Skill-Based Workshop

Roles and Responsibilities: Asking Nurses and Physicians What They Know, Do Not Know and Want to Know about Each Other’s Profession

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Workshop Assumptions

Participants have:

• Basic understanding of one's own role
• Basic understanding of other’s role
Workshop Objectives

- Understanding Colleague Scope of Practice utilizing the IPEC framework
- Developing a unit specific forum for exploring strengths and areas of need.
- Outline for ongoing development of an interprofessional environment.

This workshop is intended to give participants; a framework for increasing IPE understanding, a means for assessing specific unit needs and an outline for ongoing IPE integration.
Workshop Objectives

What the workshop is NOT intended to do:

• The course is not intended to address deficiencies in other’s role.
• Memorization of other’s tasks
Scope of Practice utilizing IPEC

“\textbf{When students from two or more professions learn from, with, and about each other to enable collaboration and improve health outcomes.}”

• What exactly does this mean?
• Our Framework and Our Focus
Scope of Practice utilizing IPEC

Roles and Responsibilities
Specific Competency Statements

General Competency Statement-RR: Use the knowledge of one’s own role and those of other professions to appropriately assess and address the healthcare needs of the patients and population served.

RR1: Communicate one’s roles and responsibilities clearly to patients, families, and other professionals.

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

RR3: Engage diverse healthcare professionals who complement one’s own professional expertise, as well as associated resources, to develop strategies to meet specific patient care needs.

RR4: Explain the roles and responsibilities of other care providers and how the team works together to provide care.

RR5: Use the full scope of knowledge, skills, and abilities of available health professionals and healthcare workers 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 to improve care and advance learning.

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

RR9: Use unique and complementary abilities of all members of the team to optimize patient care.
This Framework Facilitates

- A better understanding of...
  - What you know,
  - Do not know and,
  - What would you like to know...

About **Your** nurse / physician colleague?
Exploring strengths and areas of need

Focus Group Discussion(s)

• We conducted 10 profession specific meetings. Questions discussed:

  • What IPE exposure have you had?
  • What do you know about your colleagues profession?
  • What would you like to know about your colleagues profession?
  • What would you like your colleague to know about your profession?
Exploring strengths and areas of need

• IPE exposure, our participants:
  • Overall had limited exposure if at all - Physicians slightly more than nurses
  Takeaway: What is your own IPE exposure and
            How might you incorporate IPE in your environment

• What do you know about your colleagues profession?
  • Only a modest degree of clarity, words or phrases expressed such as:
    • By Physicians – “patient advocate”, “eyes and ears for assessment”, “caring”
    • By Nurses – “decision maker”, “leader”, “educator”
  Takeaway: How well do you and your colleagues know each others roles?
            How might you learn more?
Exploring strengths and areas of need

• What would you like to know about your colleagues profession?
• What would you like your colleague to know about your profession?
  • On balance these areas were two sides of the same coin.

• Nurses – wanted to know more about:
  • The Physicians overall role outside the OR
  • What residents can/cannot do
  • Work load
  • How they prioritize
  • Communication

• Physicians – wanted to know about:
  • Levels of Nursing
  • Education requirements
  • Capacity and scope of practice
  • Training
  • Autonomy
Exploring strengths and areas of need

• What would you like to know about your colleagues profession?
• What would you like your colleague to know about your profession?
  • On balance these areas were two sides of the same coin:
    • Both groups felt misunderstood relative to work load, priorities, communication, expectations and respective pressures.
    • Both were very receptive to the idea of a forum to enhance communication and both were quite keen to learn more about the other.

**Takeaway:** If you could ask these questions of your colleagues, what do you think they’d say?
Do Words Matter?
Develop Unit Specific IPE

- R/R as *Your* construct
  - IPE Core Concept(s)
  - Understanding unit strengths and needs
  - Understanding Colleagues Scope of Practice
- Determine How You Might Develop Your Own IPE ‘Skillset’

**Competency Domain 2: Roles/Responsibilities**

**General Competency Statement-RR.** Use the knowledge of one’s own role and those of other professions to appropriately assess and address the healthcare needs of the patients and population served.

**RR1:** Communicate one’s roles and responsibilities clearly to patients, families, and other professionals.

**RR2:** Recognize one’s limitations in skills, knowledge, and abilities.

**RR3:** Engage diverse healthcare professionals who complement one’s own professional expertise, as well as associated resources, to develop strategies to meet specific patient care needs.

**RR4:** Explain the roles and responsibilities of other care providers and how the team works together to provide care.

**RR5:** Use the full scope of knowledge, skills, and abilities of available health professionals and healthcare workers to provide care that is safe, timely, efficient, effective, and equitable.

**RR6:** Communicate with team members in executing components of care.

**RR7:** Forge interdependent relationships and advance learning.

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

**RR9:** Use unique and complementary skills to optimize patient care.
Develop Unit Specific IPE

- R/R as *Your* construct
  - IPE as an educational curriculum component
  - IPE Core Concept(s)
  - Benefits to patient safety and staff efficacy
- Understanding unit strengths and needs
- Understanding Colleagues
- Scope of Practice
- If this makes sense for your environment
- What you can do or how to help
- Education and interprofessionalism
- And be heard
- Determine How You Might Develop Your Own IPE ‘Skillset’
  - Introduce
  - Inform
  - Investigate
  - Ask
  - Expand
  - Speak Up
Why is This So Important?

National League of Nursing 2015
Develop leadership programs for nurses, from both education and practice, to co-create positive organizational cultures that promote collaborative Interprofessional Practice (IPP).

ACGME 2017
VI. E. 2. Teamwork
Residents must care for patients in an environment that maximizes communication. This must include the opportunity to work as a member of effective interprofessional teams that are appropriate to the delivery of care in the specialty and larger health system.
Ongoing IPE development
Ongoing IPE development

**Institution Events**

**Policies & Procedures**

**Policy Manager**

**The List...**

*Intranet*
Outside IPE Resources

Jefferson Center for InterProfessional Education

The Role of Health Professions

Jefferson University - The Role of the Health Professional
Helpful Links

- National Center for IPE
- Interprofessional Education Collaborative
- Jefferson University - The Role of the Health Professional
Bring Your IPE Skillset With You…

“When clinicians from two or more professions learn from, with, and about each other to enable collaboration and improve health outcomes.”

Understanding roles and responsibilities demands an objective pursuit of knowledge about the profession other than your own. As Health Professionals, we must strive for accuracy in our perceptions and be willing to engage, inform and create positive experiences with our colleagues.

Q & A?

Thank You!

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