

Development of
Home Health Nursing Competencies
in Canada

Report submitted to:
The Community Health Nurses of Canada

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The “Expert Group”

There were 47 people identified for the expert group, representing varied Home Health nursing expertise and perspectives including frontline nurses, managers, consultants, directors, educators, researchers and senior decision makers. The expert group members provided feedback on the draft Home Health Nursing Competency, using an electronic survey tool. They also sent the survey directly or through their networks to other nurses working in home health to insure that the opinions of home health nurses would be reflected in the document.

Consultants for this project: *Underwood & Associates*
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Introduction

Home Health Nursing Competencies are the integrated knowledge, skills, judgement and attributes required of a nurse working in home health to practice safely and ethically. Attributes include, but are not limited to attitudes, values and beliefs (adapted from Canadian Nurses Association Code of Ethics, 2008).

A review of the literature provided evidence of the vast array of diverse competencies required for the unique and complex practice of home health nursing (Mildon & Underwood, 2010). The review also identified over a dozen organizing frameworks for home health nursing competencies. The existence of so many frameworks speaks to the challenge of organizing competencies in a way that is practical, comprehensive and meaningful. As recommended at the conclusion of the literature review, the Canadian Community Health Nursing Standards of Practice (Community Health Nurses Association of Canada, 2008) have been used as the organizing framework for the home health nursing competencies contained in this document. The competencies are broad in scope, thereby lending themselves to application in multiple settings and for further detailing into more specific elements of practice for position descriptions or performance appraisal tools.

A Delphi process was conducted to assure consensus on the Home Health Nursing Competencies Version 1.0. The " version 1.0 " designation is intended to imply that the Home Health Nursing competencies will evolve and change over time, as nursing and public health practice knowledge evolves. The outcome of this work is *The Home Health Nursing Competencies Version 1.0*

Methods

A Delphi process was used to define the draft set of discipline specific Home Health Nursing competencies. The Delphi Technique is a research method that allows for the collection and comparison of data across geographically diverse locations (McKenna, 1994, Whitman 1990). The following is a description of this methodology as it relates to the development of the home health nursing competencies.

Round 1 of the Delphi process included drafting a preliminary set of home health nursing competencies based on the literature review (Mildon and Underwood, 2010), the Standards of Practice (Community Health Nurses Association of Canada, 2008), the Public Health Nursing Discipline specific competencies (Community Health Nurses Association of Canada (CHNC), 2009) and the document that mapped the PHN competencies to the standards (CHNC, 2009). The outcome of this review was the development of a preliminary draft set of Home Health Nursing Competencies with 97 competencies in 13 domains.

Round 2 of the Delphi process included advisory group consultation and review of the draft list of home health nursing competencies. The Advisory Group members, identified by CHNC Certification, Standards and Competencies Committee represented varied expertise and perspectives including frontline home health nurses, managers, consultants, directors, educators, researchers, senior decision makers, as well as representatives of the Certification, Standards and Competency Standing Committee Members. Using an electronic survey (Survey Monkey) the Advisory Group members were asked to review each draft competency. For each statement they were asked to provide quantitative and qualitative feedback. Items with inconclusive feedback were further reviewed by the Advisory Group resulting

in a new version of the draft competency list, with 77 competencies, in 12 sub-domains and 3 main domains.

Round 3 of the Delphi process involved administering an electronic a survey to the “Expert Group”. The “Expert Group” members were 47 people with a broad range of home health nursing expertise that the CHNC Certification, Standards and Competencies Committee identified and a snowball sample of people contacted directly by the “Expert Group” or through their networks.

The survey tool used the draft set of Home Health Nursing competencies developed in Round 2 and included both qualitative and quantitative components. Respondents were invited to rate the importance of each competency statement on a five point Likert scale of: essential; important; somewhat important; not at all important to practice; don’t know. The qualitative component of the survey invited respondents to submit “any additional comments”. The collated quantitative and qualitative outcomes of Round 3 can be found in the results section of this report.

Process Note:

In keeping with accepted Delphi methodology (McKenna, 1994, Whitman 1990) a second online survey had been planned but given that a high level of agreement had already been achieved, proceeding with a second online survey was deemed to be redundant.

Round 4 of the Delphi process involved a final review of the survey results by the Advisory Group. This review offered the group an opportunity to provide final edits and recommendations for next steps. After reviewing the “expert group” feedback the Advisory Group recommended amending and editing a number of the competency statements. The final list contains 78 competencies, grouped in 12 sub-domains within three main domains; *Elements of Home Health Nursing*, *Foundations of Home Health Nursing* and *Quality and Professional Development*. See Appendix A - The Home Health Nursing Discipline Competencies. The Advisory group decided to publish and distribute this final set of competency statements as

Version 1.0 recognizing that over time it will be worthwhile to review and update the document.

