

Criterion 8.19: Each provider has staff who are employed to undertake the role of recruitment and retention

Elements

- 8.19.1 All recruitment and retention staff employed or subcontracted in the programme must be able to demonstrate a good understanding of the theory and practice of public health approaches.
- 8.19.2 Recruitment and retention staff employed in the programme will:
- advocate for community and individual understanding of screening at all levels
 - promote an understanding of the need for, and the adoption of, community health development practices based on the Treaty of Waitangi and other health promotion models
 - demonstrate the full range of knowledge and skills required for competent practice
 - demonstrate accountability and effectiveness to a range of stakeholders
 - model and support consultative ways of working with other key public health principles.
- 8.19.3 The provider ensures that recruitment and retention staff demonstrate competencies relevant to their role outlined in:
- *Nga Kaiakatanga Hauora mo Aotearoa: Health Promotion Competencies for Aotearoa–New Zealand*
 - National Screening Unit competencies, including cultural competencies
 - Ministry of Health public health competencies.
- 8.19.4 The provider ensures that recruitment and retention staff have a professional development plan and are supported in continuing education which:
- promotes and demonstrates sound public health principles and practice
 - demonstrates an understanding of practice management systems and the primary care environment
 - maintains professional knowledge and skills relating to breast cancer and screening in addition to health promotion
 - develops and maintains cultural knowledge and skills
 - identifies, develops and maintains community and professional networks
 - involves critically reflecting on and evaluating their own work
 - involves participation in peer review processes.
- 8.19.5 The provider must ensure there is access to accurate and current information to allow staff to fulfil their role.

8.19.6 Recruitment and retention staff in a leadership role:

- actively develop the recruitment and retention workforce
- demonstrate strategic leadership
- facilitate strategic regional coordination planning, including writing, implementing and evaluating recruitment and retention activities
- contribute to organisational decisions that promote public health practice
- facilitate robust critical debate and reflection on recruitment and retention activities
- access and provide opportunities for quality training for staff
- develop and implement quality assurance and quality improvement strategies.

8.19.7 Staff in training must:

- become familiar with the BSA resources, and develop a comprehensive understanding of the screening pathway and the range of health professional roles in the programme
- undertake an individualised orientation programme with the guidance of an experienced team member to observe and participate as their skills develop
- present health education sessions under guidance and supervision until deemed competent by an experienced team member.