

## **Project Title**

Beyond Hospital to Community: Exploring the competencies of Community health professionals

## **Project Lead and Members**

Project lead: Heidi Tan

Project members: Goo Lay Kian and Lee Sinyi

## **Organisation(s) Involved**

Tan Tock Seng Hospital, Centre for Allied Health & Pharmacy Excellence (CAPE)

## **Healthcare Family Group Involved in this Project**

Allied Health, Nursing

## **Project Period**

Start date: 01/01/2020

Completed date: 30/09/2021

## **Aims**

- Explore the core competencies (including knowledge, attitudes and behaviours) required of Community Health Professionals
- Identify and enhance the role and capability of Community Health Professionals
- Inform Community Health working practices and transform care for the residents in the community in line with national health policy

## **Background**

In line with Singapore Ministry of Health's '3 *Beyonds*' strategy, there is a need for healthcare to focus on prevention and community-based management. To meet the escalating healthcare demands, health professionals working in the community are increasingly expected to provide care beyond their professional scope in

transdisciplinary teams. This study aimed to explore the core competencies required of community health professionals, with the objective of tailoring future training programs to support health professionals in providing care as a transdisciplinary team in the community.

## Methods

We used a mixed method exploratory study design. We first conducted focus groups with health professionals working or leading community health teams from the three regional healthcare clusters. Following thematic analysis of the focus groups, we found 57 sub-competencies highlighted by focus group participants to be relevant for health professionals working in community.

We then developed and send out a survey with the 57 sub-competencies for community health professionals to rate the level of importance of each competency and highlight effective learning approaches to develop transdisciplinary competencies in providing community care.

## Results

A total of 36 and 52 health professionals participated in the focus groups and survey respectively.

45 of the 57 sub-competencies were rated by 60% of respondents to be essential or very important for community health professionals to work effectively in a transdisciplinary team. They include personal attributes, interprofessional collaborative competencies and specific clinical knowledge and skills relevant in the community context.

3 of 11 learning approaches were most highly rated. They include 1) Communities of practice; 2) Cross-disciplinary team in-services on specific knowledge and skills; 3) Cross-disciplinary case discussions on care needs and goal setting.

## **Lessons Learnt**

Maintaining cognitive flexibility in coping with unpredictable situations especially during the pandemic times, such as converting focus groups from face-to-face online.

## **Conclusion**

We will be using the 45 competencies to develop a workplace curriculum for the development of community health care professionals working in teams and to support the local healthcare shift beyond hospital to community.

## **Project Category**

Workforce Transformation, Job Redesign, Trans-Disciplinary, Inter-Disciplinary, Care Continuum, Population Health, Preventive Care, Community Health

## **Keywords**

Community Health, Core Competencies, 3 Beyonds

## **Name and Email of Project Contact Person(s)**

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CALLING FOR PASSIONATE HEALTH PROFESSIONALS AND LEADERS  
WORKING IN COMMUNITY HEALTH OR POPULATION HEALTH TEAMS!

# YOU ARE INVITED

To join us in an exploratory conversation on the competencies  
of community health professionals in transdisciplinary teams

## BEYOND HOSPITAL TO COMMUNITY

### OUR AIM:

We hope that the results from this study will be used to improve community health practices and training programs for community health professionals to enhance care delivery for residents living in the community.

### WHO ARE WE LOOKING FOR?

- Healthcare professionals who has worked at least 2 years OR Healthcare leaders currently managing community health or population health teams (*including hospital-home transitional care*) in one of the three Regional Healthcare clusters in Singapore.



### HOW CAN YOU HELP?

- Part 1: Attend an online focus group discussion via ZOOM meeting (*estimated 2 hours*)
- Part 2: Complete an online survey (*estimated 30 minutes*)

Your participation is important to us!

If you are interested to participate or want to learn more about the study,  
please contact our Research assistant, **Ivy Loh** at DID: **6357 8339/ 97703683**  
Email: **Chiew\_Yin\_LOH@ttsh.com.sg** (Mon-Fri, 8am - 5pm)

PRINCIPAL INVESTIGATOR: MS. HEIDI TAN

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**CAPE** CENTRE FOR  
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Recruitment poster, version 1 dated 6 Nov 2020

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