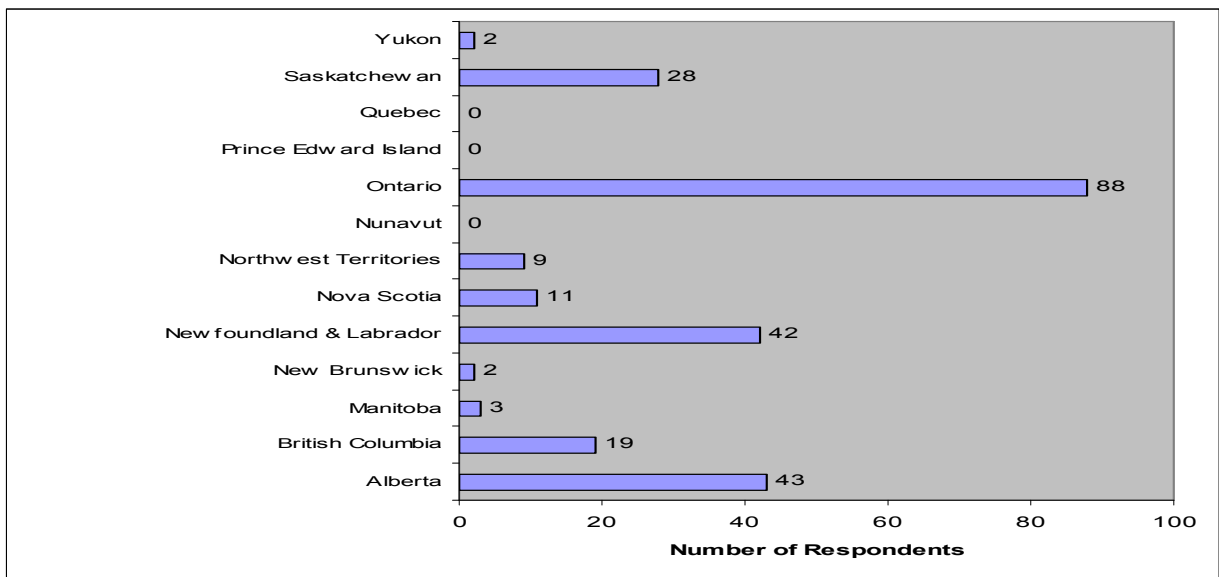
Results

The Home Health competency survey was open from February 1-8, 2010. Participants were from across Canada: 271 people entered the electronic survey and 238 completed it. The demographic data is based on the number who answered specific questions. The *n value* that was used to analyze the results was specific for each competency statements and refers to the actual number of participants who responded. Written comments were provided by 77 people.

1. Who responded?

The following tables and figures provide detailed information regarding survey participant demographic profile. Participants represented most provinces and territories; all geographic work settings (rural urban remote etc); a variety of practice areas years of experience; and age categories.

Figure 1: Participants by Province and Territory (n=247)



Survey respondents came from all provinces and territories except Quebec, Nunavut and Prince Edward Island (Figure 1, Table 2). The highest numbers were from Ontario, followed distantly by Alberta and Newfoundland/Labrador. New Brunswick and Yukon had the smallest numbers of respondents. Table 1 displays the geographic representativeness of the 2010 respondents to the Home Health Nurse Survey compared to the 2007 distribution of Community Health Nurses in Canada. Six territories or provinces had a higher proportion of respondents than the proportion of 2007 Community Health Nurses in Canada by territory or province. Likewise, six territories or provinces had a lower proportion of respondents than the proportion of 2007 Community Health Nurses in Canada by territory or province. The formula used for these calculations is shown as a footnote to the table.

Table 1: Geographic Representativeness of 2010 Survey Respondents of Community Health Nurses

Geographic Region	2007 Distribution of Community Health RNs	Distribution of 2010 Survey Respondents	% Difference*	More or Less Representative than 2007 Distribution
Alberta	11.21%	17.40%	55.22%	More
British Columbia	11.72%	7.70%	-34.30%	Less
Manitoba	4.37%	1.20%	-72.54%	Less
New Brunswick	2.48%	0.80%	-67.74%	Less
Newfoundland and Labrador	1.79%	17.00%	849.72%	More
Nova Scotia	2.73%	4.50%	64.84%	More
Northwest Territories and Nunavut	1.09%	3.60%	230.28%	More
Ontario	40.25%	35.60%	-11.55%	Less
Prince Edward Island	0.49%	0.00%	-100.00%	Less
Quebec	19.55%	0.00%	-100.00%	Less
Saskatchewan	4.06%	11.30%	178.33%	More
Yukon	0.26%	0.80%	207.69%	More

* To calculate % Increase/Decrease the following formula was used: $(\% \text{ 2007 Distribution of Community Health RNs} - \% \text{ Distribution of 2010 Respondents}) \div \% \text{ 2007 Distribution of Community Health RNs}$

The map of Canada below depicts by Province or Territory where the proportion of survey respondents were either more or less representative than the 2007 proportional distribution of Community Health Nurses in Canada

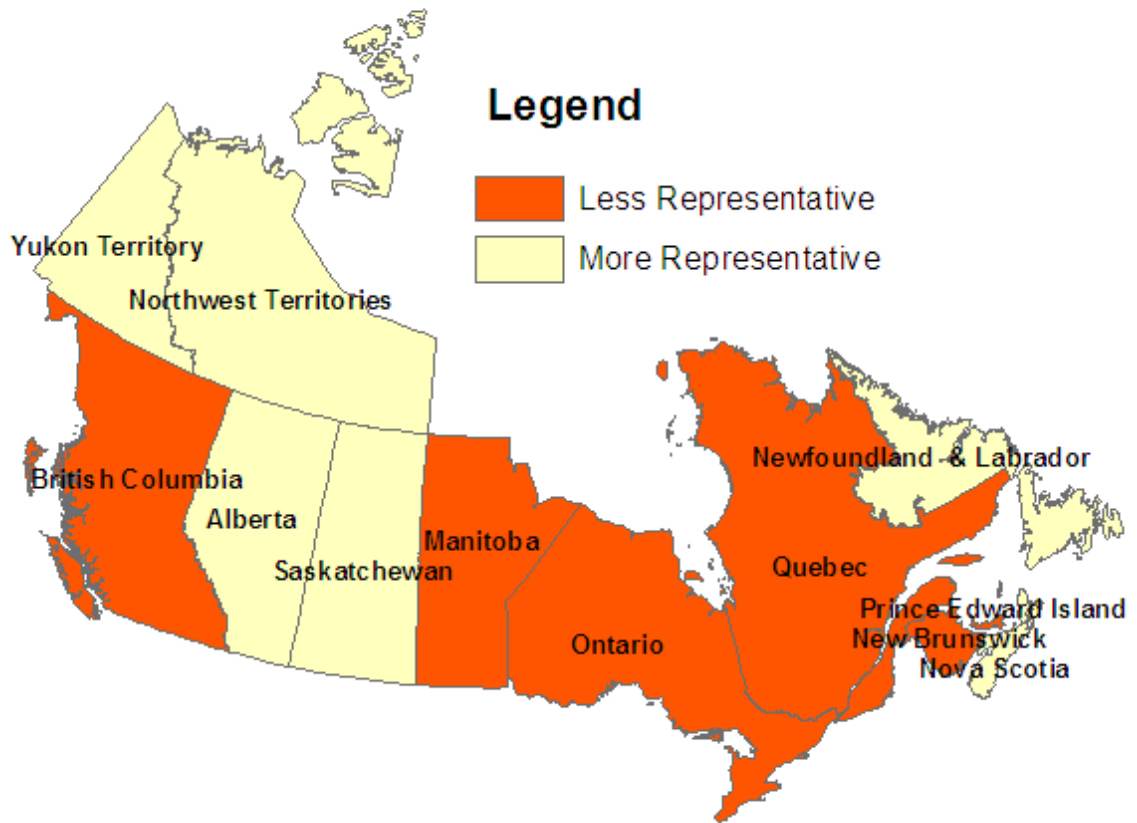
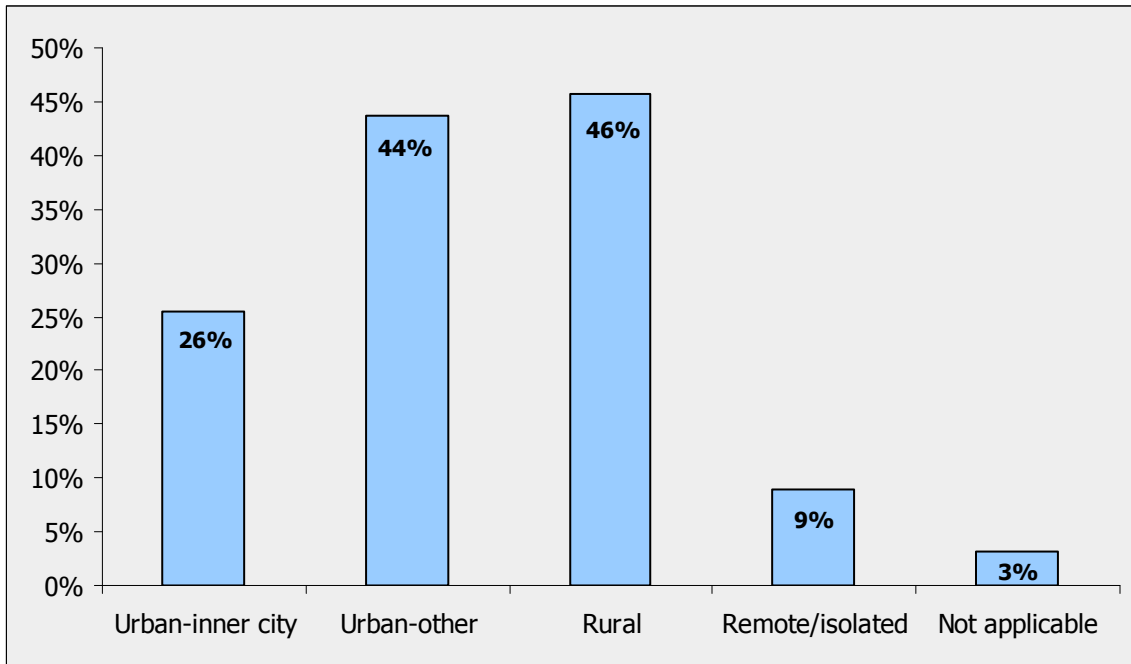


