



Runanga Whakapiki Ake i te Hauora o Aotearoa  
Health Promotion Forum of New Zealand

Ngā Kaiakatanga Hauora mō Aotearoa

Health Promotion Competencies for Aotearoa New Zealand

# Health Promotion Competencies Baseline Implementation Survey Report

May, 2013



Compiled by Karen Hicks

## Introduction

In March 2013 an online survey was emailed to the Health Promotion Forum's database, networks and reference groups to gain baseline data on the current knowledge of and implementation of the *Nga Kaiakatanga Hauora mo Aotearoa Health Promotion Competencies for Aotearoa New Zealand 2012* amongst the health promotion workforce.

105 responses were collated from a variety of organisations and individuals.

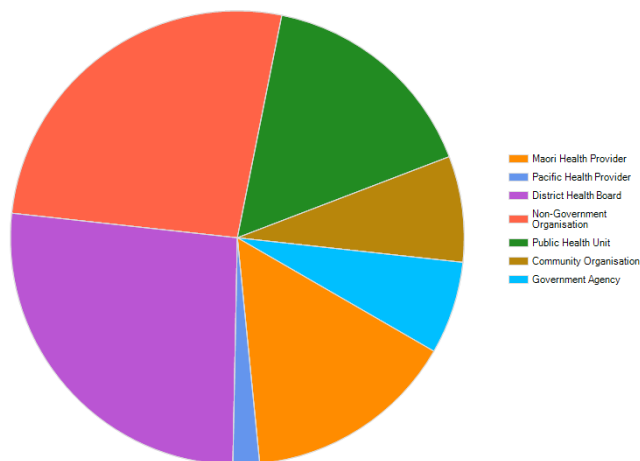
The collated responses will inform the development of work to support the implementation of the competencies amongst the workforce.

## Responses:

### Please describe the type of organization that you work for.

The majority of respondents identified that they worked for Non Government Organisations and District Health Boards.

Please indicate the type of organisation that you work for.

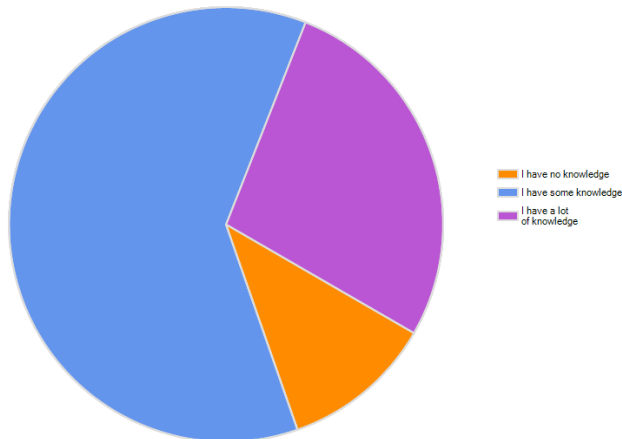


Respondents represented a wide range of roles such as health promotion managers, lecturers, social workers, nurses and consultants, however the majority of respondents identified themselves as health promoters.

### What level of knowledge do you currently have of the Health Promotion Competencies?

88.% of respondents identified that they either had some or a lot of knowledge in relation to the Health Promotion Competencies.

What level best describes your current knowledge of the New Zealand Health Promotion competencies?



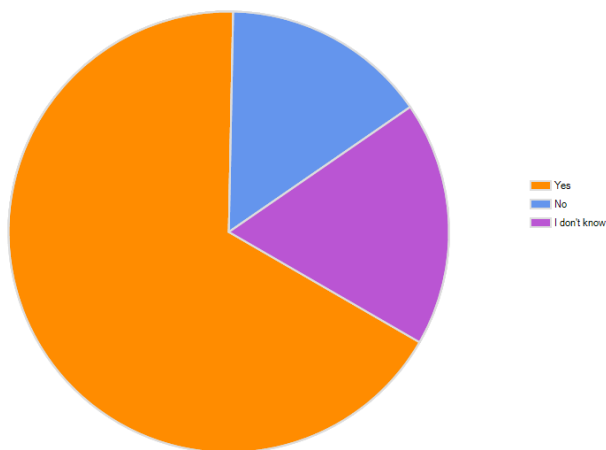
### How do you use this knowledge in your work practice?

