



Competency 4 | Team functioning Interprofessional Practice

CC0026.V1.01 | 06/2019

What is team functioning?

Regardless of whether there is an established, formal team or whether there is a more informal team (multiple service providers involved), there is an opportunity for health professionals to work together in a way that ultimately benefits the patients/families they work with.

How does it work?

Health professionals form effective teams through establishing and maintaining effective working relationships with everyone in the team and promoting a team approach to service delivery by:

- being mindful of the impact of their role and actions on fellow team members
- reflecting on how to improve their roles and actions within the team
- participating in the decision-making process and being inclusive in that process
- knowing and respecting one another's expertise and working together
- working ethically with consideration given to patient confidentiality, resource allocation, and professionalism
- encouraging patient participation
- adjusting treatment plans and services as required based on clear and frequent communication.

Health professionals value and practice trust, mutual respect, availability, open communication and attentive listening. They promote safe and effective working relationships with every member of the team to ensure the patients receive maximum benefit from the team's collective expertise.

Example:

A client is referred to the Geriatric, Adult Rehabilitation & Stroke Service (GARSS) following a stroke with significant deficits in language and mobility and a likely underlying depression. The case is discussed in a team intake meeting where the medical and allied health team collaborate with each other to facilitate the best assessment and treatment approach for this particular client. The client is considered part of the treating team and is therefore consulted regarding their desired goals and outcomes of treatment and this is also incorporated into their integrated treatment plan. The client is provided with written information about the GARSS team and understands their responsibilities in terms of appointment attendance, cancellation and practice of therapeutic exercises outside of session in order to obtain the best possible outcomes. All team members communicate regularly in team meetings and on other occasions when necessary. All of the health professionals involved work to their full scope of practice to fulfil the treatment plan. Throughout the block of treatment, the GARSS team treat the patient with dignity and respect, upholding the DDHHS values of compassion, integrity, dignity, innovation and courage. The client feels supported, trusts the GARRS team and outcomes measurement data suggests a satisfied client who achieved optimal outcomes for the situation.

Outcome

Practitioners/students are empowered to work to their full scope of practice, the patient feels like part of the team, and this results in better quality of care.



For more information:

Allied Health Education and Training
t. 07 4699 8097
e. ahet@health.qld.gov.au

Source: University of Toronto (2017). Interprofessional Care Competency Framework and Team Assessment. Retrieved 15/01/2018, from <http://www.ipe.utoronto.ca>.