

Ensuring the Competence of Licensed Clinical Professionals within the Los Angeles County Department of Public Health

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Introduction

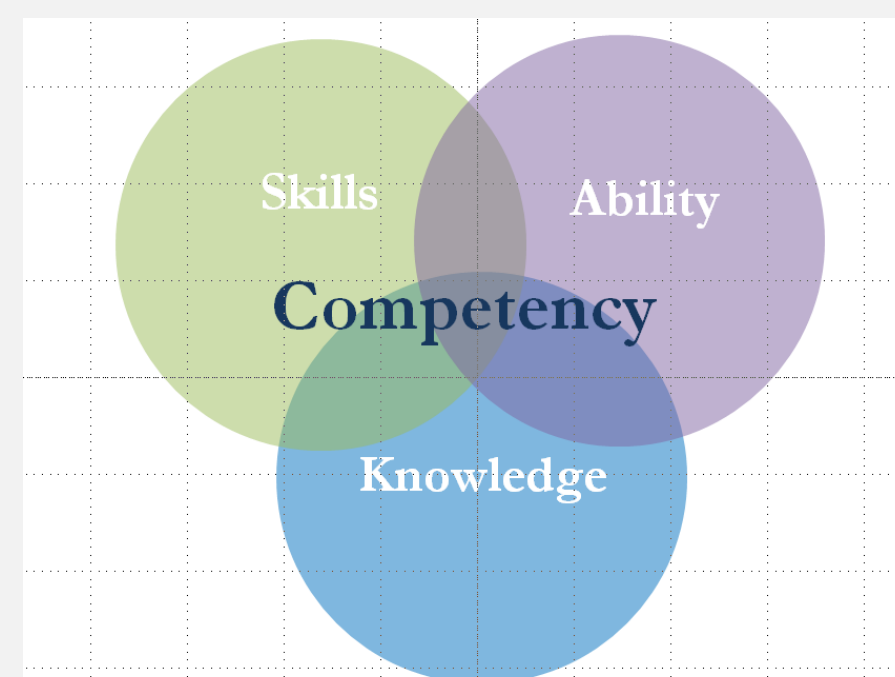
Public Health agencies play a critical role in promoting and protecting the health of all Americans. The public health workforce must have the necessary and sustainable competencies to respond to current and emerging health threats. Los Angeles County (LA County), with a population of over 10 million residents spanning across 4000 square miles and 88 cities, is faced with a diverse array of public health priorities and challenges. Licensed Clinical Professionals (LCP) (i.e., physicians, registered nurses, nurse practitioners, dentists, pharmacists, and licensed vocational nurses) comprise 20% of the nearly 4000 workforce members in LA County Department of Public Health (DPH). They are often called on during public health emergencies to utilize basic clinical skills that are not routinely used in daily public health assigned duties.

Purpose

To ensure a competent clinical workforce, DPH implemented a series of clinical competency assessments to assure the licensed clinical workforce has the basic clinical skills necessary to respond during a public health emergency.

