

# **Knowledge Translation in Public Health “learnings” from Montérégie**

## **CPHA Sponsor session**

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# La Montérégie

- 1 460 000 people on 10 000 km<sup>2</sup>
- 180 people working in public health at the regional level (md, professionals and technical staff)
- 11 CSSS (local health and social service centers)
  - 11 senior managers of local public health
  - +or- 125 middle managers responsible for PH
  - Professionals and technical staff

# 2004-2005: creation of the CSSS

- CSSS= merging of CLSC(s)+ long term care facilities +or- hospital
- my initial 'diagnostic':
  - The new local public health managers did not have all the knowledge and competencies they needed to perform the role expected of them

## 2004-2005: creation of the CSSS (suite)

- my 'treatment': FORCES/EXTRA project

*The Development and Implementation of Knowledge Transfer and Competency Development Strategies for Training Local Public Health Senior Managers*

# The different steps of the project

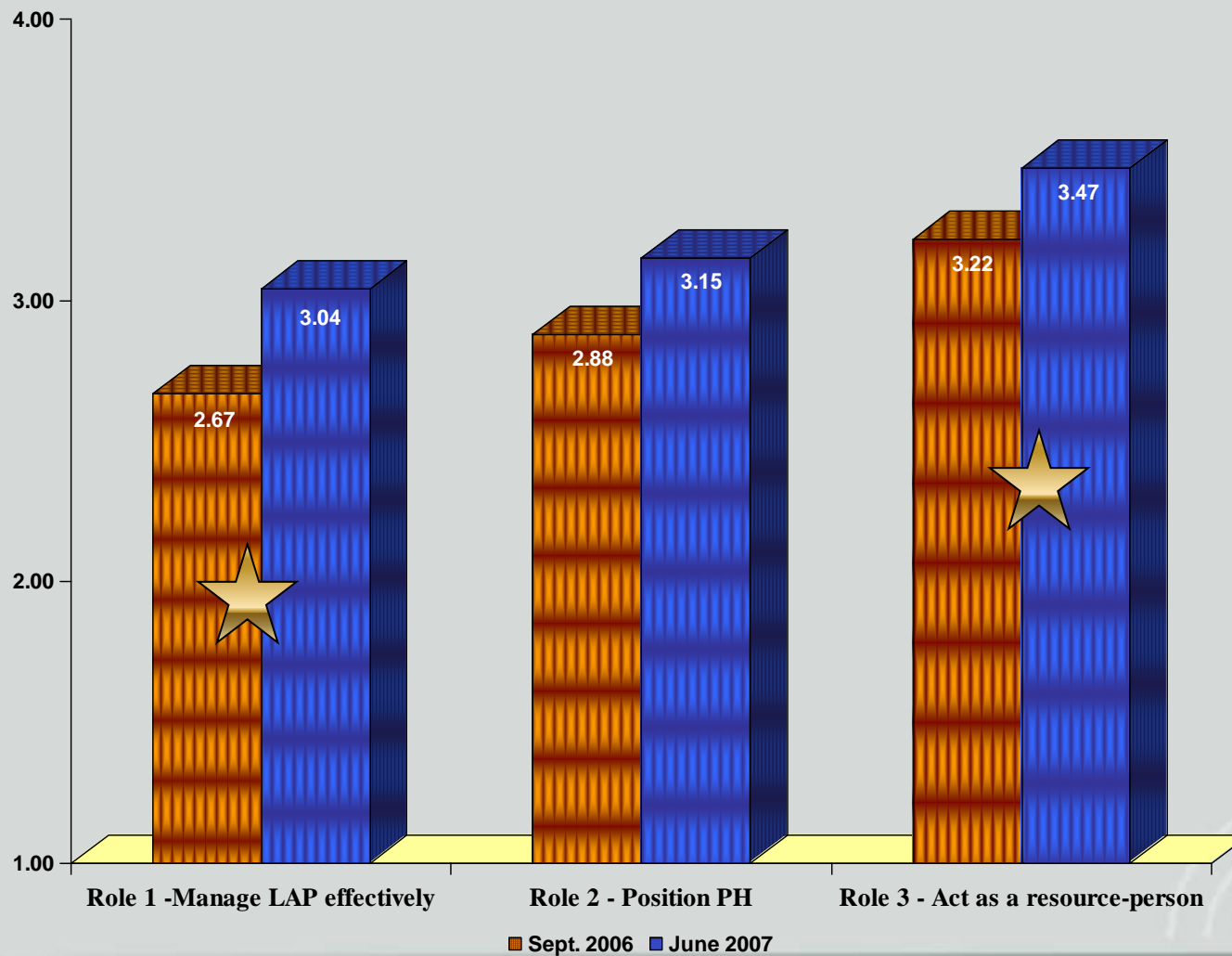
- I. Define the new roles and establish the primary responsibilities of local public health managers
- II. For each new role, identify the “best practices” (action levers) to meet these new roles and responsibilities
- III. Define the key competencies necessary to implement those best practices
- IV. Conduct a self assessment of the managers vs those key competencies

