

**Development of a PHN
 Professional Practice Model (PPM)
 using
 Participatory Action Research (PAR)**

Community Health Nurses of Canada
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Research undertaken as a component of a PhD in
 Applied Health Sciences at University of Manitoba

Overview


- Framing and Background
- Research Objectives and Approach
- Data Generation and Analysis
- Study findings and future implications

Commission on SDH (WHO, 2008)

Growing and avoidable global health inequities

An **inequality or difference** that is **not fair or just**, and is **preventable and avoidable**

- **Challenge:** Improve the social, political, and economic conditions contributing to inequities in a generation
- Society should be judged on **population health** - fair distribution of health across social spectrums



Inequities..... Influence or damage across lifespan?

What is the Evidence?

- Equity from the start
- Parent/child relationship acts as a buffer

Failing to Act....

- Chronic/ Communicable diseases
- Mental Health Issues
- Financial difficulties/ Food insecurity/ Low literacy/ Education
- Smoking /Substance use
- Lack prenatal care/ Teen mothers

Negative impact of poverty

- Critical stages
- Significant differences by age 5


UNIVERSAL HEALTH CARE : ACTION AREA 9.1
 Build health-care systems based on principles of equity, disease prevention, and health promotion.

National PHN Role

Recommended: Full scope; Social justice; Determinants of health; Population-based; Prevention; Inter-professional; Evidence-based

PHNs **ideally positioned** to address inequities by: improving daily living conditions; facilitating distribution of resources, measuring and assessing impacts (WHO, 2008)

Current: Task-based; Lack of vision, PHN involvement and evidence; Under resourced; PHNs powerless



WRHA Context

PHNs Ideally Positioned

Growing Gaps in Equity

Competency based
Position description

Healthy Child Strategy

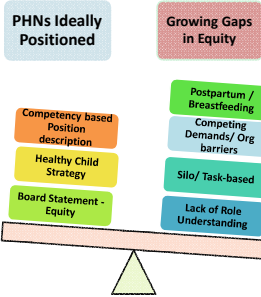
Board Statement - Equity

Postpartum / Breastfeeding

Competing Demands/ Org barriers

Silo/ Task-based

Lack of Role Understanding



Objectives and Approach

1. To develop a **Professional Practice Model (PPM)** for PHNs in an urban health region.

2. To explore **Participatory Action Research (PAR)** in developing a model to clarify the PHN role.

PAR Defining Features:

1. Participant engagement
2. Lived experiences
3. Empowerment
4. Consciousness raising
5. Individual/ System change - Address power inequities

Par Process

PPM Development:
Data gathered at Nursing Practice Council (NPC) 2012-2013, using semi-structured interview guides.

Data Generation and Analysis

- Audio-taped and transcribed verbatim
- Reflexive journal, field notes
- Inductive content analysis
- Organize/summarize into draft documents
- Develop draft action plan, agendas
- Elicit feedback from participants
- Reflect, discuss, agree to action

PAR Cycle
Stringer (2007)

