

Competencies Necessary for Occupational Health Nurses

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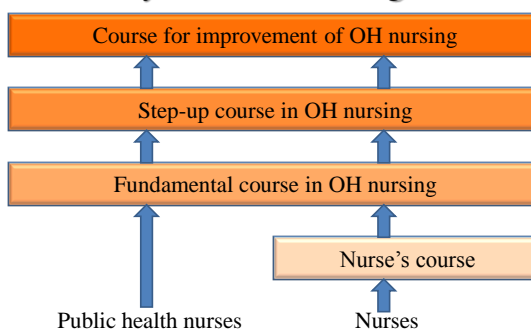
Background:

- 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)



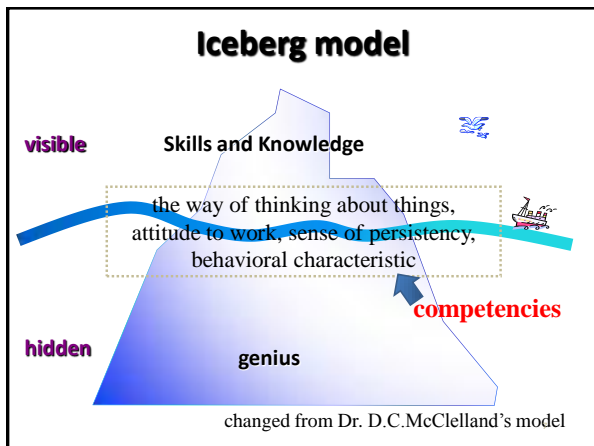
But ...

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

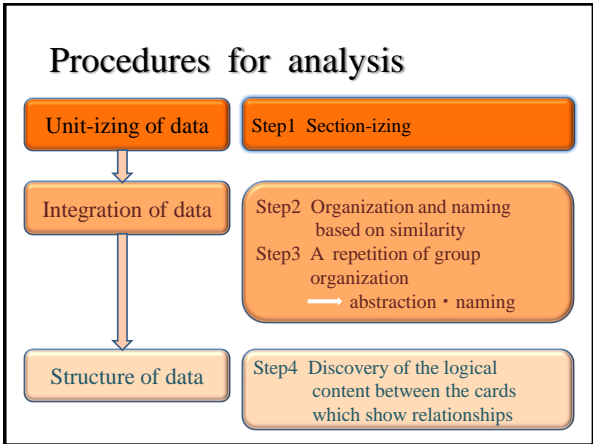
Method:

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.

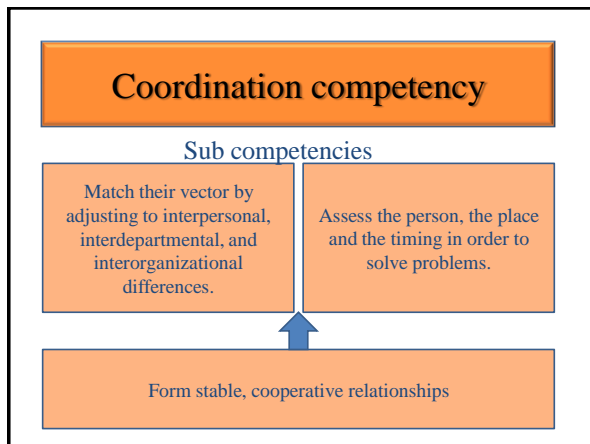
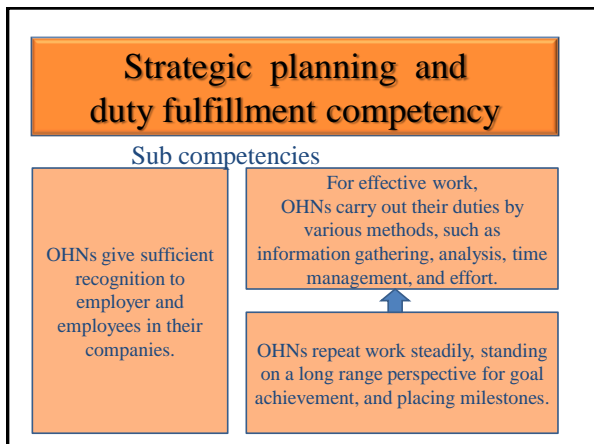
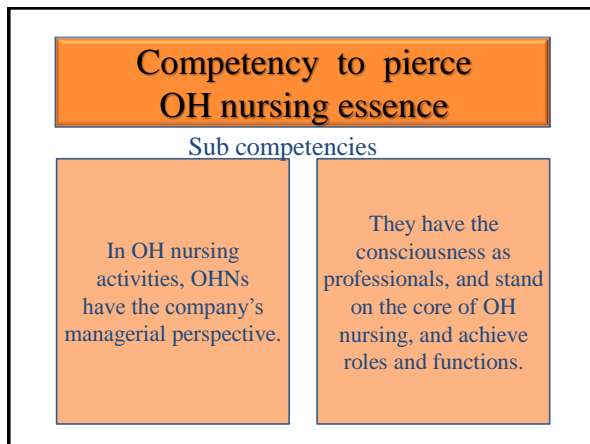
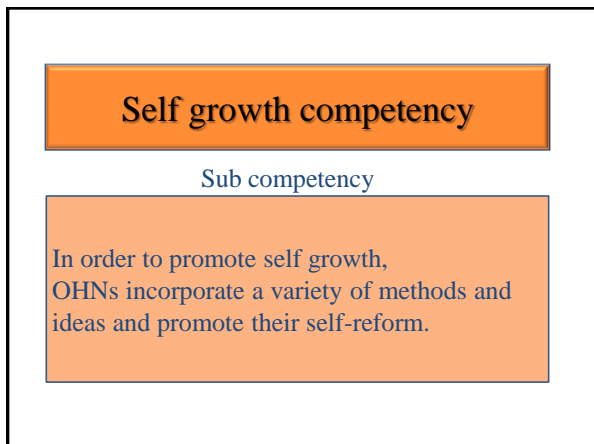
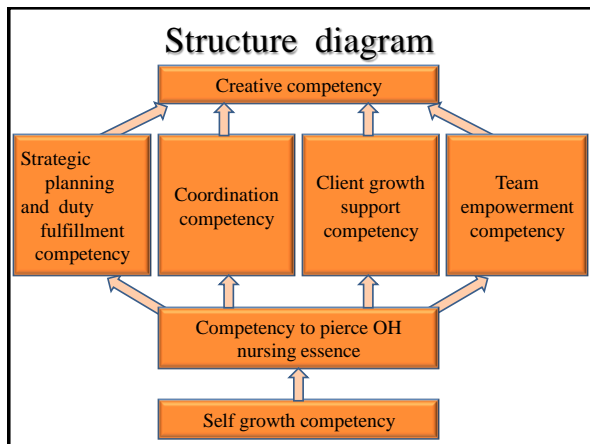
What is the KJ method?

