

PHN Survey Data Tables

Section 1: Demographic Information

Q. 3. What is your current EFT?

<i>EFT</i>	Dec-15		Jun-17	
	<i>n</i>	%	<i>n</i>	%
Full-time	43	89.6	63	86.3
0.5	5	10.4	8	11.0
Casual	0	0.0	0	0.0
Total	48	-	71	-

Q. 4. How many years have you worked as a PHN?

Years worked	Dec-15		Jun-17	
	<i>n</i>	%	<i>n</i>	%
Less than 1 year	<5	-	<5	-
1 – 5 years	7	14.6	9	12.3
6 – 10 years	9	18.8	18	24.7
11 – 15 years	13	27.1	16	21.9
16 – 20 years	5	10.4	14	19.2
21 – 25 years	<5	-	<5	-
Over 26 years	7	14.6	5	6.8
Total	47	-	69	-

Section 2: Current Practice

Q. 5. Please indicate which of the following documents you have read within the last 12 months

	<i>Have or have not read</i>	Dec-15		Jun-17	
		<i>n</i>	%	<i>n</i>	%
PHN Job Description	Have not read	13	27.1	18	24.7
	Have read	35	72.9	55	75.3
	Total	48	-	73	-
Health for All: Building Winnipeg's Health Equity Action Plan	Have not read	7	14.6	12	16.4
	Have read	41	85.4	61	83.6
	Total	48	-	73	-
Public Health Nurse Professional Practice Model	Have not read	<5	-	8	11.0
	Have read	47	97.9	65	89.0
	Total	48	-	73	-

Section 3: Knowledge Questions

Q. 6: Please rate your understanding of the following as described in the PPM

		Dec-15		Jun-17		
		<i>Understanding</i>	n	%	n	%
Role of the PHN in public health clinical practice	Very good		12	25	38	30.8
	Good		25	52.1	20	58.5
	Fair		7	14.6	7	10.8
	Poor		<5	-	<5	-
	Not at all		<5	-	<5	-
	Total		48	-	65	-
Role of the PHN in outreach	Very good		12	25	16	24.6
	Good		19	39.6	35	53.8
	Fair		11	22.9	12	18.5
	Poor		6	12.5	<5	-
	Not at all		<5	-	<5	-
	Total		48	-	65	-
Role of the PHN in healthy public policy	Very good		<5	-	6	9.2
	Good		16	33.3	27	41.5
	Fair		19	39.6	24	36.9
	Poor		11	22.9	7	10.8
	Not at all		<5	-	<5	-
	Total		48	-	65	-
Role of the PHN in healthy built and social environments	Very good		<5	-	<5	-
	Good		15	31.1	27	41.5
	Fair		22	45.8	27	41.5
	Poor		8	16.7	6	9.2
	Not at all		<5	-	<5	-
	Total		48	-	65	-
Role of the PHN in population health assessment	Very good		6	12.5	13	17.8
	Good		22	45.8	33	45.2
	Fair		15	31.3	15	20.5
	Poor		5	10.4	<5	-
	Not at all		<5	-	<5	-
	Total		48	-	65	-
Role of the PHN in community development	Very good		8	16.7	12	18.5
	Good		19	39.6	32	49.2
	Fair		14	29.2	17	26.2
	Poor		6	12.5	<5	-
	Not at all		<5	-	<5	-
	Total		48	-	65	-
Role of the PHN in collaboration and partnership	Very good		11	22.9	19	26
	Good		22	45.8	35	47.9
	Fair		12	25	8	11
	Poor		<5	-	<5	-
	Not at all		<5	-	<5	-
	Total		48	-	65	-

	Total	48	-	64	-
Role of the PHN in applied public health research	Very good	<5	-	6	9.2
	Good	15	31.3	16	24.6
	Fair	21	43.8	33	50.8
	Poor	7	14.6	9	13.8
	Not at all	<5	-	<5	-
	Total	48	-	65	-
Role of the PHN in surveillance	Very good	7	14.6	15	23.1
	Good	13	27.1	25	38.5
	Fair	23	47.9	19	29.2
	Poor	5	10.4	6	9.2
	Not at all	<5	-	<5	-
	Total	48	-	65	-