Figure 2: Geographic Settings (n = 247)



As shown in Figure 2 urban Home Health nurses (70%) may be under represented because the most recent available population information shows 80% of Canadians live in urban areas (Statistics Canada, 2006).

Figure 3: Participants' Area of Practice (n= 245)

More than half of the respondents worked in frontline positions, directly with clients. The remainder of the respondents were management, support to frontline practitioners (e.g. clinical educators, clinical nurse specialists), academics or other.

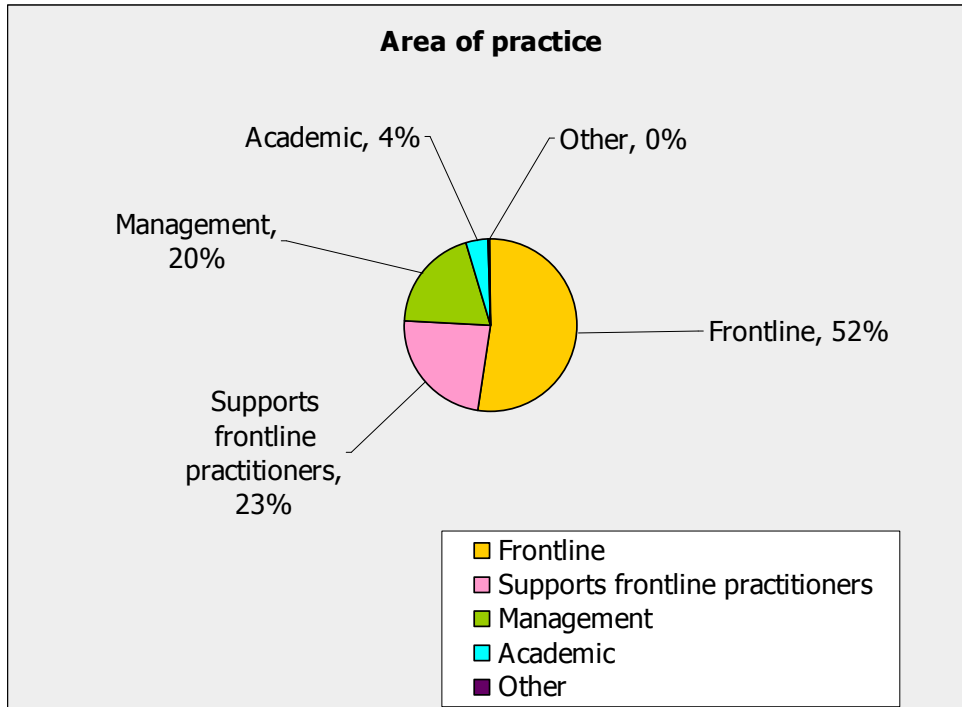


Figure 4: Years of Experience (in or associated with home Health) (n=244)

