The Regional Core Competency Framework for Public Health (RCCFPH) is the result of a collective effort, led by the Pan American Health Organization (PAHO), and deriving from a process that involved over 240 collaborators from 28 countries in the Americas Region. The Framework hopes to strategically support the countries in the Americas in strengthening the capacity of their health systems in the area of public health. The purpose of the Framework is to promote the development and specify the knowledge, skills and resources as a whole should possess. It is hoped that this Framework will serve as a reference point that is flexible and adaptable to diverse contexts, in order to communicate a comprehensive and coherent vision of the core competencies for public health that health human resources as a whole should possess. It is hoped that this Framework will serve as a reference point for the identification of specific competencies within particular areas of practice.

**Core competencies in health situation analysis. The ability to:**

1. Use vital statistics and core health indicators to generate evidence about the health situation of the population and at-risk groups.
2. Develop methodologies to establish how perceive health and well-being in relation to their environment.

**INTRODUCTION**

The Regional Core Competency Framework for Public Health (RCCFPH) is not a finished product but rather part of a regional effort that intends to establish a reference point that is flexible and adaptable to diverse contexts, in order to communicate a comprehensive and coherent vision of the core competencies for public health that health human resources as a whole should possess. It is hoped that this Framework will serve as a reference point for the identification of specific competencies within particular areas of practice.

**HEALTH SITUATION ANALYSIS**

The ability to investigate and perform surveillance of epidemic outbreaks, and how communicate the results to the public and at-risk groups.

- Use historic data to predict human resources for health needs.
- Transfer knowledge, experiences and tools for health situation analysis through supervisory training, in-service training and lifelong learning for the workplace and key actors.
- Identify coordination mechanisms, strategic partnerships and resources in key sectors and networks to promote the improvement of health statistics and registries from the local to the global level.
- Manage information, research and other knowledge related to daily practice to improve the outcomes of health actions and contribute to the well-being of the population.
- Recognize the impact of health on the environment.

**DOMAIN**

**1 HEALTH SITUATION ANALYSIS**

**2 SURVEILLANCE AND CONTROL OF RISKS AND THREATS**

The ability to identify and perform surveillance of epidemic outbreaks, and how communicate the results to the public and at-risk groups.

- Use historic data to predict human resources for health needs.
- Transfer knowledge, experiences and tools for health situation analysis through supervisory training, in-service training and lifelong learning for the workplace and key actors.
- Identify coordination mechanisms, strategic partnerships and resources in key sectors and networks to promote the improvement of health statistics and registries from the local to the global level.
- Manage information, research and other knowledge related to daily practice to improve the outcomes of health actions and contribute to the well-being of the population.
- Recognize the impact of health on the environment.

**3 HEALTH PROMOTION AND SOCIAL PARTICIPATION**

The ability to design and implement health promotion and social participation programs that are effective in achieving health goals.

- Design health communication, social marketing and media advocacy strategies to promote health in individuals and society.
- Determine and implement best practices in health promotion.
- Achieve positive changes in individual and community health.
- Conduct biomedical, socio-demographic, environmental and operations research methodologically in order to explain risks, threats and damage to health and to evaluate the social response to them.
- Conduct critical processes connected with the public health surveillance and control system in a systematic and ongoing manner to ensure its continuous improvement and the timely action of protective interventions, emergency, emerging and re-emerging infectious diseases.
- Identify risk assessment tools for the sector.
- Design disaster risk management plans for natural, technological and biological threats so as to mitigate their impact on health.
- Plan and execute post-disaster reconstruction, based on the damage identified for the immediate restoration and for the protection of the population's health.
- Strengthen surveillance systems to increase efficiency.
Every health system should be governed by periodically agreed upon health policies, plans and regulations. People who work in the health sector should have the necessary skills to manage regulatory frameworks for the protection and supervision of health. They should also have the skills needed to initiate and participate in the drafting of new laws and regulations for creating healthy settings and protecting citizens and to support international cooperation.

Core competencies in policy, planning, regulation and control. The ability to:

1. Apply the basic conceptual, technical and methodological elements to develop, implement, monitor and evaluate health policy towards guaranteeing equity and the basic right to health.
2. Protect the right to health in all public policies across sectors as a basic human right for the integral well-being of the population.
3. Administer the human, financial and technological resources required for improving the basic right to health.
4. Assess the needs and problems of individuals, families, groups and communities to develop, implement, monitor and evaluate health policy towards guaranteeing equity and the basic right to health.
5. Lead interdisciplinary groups that work in a coordinated manner in the analysis, formulation, implementation and assessment of health policies, plans and programs to guarantee population rights and efficient health system performance based on social interconnectivity and its impact on health conditions in the population.
6. Participate in the implementation of health policies and plans to help guarantee the right to health, equity and efficient health system performance.
7. Recognize that planning and decision-making are social, technical and political processes to guarantee better health outcomes.
8. Participate in integrated care networks with the different levels of care to improve the system’s response to the population’s health problems.
9. Identify minimum or basic safety conditions in health care delivery, for the design and implementation of programs and activities for surveillance and risk management inherent to health service delivery.
10. Advocate for people’s rights to treatment-with-respect and timely access, privacy and confidentiality at all stages and in all processes of health care.

Core competencies for equitable access to quality individual and public health services. The ability to:

1. Support the principles of equity, using the social determinants approach, when designing and implementing health policies and activities to improve access to preventive and curative health services.
2. Implement plans, strategies and activities that increase equity in health service delivery to achieve social efficacy, health care effectiveness, cost-effectiveness and efficient distribution of the necessary resources for health care to the population.
3. Design plans and implement practices, including monitoring and evaluation, that promote continuous quality improvement in the management and delivery of health care services.
4. Promote quality assurance and safety standards to reduce existing gaps and inequities in health care delivery.
5. Participate in integrated care networks with the different levels of care to improve the system’s response to the population’s health problems.
6. Identify minimum or basic safety conditions in health care delivery, for the design and implementation of programs and activities for surveillance and risk management inherent to health service delivery.
7. Advocate for people’s rights to treatment-with-respect and timely access, privacy and confidentiality at all stages and in all processes of health care.
8. Promote and participate in socially and culturally sensitive multidisciplinary teams that employ a community approach for the ongoing improvement of health services.

Core competencies in international / global health. The ability to:

1. Recognize the global dimensions of local health action to advance global responsibility.
2. Recognize the local implications of global health events to understand global interconnectivity and its impact on health conditions in the population.
3. Promote transnational, international initiatives to overcome health inequities and implement effective interventions (including bilateral agreements related to the health workforce).
5. Critically analyze the changing nature, key factors and resources that shape global health in order to influence health, well-being and social security reforms globally, and in creating the conditions for sustaining them.
6. Compare service delivery systems, which reflect diverse political, organizational and economic contexts, using these experiences to improve access, regulation and the financing of health systems.
7. Contribute effectively to the care of vulnerable groups, especially migrants, travelers, transnational ethnic minorities and border populations, for the mitigation, eradication and/or control of global health problems.
8. Engage non-governmental organizations and encourage advocacy in these organizations.
9. Respect and value cultural diversity, regional efforts and global and intersectoral technical cooperation for the development of comprehensive initiatives that result in improved health care for populations.
10. Seek, identify, apply for, obtain, mobilize and account for international funds that are relevant to the country.

Key:
1. Core competency added by consultative group from the English-speaking Caribbean.
2. Some concepts added and/or changes made by consultative group from the English-speaking Caribbean.