**Competencies Necessary for Occupational Health Nurses**

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**Background:**

- With the increased stress in the workplace, the roles of Occupational Health Nurses (OHNs) have been important and they are being relied upon for their expertise.
- In order to respond to these expectations, OHNs must have sufficient Occupational Health (OH) skills and knowledge.

**Education Enhancement for OHNs**

- Undergraduate Education
- Continuing Education
  1. Postgraduate Education
  2. Education after entry into OH Nursing

**System of Education after entry into OH nursing** (1995)

- Course for improvement of OH nursing
- Step-up course in OH nursing
- Fundamental course in OH nursing
- Nurse’s course

**But ・・・**

We have realized that even with apparently sufficient skills and knowledge, OHNs cannot necessarily meet the expectations.

**So ・・・**

We thought that it is necessary to strengthen the competencies proposed by Dr. David C. McClelland.
Our definition of competency

- Capability excluding “skills and knowledge” themselves.
- Capability to assess what skills and knowledge are necessary, to utilize these skills and knowledge well, and to achieve high results.

Aim:

To identify the competencies which we defined

Method:

Semi-structured interviews were conducted with 8 OHNs who were recognized as high performers in OH nursing by the 5 researchers.

The data were qualitatively analyzed, using the KJ method.

What is the KJ method?

- A technique for analysing data
- Developed by a Japanese ethnologist, Dr. Jiro Kawakita

Procedures for analysis

1. Section-izing
2. Organization and naming based on similarity
3. A repetition of group organization
   - abstraction • naming
4. Discovery of the logical content between the cards which show relationships
Results:

- Sections: 714
- 1st groups: 303
- 2nd groups: 101
- 3rd groups: 43
- Sub competencies: 14
- Competencies: 7

Self growth competency

Sub competency

In order to promote self growth, OHNs incorporate a variety of methods and ideas and promote their self-reform.

Strategic planning and duty fulfillment competency

Sub competencies

OHNs give sufficient recognition to employer and employees in their companies.

For effective work, OHNs carry out their duties by various methods, such as information gathering, analysis, time management, and effort.

OHNs repeat work steadily, standing on a long range perspective for goal achievement, and placing milestones.

Competency to pierce OH nursing essence

Sub competencies

In OH nursing activities, OHNs have the company’s managerial perspective.

They have the consciousness as professionals, and stand on the core of OH nursing, and achieve roles and functions.

Coordination competency

Sub competencies

Match their vector by adjusting to interpersonal, interdepartmental, and interorganizational differences.

Assess the person, the place and the timing in order to solve problems.

Form stable, cooperative relationships
Client growth support competency

Sub competencies

- OHNs affect clients and support clients’ growth, so that the clients can raise their QOL and become independent.
- OHNs respect clients’ thoughts and correspond flexibly.

Team empowerment competency

Sub competency

- Team empowerment is heightened in order to make activity in an organization smooth.

Creative competency

Sub competencies

- OHNs create new systems, organizations and roles for development of OH nursing.
- OHNs create OH nursing activities through academic society activities and research.

Discussion:

In order to fulfill OHNs’ roles, noting about raising the productivity of company as well as carrying out their activities in accordance with the specialized nature of nursing is also called for.

Therefore • • •

OHNs stand on the essence of OH nursing, returning when necessary, and play roles, and since it is required to have viewpoints of management in the activity, we think that “competency to pierce OH nursing essence” was extracted and was placed as a foundation of all the activities as the competency.

4 competencies, “strategic planning and duty fulfillment competency” “coordination competency” “client growth support competency” “team empowerment competency” were extracted and were placed in the center as indispensable competencies in effective activities.

(cont)
OHNs support the individual, the group, and the organization, systematically based on the principle of nursing as a member of OH professional team for both employer and employees, so that the employer can independently achieve the purpose of OH in cooperation with the employees.

Therefore ... “Client growth support competency” and “team empowerment competency” are important to fulfill OHNs’ roles.

Moreover ... Even if it is the company’s primary objective is to improve productivity, and the importance of health is recognized, effective OHNs’ activities cannot be performed without “strategic planning and duty fulfillment competency” and “coordination competency”.

Therefore ... These 2 competencies are also indispensable.

In order to heighten the effect of OHNs’ activities further, new systems, organizations and roles are created, and academic society activities and research be established.

Therefore ... “Creative competency” is considered to be an important competency towards future development.
Since “self growth competency”, while this should occur naturally, is searched for in order to raise such competencies. So, we placed it as the base of all the competencies.

**Conclusion:**
In order for OHNs to carry out activities which meet expectations, these essential 7 competencies were extracted, and we related them on the structure diagram.

We would like to use the results in the education of training high performers.

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Thank you for your attention. Gracias por su atención. ありがとう ございました。