

Public Health Discipline-Specific Competencies: Guidance for Equity Focused Practice

Public Health 2016

Lesley Dyck, M.A.
Knowledge Translation Specialist



National Collaborating Centre
for Determinants of Health

Centre de collaboration nationale
des déterminants de la santé

We wanted to know ...

- To what extent have public health disciplines taken advantage of the expanding knowledge about the social determinants of health and health equity in their respective discipline specific competencies?
- Are public health competency documents providing sufficient guidance for equity-focused practice?



National Collaborating Centre
for Determinants of Health

Centre de collaboration nationale
des déterminants de la santé



National Collaborating Centres for Public Health



Centres de collaboration nationale en santé publique



National Collaborating Centre for Determinants of Health

Our focus: Social conditions that influence health & narrowing the gap between the least and most healthy.

Our audience: Canadian public health organizations & practitioners.

Our work: Explain and share what's known to help public health positively influence health for *EVERYone* through their work.



What are competencies ...

“Knowledge, skills and abilities demonstrated by members of an organization or system that are critical to the effective and efficient function of that organization or system.”

Building the Public Health Workforce for the 21st Century, Joint Task Group on Public Health Human Resources (2005)



National Collaborating Centre
for Determinants of Health

Centre de collaboration nationale
des déterminants de la santé

Public Health Competency Documents

- Core Competencies for Public Health in Canada: Release 1.0 (PHAC, 2008)
- An Assessment and Comparison of Determinants of Health Content (NCCDH, 2012)



<http://nccdh.ca/resources/entry/core-competencies-assessment>

<http://www.phac-aspc.gc.ca/php-ssp/ccph-cesp/pdfs/cc-manual-eng090407.pdf>



National Collaborating Centre
for Determinants of Health

Centre de collaboration nationale
des déterminants de la santé

Discipline- Specific Competencies

- From m
1. Pan-
 2. Dieti
 3. Com
 4. MOH

to least (2008).

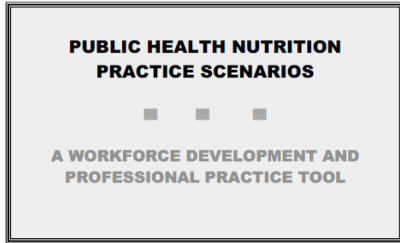
Work for He
on beha
Practi
urses of
ng
eff

ompetencies. 2014

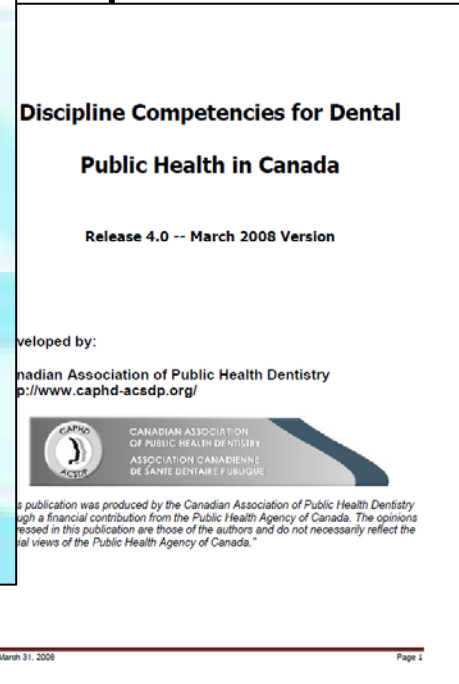
on

March

sts.



Prepared by: Dietitians of Canada
on behalf of The Pan Canadian Task Force
on Public Health Nutrition Practice



Report on the Core Competencies for Public Health Epidemiologists in Ontario

Core Competencies for Public Health Epidemiologists in Ontario

A Discussion Paper for the Association of Public Health Epidemiologists of Ontario (APHEO) and the Public Health Agency of Canada

July 2010

Authors: Susan Bondy, Donald Cole, Ian Johnson, Kim Bercovitz in association with Nancy Day, Mary Lou Decou, Lewinda Knowles, Ruth Sanderson and Samantha Wilson-Clark, and The Association of Public Health Epidemiologists of Ontario Competencies Working Group:

- Nancy Day
- Mary Lou Decou
- Elaine Hector
- Philippa Holowaty
- Lewinda Knowles (Chair)
- Ruth Sanderson (Former Chair)
- Patrick Seliske
- Julie Stratton
- Samantha Wilson-Clark

Department of Public Health Sciences, University of Toronto
February 15, 2007*

This work was supported by funding from the Public Health Agency of Canada.

