

**APPENDIX G Comparison of learning needs before and after**

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**Review of learning at project conclusion** The learning needs identified at appointment were matched against priorities in primary health care to determine the development programme (see Appendices F and H).

The nurses were asked at the end of the project to complete the competency self-assessment again - please see next page for the request.

**Notes on review of learning** A summary of the main areas of learning needs met and not met in the course of the project is given in the table on the following page. This yields a rather complicated result.

It appears that by the end of the project some of the nurses

- had met learning needs of which they'd not been aware - for instance, meeting local resource people they had not known of
- having become more skilled or confident, recognised learning having taken place even though no needs had been identified earlier - for instance, having become more aware of or practised with a range of health assessment tools
- had been exposed to new health needs, or in the new role had been able to address needs (where they hadn't been able to before) - for instance, assessing clients' information and learning needs
- had met their learning needs to some extent, and also identified that there was more 'yet to learn' - which may have meant that they had either not fully met the need, or extended their understanding of what there was to be learned
- realised they knew more than they'd thought initially.

Some learning inputs were not offered, or those offered did not completely meet the needs. The child health assessment course in particular was not able to be offered, nor was there demand in all of the localities for child health services from the Neighbourhood Nurse.



Please complete the competency self assessment tool and return by Wednesday 08 November 2006, preferably by email or fax. Be sure to save it if you have done it electronically!

Please use these codes this time

- **C:** for competencies you had when you entered the project
- **L:** for things you learned in the course of the project (even if you haven't yet fully consolidated them or had the opportunity to put into practice)
- **D:** things you have yet to learn.

Thanks in advance.

## Comparison of learning needs 'before and after': Main areas of note

Learning needs at the start		Learned in the course of the project	Yet to learn
	<b>POPULATION HEALTH IN RELATION TO LOCAL COMMUNITY</b>		
3*	Population and primary health priorities at DHB level, including Maori health	3	
1	Awareness of other agencies and resource people working towards priorities	3	
1	Familiarity with local community profile	2	
	<b>ASSESSMENT OF HEALTH NEED</b>		
2	Familiarity with a range of health assessment tools	3	
3	Indicators for diagnostic tests	1	2
3	Adult health assessment	4	
3	Infant/child health assessment	1	2
3	Maternal/parental and family health assessment	2	1
4	School environs/student health assessment	1	3
	<b>SUPPORT CLIENTS/FAMILIES IN MEETING OWN HEALTH NEEDS</b>		
	Assess information/learning needs	2	
3	Assess and promote client readiness for change, and institute effective brief intervention	4	
3	Supporting clients and families/whanau in self-management	3	
	<b>SPECIFIC 'PUBLIC HEALTH' ASPECTS</b>		
4	Communicable diseases (aetiology, notification, contact tracing, compliance and treatment)	2	2
3	Immunisation implementation (schedules, screening, register, information giving)	3	2
2	Well Child service delivery	1	3
4	Health promotion programmes and services within schools	1	3
3	Community development	1	

 Relates to a specific course or workshop

\* Numerals relate to the number of nurses.