Acknowledgements

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Purpose and Objectives

The purpose of this one contact hour continuing education course for nurses is to present information about interprofessional collaboration and its significance in the healthcare setting, and to define the role of the nurse in improving interprofessional collaboration in the healthcare setting.

Upon completion of the course, the nurse will be able to:

- Define interprofessional collaboration.
- Describe the role that interprofessional collaboration plays in delivering safe patient and family centered care.
- Identify the purpose of interprofessional collaboration.
- List the four competencies of interprofessional collaboration.

Introduction

For more than six decades, the healthcare system has been striving to ensure interprofessional collaboration and communication. The seminal IOM report, To Err is Human: Building a Safer Health System released in 1999 and the Committee on Quality of Health Care in America report Crossing the Quality Chasm: A New Health System for the 21st Century released in 2001 set the stage for change in healthcare (McKinney, 2011). However, even though key terms: evidence-based practice, patient-centered, and transparency; have become the common language of quality, progress has been slow, and the system has a long way to go before it can become truly "patient centered care" (McKinney, 2011).

These two hallmark reports have changed the way healthcare professionals and systems look at performance improvement. So, why are we not making head-way? The rates of preventable harm remain high, despite widespread efforts to decrease harm. Physician, nursing, and the interprofessional team education continue to exist in silos. Comparative-effective research is not occurring as expected (McKinney, 2011).

This module will explore what healthcare professionals can do to expedite interprofessional collaboration and communication in the healthcare arena and education.

Definitions

Interprofessional is used to describe teams with members from different disciplines; formerly referred to as multidisciplinary, interdisciplinary, cross-disciplinary, and trans-disciplinary.

Collaboration is defined as the cooperative arrangement in which two or more parties work jointly towards a common goal (Business Dictionary, 2017)

Interprofessional collaboration is defined by the World Health Organization (WHO) as multiple health workers from different professional backgrounds working together with patients, families, caregivers, and communities to deliver the highest quality of care (World Health Organization (WHO), 2010).

The American Nurses Association (ANA), in the Nursing; Scope and Standards of Practice, Third Edition, defines interprofessional collaboration as the integrated enactment of knowledge, skills,
values, and attitudes that define working together across the professions, with other health care workers, and with patients, along with families and communities, as appropriate, to improve health outcomes (American Nurses Association (ANA), 2016).

**Test Your Knowledge**
Patient-centered care, transparency, and evidence-based practice are common language for:
- a. Education
- b. Research
- c. Quality
- d. Healthcare

Rationale: Key terms: evidence-based practice, patient-centered, and transparency; have become the common language of quality, progress has been slow, and the system has a long way to go before it can become truly “patient centered care” (McKinney, 2011).

**Interprofessional Collaboration**

**Interprofessional Practice and Education**
Interprofessional practice and education (IPE) has become the catch-phrase for the healthcare industry. IPE impacts how professionals are trained, oriented, and practice within the healthcare system. To ensure high-quality care, good outcomes, and collaboration; mutual respect among disciplines is essential, as interprofessional team work is tantamount to managing complex problems and reducing harm.

IPE allows the healthcare team to utilize their collective skills and experience to function effectively to deliver a higher level of services than each would working alone (Stephen, 2015).

**Did You Know?**
Interprofessional collaboration is one of the trademarks of several highly successful health care innovations (Stephen, 2015).

**National Organizations Lead the Movement**
2010 – IOM The Future of Nursing: Leading Change, Advancing Health
   This report made a series of recommendations pertaining to the roles of nurses in the new healthcare climate
   This campaign guided the implementation of the IOM recommendations
2011 - Interprofessional Education Collaborative: Core Competencies for Interprofessional Collaborative Practice
2013 - The American Nurse Credentialing Center (ANCC): Magnet® Application Report: Nurses should demonstrate their involvement in interprofessional collaborative practice within the care delivery system.
2016 - The Centers for Medicare & Medicaid Services (CMS) have implemented pilot programs to encourage providers to create interprofessional care teams. These teams are primarily designed to coordinate care and education for their patients; improve patient health; promote self-care; identify and treat health conditions sooner and effectively manage chronic health conditions (Nestor, 2016).
Interprofessional Education Collaboration

The WHO definition of interprofessional collaboration education states: "students of two or more professions learn about, from and with each other to enable effective collaboration and improve health outcomes" (WHO, 2010).

A need for organizational change across educational programs is highlighted in the IOM report as well as the need to bridge the gap which exists between interprofessional collaboration education and current practice. To meet the recommendations of the IOM for collaborative education, the Interprofessional Education Collaborative (IPEC), with members from six professional education organizations, published the Core Competencies for Interprofessional Collaborative Practice which summarizes the conceptual outline for interprofessional collaborative education for each of the educational disciplines.

The six professional education organizations include:
- The American Association of Colleges of Nurses
- American Association of Colleges of Osteopathic Medicine
- Association of Schools of Public Health
- American Association of Colleges of Pharmacy
- American Dental Education Association
- Association of American Medical Colleges
  (Schmitt, Blue, Aschenbrener, & Viggiano, 2011)

These experts have established the following four core competencies to help shape the education curriculum at their respective organizations to educate present and future health professionals.

- Values/ethics for interprofessional practice: work with individuals of other professions to maintain a climate of mutual respect and shared values
- Roles/responsibilities: use the knowledge of one’s own role and of other professions’ roles to appropriately assess and address the health care needs of the patients and populations served
- Interprofessional communication: Communicate with patients, families, communities and other health professionals in a responsive and responsible manner that supports team approach to the maintenance of health and the treatment of disease
- Teams and Teamwork: apply relationship-building values and the principles of team dynamics to perform effectively in different team roles to plan and deliver patient/population-centered care that is safe, timely, efficient, effective and equitable
  (Schmitt, Blue, Aschenbrener, & Viggiano, 2011)

In 2016 the IPEC updated these competencies to add sub-competencies, making the competencies more objective and obtainable. To see the complete competencies, visit: https://www.asha.org/uploadedFiles/Interprofessional-Collaboration-Core-Competency.pdf

Test Your Knowledge

What is the definition of “interprofessional collaboration education”?

