

Board of Health Manual

Public Health Sudbury & Districts

Policy

Category

Staff Development

Section

Staff Development

Subject

Professional Practice Support and Workforce Capacity Building

Number

H-I-10

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Board of Health

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Purpose

Achievement of Public Health Sudbury & Districts' mission and vision requires a flexible and responsive workforce that has the capacity, skills, knowledge, and attitude to meet the current and future needs of our communities. To this end, the organization supports the utilization of proactive approaches to the development of its workforce. The organization will interact with the broader systems and will employ a range of well-balanced strategies ensuring we have the right people with the right skills in place. A focus on the development of public health core competencies in staff will ensure a skilled, creative and responsive workforce at all organizational levels. As a Teaching Health Unit we strive for excellence in knowledge and skills.

Workforce Development

The Board of Health supports the implementation of a comprehensive workforce development plan which identifies the training needs of staff and encourages opportunities for the development of core competencies and partnerships with academic institutions. This includes the provision of staff development opportunities for all Public

Health Sudbury & Districts staff for the purpose of supporting quality public health programming and services.

The Board of Health shall ensure that staff have access to both formal and informal educational opportunities such as on and off-site educational programs, membership in professional associations, on the job training, access to coaching and mentoring for staff at all organizational levels with a consideration to equity and fairness.

Professional Practice Support

The Board of Health shall support a culture of excellence in professional practice for all regulated and unregulated health professions that ensures inter-professional collaboration and learning, and that staff are able to comply with professional regulatory body requirements where applicable.

The Board of Health requires a designated Chief Nursing Officer (CNO) senior staff position to be responsible for nursing quality assurance and nursing practice leadership. The Professional Practice Committee (PPC), an interdisciplinary group of staff members representing various public health professions, also plays an important role to support the maintenance of competency while creating systems and processes to enhance inter-professional practice and development within the Public Health Sudbury & Districts. Part of their role is to foster an environment that supports evidence-based professional practice and promotes excellence in public health practice across all disciplines.