Identified Possible QI opportunities

Round 1 voting on possible QI opportunities (narrowed to 11)

Round 2 voting Narrowed 11 choices to top 3 QI choices

Round 3 Voting Top QI choice made

Loss of Project Coord. Made decision to move ahead with project

Developed AIM Statement, action plan & improvement theory

Ran test on employees Collected data TESTED

Analyzed results of test IS THIS VALUABLE?

NO Process isn't effective/not the desired effect Back to beginning

YES Process will effect improvement & be valuable to our mission/work

IMPLEMENTATION
Pre/Post Test Performance
QI Project

Number of Incorrect Answers

- Less than 1 year
- 1 to 3 years
- Over three 3 years

Pre Test
Post Test
**SMALL NUMBER OF STAFF**

- No one else knows other specific jobs
- Everyone working on other things...their own jobs

**LACK OF RESOURCES**

- Lack of qualified applicants
- Lack of PH training available
- Not made a priority
- No dedicated HR personnel

**LACK OF ADEQUATE ORIENTATION PROCEDURE**

- Lack of resources to attract qualified applicants
- HD supervises most positions
- Budget limitations

**LACK OF COMMUNICATION**

- Job roles change & are fluid
- Staff turnover
- Expectations of new employees
- No continuity (last person in the position has already gone)
- Interview process
- New employees don’t express their needs

**NO ONE ASSIGNED TO ORIENTATION**

- Each job is specific
- Lack or mentor relationship
- No continuity (last person in the position has already gone)

**No HR department**

- Have to rely on 1 person to do each job. No “departments”
- Covering staff turnover

- No one else knows other specific jobs
- Everyone working on other things...their own jobs
NEW EMPLOYEE ORIENTATION SURVEY-BETA TEST

1. Give an example of a PREVENTATIVE service provided by PHSDHD:
_______________________________________________________________________

2. Give an example of a PHSDHD service that provides HEALTH PROMOTION:
_______________________________________________________________________

3. Most of the communities in our 5-county region have the same needs.   T   F

4. The 3 Core Functions of public health are: assessment, policy development and assurance. T   F

5. All areas of Nebraska have had public health departments for over 20 years. T   F

6. PHSDHD provides immunizations to children at this location. T   F

7. The current PHSDHD coverage area includes Seward County. T   F

8. Disease surveillance is a function of the CDC & not provided by PHSDHD. T   F

9. Preventing childhood obesity is a high priority for public health departments. T   F

10. PHSDHD employees are not allowed to make home visits. T   F

Length of employment with PHSDHD:     _____ Less than 1 year
                                 _____ 1 to 3 years
                                 _____ Over 3 years
New Employee Orientation Checklist
Environmental Health
November 2010

Funding – EPA CARE, EE & EJ, HUD, NDEQ, NE. DHHS, & NE. Env. Trust
Environmental Assessment
No Stream Left Behind
Lead (3)
Battery recycling
IAQ
Radon
Cool Pool
Water education tool
West Nile Virus
Brownfields

Complaint and Inquiry Response
Abandoned/Dilapidated Properties
Dog Bite
Drinking Water
Food Safety
Lice
Medical Waste Disposal
Mold
Nuisances (Pests: bed bugs, roaches, pigeons, snakes, etc. trash, excessive pets, general sanitation)
Rabies
Radon
Recycling
Rental Property Problems
Smoking Ban Violations
West Nile Virus

_____Data Management

_____Enforcement
Meth Lab Decontamination/Reoccupancy
Smoking Ban Complaint

_____Environmental Emergencies (spills and releases)

_____Healthy Homes/LEAD
EBLL case management
Data management
Education/Outreach

_____Education/Outreach
Water/Earth Jamboree
Safety Day/Ziggety Day
Fairs
Doane