We acknowledge the patient assistance of Stephanie Do Rego, Department of Public Health Sciences, Ju Ho Park, Academic Computing, Faculty of Medicine, and Jo Anne Chiavetta, EpiStat Research Inc.

**This final report is a revision of a previous draft, which saw limited circulation in fall of 2006. This version contains additional material.*

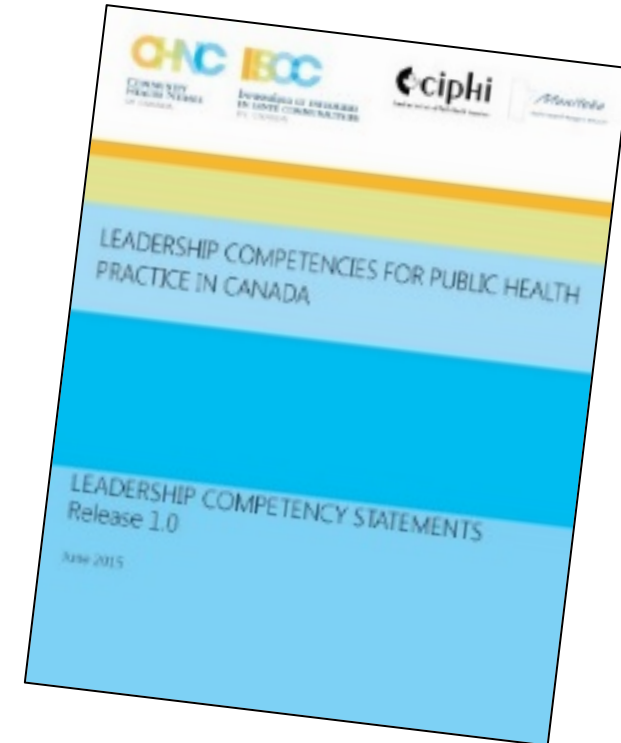
MOH Competencies Working Group



Public Health Leadership Competencies

Leadership Competencies for Public Health Practice in Canada, Community Health Nurses of Canada (June 2015)

<https://chnc.ca/documents/LCPHPC-EN/mobile/index.html#p=16>



National Collaborating Centre
for Determinants of Health

Centre de collaboration nationale
des déterminants de la santé



Do public health discipline-specific competencies provide guidance for equity-focused practice?

<http://nccdh.ca/resources/entry/do-public-health-discipline-specific-competencies-provide-guidance-for-equity-focused-practice>



National Collaborating Centre
for Determinants of Health

Centre de collaboration nationale
des déterminants de la santé

Results

1. International Comparison

- Canada is keeping pace with international development of workforce competencies
- We have a stronger presence of social determinants of health and health equity than those of the UK or US
- However, values such as social justice were not listed as specific core competencies



National Collaborating Centre
for Determinants of Health

Centre de collaboration nationale
des déterminants de la santé

Results

2. Canadian discipline-specific competencies:

- Good reflection of the Core Competencies (PHAC, 2008)
- Vary in the extent equity concepts are made explicit and integrated in each discipline
- Language is not consistent across disciplines
- There is a notable lack of practice examples focused on health equity and addressing the social determinants of health



National Collaborating Centre
for Determinants of Health

Centre de collaboration nationale
des déterminants de la santé

Results

Discipline	Description of content
Epidemiologists (Ontario)	<ul style="list-style-type: none">• 7 domains and 39 statements• 1 reference to determinants of health
Dental Public Health	<ul style="list-style-type: none">• 8 categories and 122 statements• 7 references to determinants of health
Public Health Nutrition Professionals	<ul style="list-style-type: none">• 6 competencies for PH nutrition in addition to the existing dietetic competencies• No direct references to determinants of health; reference to population health
Public Health Nursing	<ul style="list-style-type: none">• 8 categories and 66 competency statements• 14 references to determinants of health, health equity and social justice
Public Health Medicine	<ul style="list-style-type: none">• 8 domains and 51 statements• 3 reference to determinants of health and health equity
Environmental Public Health Professionals	<ul style="list-style-type: none">• 8 categories and 133 competencies• 2 references to equity
Health Promoters	<ul style="list-style-type: none">• 9 categories and 36 statements (version 5)• 2 references to determinants of health and health equity

Recommendations

These are the questions we considered in making our recommendations ...

- Does the inclusion of SDH, health equity, and social justice in discipline specific competencies matter?
- How does the inclusion of these concepts in competencies affect program and policy decisions?
- How can competencies influence a shift in focus to a competent equity-informed organization?
- What would make competencies more directly applicable to public health practice?



