

APPENDIX J Recommended professional development programme

The development recommended is based on identified assumptions and principles The programme proposed for Primary Health Care Nurse development emerged from discussion in the Project Team, Neighbourhood Nurse workshops and Steering Group over the last months of the project.

It reflects the professional development programme delivered in the project (see Appendix H), but goes beyond that, as not all learning needs were able to be provided in the timeframe available.

The recommended content and approach is based on a number of assumptions and principles:

- That the programme is provided as a ‘smorgasbord’, and individual participation is
 - based on learning needs identified in self-assessment against the knowledge, skills and attitudes/attributes (KSA) or competencies defined for this generalist role
 - to access learning not provided in personal courses of post-graduate study
 - in addition to core WCDHB training.
- That primary health care nurses are not expected to become expert in every area but to have sufficient knowledge to be able to recognise a health need or opportunity, then counsel or support the client appropriately towards a referral, and/or access resource people for advice.
- That part of the ‘contract’ in taking up a generalist role is to work towards gaining the requisite KSA - this means that the nurses participate in the learning opportunities provided and that the opportunities are provided.
- That education events are provided from a range of sources, e.g. opportunistic utilisation of independently offered courses and workshops, through to designing and providing specific learning opportunities within the DHB.
- That those workshops/study days designed and provided within the DHB
 - cover a specific content theme while also focusing on a process or approach that can be applied across many health issues/problems (e.g. the process of effective brief intervention applied to healthy lifestyle issues of smoking cessation, exercise and diet)
 - ensure that local resource people are utilised where possible so that participants also extend their referral networks while learning specific content.
- That this programme is open to all and preferably has dedicated coordination to ensure a wide uptake and its integration with other staff development activities.
- That it runs and repeats over an extended period of up to two years.

If the programme is open to all, it is possible that as nurses undertake elements of the programme in the course of their general staff development, they may become ready to explore a more generalist scope of practice.

RECOMMENDED TOPICS	NOTES
FROM STRATEGY TO SERVICE PROVISION	Suggested by Neighbourhood Nurses as a DHB event that brings people into an awareness of how DHB and PHO planning and thinking translates the Primary Healthcare Strategy into services locally. To include Maori Health Strategy at national and DHB level.
COMMUNITY PROFILING	Endorsed by the Steering Group as an essential foundation to planning and providing the right mix of primary health care nursing roles and services. A community profiling workshop was provided for the Reefton community in 2004 by Dr Nick Taylor, a rural sociologist, and was well-received (see Project File for Reefton for further details).
ADULT HEALTH ASSESSMENT	Offered by CPIT.
CHILD HEALTH ASSESSMENT	Education provider to be sourced.
TIKANGA RECOMMENDED BEST PRACTICE	The Neighbourhood Nurses found this input valuable and recommended that this DHB provided training extend its focus from hospital-based care to include community and home-based best practice.
SUPPORT YOUR CLIENTS IN POSITIVE LIFESTYLE CHANGE: SMOKING CESSATION, EXERCISE, HEALTHY EATING	The workshop was designed to bring together <ul style="list-style-type: none"> ▪ Heart Foundation input on the ‘effective brief intervention’ model related to smoking cessation ▪ Green Prescription inputs on exercise ▪ Community and Public Health inputs on healthy eating.
JIGSAW: PUBLIC HEALTH/HEALTH PROMOTION TRAINING PROGRAMME	Provided locally by Community and Public Health. Participation in appropriate modules would probably be appropriate for learning needs at an ‘entry’ level. Those undertaking certificate or diploma level study covering public health and health promotion concepts will probably have already met learning needs in this area.
SELF MANAGEMENT IN CHRONIC CONDITIONS (Flinders’ model)	A West Coast PHO sponsored workshop was run locally by a recommended provider. Public courses are run throughout New Zealand by various providers. Workshop is of two day duration and participants can attain certification through completion of three cases.
UPDATE: PRIMARY MENTAL HEALTH CARE	Coordinated within DHB resources. See Project File for evaluation and recommendations for future content/approach.
UPDATE: FAMILY, MATERNAL AND CHILD HEALTH	Coordinated within DHB resources. See Project File for evaluation and recommendations for future content/approach.
UPDATE: WOMENS’ AND MENS’ HEALTH	Not offered in the project period. Consider men’s health update running in men’s health month, i.e. November.