Methods

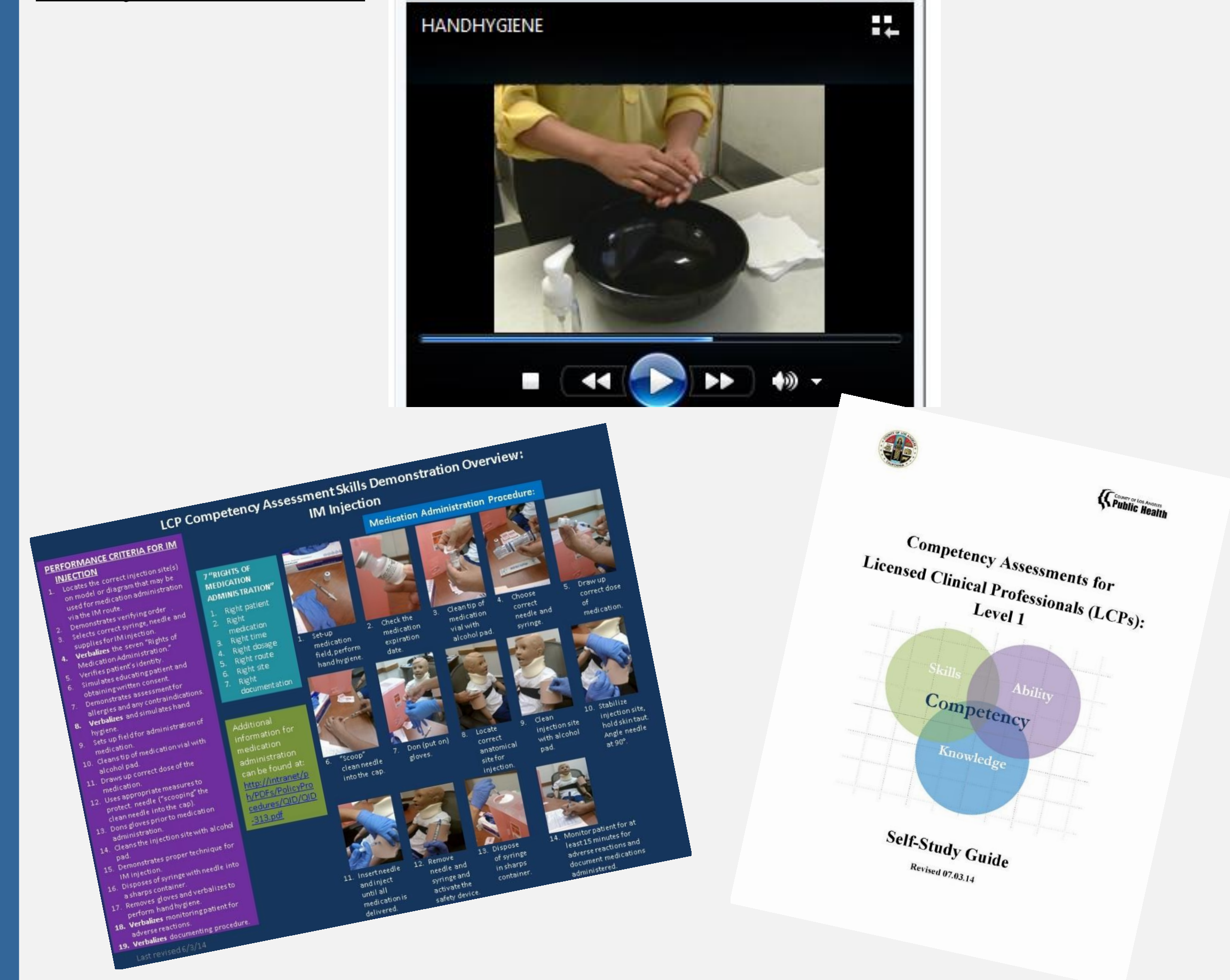
DPH implemented a policy that mandated all LCPs demonstrate basic competencies every 3 years. The Competency Assessments consisted of a written examination that assessed LCP knowledge of Infection Control, Medication Administration, Injection Techniques, and Management of Anaphylaxis. Hand Hygiene, FluMist administration, and IM injection skills demonstrations were also assessed by trained proctors. Study resources were developed to assist LCPs in preparing for their competency assessments. Skills practice sessions were also held throughout the county to allow LCPs to practice skills



