

Stand up and be counted: Using RBA to measure workforce development in public health nursing

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Objectives

By the end of the presentation the participants will be able to:

- Identify the components of nursing practice framework
- Define Results Based Accountability (RBA) and its usefulness in nursing practice
- Identify the population and performance measures used and describe how data was collected
- Identify practice implications

York Region **Nursing Practice Framework**

VISION
Committed to excellence in Public Health nursing practice

Chief Nursing Officer

MISSION
The Nursing Practice Team will inspire and guide nurses to provide quality client services within the Public Health system.

Head of Nursing Practice

- We will achieve this by:**
- Supporting quality in nursing practice
 - Promoting professional development
 - Building professional relationships
 - Fostering organizational excellence



Divisional PHN Representatives

Quality in Nursing Practice: Ensure quality in nursing practice through integration of competencies, regulatory standards and Community Health Nurses of Canada (CHNC) standards.

- ❖ Support integration of competencies in public health nursing
- ❖ Support adherence to CNO practice standards
- ❖ Support integration of Evidence Informed Decision Making into nursing practice

Professional Development: Facilitate professional development and act as knowledge brokers.

- ❖ Provide annual nursing education session
- ❖ Provide nursing student preceptor opportunities
- ❖ Develop and support access to resources and tools
- ❖ Support knowledge exchange and translation

Professional Relationships: Engage and collaborate with interdisciplinary and Intra-disciplinary partners.

- ❖ Build effective linkages with key organizations
- ❖ Foster interdisciplinary public health collaboration
- ❖ Encourage engagement and participatory action

Organizational Excellence: Foster organizational effectiveness through leadership development and the promotion of a culture of innovation.

- ❖ Foster the implementation of RNAO and other relevant best practice guidelines
- ❖ Ensure quality documentation processes through branch documentation standards and audit framework
- ❖ Support a culture of quality through the use of CQI tools

