

Ontario Public Health Performance Management Competency Profiles



Public Health Services



Competency Based Performance Management Project for Public Health,
OPHA and Partners, 2009



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Haliburton, Kawartha, Pine Ridge District Health Unit
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OPHA's Constituent Societies
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The Project Reference Group

Consulting firms:

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Human Resources Systems Group Inc. - Professional Consultants in competency based management that developed performance management tools for use in Public Health.

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Competency Profiles for Public Health

Profiles for the 3 identified main roles have been created as guidelines for use within this Competency Based Performance Management system. The numbers in the profile grid below represent the proficiency levels identified for each of the Ontario Public Health Performance Management competencies. Some competencies have been identified as needing a range of proficiency in that role. The relevant level for the job should be selected by reviewing the job requirements in the job description.

Competencies	Front Line Provider	Consultant / Specialist	Manager / Supervisor
Public Health Sciences	3	3	3-4
Assessment and Analysis	2-3	3-4	3-4
Policy and Program Planning, Implementation and Evaluation	2	2-3	4
Partnerships, Collaboration and Advocacy	2-3	4	3-4
Diversity and Inclusiveness	3	3	3-4
Communication	3-4	3-4	3-4
Leadership	2	3	3-4
Ethics and Professionalism	3	3	3-4