Section 3: Knowledge Questions

Q. 7: Please rate your understanding of the following:

		Dec-15		Jun-17	
<i>Understanding</i>		n	%	n	%
Health equity promotion	Very good	15	31.3	29	44.6
	Good	21	43.8	32	49.2
	Fair	11	22.7	<5	-
	Poor	<5	-	<5	-
	Not at all	<5	-	<5	-
	Total	48	-	65	-
Indigenous health promotion	Very good	7	14.6	18	27.7
	Good	12	25	35	53.8
	Fair	29	60.4	11	16.9
	Poor	<5	-	<5	-
	Not at all	<5	-	<5	-
	Total	48	-	65	-
Social determinants of health	Very good	19	39.6	38	59.4
	Good	25	25	24	37.5
	Fair	<5	-	<5	-
	Poor	<5	-	<5	-
	Not at all	<5	-	<5	-
	Total	48	-	64	-
Structural disadvantage	Very good	<5	-	27	41.5
	Good	25	52.1	32	49.2
	Fair	14	29.2	5	7.7
	Poor	5	10.4	<5	-
	Not at all	<5	-	<5	-
	Total	48	-	65	-
Harm reduction	Very good	15	31.3	27	41.5
	Good	25	52.1	32	49.2
	Fair	8	16.7	5	7.7
	Poor	<5	-	<5	-

	Not at all	<5	-	<5	-
	Total	48	-	65	-
Social justice	Very good	8	16.7	12	18.5
	Good	20	41.7	36	55.4
	Fair	15	31.3	15	23.1
	Poor	5	10.4	2	3.1
	Not at all	<5	-	<5	-
	Total	48	-	65	-
Cultural proficiency / cultural safety	Very good	8	16.7	13	20.3
	Good	22	45.8	38	59.4
	Fair	14	29.2	11	17.2
	Poor	<5	-	<5	-
	Not at all	<5	-	<5	-
	Total	48	-	64	-
Change management processes	Very good	9	19.1	6	9.2
	Good	16	34	40	61.5
	Fair	16	34	12	18.5
	Poor	6	12.8	6	9.2
	Not at all	<5	-	<5	-
	Total	47	-	65	-

Section 3: Skills Questions

Q. 8: How confident do you feel in your ability to apply the following in your practice:

PHN Professional Practice Model (PPM)	Ability	Dec-15		Jun-17	
		n	%	n	%
	Very good	9	18.8	15	25.0
	Good	21	43.8	30	50.0
	Fair	12	25.0	14	23.3
	Poor	6	12.5	<5	-
	Not at all	<5	-	<5	-
	Total	48	-	60	-
WRHA PHN Job Description	Very good	10	21.3	23	38.3
	Good	23	48.9	32	53.3
	Fair	13	27.7	<5	-
	Poor	<5	-	<5	-
	Not at all	<5	-	<5	-
	Total	47	-	60	-
Public health clinical practice	Very good	17	36.2	27	45.0
	Good	27	57.4	30	50.0
	Fair	<5	-	<5	-
	Poor	<5	-	<5	-
	Not at all	<5	-	<5	-
	Total	47	-	60	-
Outreach	Very good	10	21.3	15	25.0
	Good	20	42.6	33	55.0
	Fair	15	31.9	9	15.0
	Poor	<5	-	<5	-

	Not at all	<5	-	<5	-
	Total	47	-	60	-
Healthy public policy	Very good	<5	-	<5	-
	Good	14	29.2	21	35.6
	Fair	21	43.8	26	44.1
	Poor	12	25	7	11.9
	Not at all	<5	-	<5	-
	Total	48	-	59	-
Healthy built and social environments	Very good	<5	-	5	8.3
	Good	13	27.1	15	25
	Fair	23	47.9	30	50
	Poor	11	22.9	9	15
	Not at all	<5	-	<5	-
	Total	48	-	60	-
Health communications	Very good	<5	-	5	8.3
	Good	17	37	28	46.7
	Fair	19	41.3	22	36.7
	Poor	6	13	<5	-
	Not at all	<5	-	<5	-
	Total	46	-	60	-
Population health assessment	Very good	6	12.8	9	12.3
	Good	18	38.3	33	45.2
	Fair	17	36.2	17	23.3
	Poor	6	12.8	<5	-
	Not at all	<5	-	<5	-
	Total	47	-	60	-
Community development	Very good	5	10.4	7	11.9
	Good	17	35.4	30	50.8
	Fair	21	43.8	17	28.8
	Poor	5	10.4	<5	-
	Not at all	<5	-	<5	-
	Total	48	-	59	-
Collaboration and partnership	Very good	11	22.9	15	25
	Good	19	39.6	36	60
	Fair	16	33.3	7	11.7
	Poor	<5	-	<5	-
	Not at all	<5	-	<5	-
	Total	48	-	60	-
Applied public health research	Very good	<5	-	<5	-
	Good	11	23.4	24	40
	Fair	25	53.2	23	38.3
	Poor	6	12.8	8	13.3
	Not at all	<5	-	<5	-
	Total	47	-	60	-
Surveillance	Very good	6	12.8	9	15
	Good	15	31.9	27	45

