



Core Competencies: Community Health Nurse Enablers & Barriers

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Research Question

What are the enablers and barriers for Community Health Nurses to practice the competencies associated with their specialty in Ontario, Canada?

BACKGROUND

- Recent Public Health Challenges: SARS, bioterrorism, child health
- Nurses represent about half the public health human resources in Canada
 - currently 18,023 CHNs are registered in the province of Ontario
- Growing evidence that links nursing interventions to positive client outcomes
- Nursing capacity must be used to its full potential

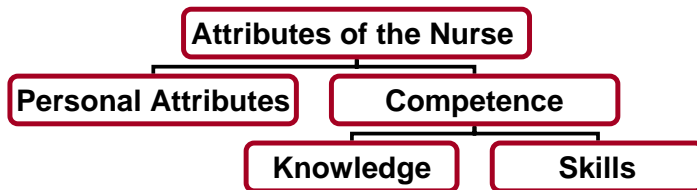
METHODS

- An appreciative inquiry approach was used for focus group discussion
- 12 groups of frontline nurses; 5 groups of policy makers/managers
- Participants were asked: "think of an experience when a nursing intervention worked well"
- Participants identified:
 - factors that contributed to this successful experience
 - themes (in contrast to the researchers identifying the themes)
- Researchers collated and labeled themes from all groups

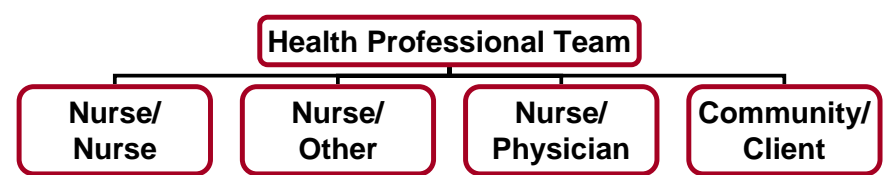
Preliminary Results

Themes consistent across sectors and between front line staff and managers

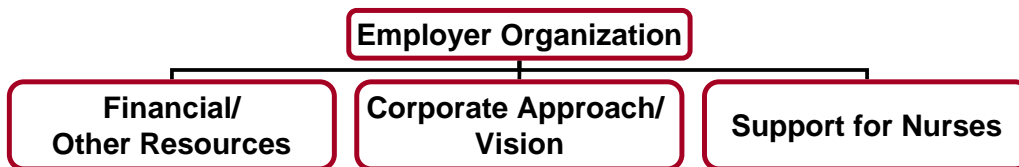
THEME 1



THEME 2



THEME 3



THEME 4



CONCLUSIONS

- Conditions for assuring optimal community health nursing outcomes include:
- Professional and personal competencies
 - Positive team functioning and relationships
 - Employer approaches that support quality practice
 - Community values and practices



NEXT STEPS

- Survey questionnaire based on themes from the focus groups
- Distributed to 5909 CHNs located in Ontario, Canada - 58% response
- Analysis in progress