Purpose
Provide an overview of a tool to enhance teaching, learning and the assessment of inter-professional collaboration that can:

- Promote more effective collaboration within and across professions to improve patient/client outcomes
- Provide clarity for students and entry-to-practice professionals about expectations for effective collaboration
- Respond to professional, public health and WHO mandates

Process
- Provide an overview of the world-wide imperative to increase effective inter-professional collaboration
- Describe PEBC’s Framework of Inter-professional Collaboration and how it can be used
- Demonstrate the effective use of performance indicators in education, practice and licensing contexts to improve inter- and intra-professional collaboration
Expected Outcomes

This session will enable you to:

• Use the Framework for Inter-professional Collaboration to develop and enhance teaching, learning and assessment
• Create and use a self-assessment tool to enhance individual, team and organizational collaboration
• Identify ways you and your organization can respond to public health and WHO mandates

Collaboration: How effective are you and your organization?

On a scale of 1 - 10, in which 10 is excellent:

• Evaluate how well you collaborate with colleagues within and outside of your organization. Record your rating on the yellow post-it.
• Evaluate how well your organization collaborates with other organizations. Record your rating on the green post-it.

Imagine if...

• Most health—and other—professions:
  - Reached a common understanding of collaboration and its importance in improving practice and making good use of limited resources
  - Were willing and motivated to seek and develop collaborative relationships within and outside their professions
• Students and entry-to-practice professionals were better supported to develop skills, knowledge and abilities in collaboration
• CLEAR members challenged and supported one another to fully embed inter-professional collaboration

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WHO: observations & challenges

- Fragmentation of many health care systems
- Poor communication
- Under-prepared students/entry-to-practice graduates
- Increasingly complex medical problems
- Policies that do not support inter-professional collaboration
- Other

The WHO Mandate:

Improve inter- and intra-professional collaboration!

Collaborative care: consider Donna

Who will be involved in the collaborative effort to help and support Donna back to sustained physical and mental health?
Some possibilities

- Donna
- Her family
- Friends
- Doctors
- Nurses
- Pharmacists
- Social worker(s)
- Psychologist(s)
- Community support organizations
- Nutrition counselor
- Exercise/personal trainer

Impact of not collaborating...

- Return to use of opioids
- Poor self-image
- Unhealthy life style / health deterioration
- Possible death
- Loss of employment
- Legal problems
- Family dysfunction
- Child custody loss

Introducing the Framework for Collaborative Practice

- What it is and how it was developed
- What the Functions, Activities, Indicators and Knowledge Specifications describe
- How it can be used
- Benefits
What is it?
A comprehensive description of professional collaborative practice that includes:

- **The Purpose**: Why collaboration is an essential component of professional practice
- **Functional Units**: Broad areas of responsibility:
  - **Activities**: Observable performance required to fulfill each Function
    - **Indicators**: Measurable descriptions that help to answer the question: How do we know an Activity is performed well?
- **Knowledge and skill specifications**: Foundational, enabling abilities

Elements of the Framework

Functional Units
1. Create and maintain collaborative relationships
2. Contribute to the delivery of collaborative health care services
3. Contribute to the effectiveness of working relationships in health care teams
4. Contribute to an organization’s ability to provide collaborative health care services

Unit 2: Contribute to the Delivery of Collaborative (Health Care) Services

Activities
A. Contribute to the formation and functioning of a collaborative team
B. Contribute to the assessment of the patient
C. Contribute to the development of the care plan
D. Contribute to the implementation and monitoring of the care plan
E. Accept and make referrals for specific care, expertise and services
2A: Contribute to the formation and functioning of a collaborative team

Indicators:
• The expertise and practices of each team member are clearly identified
• Communication strategies are discussed among all team members, agreed to and implemented in keeping with all relevant professional, ethical, organizational and legal standards
• The necessary resources and administrative support are clearly identified and utilized

How was it developed?
• Two-day multi-professional forum sponsored by PEBC
• Facilitated Functional Analysis (a form of occupational analysis)
• Draft created, reviewed and modified
• Validated with Forum participants and other stakeholders
• Finalized

Applications
How do you think you and your organization could best use the Framework to enhance inter- or intra-professional collaboration?
Uses of the Framework

Educators and employers can:
- Develop collaborative teams
- Describe communication and collaboration expectations
- Support and enhance professional development—Framework provides a road map for evaluation and improvement
- Evaluate and provide specific, developmental feedback to individuals and teams

Individuals and teams can:
- Review and assess their own practice
- Identify gaps in practice
- Develop a systematic professional development plan to improve

Uses of the Framework

Regulators, examining, licensing and accreditation bodies can:
- Inform applicants and practitioners of standards
- Assess applicants’ collaborative skills and knowledge at entry to practice
- Evaluate practitioners’ and teams’ inter- and intra-professional ability to collaborate
- Evaluate organizations’ policies, procedures, systems and structures
- Provide developmental feedback and resources to individuals, teams and organizations

Uses of the Framework

Public service and corporate policy makers can:
- Facilitate consensus among public, educational institutions, employers, regulators, insurers and public/government agencies about expectations and standards for inter-professional collaboration
- Integrate expectations and standards into policies, legislation and quality assurance processes
- Award/direct or withhold funding or accreditation
Integration and innovation

- Curriculum models and policies: education, training, accreditation, assessment
- Practice models: systems and structures, budgets, hiring policies, CPD support
- Corporate and public models: corporate and public funding, regulations and legislation
- Innovative programs: innovative assessments, (family health) teams, open offices, multi-professional regulators, innovative inspections
- Change management

Benefits of using the Framework

- Offers a comprehensive road map, applicable to multiple contexts
  - Clear and concise
  - Written in plain language
  - Provides observable, measurable descriptors
- Client/patient focussed
- Linked to practice across occupations

Putting the Framework to use

- Look at each Function and Activity and rate its relevance to your profession/context
- Look at each Activity and rate how well you meet all or some of the Indicators
What did you learn?

- About
  - Yourself
  - Your organization
- How does this confirm—or not—the ratings you did 50 minutes ago?
  - Confirmed I/we do a great job of collaborating
  - Suggests we need to improve

So... Imagine if we all agreed...

Using the Framework in YOUR context: development and assessment opportunities

- How do you think this Framework (or portions of it) could best be used in your organization - to ensure the development of enhanced collaboration - at entry to practice?
- What are your next steps?
Questions?

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