Development of interprofessional collaboration and empowerment of professionals in cancer care

Background

Cancer is a major disease increasing internationally pressure on all relevant health services (Aapro et al., 2017). The present and future health workforce provides health services for increasingly complex health issues and, in order to solve these challenges, a collaborative, interprofessional work is required. Collaboration is also an important factor for improving systems of health care, most often evaluated in a team level of collaboration (Walters et al., 2016).

In interprofessional teams, there is a need to understand how to optimize the skills of the members, share case management and work for the best of patients. Thus, it is important to develop interprofessional collaboration, and empowerment of professionals.

The aims of the research project are to:

• increase the understanding of interprofessional collaboration (IPC) and professional empowerment (PE) and their interrelated relationship in the context of cancer care;
• discuss how to promote IPC and PE in the future magnetic cancer centres.

The purpose is to evaluate IPC and PE of the multiprofessional staff pre and post of an intervention targeting to enhance IPC and PE at the individual, unit and organizational level.

Method

Intervention study with pre-post design, in a network based cancer center in Western Finland. In first phase, an instrument (MONAMI) to evaluate IPC was developed based on literature review, analysis of existing instruments, work of expert group and delphi panel round (Figure 1). Professional empowerment is evaluated by previously tested instrument (Kuokkanen, 2018). Both instruments were pilot tested, and baseline data collection (n=350) was conducted from the health care professionals working in the cancer centre network. After baseline data collection, two interventions are implemented: one on individual (job crafting) and one in organization level (consolidation workshop) during one year (Figure 2). After the intervention, the post-intervention data will be collected from the same group.

Preliminary results

From the respondents, 66% (n=231) were registered nurses, 11% (n=39) medical doctors and 13% other health care or allied health care professionals. Preliminary results show positive perceptions on interprofessional collaboration by the staff in general and professional empowerment. However, respondents are more critical on the support by the organization and leadership.

Discussion

This research project will provide information for the present and future health care services how to develop collaborative and interprofessional work required for effective and high quality cancer care. The instrument (MONAMI) provides broader perspective to leadership and organization level evaluation of interprofessional collaboration than previously. The preliminary results indicate need for developing the support for interprofessional collaboration in organization and management level.

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Figure 2 Intervention process 2018-2019

Figure 1 Dimensions of Perceptions on Interprofessional collaboration and leadership MONAMI instrument

A) Perceptions on interprofessional collaboration
(in own work 4 items and in organization strategy 4 items)

B) Interprofessional collaboration in the organization and unit
(Appeciation 13 items, Actualization of the Collaboration 25 items)

C) Leadership and support for interprofessional collaboration
/unit level 13 items, organization level 5 items)