

Public Health Workforce Development Plan – Summary Framework

Table 1: Summary of the PH WDP goals, objectives and actions

GOAL 1: Develop an effective and sustainable public health workforce	
Education and Training	
Objective 1: Establish an integrated, stair-cased framework of training, qualifications and ongoing education in public health.	<p>Summary of Actions</p> <ol style="list-style-type: none"> 1.1 Develop and implement generic public health competencies 1.2 Integrate generic public health competencies into professional development, education, training and workforce planning. 1.3 Develop and build commitment to a national training and qualifications framework. 1.4 Progressively fill the gaps in the availability and appropriateness of training at all levels. 1.5 Address the barriers that hinder access to training. 1.6 Lift the public health workforce’s capability to lead health sector and community action to promote and improve health and reduce inequalities.
Māori public health workforce development	
Objective 2: Strengthen the Māori public health workforce and the capability of the non-Māori workforce to improve Māori health and reduce inequalities.	<p>Summary of Actions</p> <ol style="list-style-type: none"> 2.1 Develop a strategic approach and implementation plan to strengthen the Māori public workforce and increase the capability of the non-Māori workforce to improve Māori health and reduce inequalities. 2.2 Maximise opportunities in all the other PH WDP objectives to further Māori public health workforce priorities.
Pacific public health workforce development	
Objective 3: Strengthen the Pacific public health workforce and the capability of the non-Pacific workforce to improve Pacific health and reduce inequalities.	<p>Summary of Actions</p> <ol style="list-style-type: none"> 3.1 Support the development and implementation of a strategic approach to strengthen the Pacific public health workforce and increase the capability of the non-Pacific workforce to improve Pacific health and reduce inequalities. 3.2 Maximise opportunities in all the other PH WDP objectives to further Pacific public health workforce priorities.
Public health sector professional development	
Objective 4: Build infrastructure for public health professional development.	<p>Summary of Actions</p> <ol style="list-style-type: none"> 4.1 Support the development of a multidisciplinary collective approach to public health workforce development. 4.2 Establish mechanisms (where they do not already exist) for key public health workforce groups (particularly health promotion and health protection) to lead professional development, develop competencies and standards, and achieve external recognition. This includes – <ul style="list-style-type: none"> • working with stakeholders for public health nurses, community health workers and other public health disciplines to identify ways to support their professional needs • investigating options for a industry-wide approach or body to manage public health professional and sector development. 4.3 Support key professional/occupational groups to develop professional competencies (built on the generic public health competencies).
Wider public health workforce development	
Objective 5: Strengthen the public health capability of the wider health workforce.	<p>Summary of Actions</p> <ol style="list-style-type: none"> 5.1 Build the public health capability of the wider health workforces: <ul style="list-style-type: none"> • training courses for public health/health promotion in primary care settings • incorporating ‘public health in a primary care setting’ approaches into public health training and qualifications • strengthen the public health components of clinical training programmes and competencies, eg. for practice nurses and GPs • support the wider health sector to build capacity and capability to deal with new and re-emerging diseases and mass casualty events • support emergency response training for the wider health sector. 5.2 Analyse training and career pathways for common programmes across sectors.



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GOAL 2: Support public health environments to grow and develop the public health workforce	
Workforce planning	
Objective 6: Advance workforce planning and capacity building to grow the public health workforce.	<p>Summary of Actions</p> <p>6.1 Develop and trial a public health workforce planning model and tool(s) to assist the Ministry of Health, DHBs and providers to plan and build capacity for their own workforce.</p> <p>6.2 Incorporate the planning tool(s) into local, regional and national workforce and programme planning for public health.</p> <p>6.3 Develop ongoing review mechanisms to ensure applicability and usefulness of the planning model and tool(s).</p>
Information, policy and research	
Objective 7: Strengthen the public health workforce information, policy and research base to inform ongoing public health workforce development.	<p>Summary of Actions</p> <p>7.1 Implement initiatives to obtain (on an ongoing basis) new and existing workforce and service delivery information to inform public health workforce development.</p> <p>7.2 Identify and implement ongoing research activities to inform public health workforce development; in particular:</p> <ul style="list-style-type: none"> • the public health workforce needs of people from other ethnicities (eg. Asian) • assess the capacity and capability of the public health workforce to respond to emergent and irregular demands. <p>7.3 Align all public health workforce development initiatives with relevant policy, regulation and legislation.</p> <p>7.4 Instigate ongoing evaluation activities to ensure the PH WDP implementation is effective, to assess its impact and to develop a basis for its future review.</p>
Supportive workplace cultures	
Objective 8: Nurture and develop supportive workplace cultures to achieve optimal workforce capability and capacity.	<p>Summary of Actions</p> <p>8.1 Develop national guidelines and tools to support public health provider workforce development planning and healthy workplace environments.</p> <p>8.2 Develop and progressively implement organisational competencies.</p> <p>8.3 Develop and progressively implement organisational Māori responsiveness competencies for improving Māori health and reducing inequalities.</p> <p>8.4 Develop and progressively implement organisational Pacific responsiveness competencies for improving Pacific health and reducing inequalities.</p> <p>8.5 Instigate requirements in Ministry of Health provider contracts for workforce development planning and monitoring.</p>
Public health careers	
Objective 9: Increase the understanding of, and promote careers in, public health.	<p>Summary of Actions</p> <p>9.1 Develop a sector-wide approach to improve the profile and understanding of, and promote careers in, public health.</p> <p>9.2 Implement initiatives to promote public health careers, including recruitment tools and materials.</p> <p>9.3 Implement initiatives to encourage entry into under-represented disciplines in public health.</p> <p>9.4 Improve the wider health workforce’s understanding of public health competencies and skills through initiatives and communication opportunities.</p>