Planning/Implementation



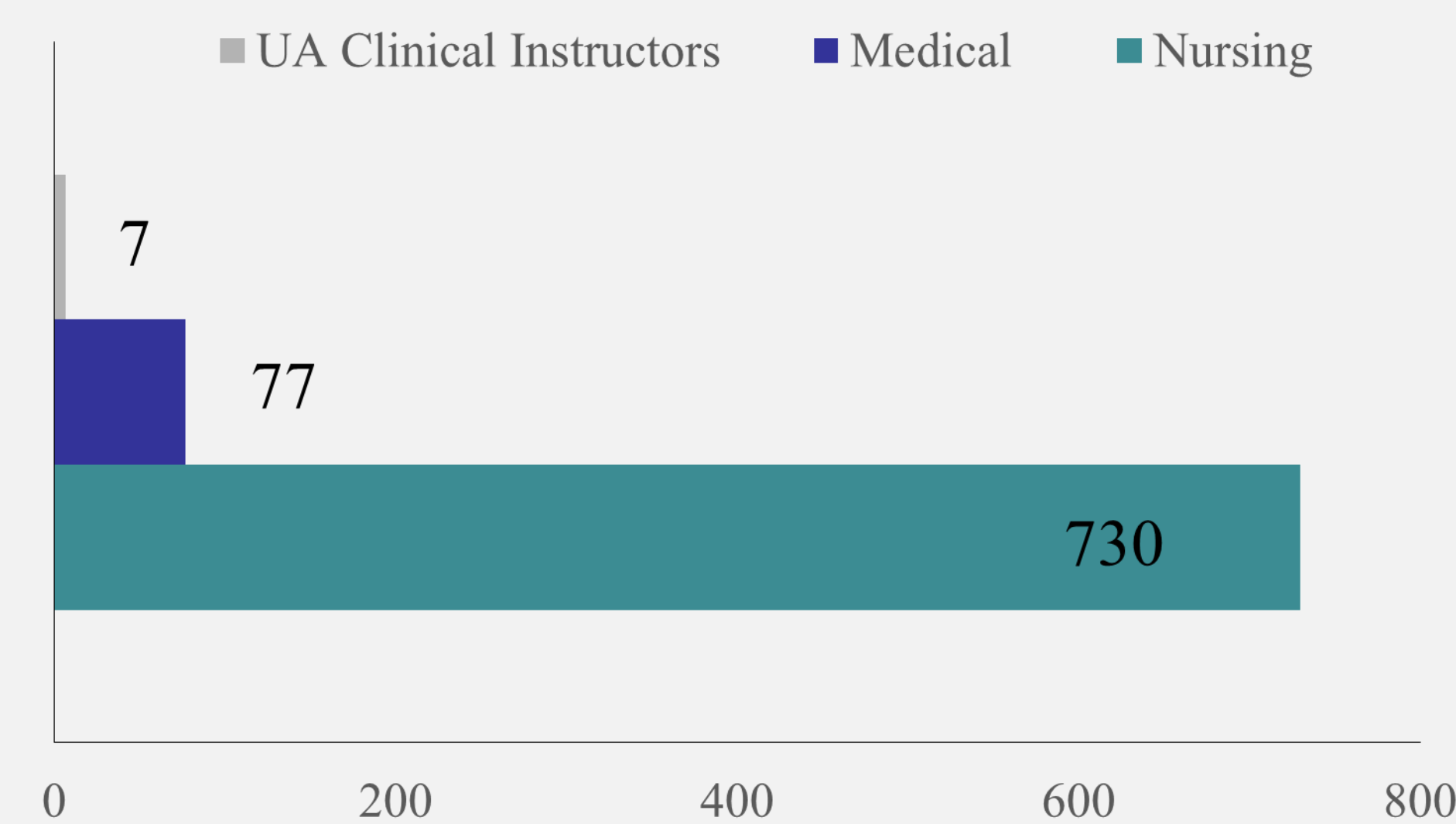
Study Resources



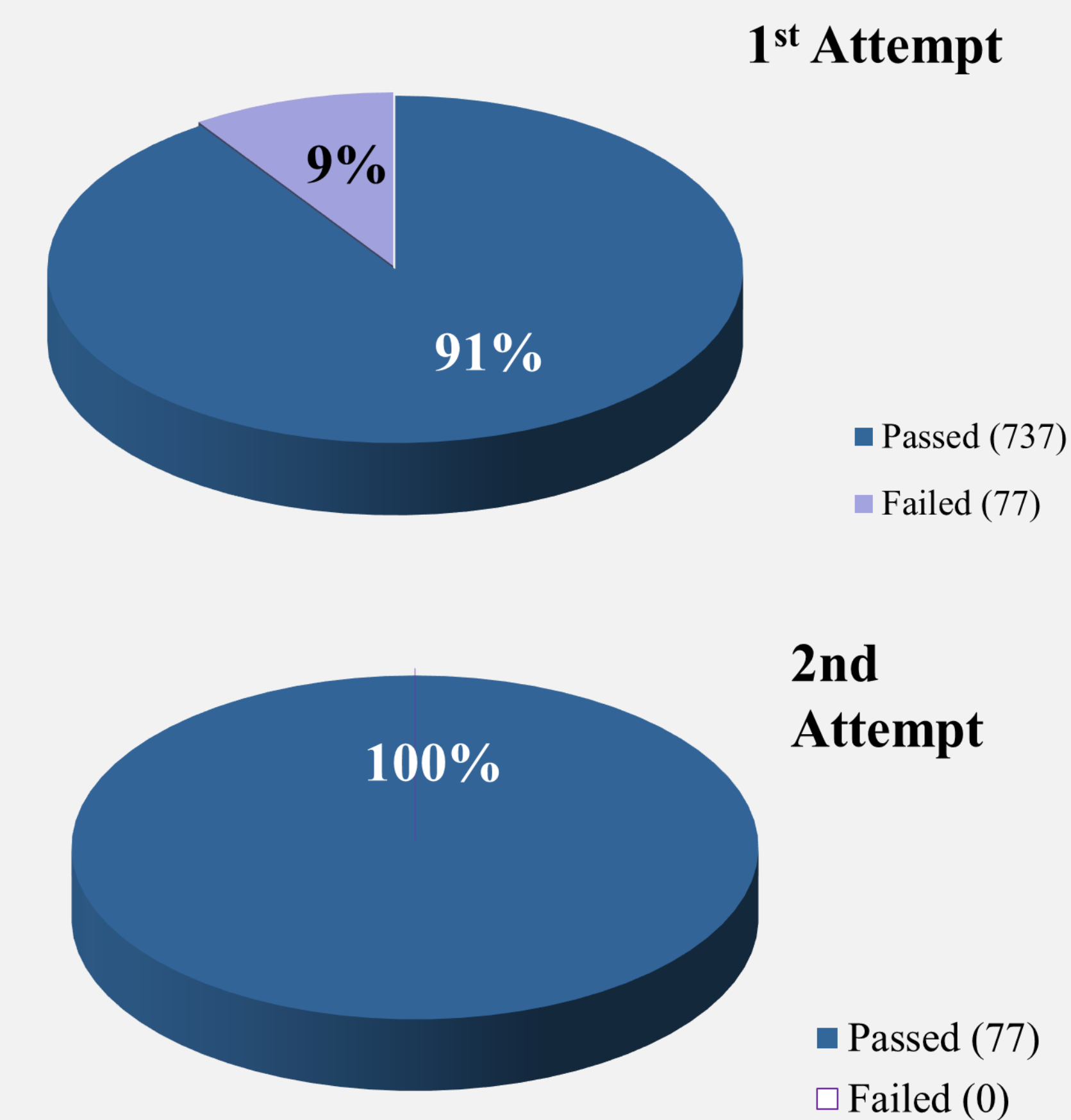
Results

COMPETENCY ASSESSMENT	TOTALS
Target Audience	All DPH LCPs
Number of Practice Sessions	74
Number of Practice Session Participants	730
Number of Examination Sessions	64
Total Number of Participants	814

