Orientation Toolkit

- **Contents**
 - Introduction
 - Three modules
 - **Implementation information** for managers
 - A guide to *guiding* new hires
- Download at www.andsooha.org



Three Modules: Decisions, Decisions!

- **Module 1 Foundations of Practice**
 - Core functions and approaches
 - Governance & legislation
 - CCHN standards and core competencies
 - Values and ethics
- **Module 2 Public Health Nursing in Ontario**
 - Definition
 - PH nursing practice
 - Clients in PH nursing practice
- **Module 3 Building Relationships through caring and communication**
 - Caring
 - Communication
 - Partnerships
 - Professional boundaries

Features of the Orientation Toolkit

- CCHN standards and core competencies for public health - throughout modules
- Integrative learning through learning exercises (*answers in the back*)
- Use of evidence-based decision making encouraged
- Reflective practice encouraged
- Links to further professional development
 - CNA certification program
 - PHAC's skills enhancement on-line learning

Evaluation: Two Phases

Partnerships – (MOH)

- Within the development teams
 - Within pilot sites – other PHNs/managers
 - External - several health units
 - External - Advisory Board
 - With MOH – volunteers!
- Target Users (June – Oct.)
- 14 new hires across pilot sites, piloted the 3 modules
 - final revisions



Outcomes: Responses from 14 New Hires

- Yes, I would recommend it to others
- Yes, it helped me in my transition to public health nursing
- "I don't need this information but others might so don't take it out"
 - Problem here is "they don't know what they don't know" experienced PHN educator
 - "I will revisit the information as my practice develops"

Outcomes: Experienced PHN

"I have been working in public health for almost 9 years and this would have been an excellent package for orientation. I am learning a lot by reading the supporting documents such as the CCHN standards and core competencies.

The learning activities help get me thinking about how the standards and core competencies are used in daily practice.

It takes some time to get your head around this method of thinking about your practice. I am looking forward to working through the document"

Knowledge Translation (KT)

- KT is primarily an active and manipulated process that involves "all steps between the creation of new knowledge and its application and use"
 - KT implies an interactive and engaged process between the research and systems of care (i.e., teams, populations, policymakers, and consumers)

Steps in KT (NCCMT)

- Define the practice question
- Search for evidence – other resources, guidelines; appraise & synthesize
- Adapt the information to local context
- Target audience decides to implement
- Evaluate implementation – uptake assessed



Outcomes: Senior Nurse Leaders Survey

- Binder - *Orientation: Transition to Public Health Nursing* sent to each SNL (N = 36) in early January, 2009
- Additional funding received for Knowledge Translation
 - Paper survey with SSE sent to each SNL in early March
 - Purpose – to determine awareness & intent to implement in health units in Ontario
 - 31 of 36 health units replied – **86% response rate**

Outcomes: SNL Survey

- HU demographics– most “mixed”, rural with some urban, all northern HU responded
- All but 1 respondent received a copy or knew of someone else in HU who did
- 25% of responders were in the process of implementing, 64% were discussing implementation
- 86% found implementation information **helpful**
- 96% wanted to hear others' experience with implementation
 - electronic newsletter
 - conference presentation CASN, CHNAC, CPHA, OPHA, 2009



Next Steps - Orientation: Transition to Public Health Nursing

- Workshop at OPHA –
“Experiences of Implementation”
- Funding for further evaluation
- Updates - ANDSOOHA
 - Ontario public health portal
- Working with partners to
facilitate an on-line learning
package



Thank you!

For more information about the project, please contact either;

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