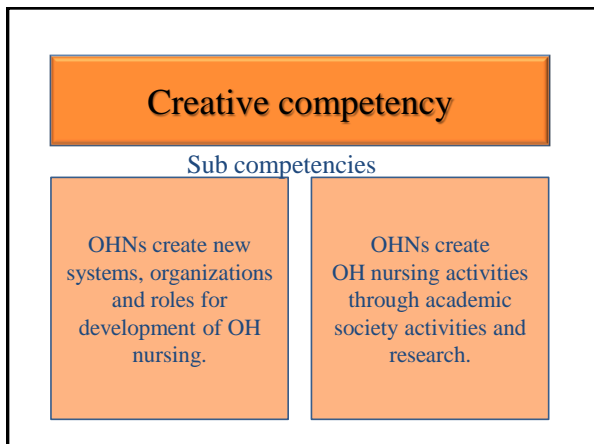
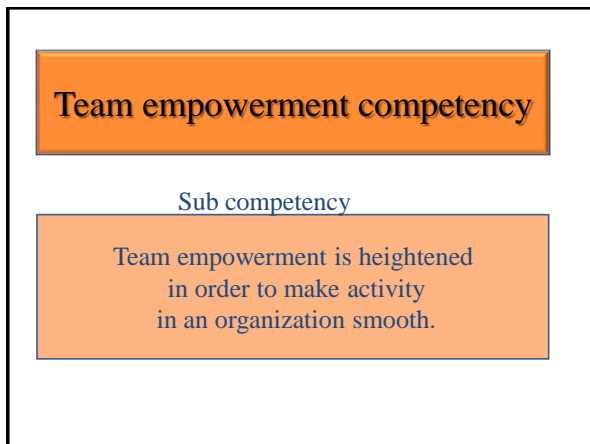
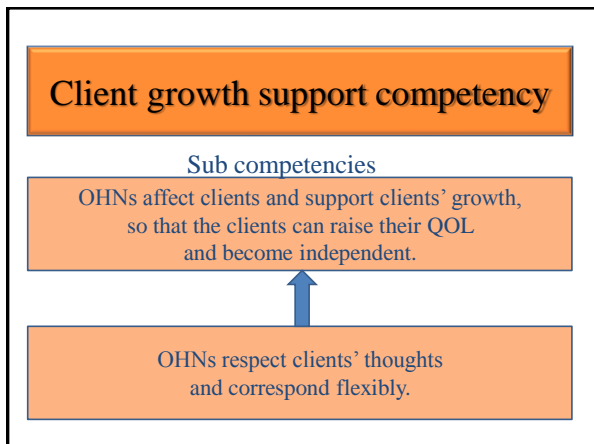
- A technique for analysing data
- Developed by a Japanese ethnologist, Dr. Jiro Kawakita



Results:

Unit-izing of data	Sections	714
Integration of data	1st groups	303
	2nd groups	101
Structure of data	3rd groups	43
	Sub competencies	14
	Competencies	7





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.

(cont)

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”.

(cont)

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.

(cont)

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。

