Core Competencies for Interprofessional Collaborative Practice

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Learning Objectives

- Explain Barr’s three types of professional competencies.
- Create a climate of mutual respect and shared values among the team.
- Demonstrate high standards of ethics in the delivery of quality care within an interprofessional team.
- Communicate your roles and responsibilities to other team members.
- Explain your colleagues’ roles and responsibilities on the team and how these various roles and responsibilities attribute to improved care and enhanced team performance.
- Describe how team members’ roles complement one another.
- Practice person-centered care within the context of an interprofessional team.
Historical Perspective

- Evolution of medicine and rise of technology = acute care based, technology driven, super specialized health care system
- This system is fragmented, competitive, focused on the needs of the system and providers rather than patients and families
- Increase in aging population, the insured, and persons living with chronic illness
Two Major Contributors of Interprofessional Collaborative Practice

- Institute of Medicine (IOM)

- IHI Triple Aim
  - Improve person’s experience of care (including satisfaction and quality)
  - Improve the health of populations
  - Reduce costs of health care
Interprofessionality

- The process by which professionals reflect on and develop ways of practicing that provides an integrated and cohesive answer to the needs of the client/family/population… It involves continuous interaction and knowledge sharing between professionals, organized to solve or explore a variety of education and care issues all while seeking to optimize the patient’s participation…Interprofessionality requires a paradigm shift, since interprofessional practice has unique characteristics in terms of values, codes of conduct, and ways of working.
Interdisciplinarity vs. Interprofessionality

- Response to fragmented knowledge of disciplines
- New disciplines emerged based on this fragmentation
- Focused on rectifying gaps in knowledge

- Response to fragmented health care practices
- More cohesive
- More collaborative
- Less fragmented
- Integrated approach to practice
- Does not result in the development of new professions
Interprofessional Collaborative Practice

- When multiple health workers from different professional backgrounds work together with individuals, families, carers, and communities to deliver the highest quality of care. It allows health workers to engage any individual whose skills can help achieve local health goals.
Interprofessional Collaborative Practice Process

Collaborative Practice Process and Outcomes

Patient/Provider/ Organizational/System Outcomes

PATIENT
  * Clinical outcomes
  * Quality of care
  * Satisfaction

PROVIDER
  * Satisfaction
  * Well-being

ORGANIZATION
  * Efficiency
  * Innovation

SYSTEM
  * Cost effectiveness
  * Responsiveness

D’Amour & Oandasan, 2004
Significance of Interprofessional Collaborative Practice\(^\text{12}\)

- Improve quality and safety
- Ensure person-centered care
- Develop efficient and effective delivery methods of care
- Reduce costs to the health care system
Barr’s Three Types of Professional Competencies

- Individual Professional Competencies: Complementary
- Common Competencies
- IP Collaborative Competencies
Interprofessional Teamwork and IOM Competencies

- Utilize Informatics
- Provide Patient-Centered Care
- Employ Evidence-Based Practice
- Apply Quality Improvement

Work in Interprofessional Teams → Core Competencies
Interprofessional Collaborative Practice\textsuperscript{4, 14}
Competency 1: Values & Ethics

- Development of a uniprofessional identity

- Values and ethics are:
  - Person-centered with a community/population orientation
  - Sense of shared person for the common good
  - Shared commitment to create a safer, more efficient, and more effective systems of health care

- Mutual respect and trust are foundational to working in interprofessional teams
Collaboration Involves Common Values

- Common values are driven by a shared vision
- Allows teams to respond in a consistent manner
- A shift occurs from managing collaboration to addressing shared values
General competency: Work with individuals of other professions to maintain a climate of mutual respect and shared values.

Reflection: What barriers have you experienced or observed in maintaining a climate of mutual respect and shared values within an interprofessional team?
Strategies to Address Values & Ethics

- Develop an interprofessional oath

**Proposed Interprofessional Oath**

We make this oath in due faith and we recognize the unique role of being a healthcare professional and the associated responsibilities which include honesty, faithfulness, compassion and collaboration.

We pledge to promote health in individuals and the community rather than just treating the sick. We will protect privacy and confidentiality.

The patient is the ultimate priority and focus of our care. Our role is to empower, teach and promote health in the patient, treating all persons equally and appropriately. The patient is more than a body and we will benefit the patient rather than harm.

Our care will be of the highest quality, safe, and based on evidence. We will seek to provide care within our scope of practice with ever-growing knowledge and skills.

We will work with others to provide care, recognizing the unique skills of each and we will seek to collaborate effectively on the healthcare team.
Competency 2: Roles & Responsibilities\textsuperscript{7,15}

- Be able to define your specific role and your responsibilities
- Know and use each other’s expertise
- Recognize your own limitations
- Discover how roles complement one another
- Use the full scope of knowledge, skills, and abilities of the team (diversity adds to team effectiveness)
- Use effective communication techniques to clarify responsibilities
- Engage in interprofessional development to enhance team performance
Reflective Questions

- **Reflection**: Describe your specific role and responsibilities to a team member.
- **Reflection**: Describe another team member’s role and responsibilities.
- Safe and effective care demand clearly defined roles.
Competency 2: Roles & Responsibilities

- General competency: Use the knowledge of one’s own role and those of other professions to appropriately assess and address the healthcare needs of the patients and populations served.

- Reflection: What barriers have you experienced or observed related to specific roles and responsibilities within a team?
Informative Questions

- Explore distinctions among your professions.
- Identify commonalities.

- **Reflection**: What is truly distinct about your profession? What is unique about what you do?
- **Reflection**: What common elements do you share with your team members?
Strategies to Address Role Clarification

- Develop clear job descriptions
- Provide ongoing interprofessional development activities
- Facilitate a culture built on quality relationships between providers

Reflection: What other strategies can you think of to address role confusion?
Listen First

- Finding value in one another and understanding one’s role and responsibilities involves active listening
  - Provide space for a team member to share their thoughts, expertise and ideas
  - Show interest by asking good questions

- Promote basic interests of one another:
  - Feel valued
  - Be respected
  - Role recognition
Reflective Questions

- **Reflection:** Share your reflections working within an interprofessional team.

- **Reflection:** How might you improve your interprofessional relationships?
A team of health professionals consisting of a nurse, social worker, primary care provider, psychiatrist, mental health worker, and care coordinator are collaboratively managing JP’s depression, obesity, diabetes care with secondary complications related to visual and skin integumentary conditions. The team is a shared collaborative in which leadership of and membership within the team are not based on hierarchy or profession, but shift in response to JP’s needs.

Recently, an ethical dilemma has surfaced among the health professionals in relation to the management of JP’s care. Following a health crisis, one of JP’s practitioners became frustrated and communicated to the team that she proposes to disengage JP from receiving supports and services for poor adherence to his treatment. When challenged about this decision, the practitioner argues that she does not have time to deal with “patients who are not interested in helping themselves.” While the team members respect and value each others’ professional autonomy, expertise, and cultures, they identify that a candid dialogue about this ethical concern is warranted.

How would you recommend the team proceed in addressing this issue?
Conclusion

- Interprofessional collaborative practice offers the richest arena to discover new solutions to new problems.
- Series continues next month (May 21\textsuperscript{st})
  - Interprofessional Communication Practices
  - Interprofessional Teamwork & Team-Based Practice
References


References


