

## Core Competencies for Interprofessional Collaborative Practice

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<http://www.aacn.nche.edu/education-resources/IPEC-2016-Updated-Core-Competencies-Report.pdf>

### **Operational Definitions:**

**Interprofessional education:** “When students from two or more professions learn about, from and with each other to enable effective collaboration and improve health outcomes.” (WHO 2010)

**Interprofessional collaborative practice:** “When multiple health workers from different professional backgrounds work together with patients, families, [careers], and communities to deliver the highest quality of care.” (WHO 2010)

**Interprofessional teamwork:** The levels of cooperation, coordination and collaboration characterizing the relationships between professions in delivering patient-centered care.

**Interprofessional team-based care:** Care delivered by intentionally created, usually relatively small work groups in health care who are recognized by others as well as by themselves as having a collective identity and shared responsibility for a patient or group of patients (e.g., rapid response team, palliative care team, primary care team, and operating room team).

**Professional competencies in health care:** Integrated enactment of knowledge, skills, values, and attitudes that define the areas of work of a particular health profession applied in specific care contexts.

**Interprofessional competencies in health care:** 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 in specific care contexts.

**NOTE: The 2016 updates to the competencies and sub-competencies appear in bold.**

### **Competency 1: Values/Ethics for Interprofessional Practice**

**Work with individuals of other professions to maintain a climate of mutual respect and shared values.**

#### **Values/Ethics Sub-competencies:**

VE1. Place interests of patients and populations at center of interprofessional health care delivery **and population health programs and policies, with the goal of promoting health and health equity across the life span.**

VE2. Respect the dignity and privacy of patients while maintaining confidentiality in the delivery of team-based care.

VE3. Embrace the cultural diversity and individual differences that characterize patients, populations, and the **health team**.

VE4. Respect the unique cultures, values, roles/responsibilities, and expertise of other health professions **and the impact these factors can have on health outcomes**.

VE5. Work in cooperation with those who receive care, those who provide care, and others who contribute to or support the delivery of prevention and health services **and programs**.

VE6. Develop a trusting relationship with patients, families, and other team members (CIHC, 2010).

VE7. Demonstrate high standards of ethical conduct and quality of care in contributions to team-based care.

VE8. Manage ethical dilemmas specific to interprofessional patient/ population centered care situations.

VE9. Act with honesty and integrity in relationships with patients, families, **communities**, and other team members.

VE10. Maintain competence in one's own profession appropriate to scope of practice.

## **Competency 2: Roles/Responsibilities for Collaborative Practice**

**Use the knowledge of one's own role and those of other professions to appropriately assess and address the health care needs of patients and to promote and advance the health of populations.**

### **Roles/Responsibilities Sub-competencies:**

RR1. Communicate one's roles and responsibilities clearly to patients, families, **community members**, and other professionals.

RR2. Recognize one's limitations in skills, knowledge, and abilities.

RR3. Engage **diverse professionals** who complement one's own professional expertise, as well as associated resources, to develop strategies to meet specific **health and healthcare needs of patients and populations**.

RR4. Explain the roles and responsibilities of other providers and how the team works together to provide care, **promote health, and prevent disease**.

RR5. Use 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.

RR6. Communicate with team members to clarify each member's responsibility in executing components of a treatment plan or public health intervention.

RR7. Forge interdependent relationships with other professions **within and outside of the health system** to improve care and advance learning.

RR8. Engage in continuous professional and interprofessional development to enhance team performance **and collaboration**.

RR9. Use unique and complementary abilities of all members of the team to optimize **health and patient care**.

RR10. **Describe how professionals in health and other fields can collaborate and integrate clinical care and public health interventions to optimize population health.**

### **Competency Domain 3: Interprofessional Communication Practices**

**Communicate with patients, families, communities, and professionals in health and other fields in a responsive and responsible manner that supports a team approach to the promotion and maintenance of health and the prevention and treatment of disease.**

#### **Interprofessional Communication Sub-competencies:**

- CC1. Choose effective communication tools and techniques, including information systems and communication technologies, to facilitate discussions and interactions that enhance team function.
- CC2. **Communicate** information with patients, families, **community members**, and **health team** members in a form that is understandable, avoiding discipline-specific terminology when possible.
- CC3. Express one's knowledge and opinions to team members involved in patient care **and population health improvement** with confidence, clarity, **and** respect, working to ensure common understanding of information, treatment, care decisions, **and population health programs and policies**.
- CC4. Listen actively, and encourage ideas and opinions of other team members.
- CC5. Give timely, sensitive, instructive feedback to others about their performance on the team, responding respectfully as a team member to feedback from others.
- CC6. Use respectful language appropriate for a given difficult situation, crucial conversation, or conflict.
- CC7. Recognize how one's uniqueness (experience level, expertise, culture, power, and hierarchy within the **health** team) contributes to effective communication, conflict resolution, and positive interprofessional working relationships (University of Toronto, 2008).
- CC8. Communicate the importance of teamwork in patient-centered **care and population health programs and policies**.

### **Competency Domain 4: Interprofessional Teamwork and Team-Based Care**

**Apply relationship-building values and the principles of team dynamics to perform effectively in different team roles to plan, deliver, and evaluate patient/population centered care and population health programs and policies that are safe, timely, efficient, effective, and equitable.**

- TT1. Describe the process of team development and the roles and practices of effective teams.
- TT2. Develop consensus on the ethical principles to guide all aspects of **team work**.
- TT3. **Engage health and other professionals** in shared patient-centered **and population focused** problem-solving.
- TT4. Integrate the knowledge and experience of **health and** other professions to inform **health and** care decisions, while respecting patient and community values and priorities/preferences for care.
- TT5. Apply leadership practices that support collaborative practice and team effectiveness.
- TT6. Engage self and others to constructively manage disagreements about values, roles, goals, and actions that arise among **health and other** professionals and with patients, **families, and community members**.
- TT7. Share accountability with other professions, patients, and communities for outcomes relevant to prevention and health care.

TT8. Reflect on individual and team performance for individual, as well as team, performance improvement.

TT9. Use process improvement to increase effectiveness of interprofessional teamwork and team-based **services, programs, and policies.**

TT10. Use available evidence to inform effective teamwork and team-based practices.

TT11. Perform effectively on teams and in different team roles in a variety of settings.