

# Population Health Workforce Plan 2009-2010

Making the connections  
as we grow our Public  
Health capacity



- + Research & evaluation - Health Promoter
- + Health protection scholarship
- + Professional learning plans
- + Trainee health promoters
- + Trainee public health analyst
- + Inzone Careers
- + Student Placements (Gateway programme)
- + Pacific Island health promotion scholarship



## Population Health - Workforce Plan 2009/2010

The Waikato DHB Chief Executive Officer has stated that workforce is one of his seven priorities for 2009. This flows down to Population Health and becomes a focus for our service as well. Helping guide as and give us direction in public health workforce development is Te Uru Kahikatea (Public Health Workforce Development). This national strategy guides public health workforce development and outlines some key national directions by which we can formulate local responses. It is based on a wide range of research, reports, sector consultation and a survey of public health provider organisations. Te Uru Kahikatea is organised around nine key objectives which form the basis for the Population Health workplan.

**Goal 1: Develop and support a sustainable public health workforce**

**Objective 1: Establish an integrated staircased framework of training, qualifications and ongoing education in public health**

**Theme: Training & Education**

Initiative	Tasks	Progress Update	DRAFT Waikato DHB Maori Workforce Plan	National Documents	Responsibility	Timeframe
Professional Learning Plans	<ul style="list-style-type: none"> <li>• Plans to show trends/gaps in knowledge and skill base and will assist with workforce planning</li> <li>• Plans to be renewed annually at performance appraisal time</li> </ul>				Professional Advisors (Health Promotion & Protection) Managers	Annually in line with performance appraisals
HEAT Tool Training	<ul style="list-style-type: none"> <li>• Lesson plan developed/revised</li> <li>• Offered to internal and external providers</li> <li>• Investigate opportunity for a virtual learning programme for HEAT</li> </ul>			HEAT Users Guide Workbook	Public health strategist (Māori), Workforce Development Co-ordinator	November 2009  May 2010

Project Planning & Evaluation	<ul style="list-style-type: none"> <li>• Facilitated by Project Manager Research/Evaluation</li> <li>• Offered to internal and external providers</li> <li>• 3 day programme with practical application opportunities and ongoing mentoring and support</li> <li>• Toolkit for all participants</li> </ul>			Programme Evaluation: An Introductory guide for health promotion	Project Manager & Intern (if position continues) – Research & Evaluation	June 2010
Health Promotion 101	<ul style="list-style-type: none"> <li>• Basic level understanding for population health staff</li> <li>• Lesson plan revised</li> <li>• Deliver 1 training and evaluated in contract year</li> <li>• Deliver 1 training externally to the public health sector</li> </ul>				Professional Advisor Health Promotion	June 2010
Health Protection 101	<ul style="list-style-type: none"> <li>• Basic level understanding for population health staff and other interested staff</li> <li>• Lesson plan completed</li> <li>• X3 training delivered and evaluated in contract year</li> </ul>				Professional Advisor Health Protection	September 2009 June 2010

**Objective 2: Strengthen the Maori public health workforce and capability of the non-Maori workforce to improve Maori health and reduce inequalities.**

**Theme: Maori Public Health Workforce Development**

Initiative	Tasks	Progress Update	Waikato DHB Maori Workforce Plan	National Documents	Responsibility	Timeframe
Māori Leadership Programme	<ul style="list-style-type: none"> <li>Gain staff nominations from Population Health into this national programme</li> </ul>			Te Uri Kahikatea Document	Operation Managers Public Health Strategist (Maori)	Ongoing
Public health workforce Newsletter(public health providers in the Waikato)	<ul style="list-style-type: none"> <li>Engage with sector about the initiative</li> <li>Develop the newsletter structure and content</li> <li>Source information from public health sector</li> </ul>				Workforce Development Co-ordinator	1 per quarter
Maori health promotion scholarship	<ul style="list-style-type: none"> <li>Continue to support the current recipient until completion of tertiary study</li> <li>Regular contact and mentoring for recipient</li> </ul>				Professional Advisor Health Promotion Workforce Co-ordinator	Ongoing up to June 2010 only
CTA Hauora Maori Funding	<ul style="list-style-type: none"> <li>Continue to support CTA Hauora Maori funding for tertiary study</li> <li>Distribute information out to Maori providers,NGO's, PHO's, public health sector</li> <li>Co-ordinate applications within Population Health</li> </ul>				Workforce Development Co-ord Te Puna Oranga (CTA Funding Project Co-ord)	Ongoing