Health Protection Division

Healthy Living Division

Results Based Accountability

Child and Family Health Division

Infectious Diseases Control Division

May 2014



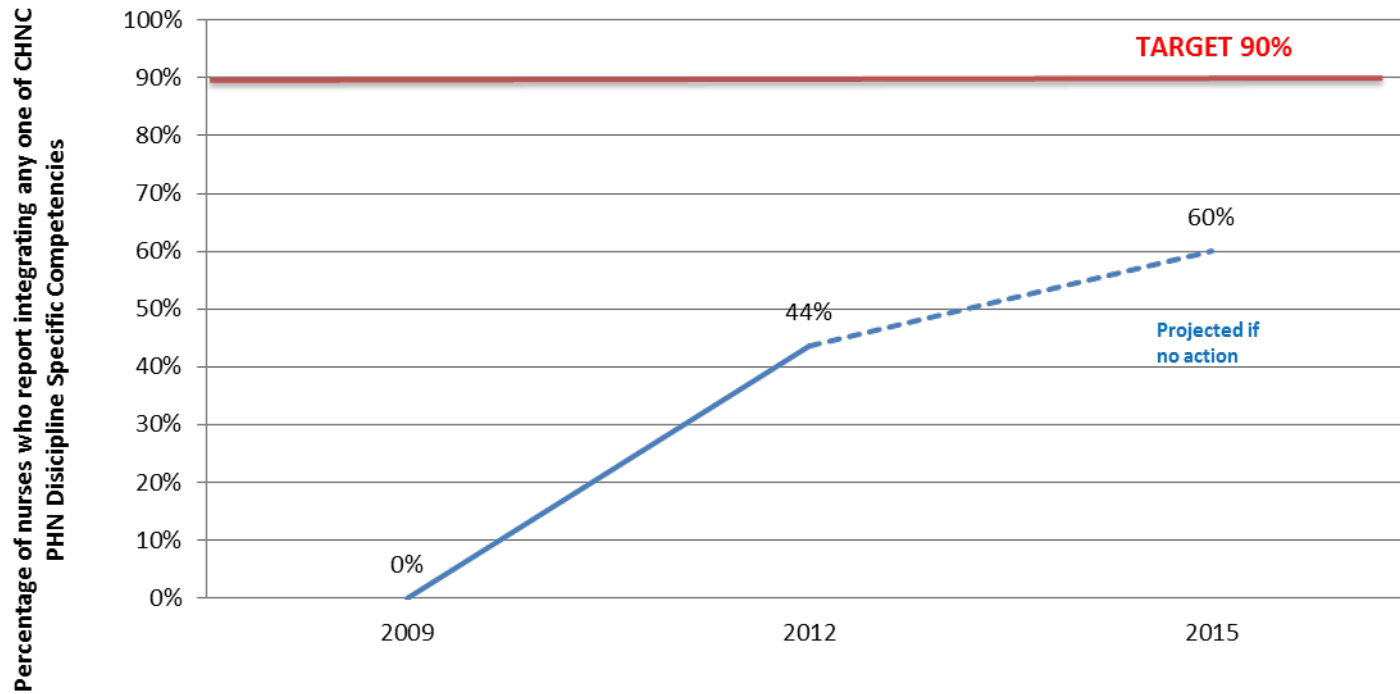
What is Results Based Accountability

- RBA is a simple, common sense, useful way of thinking and taking action that can be used to improve performance of programs and quality of life in communities.
- “Starts with ends and works backward...to means”
- Made up of two parts:
 - Population accountability
 - Performance accountability



Population Accountability

Integration of PHN Competencies



Performance Measures: PHN Core Competencies

How much did we do?

- 115 nurses attended a PHN competencies session
- 6 staff sessions were held
- 78 staff completed evaluations
- 18 managers attended a manager focused session
- 3 manager sessions were held
- 18 managers completed evaluations
- 14 resources & tools were developed/adapted

How well did we do it?

- 57% of nurses attended a session (115/202)
- 62% of managers trained (18/29)
- 68% of staff participants (n=115) and 89% of manager participants (n=16) completed evaluations
- 86% of staff and 100% of managers would recommend their respective session to a colleague
- **97% of staff rated the session as good and excellent**

Is anyone better off?

As a result of attending a session: Staff reported

- 70 reported their familiarity increased (n=70)
- 75 reported they have increased knowledge (n=78)
- 77 reported they have increased understanding of the relevance (n=78)
- 70 reported they have increased understanding of application (n=78)
- 53 intend to or have already integrated competencies into practice in next 6 months

As a result of attending a session: Managers reported

- 13 managers intend to integrate competency based tool into practice with staff

As result of attending a session: Staff reported

- 100% increased familiarity
- 96% increased knowledge
- 99% increased understanding of relevance
- 90% increased understanding of application
- **68%** have already or intend to integrate competencies into practice in the next 6 months

As result of attending a session: Managers reported

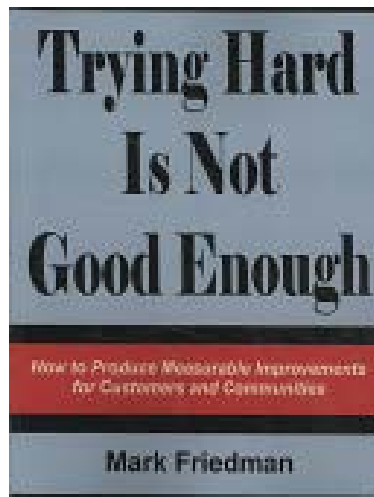
- **81%** of managers have already, or intend to integrate, competency based tools into practice with staff within the next 6 months

Practice Implications

- Using RBA has enabled us to demonstrate that that there have been positive changes in the nursing workforce in the area of Nursing Practice
- Nurses are:
 - more engaged
 - more likely to precept a student
 - implementing more best practices
 - more likely to be integrating competencies
- We will be monitoring progress in 2015 as we continue our work to ‘turn the curve’



For more information on Results Based Accountability



www.raguide.org

www.Resultsaccountability.com

www.resultsleadership.org

RBA Facebook group

<http://www.facebook.com/groups/RBAOBA/>