

# Public Health Employee Performance Management Competency Summary Chart

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



This work is licensed under the [Creative Commons Attribution-Noncommercial-Share Alike 2.5 Canada License](https://creativecommons.org/licenses/by-nc-sa/2.5/ca/)

## Public Health Employee Performance Management Competency Summary Chart

The following chart is a summary of the eight Public Health Employee Performance Management Competencies and their proficiency level descriptors.

Competency	Level 1	Level 2	Level 3	Level 4
<p><b>Public Health Sciences and Professional or Technical</b>                      This category includes key knowledge and critical thinking skills related to the public health sciences and technical knowledge: behavioural and social sciences, biostatistics, epidemiology, environmental public health, demography, workplace health, and the prevention of chronic diseases, infectious diseases, psychosocial problems and injuries. Competency in this category requires the ability to apply knowledge in practice.</p>	<p>Demonstrates introductory understanding and ability and, with guidance, applies public health sciences and /or other technical knowledge in a few, simple situations.</p>	<p>Demonstrates basic knowledge and ability and, with guidance, can apply public health sciences and/or other technical knowledge in common situations that present limited difficulties.</p>	<p>Demonstrates advanced knowledge and ability, and can apply public health science and /or other technical knowledge in new or complex situations. Guides other professionals.</p>	<p>Is recognised as an expert and develops new approaches, methods or policies in relation to developing knowledge of public health sciences and other technical knowledge.</p>
<p><b>Assessment and Analysis</b>                      This category describes the core competencies needed to collect, assess, analyze and apply information (including data, facts, concepts and theories). This competency requires that a person make evidence-based decisions, prepare budgets and reports, conduct investigations and make recommendations for policy and program development.</p>	<p>Processes complex information.</p>	<p>Integrates and interprets broad and complex information.</p>	<p>Identifies and handles ambiguity.</p>	<p>Formulates broad strategies on multi-dimensional strategic issues.</p>
<p><b>Policy and Program Planning, Implementation and Evaluation</b>                      This category describes the core competencies needed to effectively choose options, and to plan, implement and evaluate policies, programs and/or process systems in public health and other professional areas. This includes the management of incidents such as outbreaks, emergencies and other process systems.</p>	<p>Demonstrates introductory understanding of public health and other policies and programs</p>	<p>Conducts basic program planning and evaluation with assistance</p>	<p>Independently designs programs and policies, identifying necessary actions and resources required for implementation</p>	<p>Guides other professionals in policy and program development and conducts risk assessments</p>
<p><b>Partnerships, Collaboration and Advocacy</b>                      This category captures the competencies required to influence and work with others to improve the health and well-being of the public through the pursuit of a common goal. Partnership and collaboration optimizes performance through shared resources and responsibilities. Advocacy— speaking, writing or acting in favour of a particular cause, policy or group of people—often aims to reduce inequities in health status or access to health services.</p>	<p>Operates effectively within partnerships</p>	<p>Manages existing partnerships</p>	<p>Seeks partnership opportunities</p>	<p>Facilitates partnerships</p>

## Public Health Employee Performance Management Competency Summary Chart

Competency	Level 1	Level 2	Level 3	Level 4
<p><b>Diversity and Inclusiveness</b> This category identifies the socio-cultural competencies required to interact effectively with diverse individuals, groups and communities. It is the personification of attitudes and practices that result in inclusive behaviours, practices, programs and policies.</p>	Respects Diversity	Creates an Inclusive Environment	Embraces diversity and builds needs of others into plans	Drives diversity within the organization and surrounding community
<p><b>Communication</b> Involves an interchange of ideas, opinions and information. This category addresses numerous dimensions of communication including internal and external exchanges; written, verbal, non-verbal and listening skills; computer literacy; providing appropriate information to different audiences; working with the media and social marketing techniques.</p>	Listens and clearly presents information	Fosters two-way communication	Adapts communication	Communicates complex messages
<p><b>Leadership</b> This category focuses on leadership competencies that build capacity, improve performance and enhance the quality of the working environment. They also enable organizations and communities to create, communicate and apply shared visions, missions and values.</p>	Meets organization's fundamental needs	Facilitates achievement of results	Builds strong teams	Empowers team members
<p><b>Ethics and Professionalism</b> Is the ability to demonstrate and support organizational ethics and values and adhere to professional codes of conduct to manage self, others, information and resources.</p>	Demonstrates the organization's ethics and values.	Proactively identifies ethical implications	Promotes the organization's ethics and values	Inspires others through ethical leadership