Uses identified were development of personal development plans, performance reviews, planning of programmes and informing best practice when working with communities.

### Has your organization engaged in any Health Promotion Competency related activities?

67% of respondents identified that their organisation had undertaken some form of activity or initiative linked to the Health Promotion Competencies.

Has your organisation engaged in any Health Promotion competency activities or initiatives?

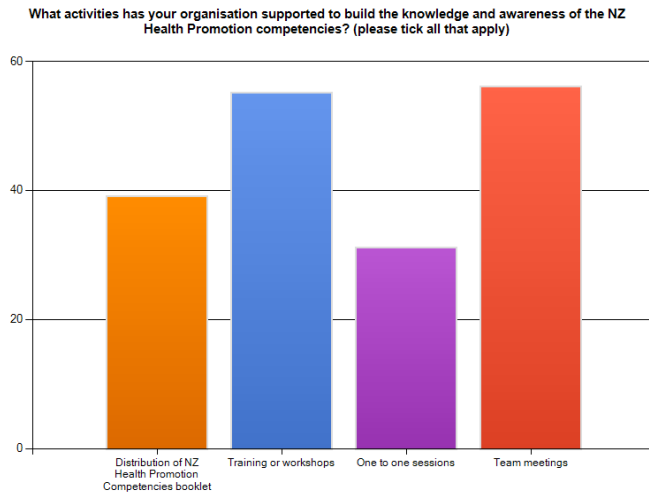


### What changes have occurred in your organization as a result of these activities?

A range of changes were identified such as an increase of clarity of the role, informing the development of job descriptions and performance development plans, an increased understanding of Health Promotion and increased obligation to The Treaty of Waitangi.

## How has your organisation supported activities to build knowledge and awareness of the Health Promotion Competencies?

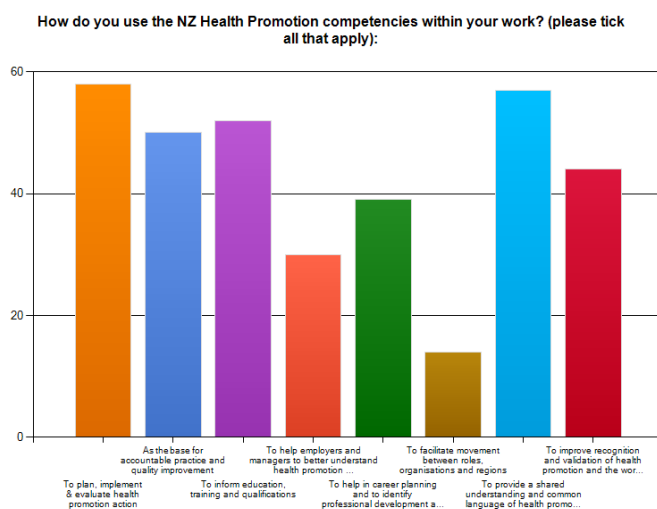
The main activities undertaken to build the knowledge and awareness of the Health Promotion Competencies were team meetings and training workshops.



## How do you use the Health Promotion Competencies in your work?

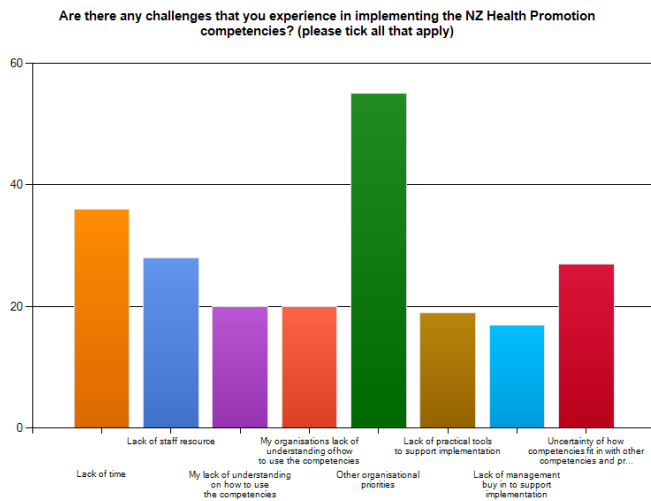
The main uses of the Health Promotion Competencies were identified as:

- to plan, implement and evaluate health promotion action
- to provide a shared understanding and common language of health promotion



## Are there any challenges that you experience in implementing the Health Promotion Competencies?

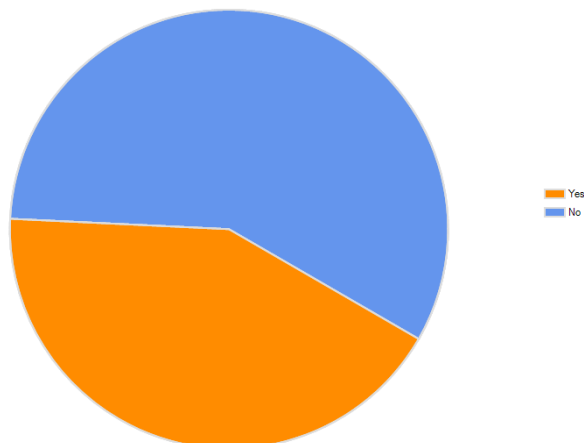
The overwhelming challenge to implementing the Health Promotion Competencies was other organisational priorities.



### Have you or your organization developed networks or partnerships to help build awareness and skills to implement the Health Promotion Competencies?

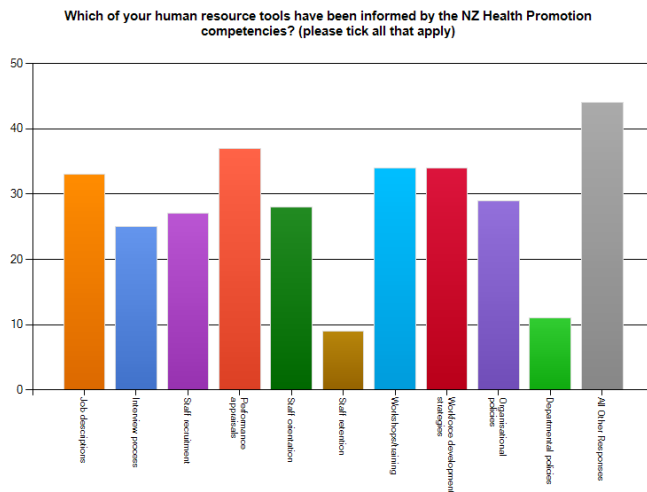
The majority of organisations have not developed networks or partnerships.

Have you or your organisation developed networks or partnerships to help build awareness and skills to implement the NZ Health Promotion competencies?



### What human resources tools are informed by the Health Promotion Competencies?

A range of human resource tools have been informed by the competencies; the main tool identified was performance appraisals.



## What are the future plans for implementing the Health Promotion Competencies in your organisation?

The majority of respondents were unsure of the future plans that the organisation may have in relation to implementing the Health Promotion Competencies

### A range of additional comments were also provided; examples are:

*“practical tools and training around the competencies would be useful”*

*“management of organisations should be well trained on HP Competencies”*

*“Having regular workshops and forums are a great way to stay connected to the sector and keep updated”*

*“useful set of competencies”*

*“Health Promotion Competencies have been used as one of the sources to inform students especially on values, principles of Health Promotion”*

*“The competencies are part of us and the way we work”*

## Conclusion

The findings will be used to inform the planning and future work in supporting the implementation of the Health Promotion Competencies.

Our thanks and appreciation to all those who took the time to complete the survey.

For further information or if you wish to discuss the Health Promotion Competencies further please contact Karen Hicks, Senior Health Promotion Strategist at [karen@hauora.co.nz](mailto:karen@hauora.co.nz) or 09 531 5502.