- a. Students of two or more professions learn through traditional lecture instruction, about interprofessional collaboration.
- b. Students of the same profession teaching each other about interprofessional collaboration.
- c. Teachers of two or more professions educating students outside their profession about
Achieving Goals with IPE
No single profession, working alone, can meet the complex needs of patients and communities. Nurses should continue to develop communication skills and collaborate with other professionals in health care delivery and health system redesign.

There are several goals that may be achieved through interprofessional collaboration. Interprofessional collaboration may be the most critical instrument in:
- Reducing patient care errors
- Improving communication between all health professionals
- Coordinating care among health professionals to:
  - Reduce delays in (or lack of) treatment and redundancies in care
  - Reduce inappropriate use of services
- Reduce overall healthcare costs

The employment of interprofessional collaboration methods may help to build a safer and better patient-centered and community/population-oriented US healthcare system.

Test Your Knowledge
Goals that may be achieved with interprofessional collaboration include:

- a. Lower healthcare costs
- b. Reduced patient errors
- c. Improved communication
- d. All the above

Rationale: There are several goals that may be achieved through interprofessional collaboration. Interprofessional collaboration may be the most critical instrument in:
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Achieving IPE
The journey to IPE is complex and never ending. Knowing where we are in the journey will enable healthcare workers to implement goal attainment strategies.

Nursing has made some strides to achieve IPE as evidenced by this summary of progress:

<table>
<thead>
<tr>
<th>Progress on the IOM Future of Nursing Report</th>
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<tbody>
<tr>
<td>Recommendation</td>
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<tr>
<td>----------------------------------------</td>
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<tr>
<td>Remove barriers to practice and care</td>
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| Transforming education                 | Nurses need to be prepared to meet increasingly complex patient needs, function as leaders, and advance science, they should achieve higher levels of education, at the time they enter the profession and throughout their careers. | Expand educational opportunities:  
                                          • Support academic pathways toward the baccalaureate degree  
                                          • Explore ways to create and fund transition-to-practice residency programs  
                                          • Promote the pursuit of doctoral degrees, with an emphasis on the Ph.D.  
                                          • Promote interprofessional and lifelong learning |
| Collaborating and learning             | Nurses need to lead and participate in ongoing reforms to the health care system, direct research on evidence-based improvements to care, translate research findings into practice, be full partners on the health care team, and advocate for policy change | Expand efforts and opportunities for interprofessional collaboration and leadership development. The Campaign also should encourage nurses to serve in executive and leadership positions—including those at health care systems, insurance companies, government agencies, and advisory committees—such that they may be involved in the redesign of health care delivery and payment systems |
| Promoting diversity                   | Lack of diversity is a challenge for the profession and a more diverse workforce would help better meet current and future health care needs and provide more culturally relevant care | Continue to prioritize diversity and implement a series of actions to promote it. |
| Improving data                         | There are major gaps in understanding numbers and types of health professionals, where they are employed, and what roles they fill. Yet this knowledge is critical to support new models of health care delivery and improve patient | Promote collaboration among organizations and associations to create, organize, and make more robust data sets available to researchers, policy makers, and planners. The federal government and states also should play a role by expanding |

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Did you know?
Currently, the most common method of demonstrating continued competence for licensure renewal is continuing education. By completing this module, you will have demonstrated competency with interprofessional collaboration.

Test Your Knowledge
Nurses need to be prepared to meet increasingly complex patient needs, function as leaders, and advance science, they should achieve higher levels of education, at the time they enter the profession and throughout their careers; is part of which IOM recommendation?
   a. Improving data
   b. **Transforming education**
   c. Removing barriers to practice
   d. Collaborating and Learning

Rationale:
Transforming education: Nurses need to be prepared to meet increasingly complex patient needs, function as leaders, and advance science, they should achieve higher levels of education, at the time they enter the profession and throughout their careers, and expand educational opportunities:
   • Support academic pathways toward the baccalaureate degree
   • Explore ways to create and fund transition-to-practice residency programs
   • Promote the pursuit of doctoral degrees, with an emphasis on the Ph.D.
   • Promote interprofessional and lifelong learning

What Can You Do?
How can you support the IOM recommendations and help ensure that the future of healthcare has lowered risk of harm and is truly patient-centered? Consider:
   • Advocating for more collaborative education, ask the educational institutions in your area if they support IPE
   • Advocating for interprofessional team models for patient care
      o Join a healthcare board
      o Participate in professional organizations
      o Participate in healthcare organizations committees
   • Advocating for ALL professions to work to the full extent of their education and training (Sullivan, Kiovsky, Mason, Hill, & Dukes, 2015)

Visit the Campaign for Action Web site to join, see progress, and become a part of transforming healthcare.  http://campaignforaction.org/states

Conclusion
Interprofessional collaboration occurs when health professionals from different professions work
together to provide patient-centered care. For interprofessional collaboration to take place, health professionals need to respect the contributions each profession brings; maintain mutual respect for each professional; make an earnest attempt to communicate effectively; and seek out continuing educational training opportunities to improve interprofessional collaboration.

This global initiative is tantamount to changing practice, with diligence of all health professionals and a commitment of healthcare leaders, collaboration will take place and patient outcomes will be improved across the spectrum of care.

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References

American Nurses Credentialing Center. (2014). Magnet recognition program application manual