Research Integrity

Credibility: Engagement, Observation, Method Triangulation

Dependability: Decision trail, Inquiry audit, Investigator Triangulation

Rigor

Confirmability: Inter-coder reliability, Peer Debriefing; Audit trail

Transferability: Thick description, Researcher credibility

WRHA PHN Professional Practice Model to Promote Population Health and Equity

| PPHM Key Strategic Approach | PHN Practice Definition | Potential PHN Interventions/ Roles |
|--------------------------------|--|--|
| Health Assessment | PHN practice priorities are based on analysis of health status within populations. Health assessment incorporates the nursing process components of assessment, planning, intervention, and evaluation. | Advocacy; Communicable disease prevention; Referral and follow-up |
| Community Development | PHNs utilize knowledge, assessment, and a strength based approach to empower and build capacity of the community to meet its needs. | Capacity building; Empowering; Partnering; Building coalitions and networks |
| Collaboration and Partnership | PHNs share resources, responsibility, and influence while recognizing the strengths of others and working towards common goals that promote health. Collaboration and partnership is based on effective PHN communication and consultation with clients, team members, and other agencies and organizations. | Consultation; Advocacy; Service care coordination; Leadership; Facilitation |
| Applied Public Health Research | PHNs appraise and apply research evidence from public health and nursing sciences. PHN practice is current, accountable and evidence informed. | Applying public health and nursing theory; Appraising; Synthesizing; Research and evaluation |
| Surveillance | PHNs collect and interpret surveillance data, as well as apply surveillance information to guide their practice. PHNs monitor community based trends and health assessment data to understand the population they work with and to plan PHN interventions. | Monitoring; Immunizing; Screening; Referral and follow-up; Leadership; Resource management; planning; coordination |

Findings:**Professional Practice Model**Key Organizational Tool

- Articulates full scope
- Clarifies organizational roles and responsibilities
- Fosters shared vision
- A necessary starting point

**Findings Professional Practice Model**

“It’s a common framework, it’s a lens that we can ALL look through and by putting the words on paper and articulating our role in such a beautiful way that it connects the standards of practice and our job description and everything, it’s unified..... We can have that common language and conversation, instead of just trying to explain.”

Findings:**Professional Practice Model**Links Practice and Theory

- Creates common language
- Assists PHNs to shift to a population-based practice
- Concept of health equity requires clarification
- Highlights organizational role

Findings Professional Practice Model

“It’s up to us to look at things differently. Like we’ve been talking about, this process has helped us all to look at our practice a little bit differently and make decisions about who we’re targeting more. That’s a really powerful message to get through to nurses as well.”

Findings:**Participatory Action Research**PHN Voice

- Par is an effective process to develop a PPM
- Empowerment
- PAR cyclical nature, critical reflection, and discussion enriched the process

Findings Participatory Action Research

- **PHN 1:** This PAR approach is so important for people to embrace change because it is hard. If they’re involved in it then they’re going to be more likely to embrace it.
- **PHN 2:** And they get excited for it, they’re hoping for change whereas with [other changes] their backs are up....
- **PHN 3:** There’s an accountability built into the Nursing Practice Council structure too, we’re forcing things to move forward that can’t be left.

Findings: Increased Consciousness

Participatory Action Research

- PHN awareness of organizational inefficiencies, inequities and power imbalances
- PHN leadership - reorient practice to focus on Health Equity/Early Childhood Development

Findings Participatory Action Research

- **PHN 1:** We may not see a lot of big opportunities to change practice but we can find opportunities in our day to day work. You don't follow your post-partum's the same way but maybe you follow your prenatal clients in a different way, or you do something with your schools...so within the resources that we have there are opportunities, maybe on a smaller scale.
- **PHN 2:** I see that people are trying to work to their competencies more. It's really neat to see how these little things can make subtle changes, and that all makes a difference.
- **PHN 3:** I've changed my practice too... We can't necessarily see a client three times for every family, so I'm trying to free up time to spend with families that need more and I'm hoping to free up time for community development, which we don't have time for at the moment.

PAR – Factors for Success

| Individual | Organization | Facilitator |
|--|--|--|
| <ul style="list-style-type: none"> • Complex issue • Change • Trust / Open • Commitment • Leadership • Collaboration | <ul style="list-style-type: none"> • Senior leadership support • Facilitate communication • Open to learning and change • Safe environment | <ul style="list-style-type: none"> • Process facilitation • Content expertise • Enthusiasm • Commitment • Shared leadership |

Study Implications

- **Research:** PAR in nursing research = Knowledge Translation
- **PHN Practice:** Distinct body of knowledge = Role Clarity
- **Administration:** Creating a professional practice environment that values and supports PHN autonomy, practice, and knowledge = Healthy and Productive workforce
- **Education:** Population-based practice, Inter-professional collaboration to promote health and equity, social determinants = Strong foundation in community concepts
- **Policy:** PHN role in Health Reform, Social Justice = Population Health Improvements

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