

INTERPROFESSIONAL CARE

The English Experience
*International Medical Workforce
Conference 2007*

What is Interprofessional Care?

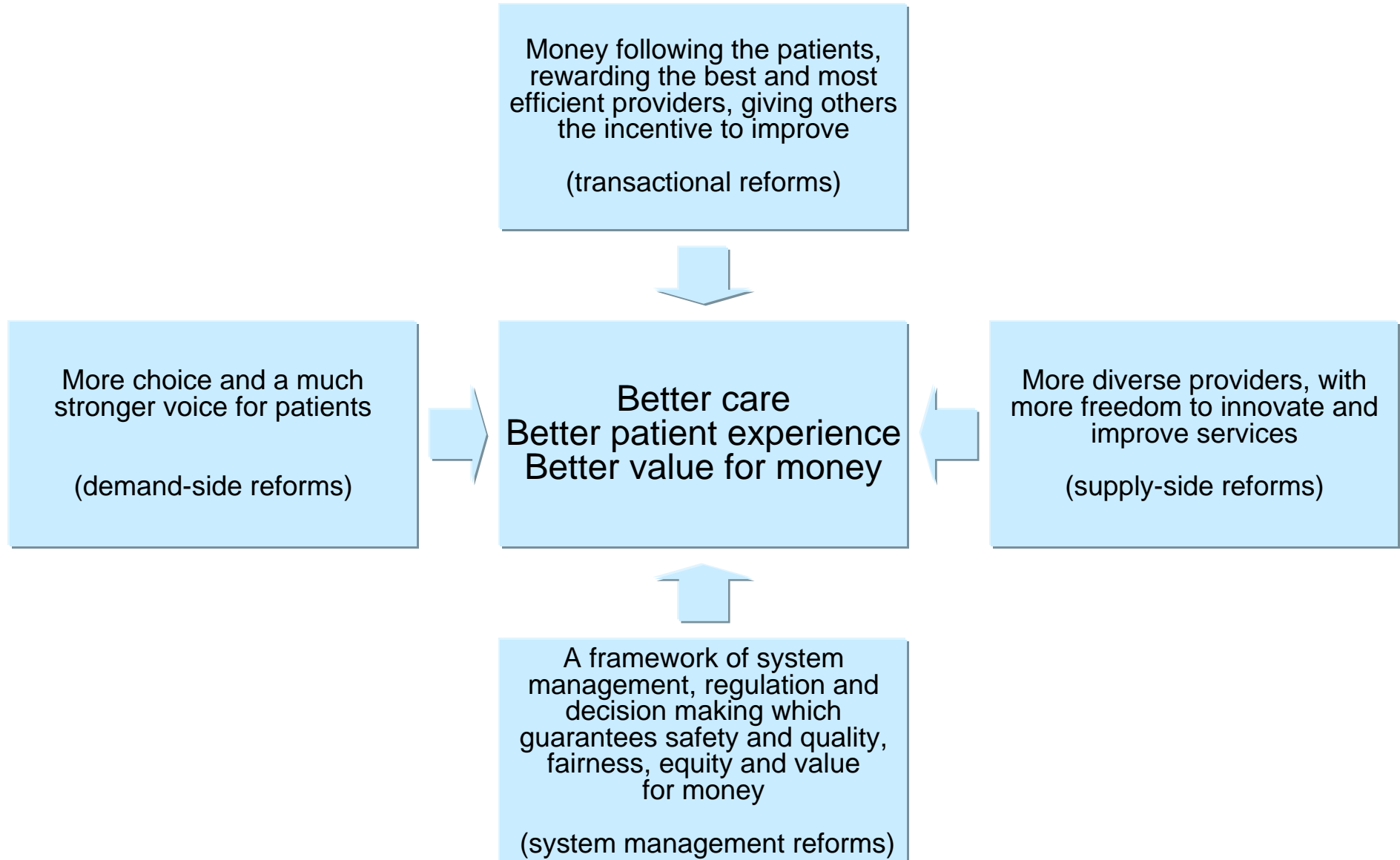
- Conference definition very helpful
- Summarise as:-
- *Health professionals and management working together for the benefit of patients*
- *Shared decision making*
- *Appropriate and flexible leadership*
- *Recognition of professional skills and competences which build the team*