	Fair	19	40.4	17	28.3
	Poor	6	12.8	6	10
	Not at all	<5	-	<5	-
	Total	47	-	60	-
Health equity promotion	Very good	12	25	17	28.3
	Good	20	41.7	35	58.3
	Fair	11	22.9	6	10
	Poor	5	10.4	<5	-
	Not at all	<5	-	<5	-
	Total	48	-	60	-
Indigenous health promotion	Very good	7	14.6	10	16.7
	Good	16	33.3	33	55
	Fair	19	39.6	16	26.7
	Poor	6	12.5	1	1.7
	Not at all	<5	-	<5	-
	Total	48	-	60	-
Addressing the social determinants of health	Very good	14	29.8	13	21.7
	Good	21	44.7	41	68.3
	Fair	10	21.3	6	10
	Poor	<5	-	<5	-
	Not at all	<5	-	<5	-
	Total	47	-	60	-
Cultural safety / cultural proficiency	Very good	10	20.8	9	15
	Good	21	43.8	38	63.3
	Fair	12	25	13	21.7
	Poor	5	10.4	<5	-
	Not at all	<5	-	<5	-
	Total	48	-	60	-
Harm reduction	Very good	12	25.2	11	18.6
	Good	25	52.1	40	67.8
	Fair	9	18.8	8	13.6
	Poor	<5	-	<5	-
	Not at all	<5	-	<5	-
	Total	48	-	59	-
Social justice	Very good	5	10.4	6	10
	Good	17	35.4	33	55
	Fair	19	39.6	19	31.7
	Poor	7	14.6	<5	-
	Not at all	<5	-	<5	-
	Total	48	-	60	-
Change management	Very good	9	18.8	5	8.3
	Good	14	29.2	34	56.7
	Fair	18	37.5	15	25
	Poor	7	14.6	6	10
	Not at all	<5	-	<5	-
	Total	48	-	60	-

Section 3: Skills Questions

Q: 9: Please rate your skill level in the following areas:

	Skill level	Dec-15		Jun-17	
		n	%	n	%
Ability to describe the concept of health equity to others	Very good	15	31.3	26	43.3
	Good	27	56.3	32	53.3
	Fair	6	12.5	<5	-
	Poor	<5	-	<5	-
	Total	48	-0	60	-
Ability to communicate the relationship between poverty and health	Very good	20	41.7	30	50.0
	Good	26	54.2	28	46.7
	Fair	<5	-	<5	-
	Poor	<5	-	<5	-
	Total	48	-0	60	-
Ability to appraise and apply research evidence from public health and nursing sciences	Very good	<5	-	10	16.9
	Good	27	56.3	33	55.9
	Fair	17	35.4	15	25.4
	Poor	<5	-	<5	-
	Total	48	-0	59	-
Ability to interpret surveillance data	Very good	<5	-	9	15.0
	Good	23	47.9	30	50.0
	Fair	21	43.9	20	33.3
	Poor	<5	-	<5	-
	Total	48	-0	60	-
Ability to facilitate groups	Very good	18	37.5	31	51.7
	Good	23	47.9	26	43.3
	Fair	7	14.6	3	5.0
	Poor	<5	-	<5	-
	Total	48	-0	60	-
Ability to participate in the development of policies at multiple levels	Very good	<5	-	<5	-
	Good	10	21.3	20	33.3
	Fair	26	55.3	30	50.0
	Poor	10	21.3	7	11.7
	Total	47	-0	60	-
Ability to create and maintain partnerships with diverse community partners and agencies	Very good	8	16.7	15	25.0
	Good	26	54.2	34	56.7
	Fair	14	29.2	11	18.3
	Poor	<5	-	<5	-
	Total	48	-0	60	-
Ability to assume a leadership role	Very good	14	29.2	23	38.3
	Good	26	54.2	32	53.3
	Fair	7	14.6	5	8.3
	Poor	<5	-	<5	-
	Total	48	-	60	-
Ability to work as a member of an interprofessional team	Very good	28	58.3	37	61.7
	Good	19	39.6	22	36.7