# The different steps of the project (suite)

- V. Prioritize the competencies to develop
- VI. Choose the best mechanisms and the best strategies
- VII. Build a collective learning pathways
- VIII. Evaluate after 1 year

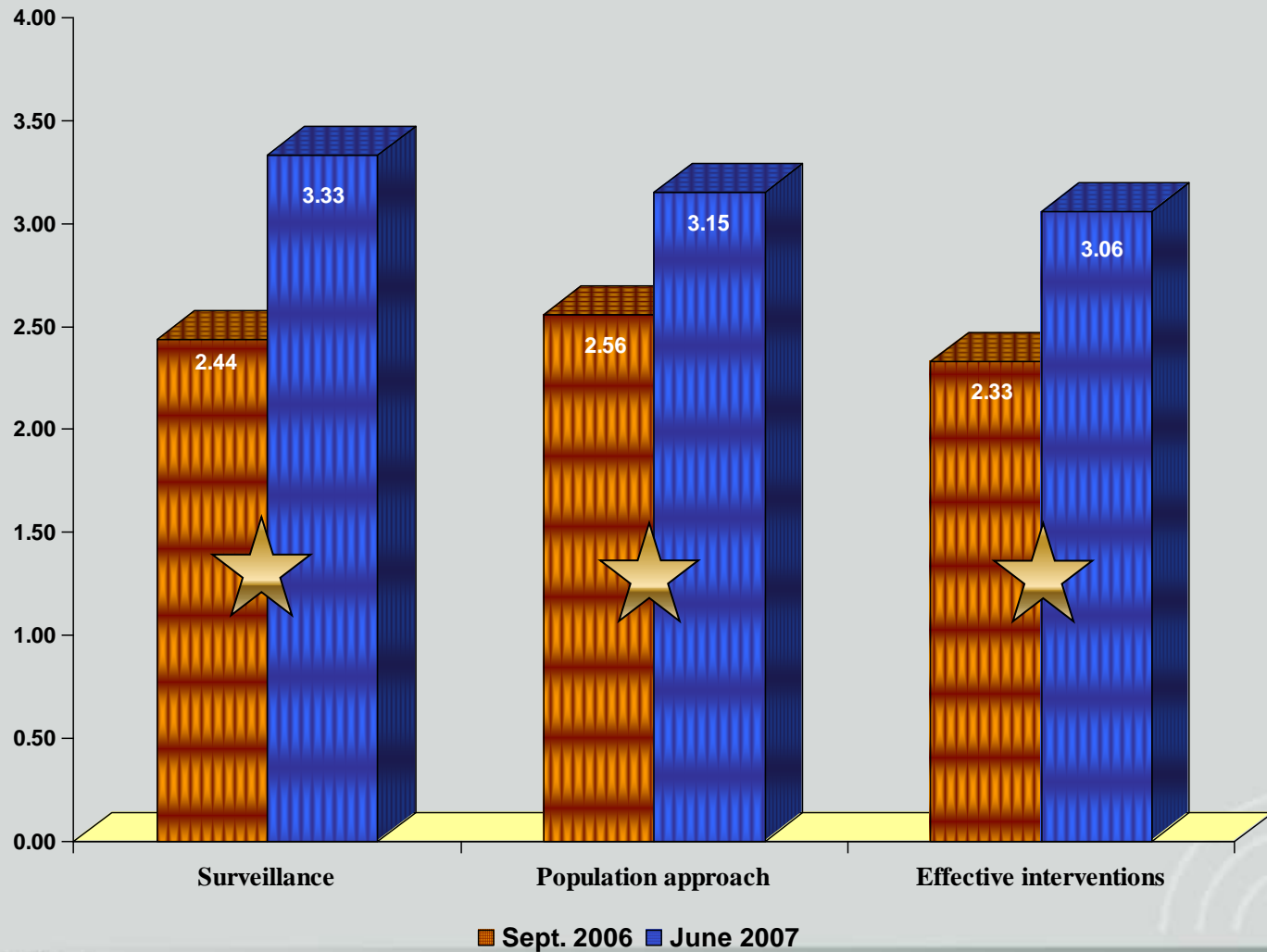
# Roles of local public health directors

Averages (skill level)