**Objective 3: Strengthen the Pacific public health workforce and the capability for the non Pacific workforce to improve Pacific health and reduce inequalities**

**Theme: Pacific Public Health Workforce Development**

Initiative	Tasks	Progress Update	Waikato DHB Maori Workforce Plan	National Documents	Responsibility	Timeframe
Health Promotion Scholarships	<ul style="list-style-type: none"> <li>• Review criteria for Pacific health promotion scholarship</li> <li>• Criteria set including a link to undergo further tertiary studies in health promotion. These can be individual papers or full degree programmes.</li> <li>• Applications and flyers be developed and distributed</li> <li>• Closing applications end September, short listing of successful applications in October and notify successful applicant(s)</li> <li>• Enrolment process</li> <li>• Mentoring and support</li> </ul>				Professional Advisor, Health Promotion Workforce Development Co-ordinator Unit Manager	<p>December 2009</p> <p>October 2009</p> <p>December 2009</p> <p>Ongoing</p>

**Objective 4: Build Infrastructure for Public Health Professional Development**  
**Theme: Public health sector professional development**

Initiative	Tasks	Progress Update	Waikato DHB Maori Workforce Plan	National Documents	Responsibility	Timeframe
Midland or Waikato Wide Documents and Processes	<ul style="list-style-type: none"> <li>Discussions with Midland partners to consider the development and adoption of a Midland or (sub Midland) wide process to measure health promotion staff levels of knowledge and skills against core competencies</li> <li>Potential for the development of one workforce development plan for Midland (or Waikato) based on TUK and the seven objectives</li> </ul>				Professional Advisors, Health Promotion & Health Protection Workforce Development Co-ord	Ongoing

**Objective 5: Strengthen Public Health/Health Promotion Capability of the Wider Health Workforce**  
**Theme: Wider public health workforce development**

Initiative	Tasks	Progress Update	Waikato DHB Maori Workforce Plan	National Documents	Responsibility	Timeframe
Non-Government Organisations	<ul style="list-style-type: none"> <li>Development of a partnership model with Sport Waikato</li> </ul>				HPS Professional Advisor, Professional Advisor – Health Promotion, Operations Manager	Ongoing
Public Health Organisations	<ul style="list-style-type: none"> <li>Continued dialogue with PHOs re; up and coming events eg; trainings offered, vacant positions, etc</li> </ul>				Operations Manager	
PHA Conference 2010	<ul style="list-style-type: none"> <li>3 internal staff part of the organising committee</li> <li>Continue to encourage staff and the public health sector to submit abstracts or poster presentations for the conference</li> <li>Submit a proposal to Group Manager for personnel to assist in the conference requirements (eg. scribes, facilitators, registrations, etc</li> </ul>				Operations Manager Professional Advisors, Health Promotion & Health Protection Workforce Development Co-ord	September 2010

	<ul style="list-style-type: none"><li>• Support internal staff to up skill and build their capacity to present at the conference</li><li>• Showcase and promote Health Waikato. Population Health activities and services</li></ul>					
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<u>Internal Health Protection Scholarship</u>	<ul style="list-style-type: none"> <li>• Continue to support applicant (2 years),</li> <li>• New scholarship offered each year</li> <li>• Fully funded by Population Health – fees and salary</li> <li>• Mentoring and support programme in place</li> </ul>				Professional Advisor, Health Protection & Operations Manager Health Protection	Ongoing
<u>Trainee Health Promoters</u>	<ul style="list-style-type: none"> <li>• Two positions in place in high need communities</li> <li>• 2 year contract (with options for permanent appointments as opportunities arise)</li> <li>• Continue to support trainees in study in the Certificate in Health Promotion via Otago University</li> <li>• Paid at a community worker level – difference used to fund the certificate. Staff attain new salary once qualified</li> <li>• Mentoring and support programme in place</li> </ul>				Professional Advisor Health Promotion & Unit Manager	Ongoing