	Fair	<5	-	<5	-
	Poor	<5	-	<5	-
	Total	48	-	60	-
Ability to create relationships and build trust with disadvantaged populations	Very good	21	43.8	28	46.7
	Good	24	50.0	30	50.0
	Fair	<5	-	<5	-
	Poor	<5	-	<5	-
	Total	48	-	60	-
Ability to facilitate access to resources and health services for disadvantaged populations	Very good	13	27.1	18	30.0
	Good	24	50.0	36	60.0
	Fair	11	22.9	5	8.3
	Poor	<5	-	<5	-
	Total	48	-	60	-
Ability to plan and deliver programs/services specifically for disadvantaged populations	Very good	11	23.4	12	20.0
	Good	17	36.2	38	63.3
	Fair	17	36.2	10	16.7
	Poor	<5	-	<5	-
	Total	47	-	60	-
Ability to engage in advocacy with, or on behalf of, disadvantaged groups	Very good	11	23.4	12	20.0
	Good	17	36.2	38	63.3
	Fair	17	36.2	10	16.7
	Poor	<5	-	<5	-
	Total	47	-	60	-

Section 3: Attitude Questions

Q. 10: Please indicate your level of agreement with the following statements:

	Level of agreement	Dec-15		Jun-17	
		n	%	n	%
Investments in early childhood have the greatest opportunity to improve one's life course and contribute to population health outcomes	Strongly agree	37	77.1	43	75.4
	Agree	11	22.9	12	21.1
	No opinion or uncertain	<5	-	<5	-
	Disagree	<5	-	<5	-
	Strongly disagree	<5	-	<5	-
	Total	48	-	57	-
PHNs are well positioned to support individuals and families that are disadvantaged by issues such as poverty, mental illness, racism, lack of education and lack of ability to access resources.	Strongly agree	16	34	19	33.3
	Agree	20	42.6	29	50.9
	No opinion or uncertain	8	17	6	10.5
	Disagree	<5	-	<5	-
	Strongly disagree	<5	-	<5	-
	Total	47	-	57	-
The Families First (FF) screen and survey are effective tools to identify individuals/families at risk for negative	Strongly agree	18	37.5	19	33.3
	Agree	16	33.3	26	45.6

outcomes.	No opinion or uncertain	7	14.6	10	13.7
	Disagree	<5	-	<5	-
	Strongly disagree	<5	-	<5	-
	Total	48	-	57	-
PHN services should focus efforts on individuals/families identified at risk for negative outcomes based on the FF screen and parent survey results.	Strongly agree	12	25	18	31.6
	Agree	20	41.7	31	54.4
	No opinion or uncertain	9	18.8	5	8.8
	Disagree	5	10.4	<5	-
	Strongly disagree	<5	-	<5	-
	Total	48	-	57	-
Those individuals/families that have no identified risks should be referred to primary care and other community resources for ongoing follow up and support.	Strongly agree	12	25	20	35.7
	Agree	15	31.3	19	33.9
	No opinion or uncertain	9	18.8	12	21.4
	Disagree	10	20.8	5	8.9
	Strongly disagree	<5	-	<5	-
	Total	48	-	56	-
PHNs are well positioned to work upstream and tackle the inequitable distribution of power, money and resources that cause health inequities.	Strongly agree	7	14.6	7	12.5
	Agree	15	31.3	23	41.1
	No opinion or uncertain	14	29.2	16	28.6
	Disagree	11	22.9	9	16.1
	Strongly disagree	<5	-	<5	-
	Total	48	-	56	-
All children and families in Winnipeg have sufficient resources (e.g., housing, food, education, employment, income) to make healthy decisions.	Strongly agree	<5	-	<5	-
	Agree	<5	-	<5	-
	No opinion or uncertain	<5	-	<5	-
	Disagree	19	39.6	14	24.6
	Strongly disagree	27	56.3	41	71.9
	Total	48	-	57	-
Health inequities in Winnipeg are an outcome of current and/or historical, deprivation, marginalization or oppression of population groups.	Strongly agree	9	18.8	18	32.7
	Agree	18	37.5	27	49.1
	No opinion or uncertain	15	31.3	5	9.1
	Disagree	6	12.5	<5	-
	Strongly disagree	<5	-	<5	-
	Total	48	-	55	-
	Grand Total		100		100