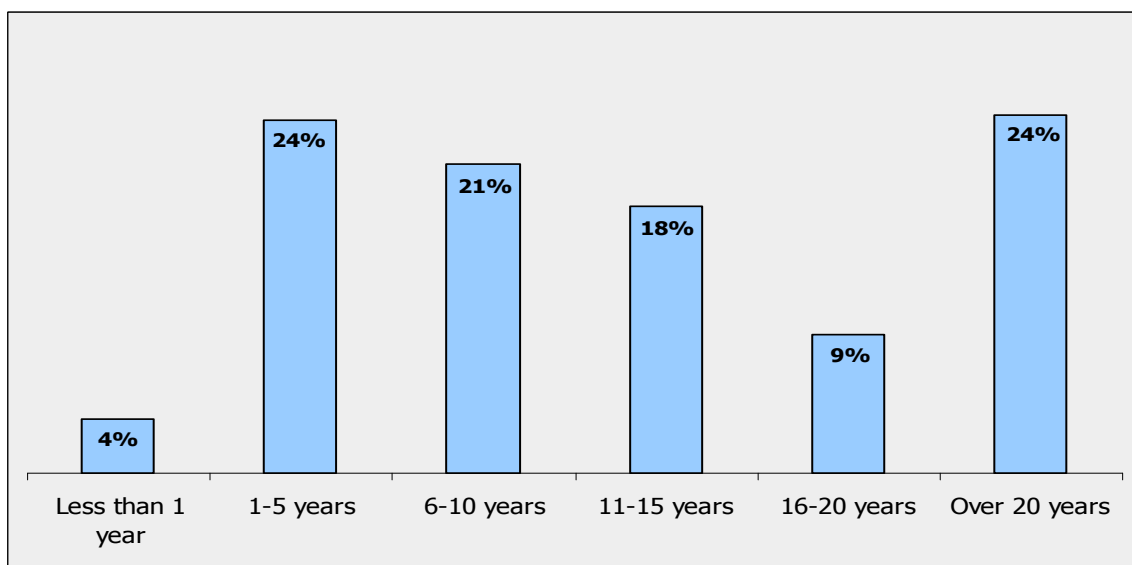
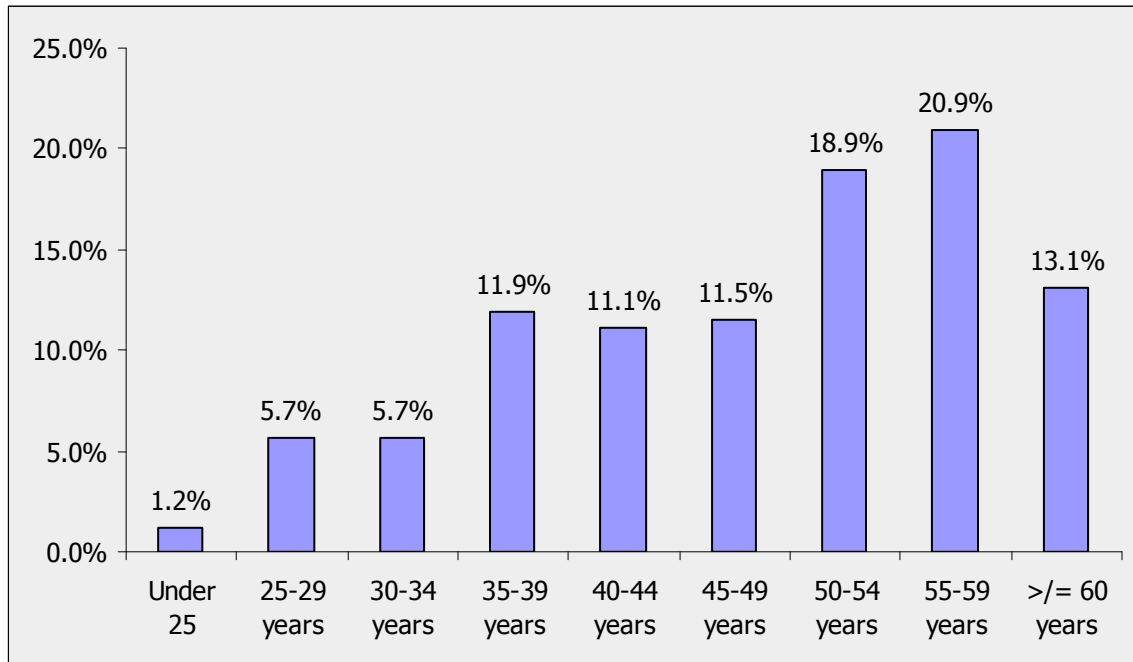
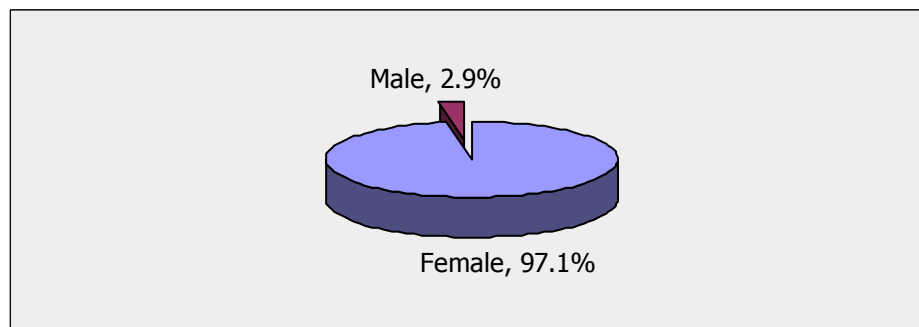


Figure 5: Age of Participants (n= 244)



The respondents may have been over represented in the older and younger age groups. Recent analysis of the 2007 overall CHN workforce revealed 5% of CHNS under 30 years indicating that our sample of nurses under 30 years (~7%) was slightly over represented (Underwood et al, 2009, p.20). Similarly our sample of nurses over 55 years (34%) is also over represented compared to the 2007 national profile of 28% of all CHN RNs over 55 year (Underwood et al, 2009, p.20)

Figure 6: Participants by Gender (n=245)



The National Community Health Nursing study estimated the 3.5% of all CHNs in Canada in 2007 were male which means that the male population in this study may be under represented (Underwood et al, 2009, p.47).

2. How many agreed with the draft Home Health Nursing Competency statements?

The results from Round 3 of the Delphi survey indicate strong agreement with the draft set of home health nursing competencies. Percentage agreement was based on the *n* value of participants who responded to each competency statement. Participants in the survey agreed that all of the competencies were either essential or important to home health nursing practice. The level of agreement with the competencies is summarize below in Table 2 and ranged from 68% to 100% agreement (See Appendix B - Level of Agreement Achieved for each of the Competency Statements)

Table 2 – Summary - Level of Agreement with the Competencies

Agreement (Essential or Important)	Number of Competencies	Percentage
100%	16	21%
95-99%	39	51%
90-94%	9	12%
85-89%	6	8%
80-84%	4	5%
<80%*	2	3%

* Note:

- Competency # 47 – 68% agreement
- Competency # 50 – 73% Agreement

3. What were respondents' comments?

Qualitative Analysis of the Home Health Nursing Competency Survey

Of the 272 respondents who started the survey, 77 submitted comments. These comments have been categorized into broad themes. The overarching sentiment that could be "heard" in the respondent feedback was one of pride in their work. Home Health nurses express gratitude at the opportunities they have to impact on the lives of their clients and families.