**Objective 7: Strengthen the public health workforce information, policy and research base to inform ongoing public health workforce development**

**Theme: Information, Policy, Research**

Initiative	Tasks	Progress Update	Waikato DHB Maori Workforce Plan	National Documents	Responsibility	Timeframe
Website Upgrade	<ul style="list-style-type: none"> <li>Work alongside Communications to upgrade the webpage including streamlining the front page and making sure all relevant information is readily accessible</li> </ul>				Professional Advisors, Communications	Ongoing

**Objective 8: Nurture and develop supportive workplace cultures to achieve optimal workforce capability and capability**

**Theme: Supportive Workplace Cultures**

Initiative	Tasks	Progress Update	Waikato DHB Maori Workforce Plan	National Documents	Responsibility	Timeframe
Study Opportunities & Associated Leave	<ul style="list-style-type: none"> <li>Staff are encouraged to attend work choice days provided by the Waikato DHB and discuss study options with attending universities and other tertiary institutions</li> <li>Study leave is granted as per Waikato DHB policy</li> </ul>				Operation Managers Workforce Development Co-ord	Ongoing

	<ul style="list-style-type: none"> <li>• A service culture of maintaining a strong work/life balance ensures staff are able to work some flexi-time as appropriate</li> <li>• Continue to support staff to apply for tertiary study in 2010</li> </ul>					
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**Objective 9: Increase the Understanding of and Promote Careers in Public Health**

**Theme: Public health careers**

<b>Initiative</b>	<b>Tasks</b>	<b>Progress Update</b>	<b>Waikato DHB Maori Workforce Plan</b>	<b>National Documents</b>	<b>Responsibility</b>	<b>Timeframe</b>
Inzone Careers Bus	<ul style="list-style-type: none"> <li>• Work with Inzone Co-ordinator nationally (dependant on promotion or protection careers being shown on Inzone)</li> <li>• Work with Waikato DHB Co-ordinator to look to prioritise programme around lower decile schools with high Māori/Pacific Island ratios of students</li> <li>• Liaison with school advisors</li> </ul>				Workforce Development Co-ordinator Professional Advisors (Health Promotion & Protection)	June 2010
Career Day Opportunities	<ul style="list-style-type: none"> <li>• Continue to support secondary school career days as set down in criteria</li> </ul>				Workforce Development Co-ordinator,	June 2010

	<ul style="list-style-type: none"> <li>• Approval sought from Unit Managers (staff capacity, designated schools)</li> <li>• Waikato DHB Work Choice days that target secondary students in final years and tertiary students</li> </ul>				Professional Advisors Health Promotion, Health Protection	
Tertiary Institutions	<ul style="list-style-type: none"> <li>• Continue to support and promote public health careers within the University of Waikato (Leisure studies department)</li> <li>• Continue the relationship with the University</li> <li>• Continue to take part in health promotion papers as requested by University lecturers</li> <li>• Develop relationship with AUT (Health) for opportunities to study and up skill population health staff and public health sector</li> </ul>				Workforce Development Co-ord, Professional Advisor (Health Promotion)	June 2010
Student Placement Programme (HR Gateway Programme)	<ul style="list-style-type: none"> <li>• Development of gateway programme with HR</li> <li>• Liaison with tertiary institutions when placements are imminent</li> <li>• 2 student placements within the contract year (take a reducing inequalities approach eg. deciles 1-5, high Maori and PI,</li> </ul>				Workforce Development Co-ord, Professional Advisors, Health Promotion, Health Protection, Unit Managers	June 2010