Interprofessional Collaborative Care

Practice Direction

Collaborative care in health care occurs when multiple providers from different professions provide comprehensive services by working with clients\(^1\), their support networks, care providers and communities to deliver the highest quality of care across all settings. This partnership between a client and a team of health care providers is a participatory, collaborative and coordinated approach to shared decision-making around health and social issues.

This practice direction was developed collaboratively by the following Colleges (in alphabetical order):

- College of Audiologists and Speech Language Pathologists of Manitoba
- College of Dietitians of Manitoba
- College of Medical Laboratory Technologists of Manitoba
- College of Licensed Practical Nurses of Manitoba
- College of Pharmacists of Manitoba
- College of Physicians and Surgeons of Manitoba
- College of Physiotherapists of Manitoba
- College of Registered Psychiatric Nurses of Manitoba
- College of Registered Nurses of Manitoba
- Manitoba Association of Registered Respiratory Therapists

The following expectations are adopted from the National Interprofessional Competency Framework of the Canadian Interprofessional Health Collaborative (CIHC 2010).

Expectation 1 – Client Centered Care

- Practitioners seek out the input and engagement of clients, integrating their information, and valuing them as partners in designing, implementing, and evaluating care/services
  - Empowering the client
  - Ensuring the client is always the primary professional obligation
  - Each college can refer to documents here (code of ethics, conflict of interest, etc)

Expectation 2 – Role Clarification

- Practitioners understand their own role and competence, as well as the roles of those in other professions, and use this knowledge appropriately to establish and meet client goals
  - Recognize one’s limitations in skills, knowledge and abilities
  - Uses the full scope of knowledge, skills and abilities of professionals from health and other fields to provide care that is safe, timely, efficient, effective and equitable

Expectation 3 – Team Functioning

- Practitioners acknowledge team dynamics and group processes to enable effective interprofessional team collaboration
  - Engage and effectively facilitate respectful interactions among team members
  - Establish and maintain effective and healthy working relationships with the client and practitioners, whether or not a formalized team exists
  - Share the accountability for health outcomes with clients, other professions and communities, while maintaining accountability for one’s own practice

\(^1\)For the purposes of this document “client” is defined as, but not limited to, patient, family, community and/or population
Expectation 4 – Collaborative Leadership

- Practitioners recognize that different team members may assume leadership roles as appropriate to the task undertaken
  - Recognize that both formal and informal leadership co-exist
  - Acknowledge that leadership will vary depending on the situation and environment
  - Understand when to take on a lead role, when to take on a complementary role and when to refer/consult

Expectation 5 – Interprofessional Communication

- Practitioners take responsibility to communicate with others in a collaborative and responsive manner
  - Establish common understanding of information, treatment, care decisions and programs and policies
  - Choose effective communication tools and techniques that facilitate discussions and interactions that enhance team functions

Expectation 6 – Interprofessional Conflict Resolution

- Practitioners actively engage self and others in dealing effectively with interprofessional conflict
  - Recognize and value the potential for conflict to occur.
  - Engage self and others to be an active part of conflict management and recognize how one’s behaviour and conduct contribute to the situation.
  - Work effectively to address and resolve disagreements including analyzing the causes of conflict and working to reach a mutually acceptable solution

References

- Regulated Health Professions Act Part 3 Governance Sec 10(2) (i)
- College of Registered Nurses of Manitoba, General Regulations CRNM General Regulations
- Canadian Interprofessional Health Collaborative National Competency Framework