



# Centre of Excellence for Public Health Nursing

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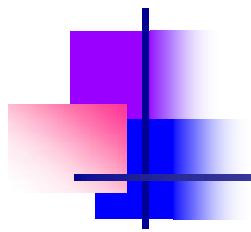
Community Health Nurses Association of Canada

Calgary, Alberta

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“Without leaps of imagination or dreaming, we lose the excitement of possibilities”



# Centre of Excellence for Public Health Nursing

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- Beginning a dialogue:
  - Concern regarding the challenges facing public health nursing
  - How to best strengthen the voice of public health nursing
  - Ways to support communities through all domains of practice



# Public Health Workforce

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Canada

- 224,964 RNs
- 5,824 PHNs
- 2.3%



# Public Health Workforce

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## Ontario

■ 1995	-	3,749	
■ 1996	-	3,029	
■ 1999	-	3,046	
■ 2005	-	3,443	(CRC:2630)



# PHNs Per Population - ONT.

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- 1989 Ministry Guideline 1:3,400
- 1993 1:3,710
- 1999 1:4,930
- \*2005



# Supportive Infrastructure - PHN Leadership

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- Does your health unit have a CNO or Senior Nurse Leader?
  - 39% don't know
  - 25% "No"
  
- Nurses influence on decisions impacting nursing
  - 9th out of 10



# Vision 2020

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“I think (public health nurses) are undervalued by the community, by the consumer, by the nursing profession, by colleagues in different areas of nursing” (pg.9)

“People view it (public health nursing) as not really nursing while it is really and truly the highest level of nursing that you’re going to do” (pg. 12)



# 2007 National Expenditure on Health Care

## \$113 Billion



28.4% hospitals

26.9% drugs

13.4% physicians

1.2-3% public health



# National Health Care Expenditure:

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- On Average \$4,867 per year for each Canadian
- \$97 come from public health



# Vision 2020

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“Is the monetary support there for Community Health Nursing? No. Compared to other kinds of nursing? No. Compared to other kinds or research? No...”



# Moving an Idea Forward

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- Developing a framework to describe a Centre of Excellence
- Think Tank at CHNAC conference 2008
- Summarizing the ideas generated
- Submitting proposal: Funding from Office of Nursing Policy



# Developing Discussion Paper

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- Purpose: Explore the merits of a Centre of Excellence in supporting and strengthening public health nursing
  - Present options for action
  - Analyze advantages and disadvantages
  - Identify impact on leadership; role clarity; and building capacity.



# Steering Committee

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Lisa Ashley

Audrey Danaher

Claire Betker

Diane Bewick

Adeline Falk-Rafael

Joyce Fox

Yvette Laforet-Fliesser

Karen MacDougall

Frederic Montpetit

Ruth Schofield

Jane Underwood



# Steps in Developing Paper

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- Advisory Committee
- Key Informant Interviews
- Relevant Literature
- Seeking feedback



# What is a Centre of Excellence?

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- Commitment to excellence and innovation
- Clear mandate and purpose
- Knowledge development, translation, and exchange
- Formal structure and dedicated resources
- Strong partnerships





# A Centre of Excellence for Public Health Nursing....

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- A structure, physical or virtual, whose purpose is to support and strengthen innovation and practice in ... all domains, practice, education, research, administration and build capacity through core initiatives that include but are not limited to knowledge development; translation and transfer; leadership development; supporting communities of practice; and strengthening partnerships.



# Advantages of a Centre of Excellence

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- Commitment to excellence
- Establish a national voice and presence
- Specific mandate
- Access to resources
- Emphasis on knowledge development and dissemination
- Dedicated resources-long-term investment



# Disadvantages

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- Can be elitist
- May create another silo
- Unrealistic expectations
- Possible restrictions in carrying out mission
- Risk of loss of funding



# Options to Consider

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- Maintain the status quo
- Build capacity in an existing organization
- Establish an independent structure aligned with an existing organization



# Possible Functions of a Centre

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- Leadership development
- Access to resources and promising practices
- Coordination of research initiatives and networks (e.g. knowledge transfer)
- Support communities of practice
- Ensure involvement at decision making tables
- Policy development



# Impact on Key Issues

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- Leadership
  - Leadership development programs
  - Mentorship
  - Strategic planning
  - Forum for public health nursing leaders



# Impact on Key Issues

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- Role Clarity in Public Health Nursing
  - Establish strong partnerships
  - Advocate for organizational and systems change
  - Leverage work of other groups/organizations



# Impact on Key Issues

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- Building Capacity for Public Health Nursing
  - Developing and disseminating promising practices
  - Establishing communities of practice
  - Challenging limiting structures through policy development
  - Identifying key research questions






# Recommendations

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- Establish partnerships with key organizations
- National survey: level of grassroots support and feedback on structure and function
- Business Plan to assess feasibility



“Never lose an opportunity of urging a practical beginning, however small, for it is wonderful how often the mustard-seed germinates and roots itself”

*Florence Nightingale, 1914*



# Absolutely change:

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- opportunities for promotion and advancement (34%)
- corporate culture (30%)
- sense of being valued (30%)
- opportunities for leadership development (29%)
- quality of leadership (26%)
- quality of supervision and management (25%)
- ability to effect decision making (25%)



# What would attract more professionals to public health ...

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- priority to public health on the political agenda" (63%)
- "perceptions of public health among other professions" (50%)
- "perceptions about public health among the general public" (48%)
- "meaningful input into decision making" (44%)