




Functional Framework for Inter-professional Collaboration: a tool for lifelong development
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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

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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

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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




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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.



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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

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The WHO Mandate:



World Health Organization

Improve inter- and intra-professional collaboration!





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Collaborative care: consider Donna

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




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Some possibilities

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



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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



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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




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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




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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




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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



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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

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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

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Applications

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



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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



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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



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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**





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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**



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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

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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

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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



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



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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?



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Questions?





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