Some comments related to more than one theme and many respondents provided more than one comment. Quotes from specific comments are highlighted for each theme. The quoted comments capture the most common or most intriguing ideas related to the theme.

Twenty-two (22) respondents provided comments regarding their ability to achieve the identified competencies. They cite 3 factors that would influence a home health nurses' ability to employ the competencies: (i) policies and expectations of their specific organization and the health care system in general, (ii) money/time/other resources and (iii) level of practice.

- Eleven (11) comments were about policies and expectations of their specific organization and the health care system in general.

"I can only practice within the boundaries and expectations of my employer"

- Six (6) comments were about money/time /resources.

"What is noticeably lacking is the time to do prevention and education to specific groups that require health promotion/lifestyle discussions and education"

"It has become increasingly more difficult to provide excellent, even good, nursing care to clients due to the current funding model employed by the present government."

- Five (5) comments suggested that the level of practice and expectation based on the nurse's role and day-to-day demands would mean that some

competencies were more important than others based on the nurse's specific role.

"...some competencies seem more about the frontline while others are more at a management/leadership level"

Twenty-five (25) respondents provided comments regarding what made home health nursing distinct from other kind of nursing roles. These distinctive qualities can be themed as follows: (i) multiple skill sets/complexity of care, (ii) autonomous practice and (iii) work with multidisciplinary teams.

- Ten (10) comments described the skill sets needed to manage the ever increasing complexity of client care in home health nursing.

"When I started in community we did dressings and baths and checked medications or gave insulin. The acuity of the care we now provide has increased exponentially. I am now nursing a palliative client with interthecal analgesia administered via a computerized pump, starting and administering all manner of IV meds, doing chemo at home, drawing blood, managing PICC lines and Ports etc."

- Nine (9) comments described the reality of autonomous practice within the home health context.

"Working in isolation requires that one act in a very professional, ethical, and competent manner when caring for clients in the community"

- Six (6) comments recognized the strengths of the home health nursing role as a member of a multidisciplinary team.

"Nurses work with a team to provide "a culturally respectful; and holistic....health service"

"I strongly feel that practicing in a interprofessional team, consulting your allied health colleagues/peers is essential to provide the client the expertise available to them"

In related topics, five (5) comments related to the risks of the undervaluing of both the home health client and the nurses in the isolating environment of the

community. Several comments made by only a few participants included; difficulty evaluating the competencies, how to obtain continued professional development to attain needed competence and overlapping of home health competencies and general nursing competencies.

Five participants provided editorial feedback on specific competencies. Twenty-one (21) participants specifically complimented the survey and two made suggestions they felt would improve the competencies.

Recommendations and Next Steps

1. Forward a copy of the Home Health Nursing competencies to the Canadian Association of Schools of Nursing (CASN) project committee for the purpose of assisting their members in planning curricula relevant to community health nursing
2. Consider developing a discipline specific glossary of terms building on the glossary of terms that was developed for the Core Competencies for Public Health and the Community Health Nursing Standards of Practice
3. Ensure the most recent version of the Home Health Nursing Competencies is reviewed the next time the Community Health Nursing Standards of Practice are updated to ensure complementarity of the two documents.

Conclusion

The identification of the required knowledge, skills and abilities is a vital contribution to the development of a strengthened home health nursing workforce. These competencies hopefully will provide a framework for home health nursing practice evaluation and feedback; professional development activities; and undergraduate nursing curriculum planning.

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Appendix A - The Home Health Nursing Discipline Competencies

1) Elements of Home Health Nursing

These elements and associated competencies focus on the nursing activities, functions, goals and outcomes that are central to home health nursing practice.

a) Assessment , Monitoring and Clinical Decision Making

The home health nurse is able to...

- i) conduct comprehensive autonomous and /or collaborative health assessments to determine the health status, functional and psychosocial need and competence of clients and their families within the context of their environment and social supports
- ii) apply critical thinking skills and creative problem-solving analysis when making clinical decisions
- iii) analyze information to determine appropriate nursing actions, implications, applications, gaps and limitations
- iv) collaborate with health care team members and others who are involved with the client, to determine appropriateness and availability of required services
- v) incorporate a combination of basic and advanced knowledge of health and nursing across the lifespan and the health-illness continuum
- vi) keep knowledge current and use evidence to inform practice to ensure optimal case management
- vii) assess the safety of the home environment with the goal of optimizing client safety and taking actions to support a safe work environment for all members of the home health care team

b) Care Planning and Care Coordination

The home health nurse is able to...

- i) plan and prioritize visits to meet the health and scheduling needs of clients
- ii) use the nursing process to collaboratively develop, coordinate and implement mutually agreed upon care plans, negotiating priorities in care with clear treatment and outcome goals and supporting client navigation and transition through the continuum of care
- iii) support clients and families to build on their strengths to attain or maintain a desired health status within available resources

- iv) anticipate the need for alternative ways of providing services and use creative problem solving skills to overcome obstacles in delivery of client care i.e. weather, lack of resources etc.
- v) ensure discharge planning is integrated within the care plan and occurs in collaboration with the client, family, health care team and community
- vi) promote an integrated assessment and develop a unified care and treatment plan that is collaboratively carried out by team members to maximize continuity of care within a client-centered approach
- vii) appreciate and understand the roles and responsibilities and the contributions of other regulated and unregulated health workers involved in the client care plan
- viii) facilitate and coordinate access to other members of the multidisciplinary team such as primary care providers, specialist physician, community pharmacist, nurses, and other allied health professionals to address a specific health issue
- ix) collaboratively evaluate care plan interventions through reassessment and ongoing evaluation of results and adapt them to the changing conditions of the client and the client's family

c) Health Maintenance, Restoration & Palliation

The home health nurse is able to...

