

Public Health Employee Performance Management Competency Profiles

Public Health Competency Based Employee Performance Management Toolkit
OPHA & Partners, Version 2 (2010)



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Main Roles in Public Health

In addition to the Core Competencies for Public Health in Canada (Release 1.0), the Public Health Agency of Canada identified three main roles to which they would apply;

Front line provider: Public health staff who have post-secondary education and /or experience in the field of public health. Front line providers have sufficient relevant experience to work independently, with minimal supervision. Front line providers carry out the bulk of day-to-day tasks in the public health sector. They work directly with clients, including individuals, families, groups and communities. Responsibilities may include information collection and analysis, fieldwork, program planning, outreach activities, program and service delivery, and other organizational tasks. Examples of front line providers are public health nurses, public health/environmental health inspectors, public health dietitians, dental hygienists and health promoters.

Consultant/specialist: Consultants/specialists are public health staff who are likely to have advanced preparation in a special content area or a specific set of skills. They provide expert advice and support to front line providers and managers although they may also work directly with clients. Examples of consultants/specialists include epidemiologists, community medicine specialists, environmental health scientists, evaluators, nurse practitioners and advanced practice nurses.

Manager/supervisor: Public health staff who are responsible for major programs or functions. Typically, they have staff who report to them. Sometimes senior managers come from sectors other than public health and therefore rely heavily on consultants/specialists and other public health professionals for content expertise and advice. In other situations, managers with public health experience and qualifications are expected to bring more content knowledge.

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Profiles for the three Main Roles in Public Health have been created as guidelines for use within this competency based employee performance management system. The numbers in the following profile grid represent the proficiency levels identified for each of the **Public Health Employee Performance Management Competencies**. Some competencies have been identified as needing a range of proficiency in that role. The relevant level for the job should be selected by reviewing the job requirements in the job description.

Competencies	Front Line Provider	Consultant / Specialist	Manager / Supervisor
Public Health Sciences	3	3	3-4
Assessment and Analysis	2-3	3-4	3-4
Policy and Program Planning, Implementation and Evaluation	2	2-3	4
Partnerships, Collaboration and Advocacy	2-3	4	3-4
Diversity and Inclusiveness	3	3	3-4
Communication	3-4	3-4	3-4
Leadership	2	3	3-4
Ethics and Professionalism	3	3	3-4