National Collaborating Centre
for Determinants of Health

Centre de collaboration nationale
des déterminants de la santé

Recommendations

1. For practice:

- **Practitioners, Managers, Supervisors** – reflective practice, learning plans, performance appraisal, continuing professional development
- **Employers** – job descriptions, quality improvement, accreditation standards
- **Educators** – curriculum and course development.



National Collaborating Centre
for Determinants of Health

Centre de collaboration nationale
des déterminants de la santé

Recommendations

2. For competency development/revision:

- **Within each discipline** - strengthen social determinants, equity and social justice content, definitions and examples.
- **Within the core competencies** – include definitions and integrate examples throughout



National Collaborating Centre
for Determinants of Health

Centre de collaboration nationale
des déterminants de la santé

Use the Public Health roles for improving health inequity:

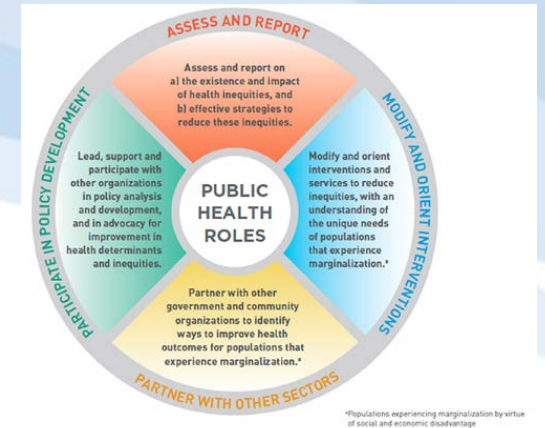


TABLE 2 PUBLIC HEALTH ROLES WITH COMPETENCY STATEMENT EXAMPLES

PUBLIC HEALTH ROLES FOR HEALTH EQUITY ⁴⁰	COMPETENCY STATEMENT EXAMPLE
Assess and report on a) the existence and impact of health inequities, and b) effective strategies to reduce these inequities	Public health medicine – 2.1 – Assess and describe systematically a populations’ health status, the determinants of significant health problems and their distributions using quantitative and qualitative methods. ^{37, p12}
Modify and orient interventions and services to reduce inequities, with an understanding of the unique needs of populations that experience marginalization.	Environmental public health professionals – T4-9 – Evaluate and allocate for the equitable allocation of resources related to practice program ^{9, p40}
Partner with other government and community organizations to identify ways to improve health outcomes for populations that experience marginalization.	Public health nursing – 4.3 – mediate between differing interest in the pursuit of health and well-being, and advocate for appropriate resource allocation and equitable access to resources. ^{8, p7}
Lead, support and participate with other organizations in policy analysis, and development, and in advocacy for improvement in health determinants and inequities.	Dental public health – Advocacy – speaking, writing or acting in favour of a particular cause, policy or group of people – often aims to reduce inequities in health status or access to health services. ^{35, p14}



Questions?



National Collaborating Centre
for Determinants of Health

Centre de collaboration nationale
des déterminants de la santé

Available at www.nccdh.ca

Health Equity Clicks: *Organizations*

Visit www.healthequityclicks.ca for a growing list of organizations taking action on the social determinants of health

Workshops & events

Visit our website to find out about the next knowledge exchange opportunity!
<http://nccdh.ca/connect/workshops-events/>

Resource Library

Your one-stop-shop for public health resources on the social determinants of health & health equity!
<http://nccdh.ca/resources/library/>

Health Equity Clicks: *Community*

Share what works to advance health equity - join in online conversations, networking events, and more!
www.nccdh.ca/community

Sign up for our monthly e-news



National Collaborating Centre
for Determinants of Health

Centre de collaboration nationale
des déterminants de la santé

nccdh@stfx.ca

Contact Us

National Collaborating Centre for Determinants of Health

St. Francis Xavier University

PO Box 5000 , Antigonish, NS B2G 2W5

Email: NCCDH@stfx.ca and CCNDS@stfx.ca

Phone: (902) 867-5406 Fax: (902) 867-6130

www.nccdh.ca and www.ccnds.ca



@NCCDH_CCNDS #sdoh #healthequity

Lesley Dyck, Knowledge Translation Specialist

E: ldyck@stfx.ca

P: 778-516-1514 @LesleyAnnDyck



National Collaborating Centre
for Determinants of Health

Centre de collaboration nationale
des déterminants de la santé