

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		
Themes	Objectives	Actions
Education and training	Objective 1 Establish an integrated, stair-cased framework of training, qualifications and ongoing education in public health.	<p>1.1 Develop and implement generic public health competencies across the public health workforce to provide a common framework for professional development and a foundation for skill development across specific public health issues.</p> <p>1.2 Integrate generic public health competencies into professional development, education, training and workforce planning.</p> <p>1.3 Progressively develop and build commitment to a national training and qualifications framework, including building relationships with the Tertiary Education Commission and tertiary education organisations.</p> <p>1.4 Progressively fill the gaps in the availability and appropriateness of training at all levels. As a priority, progress the development of a nationally available undergraduate qualification in public health.</p> <p>1.5 Progressively address the barriers to the accessibility of public health training.</p> <p>1.6 Lift the capability of the public health workforce to lead health sector and community action to promote and improve health and reduce inequalities. This will be done by developing a systematic approach to improving the leadership capability of the public health workforce through increasing or extending access to leadership programmes, mentoring and scholarships.</p>
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>2.1 Develop a planned and strategic approach, and an implementation plan, to:</p> <ul style="list-style-type: none"> strengthen the Māori public health workforce increase the capability of the non-Māori workforce to improve Māori health and reduce inequalities. <p>2.2 Maximise opportunities in all the other PH WDP objectives to further Māori public health workforce priorities.</p>

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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>3.1 Support the development and implementation of a strategic approach to:</p> <ul style="list-style-type: none"> strengthen the Pacific public health workforce increase the capability of the non-Pacific workforce to improve Pacific health gain and reduce inequalities. <p>3.2 Maximise opportunities in all the other PH WDP objectives to further Pacific public health workforce priorities.</p>
Public health sector professional development	Objective 4 Build infrastructure for public health professional development.	<p>4.1 Support the development of a multidisciplinary collective approach to public health workforce development across professional boundaries.</p> <p>4.2 Establish (where they do not already exist) professional development mechanisms for key public health workforce groups to lead professional development, develop competencies and standards, and achieve external recognition; in particular:</p> <ul style="list-style-type: none"> support the development of groups/mechanisms to lead the professional development of health promotion and health protection workforces work with leaders/stakeholders for public health nurses, community health workers and other public health disciplines to identify ways of supporting the professional needs of the respective workforce groups investigate options for an industry-wide approach or body to manage public health professional and sector development. <p>4.3 Support key professional/occupational groups to develop professional competencies (which are built on the public health generic competencies) that strengthen discipline-based and inter-professional career pathways, and recruitment and retention strategies.</p>

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Wider public health workforce development	Objective 5 Strengthen the public health capability of the wider health workforce.	<p>5.1 Build the public health capability of the wider health workforces; in particular:</p> <ul style="list-style-type: none"> support the development of a training course or courses for public health/health promotion in a primary health care setting ensure training for 'public health in a primary health setting' is part of all public health training courses and qualifications identify opportunities to strengthen the public health component of clinical training programmes and competencies (eg. GPs, practice nurses) support the wider health sector to build workforce capacity and capability to deal with new and re-emerging diseases and mass casualty events support emergency response training for the wider health sector (including community-based organisations) to ensure an integrated approach is achieved nationally and to enable public health services to obtain surge capacity (eg. from primary care). <p>5.2 Analyse training and career pathways for common programmes across sectors; eg. health protection (public health services), environmental health (local government) and emergency management (Co-ordinated Incident Management System).</p>

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GOAL 2: Support public health environments to grow and develop the public health workforce		
Themes	Objectives	Actions
Workforce planning	Objective 6 Advance workforce planning and capacity building to grow the public health workforce.	<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 for their workforce needs and to build the capacity of their workforces.</p> <p>6.2 Incorporate the planning tool(s) into overall health workforce planning at local and regional levels and into national programme planning for public health.</p> <p>6.3 Develop ongoing review mechanisms. This work requires workforce modeling and benchmarking, and is informed by links to:</p> <ul style="list-style-type: none"> the information initiatives in Objective 7 existing resources and information sources capacity planning (service delivery planning).
Information, policy and research	Objective 7 Strengthen the public health workforce information, policy and research base to inform ongoing public health workforce development.	<p>7.1 Develop and implement initiatives to obtain (on an ongoing basis) relevant workforce and service delivery information to inform public health workforce development using and linking to existing or new information sources and initiatives (eg. the DHBNZ Health Workforce Information project).</p> <p>7.2 Identify and implement ongoing research activities to inform and support public health workforce development; in particular:</p> <ul style="list-style-type: none"> assess the workforce needs of people from other ethnicities (eg. Asian) working in public health 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 approaches, initiatives and activities with relevant policy, regulation and legislation (eg. the HPCAA and the Public Health Bill).</p>

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	Objective 7 Strengthen the public health workforce information and research base to inform ongoing public health workforce development.	<p>7.4 Instigate ongoing evaluation activities to:</p> <ul style="list-style-type: none"> contribute to the effectiveness of the implementation of the PH WDP assess the impact of the PH WDP's implementation provide insight into how the PH WDP can be enhanced or adapted to better meet the needs of the public health workforce.
Supportive workplace cultures	Objective 8 Nurture and develop supportive workplace cultures to achieve optimal workforce capability and capacity.	<p>8.1 Develop tools and national guidelines (drawing on existing tools where they exist) to support planning and healthy workplace environments for public health providers at an organisational level. This includes guides to best practice human resource development, and recruitment and retention activities.</p> <p>8.2 Develop and progressively implement a set of organisational competencies that could be built into organisational development programmes.</p> <p>8.3 Develop and progressively implement a set of organisational Māori responsiveness competencies for improving Māori public health.</p> <p>8.4 Develop and progressively implement a set of organisational Pacific responsiveness competencies for improving Pacific public health.</p> <p>8.5 Instigate contractual requirements for workforce development plans and monitoring in Ministry of Health public health provider contracts, and implement ongoing review mechanisms.</p>
Public health careers	Objective 9 Increase the understanding of, and promote careers in, public health.	<p>9.1 Develop a sector-wide approach to improve the profile and understanding of, and promote careers in, public health. This work links to the brand development work led by DHBNZ to grow positive perceptions of careers in the health sector as a whole.</p>

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		<p>9.2 Implement initiatives to promote public health careers, including recruitment tools and materials (print- and web-based); in particular:</p> <ul style="list-style-type: none"> develop information initiatives that focus on tertiary study leavers and the returning workforce (eg. the public health careers booklet) establish a web-based guide to public health workforce development and careers. <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>