Section 4: Personal Readiness Questions

Q. 11: Please indicate your level of agreement with the following statements:

	Level of Agreement	Dec-15		Jun-17	
		n	%	n	%
I am excited about basing my practice on the Professional Practice Model (i.e. working to the full scope of the PHN role)	Strongly agree	16	33.3	16	28.6
	Agree	17	35.4	22	39.3
	Uncertain	12	25	17	30.4
	Disagree	<5	-	<5	-
	Strongly disagree	<5	-	<5	-
	Total	48	-	56	-
I look forward to a new way of doing my work	Strongly agree	14	29.2	15	26.8
	Agree	19	39.6	25	44.6
	Uncertain	11	22.9	16	28.6
	Disagree	<5	-	<5	-
	Strongly disagree	<5	-	<5	-
	Total	48	-	56	-
I feel that I have a good understanding of what I should stop doing in my practice in order to have the time to work to the full scope of my practice	Strongly agree	7	14.6	11	20.4
	Agree	14	29.2	28	51.9
	Uncertain	14	29.2	8	14.8
	Disagree	11	22.9	6	11.1
	Strongly disagree	<5	-	<5	-
	Total	48	-	56	-
I feel that I have control over what I can stop doing in order to be able to work to the full scope of my practice	Strongly agree	<5	-	5	8.9
	Agree	6	12.5	14	25
	Uncertain	14	29.2	12	21.4
	Disagree	20	41.7	19	33.9
	Strongly disagree	<5	-	6	10.7
	Total	48	-	56	-
I believe that I will allow myself to stop doing some of the things I am currently doing in my practice in order to work to the full scope of my practice	Strongly agree	7	14.6	8	14.3
	Agree	19	39.6	30	53.6
	Uncertain	16	33.3	14	25
	Disagree	6	12.5	<5	-
	Strongly disagree	<5	-	<5	-
	Total	48	-	56	-

I believe it is possible for PHNs in the WRHA to work to the full scope of their practice	Strongly agree	11	22.9	6	10.7
	Agree	24	50	23	41.1
	Uncertain	11	22.9	16	28.6
	Disagree	<5	-	10	17.9
	Strongly disagree	<5	-	1	1.8
Total		48	-	56	-
I know where to go to get answers to my questions related to this change initiative	Strongly agree	7	14.9	8	14.5
	Agree	14	29.8	21	38.2
	Uncertain	18	38.3	20	36.4
	Disagree	5	10.6	6	10.9
	Strongly disagree	<5	-	<5	-
Total		48	-	56	-

Section 4: Organizational Readiness

Q.12: Please indicate your level of agreement with the following statements:

	Level of agreement	Dec-15		Jun-17	
		n	%	n	%
I believe that I will be supported by my manager to stop doing some of the activities I am currently doing in order to work to the full scope of my practice	Strongly agree	7	14.6	5	9.1
	Agree	32	66.7	31	56.4
	Uncertain	7	14.6	16	29.1
	Disagree	<5	-	<5	-
	Strongly disagree	<5	-	<5	-
Total		48	-	55	-
I believe that my manager has a good understanding of what it means for a PHN to work to the full scope of their practice	Strongly agree	6	12.5	5	6.8
	Agree	20	41.7	19	26
	Uncertain	15	31.3	25	34.2
	Disagree	5	10.4	5	6.8
	Strongly disagree	<5	-	<5	-
Total		48	-	55	-
I believe that my PHN colleagues have a good understanding of what it means to work to the full scope of their practice.	Strongly agree	<5	-	5	8.9
	Agree	18	37.5	24	42.9
	Uncertain	18	37.5	12	21.4
	Disagree	8	16.7	11	19.6
	Strongly disagree	<5	-	<5	-
Total		48	-	55	-
I believe the leaders in my organization (Director PPH, CNSs, Coordinators) will support me through this change	Strongly agree	<5	-	<5	-
	Agree	21	43.8	15	27.3

	Uncertain	19	39.6	27	49.1
	Disagree	<5	-	7	12.7
	Strongly disagree	<5	-	<5	-
	Total	48	-	55	-
I will have access to the tools, resources and support required to work to the full scope of my practice.	Strongly agree	<5	-	<5	-
	Agree	9	18.8	18	32.1
	Uncertain	31	64.6	23	41.1
	Disagree	<5	-	10	17.9
	Strongly disagree	<5	-	<5	-
	Total	48	-	56	-