LCP Participants

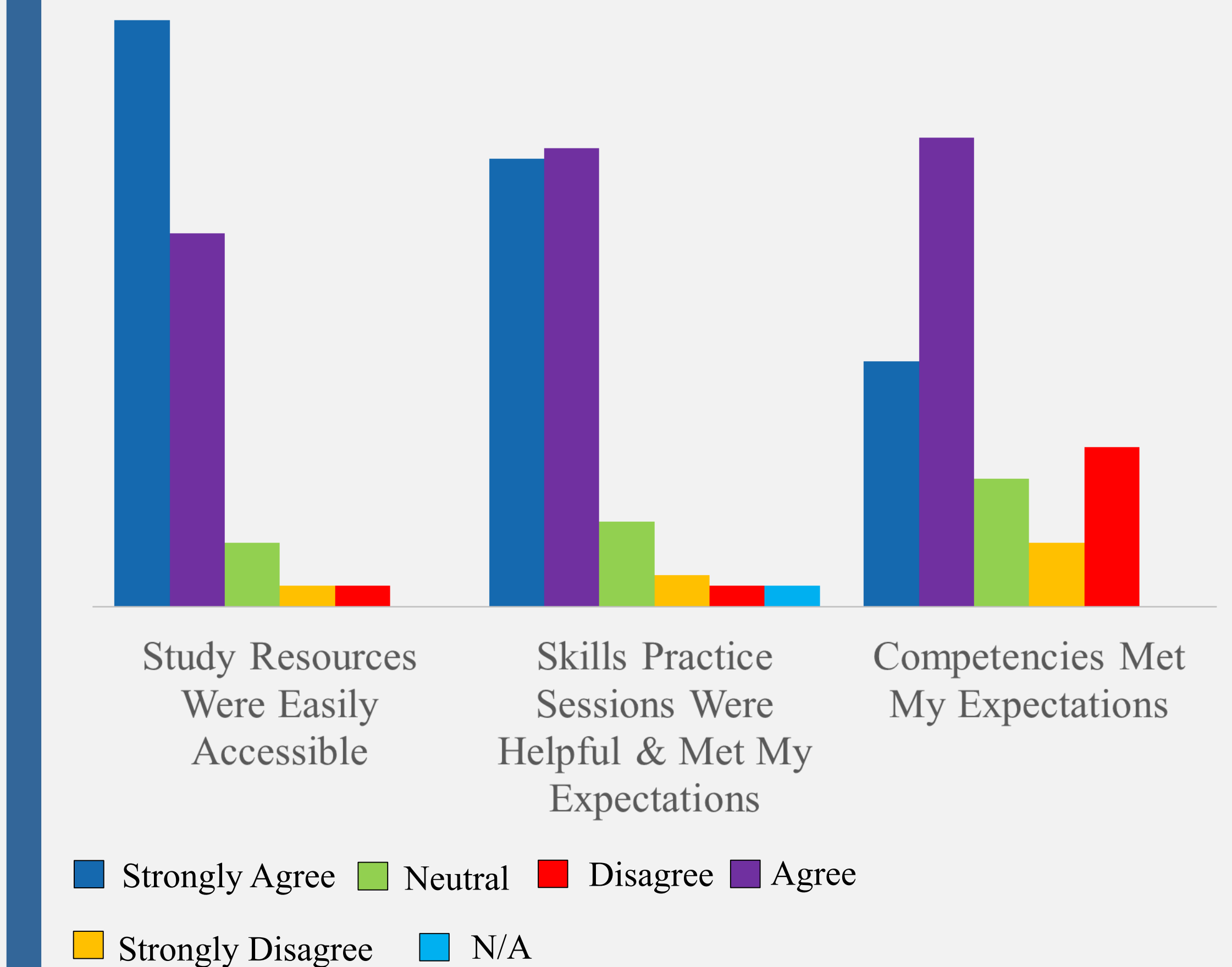


Pass Rate



Evaluation

Post LCP Competency Assessment Evaluations



Conclusion

The implementation of clinical competencies proved successful in ensuring that the Los Angeles County Department of Public Health licensed clinical staff have the basic clinical skills necessary to respond during a public health emergency. Clinical competencies will be assessed every 3 years to sustain such competence.

Acknowledgements

DPH QID Nursing Administration, DPH Competency Assessment Proctors