- i) assist clients and families to maintain and/or restore health by using a comprehensive mix of strategies to address their health needs across the life span and illness continuum
- ii) understand and/or educate clients, their families/caregivers and colleagues in the safe and appropriate use and maintenance of various types of equipment, technology and treatments to maintain health and assist clients and families to integrate them into their everyday life/routine
- iii) communicate effectively with clients and families while supporting them through the decision making process about end of life issues
- iv) use basic and advanced nursing skills to perform and adapt complex procedures in the home health setting
- v) recognize when specialized counselling beyond the scope of nursing is required and facilitate an appropriate referral
- vi) respond to the ever-changing and evolving health care needs of the client and family by strategically revising interventions and therapies
- vii) self-identify the need for assistance when not familiar with care requirements and seeks support to assure continued excellence in care

d) Teaching and Education

The home health nurse is able to...

- i) assess the knowledge, attitudes, level of motivation, values, beliefs, behaviours, practices, stage of change, and skills of the client/family
- ii) consider and integrate into educational planning the factors that may impact the client/family's ability to learn. For example: environment, readiness, willingness, literacy level, educational background, socioeconomic situation health status etc.
- iii) interpret and explain complex information for clients and families
- iv) apply appropriate learning principles, teaching methods and educational theories to educational activities
- v) include family, volunteers and caregivers in teaching and education
- vi) evaluate the effectiveness of health education interventions

e) Communication

The home health nurse is able to...

- i) use effective listening, verbal and non-verbal communication skills to understand the client's perspective and be understood by the client, family and other caregivers involved in the care
- ii) use effective interviewing skills and strategies to engage in constructive dialogue with clients and their families
- iii) use effective communication skills to engage, connect, appreciate, respond, empathize and support the empowerment of others
- iv) identify and use strategies to overcome language and communication barriers
- v) maintain a focused approach amidst multiple distractions within the home environment
- vi) employ negotiation and conflict management skills
- vii) use techniques that are client-centered, client-driven, and strength-based when counselling clients
- viii) use documentation as an effective communication tool
- ix) use technology to effectively communicate and manage client care in a confidential manner

f) Relationships

The home health nurse is able to...

- i) optimize the health of the client and care giver(s) by establishing and maintaining a therapeutic nurse-client relationship based on mutual trust, respect, caring, and listening within the context of being 'a guest in the house'
- ii) acknowledge the contribution that the family/caregiver provides to client health in a way that makes them feel valued and respected and support them to maintain relationships that support effective care
- iii) work effectively and non-judgementally in a wide range of environments with varying conditions of cleanliness
- iv) use skills such as team building, negotiation, conflict management and group facilitation to build and sustain partnerships
- v) involve clients and families as active partners to identify assets, strengths and available resources

g) Access and Equity

The home health nurse is able to...

- i) advocate for healthy public policies and accessible, inclusive and integrated services that promote and protect the health and well-being of all individuals and communities
- ii) apply culturally-relevant and appropriate approaches with people of diverse cultural, socioeconomic and educational backgrounds, and persons of all ages, genders, health status, sexual orientations and abilities
- iii) recognize opportunities to promote social justice and advocate in collaboration with, and on behalf of clients and families on related issues to give voice to the vulnerable
- iv) optimize allocation of human, financial, and infrastructure resources in order to provide a safe and accessible health delivery system
- v) advocate for the reduction of inequities in health by participating in legislative and policy making activities

h) Building Capacity

The home health nurse is able to...

- i) mobilize clients, families and others to take action to address health needs, deficits and gaps accessing and using available resources

- ii) assist the client and their family to recognize their capacity for managing their own health needs according to available resources
- iii) assist colleagues, partners and/or clients to support and build on the capacities that are inherent in the individual, families and the communities to influence policy change
- iv) demonstrate cultural competency when addressing client care issues and when working in an environment where there may be levels of ambiguity
- v) adapt and be flexible and responsive to the changing health needs of the client and family

2) Foundations of Home Health Nursing

These competencies focus on the core knowledge and primary health care philosophy that is central to home health nursing practice.

a) Health Promotion

The home health nurse is able to...

- i) facilitate planned change with clients and families by applying and incorporating health promotion theory, primary health care principles and change theory into practice
- ii) recognize how the determinants of health influence the health and well-being of clients and families
- iii) assess the impact specific issues may have on the client's health such as; political climate; priorities, values and culture; social and systemic structures and settings
- iv) assess the readiness and capacity of the client and family to make changes to promote their health

b) Illness Prevention & Health Protection

The home health nurse is able to...

- i) apply nursing sciences to practice and evaluate, synthesize and apply knowledge from a broad range of theories, models, frameworks and practice

- ii) use critical thinking to consider the ethical, political, scientific, socio-cultural and economic contexts to determine the meaning of information related to client health care needs
- iii) support clients and families to identify risks to health and make informed choices about protective and preventive health measures
- iv) take action to protect clients, families and groups from unsafe or unethical circumstances
- v) participate in collaborative, interdisciplinary and intersectoral partnerships to enhance the health of clients and families

3) Quality and Professional Responsibility

These competencies focus on practice activities and/or strategies by which the home health nurse promotes quality of care and demonstrates professional responsibility.

a) Quality

The home health nurse is able to...

- i) initiate, lead and participate in risk management and quality improvement activities to measure effectiveness of services, cost implications and processes
- ii) initiate and participate in critical incident reviews
- iii) evaluate nursing interventions in a systematic and continuous manner by measuring their effect on clients and families
- iv) evaluate programs in relation to determinants of health and health outcomes
- v) contribute to the quality of work environments by identifying needs, issues, solutions and actively participating in team and organizational quality improvement processes
- vi) understand the financial aspects of care and be accountable for effective, efficient and responsible use of time and resources when delivering care to clients and families

b) Professional Responsibility

The home health nurse is able to...

- i) demonstrate professionalism, leadership, judgement and accountability in independent practice in multiple settings with multiple stakeholders
- ii) practice independently and autonomously providing client centered services in a wide variety of settings where nursing care and services are needed
- iii) use reflective practice to continually assess and improve practice
- iv) integrate multiple ways of knowing into practice
- v) contribute to the development and generation of evidence-informed nursing practice
- vi) pursue lifelong learning opportunities to support professional practice
- vii) use nursing ethics, ethical standards and principles and self-awareness to manage self and practice in accordance with all relevant legislation, regulatory body standards, codes and organizational policies
- viii) describe the mission, values and priorities of the health organization where one works
- ix) participate in the advancement of home health nursing by mentoring students and new practitioners
- x) recognize and understand that one's attitudes, beliefs, feelings and values about health can have an effect on relationships and interventions

Appendix B: Level of Agreement Achieved for Each of the Individual Competency Statements, Results of Delphi Round 3

1) Elements of Home Health Nursing

a) Assessment , Monitoring and Clinical Decision Making

The home health nurse is able to...

