**# QUESTION:**

* Describe ways to demonstrate the core competencies described by James et al.

* Describe hazard specific competencies for a hospital emergency manager.

# **Reading:**

James, J. J., Benjamin, G. C., Burkle, F. M., Gebbie, K. M., &Kelen, G. D. (2010). Disaster medicine and public health preparedness: A discipline for all health professionals. Disaster Med Public Health Preparedness, 4(2), 102-107.   
  
[James JJ file.pdf](https://bblearn.philau.edu/bbcswebdav/pid-275353-dt-content-rid-9808897_1/xid-9808897_1)

**Student 1 Post :**

There are a number of core competencies that health professionals must hold in order to respond to emergencies they may encounter in the course of their duties. The first core competency is being able to observe the safety and security of their patients as well as themselves (James et al., 2010). This can be demonstrated by the ability of health professionals to prevent and mitigate safety and security risks for both the specialists and patients in case of a disaster. The second key competency for a hospital emergency manager is the ability to prepare and plan well. Healthcare professionals attending to disaster victims must be able to prepare institutional calamity plans in case of a public health emergency (James et al., 2010). This can be done through the use ‘an all-hazards framework’ to enable plan on how to attend to cases related to health needs while taking into consideration the values of the communities they are working in.

The other core competency for a hospital emergency manager is being able to observe public health law and ethics while attending to disaster victims. Healthcare specialists should ensure that they take into consideration moral and ethical guidelines and rules by ensuring that health services are made available for everybody within the communities affected (James et al., 2010). They should also be able to follow laws and regulations that are needed to protect the health and safety of all the victims of a disaster within a certain community.

Finally, a hospital emergency manager should be able to offer clinical assessment and intervention in case of emergencies. This can be demonstrated through the ability to employ triage systems in determining the priority of attending to individual patients based on the severity of their injuries (James et al., 2010). Healthcare experts can also demonstrate this through the proficiency to assess and manage illnesses and injuries resulting from the disaster.

Reference

James, J., Benjamin, G., Burkle, F., Gebbie, K., Kelen, G., & Subbarao, I. (2010). Disaster Medicine and Public Health Preparedness: A Discipline for All Health Professionals. Disaster Medicine and Public Health Preparedness, 4(2), 102-107.

**Student 2 Post :**

James et al., (2010) emphasize that as much as health organizations are developing a competency framework for emergency response, they should consider various aspects so that the framework can be efficient. Such factors include the educational requirements for health professionals and the diversity of their job functions. Additionally, there are ways in which the core competencies should be analyzed so that health workers can possess the appropriate skills for responding to hazards. James et al. describes the competencies based on seven different domains which are preparation and planning, detection and communication, safety and security, incident management, as well as clinical assessments and interventions. Other competency domains are contingency and public ethics and health law. For instance, in the detection and communication domain, health workers should demonstrate their proficiency in detecting disasters and responding with immediacy. Another example is the safety and security competence domain where James et al. indicates that health professionals should demonstrate their expertise in preventing and mitigating security risks for personal safety and that of others.

Considering that James et al. mentions the significance of developing appropriate competencies for specific job functions, there are competencies that a hospital emergency manager should possess. One of them is demonstrating their proficiency in ensuring that relevant external liaisons are established to enhance rapid emergency response and recovery (Barbara et al., 2007). Additionally, since the managers have an authoritative position, they should show their capabilities in establishing appropriate communication channels with other staff in notifying them on activation of emergency operation plans. Mostly, importantly, they should possess the core competency of delivering information to families and the media by ensuring that they maintain a certain level of confidentiality when reporting.

**References**

Barbara, J. A., Macintyre, A. G., & Shaw, G. (2007). Healthcare Emergency Management Competencies: Competency Framework Final Report. *Institute for Crisis, Disaster and Risk Management*

James, J. J., Benjamin, G. C., Burkle, F. M., Gebbie, K. M., Kelen, G., & Subbarao, I. (2010). Disaster medicine and public health preparedness: a discipline for all health professionals. *Disaster medicine and public health preparedness*, *4*(2), 102-107.