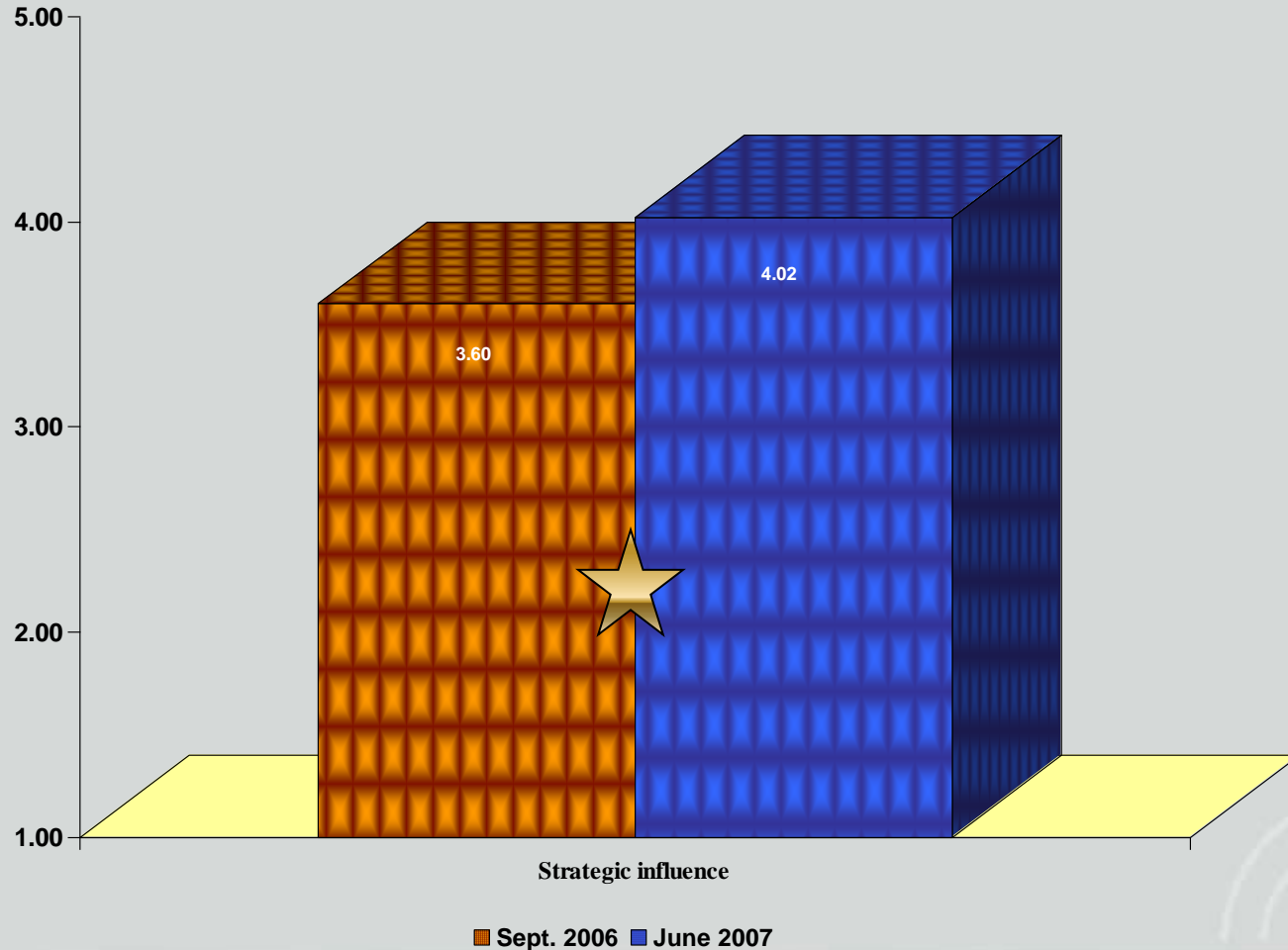
# Technical skills (cont.)

Averages (level of knowledge)



# Behavioural skills (cont.)

Averages (out of 5)



# To enable these managers to acquire the new knowledge and develop the competencies

- FORCES/EXTRA project
- *Regional Public Health Coordinating Committee* = community of practice
- Web site (extranet for partners)
- “Oeil de santé publique” (intranet)
- Mentoring/support of managers and teams

## Some Conditions of success:

- Constant efforts to make KT an integral part of the activity of local organizations
- The use of a stable, well-integrated mechanism for developing the competencies of local actors
- The simultaneous use of multiple strategies

# Next steps

- Same conceptual framework being used in public health in Montérégie for
  - Md and professionals at the regional level
  - Middle managers and professionals at the local levels
  - Some professionals at the provincial levels
- Adapted framework used in Montérégie for other sectors
- Same framework used by INSPQ for other regions in public health