- i) conduct comprehensive and autonomous health assessments to determine health status, functional and psychosocial competence of the client and their family within the context of their environment and social supports

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
92.59	7.78	0.00	0.00	0.00

- ii) apply critical thinking skills and creative problem-solving analysis when making clinical decisions

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
91.14	8.49	0.37	0.37	0.00

- iii) analyze information to determine appropriate nursing actions, implications, applications, gaps and limitations

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
86.99	13.01	0.37	0.00	0.00

- iv) collaborate with health care team members to determine appropriateness and availability of required services

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
81.55	18.45	0.37	0.00	0.00

- v) incorporate specialized knowledge of health and nursing across the lifespan and the health-illness continuum

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
65.30	31.72	2.99	0.00	0.37

- vi) use evidence to inform practice and keep knowledge current to ensure optimal case management

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
74.07	25.56	0.74	0.00	0.00

- vii) assess the safety of the home environment with a goal of improving client safety and taking actions to support a safe work environment for all members of the home health care team.

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
79.70	18.82	1.85	0.00	0.00

b) Care Planning and Care Coordination

The home health nurse is able to...

- i) Plan and prioritize the visit schedule to meet the health and scheduling needs of clients

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
64.48	33.59	2.32	0.00	0.00

Competencies for Home Health Nursing

- ii) use the nursing process to collaboratively develop and implement mutually agreed upon care plans, negotiating priorities in care with clear treatment and outcome goals.

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
74.62	24.23	1.54	0.00	0.00

- iii) support clients and families to build on their strengths to attain or maintain a desired health status within available resources.

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
72.37	26.85	1.17	0.00	0.00

- iv) Plan for alternative ways of providing service to mitigate obstacles in delivering client care

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
56.25	41.41	2.73	0.00	0.00

- v) ensure discharge planning is integrated within the care plan and occurs in collaboration with the client, family, health care team and community

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
66.54	31.91	1.95	0.00	0.00

- vi) Promote an integrated assessment and develop a unified care and treatment plan that is collaboratively carried out by team members to achieve greater continuity of care in a client-centered approach.

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
62.55	35.91	1.93	0.00	0.00

vii) appreciate and be aware of the roles and responsibilities and contributions of other regulated and unregulated health workers involved in the client care plan.

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
61.48	38.13	0.78	0.00	0.00

viii) facilitate and coordinate access to other members of the multidisciplinary team such as primary care providers, specialist physician, community pharmacist, nurses, and other allied health professionals to address a specific health issue

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
68.34	29.34	1.93	0.00	0.77

ix) collaboratively evaluate care plan interventions through reassessment and ongoing evaluation of results and adapt them to the changing conditions of the client and the client's family

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
75.10	24.52	0.77	0.00	0.00

c) Health Maintenance, Restoration & Palliation

The home health nurse is able to...

viii) adapt basic and advanced nursing skills to perform and adapt complex procedures in the home health setting.

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
74.81	22.87	1.94	0.00	0.78

Competencies for Home Health Nursing

- ix) Practice independently and autonomously providing client centered services in a wide variety of settings where service interventions are needed

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
81.78	17.05	1.16	0.00	0.39

- x) assist clients and families to maintain their health by using a comprehensive mix of strategies to address their health needs across the life span

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
81.78	17.05	1.16	0.00	0.39

- xi) communicate effectively with clients and families while supporting them through the decision making process about end of life issues

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
75.88	22.96	1.56	0.00	0.00

- xii) recognize when specialized counselling beyond the scope of nursing is required and facilitate an appropriate referral

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
67.44	31.01	1.94	0.00	0.00

- xiii) understand the importance of various pieces of equipment and technology to maintain health and assist the client and family to integrate them into their everyday life/routine

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
67.44	31.01	1.94	0.00	0.00

xiv) respond to ever changing discharge needs, interventions and therapies

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
65.12	33.72	1.16	0.00	0.39

xv) self-identify when they need assistance when not familiar with interventions and how to seek support to assure continued excellence in care.

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
88.03	11.97	0.39	0.00	0.00

d) Teaching and Education

The home health nurse is able to...

vii) assess the knowledge, attitudes, level of motivation, values, beliefs, behaviours, practices, stage of change, and skills of the client/family

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
65.75	32.28	2.36	0.00	0.00

viii) consider factors that may impact the client/family's ability to learn. For example: environment, readiness, willingness, literacy level, health status etc.

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
73.05	26.56	0.78	0.00	0.00

ix) interpret and translate complex information for clients and families

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
63.04	34.24	2.33	0.00	0.78

- x) apply appropriate learning principles, teaching methods and educational theories to educational activities

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
48.24	45.10	7.06	0.00	0.00

- xi) include family, volunteers and caregivers in teaching and education

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
62.65	35.80	1.95	0.00	0.00

- xii) evaluate the effectiveness of health education interventions

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
58.14	39.53	2.71	0.00	0.00

e) Communication

The home health nurse is able to...

- x) use effective listening and non-verbal communication skills seeking to understand the client perspective and be understood by the client, family and other caregivers involved in the care.

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
77.87	22.13	0.40	0.00	0.00

- xi) use effective interviewing skills and strategies to engage in constructive dialogue with clients and their families.

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
70.63	29.37	0.40	0.00	0.00

Competencies for Home Health Nursing

xii) use effective communication skills to engage, connect, appreciate, respond, empathize and empower others.

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
73.90	25.30	1.20	0.00	0.00

xiii) identify and use strategies to overcome language and communication barriers.

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
60.80	38.00	1.60	0.00	0.00

xiv) maintain and focused approach amidst multiple distractions within the home environment

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
61.75	37.05	1.59	0.00	0.00

xv) employ negotiating and conflict management skills

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
48.81	44.44	7.14	0.00	0.00

xvi) use techniques that are client-centered, client-driven, and strength-based when counselling clients

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
68.92	29.48	1.99	0.00	0.00

xvii) use documentation as an effective communication intervention

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
75.40	24.60	0.40	0.00	0.00

xviii) use technology to effectively communicate and manage client care in a confidential manner

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
54.98	40.64	3.98	0.80	0.00

f) Relationships

The home health nurse is able to...

i) establish and maintain a therapeutic nurse-client relationship based on mutual trust, respect, caring, and listening within the context of being a guest in the house

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
86.22	13.78	0.39	0.00	0.00

ii) work effectively and non-judgementally in a wide range of environments with varying conditions of cleanliness (moved from Access and Equity)

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
81.50	18.11	0.39	0.00	0.39

iii) use skills such as team building, negotiation, conflict management and group facilitation to build partnerships

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
51.97	42.91	5.51	0.00	0.00

iv) involve clients and families as active partners to identify assets, strengths and available resources

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
70.47	28.74	1.18	0.00	0.00

g) Access and Equity

The home health nurse is able to...

vi) advocate for healthy public policies and services that promote and protect the health and well-being of all individuals and communities

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
26.91	57.83	14.86	0.40	0.40

vii) apply culturally-relevant and appropriate approaches with people from diverse cultural, socioeconomic and educational backgrounds, and persons of all ages, genders, health status, sexual orientations and abilities

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
60.80	36.40	3.20	0.00	0.00

viii) recognize opportunities to promote social justice and advocate in collaboration with, and on behalf of clients and families on social justice related issues to give voice to the vulnerable

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
32.53	48.19	18.47	0.40	0.80

- ix) advocate for the reduction of inequities in healthy by participating in legislative and policy making activities

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
20.32	49.00	27.09	1.59	2.39

h) Building Capacity

The home health nurse is able to...

- vi) mobilize clients, families and others to take action to address health needs, deficits and gaps accessing and using available resources

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
44.40	44.80	10.00	0.00	1.20

- vii) assist the client and their family to recognize their capacity to take responsibility for managing their health needs according to resources

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
61.20	36.80	2.40	0.00	0.00

- viii) support community action at the client and family level to influence policy change

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
21.51	51.00	25.90	0.40	1.59

- ix) demonstrate cultural competency when addressing client care issues and work in an environment where there may be levels of ambiguity

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
49.60	45.20	4.00	0.00	1.60

- x) adapt and be flexible and responsive to the changing health needs of the client and family

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
78.40	21.60	0.40	0.00	0.00

2) Foundations of Home Health Nursing

a) Health Promotion

The home health nurse is able to...

- i) facilitate planned change with clients and families by applying health promotion theory, primary health care principles and change theory

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
50.81	38.71	10.08	0.00	0.81

- ii) recognize how the determinants of health influence the health and well-being of clients and families

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
61.54	34.82	4.05	0.00	0.00

- iii) assess the impact specific issues may have on the client's health such as; political climate; priorities, values and culture; social and systemic structures and settings

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
39.36	43.37	14.86	1.61	1.20

- iv) assess the readiness and capacity of the client and family to make changes to promote their health

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
58.63	39.36	2.01	0.00	0.00

b) Illness Prevention & Health Protection

The home health nurse is able to...

- i) apply nursing sciences to practice and evaluate, synthesize and apply knowledge from a broad range of theories, models, frameworks and practice.

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
41.87	43.90	12.60	0.81	1.22

- ii) determine the meaning of information, using critical thinking to consider the ethical, political, scientific, socio-cultural and economic contexts

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
44.08	42.86	11.43	0.82	1.22

- iii) support clients and families to identify risks to health and make informed choices about protective and preventive health measures

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
66.94	32.66	0.40	0.40	0.00

- iv) take action to protect clients, families and groups from unsafe or unethical circumstances

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
61.79	31.30	6.10	0.81	0.41

- v) participate in collaborative, interdisciplinary and intersectoral partnerships to enhance the health of clients and families

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
56.91	36.18	5.69	0.81	0.81

3) Quality and Professional Responsibility

a) Quality

The home health nurse is able to...

- i) initiate, lead and participate in risk management and quality improvement activities to measure effectiveness of services, cost implications and processes

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
36.18	47.56	13.82	1.63	1.22

- ii) initiate and participate in critical incident reviews

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
40.82	46.53	11.43	0.82	0.82

- iii) evaluate nursing interventions in a systematic and continuous manner by measuring their effect on clients and families

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
60.91	34.57	4.94	0.00	0.00

- iv) evaluate programs in relation to determinants of health and health outcomes

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
34.58	50.00	13.33	0.83	1.67

- v) contribute to the quality of work environments by identifying needs, issues, solutions and actively participating in team and organizational quality improvement processes

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
43.03	48.36	8.61	0.41	0.00

- vi) understand the financial aspects of care and be accountable for effective, efficient and responsible use of time and resources when delivering care to clients and families

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
45.31	44.49	9.80	0.82	0.00

b) Professional Responsibility

- i) demonstrate professionalism, leadership, judgement and accountability in independent practice in multiple settings with multiple stakeholders

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
77.24	20.73	2.03	0.00	0.41

- ii) use reflective practice to continually assess and improve practice

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
68.57	29.39	2.04	0.00	0.41

- iii) integrate multiple ways of knowing into practice

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
55.42	37.50	5.00	0.00	2.50

Competencies for Home Health Nursing

iv) contribute to the development and generation of evidence-informed nursing practice

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
47.72	43.57	8.30	0.00	0.83

v) pursue lifelong learning opportunities to support professional practice

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
62.40	33.88	3.72	0.41	0.00

vi) use nursing ethics, ethical standards and principles to manage self and practice in accordance with all relevant legislation, regulatory body standards, codes and organizational policies

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
75.82	22.95	0.82	0.41	0.41

vii) describe the mission, values and priorities of the health organization where one works

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
31.97	51.64	14.75	1.23	0.82

viii) participate in the advancement of home health nursing by mentoring students and new practitioners

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
51.44	44.03	4.94	0.00	0.00

ix) recognize and understand that one's attitudes, beliefs, feelings and values about health can have an effect on relationships and interventions

Essential to Home Health Nursing	Important for Home Health Nursing	Somewhat important for Home Health Nursing	Not at all important for Home Health Nursing	Don't know
71.43	26.53	2.04	0.41	0.00