England: Reform and Progression

Four Elements of Health Reform

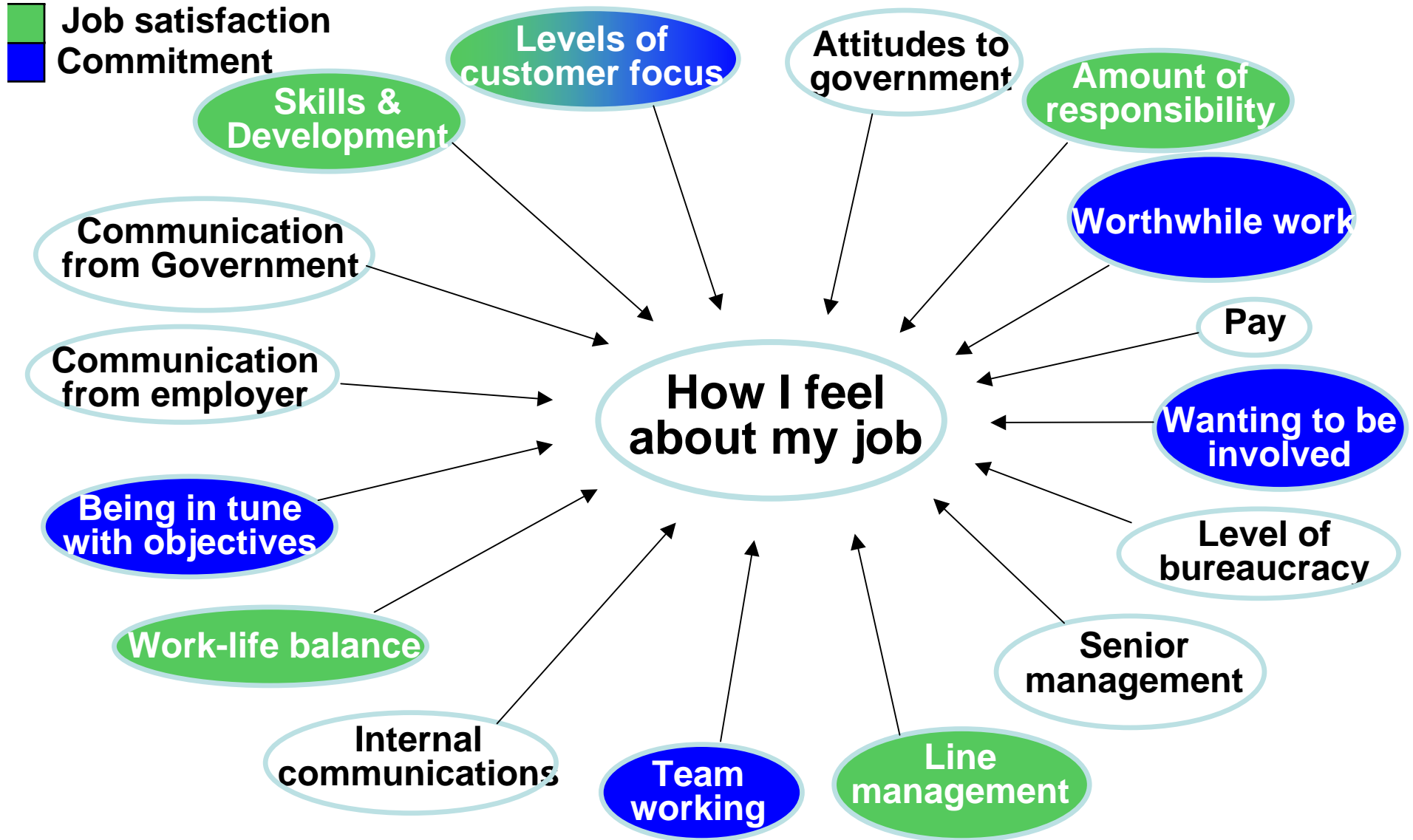
- More Choice and a Stronger Voice for Patients
- More diverse providers with more freedom to innovate and improve services
- Money following the patients – rewarding the best and giving others the incentive to improve
- A framework of regulation and decision making that guarantees quality, fairness, equity and value for money

Health and social care reform





What Matters to Staff



Base: All respondents (540 Public sector workers inc 164 in health)

Source: MORI

Workforce Interventions

- Agenda for Change and review of pay structure
- Competence based approach to education and role of Sector Skills Councils
- Review of undergraduate curricula
- Regulatory changes and the extension of professional regulation to new groups and roles.

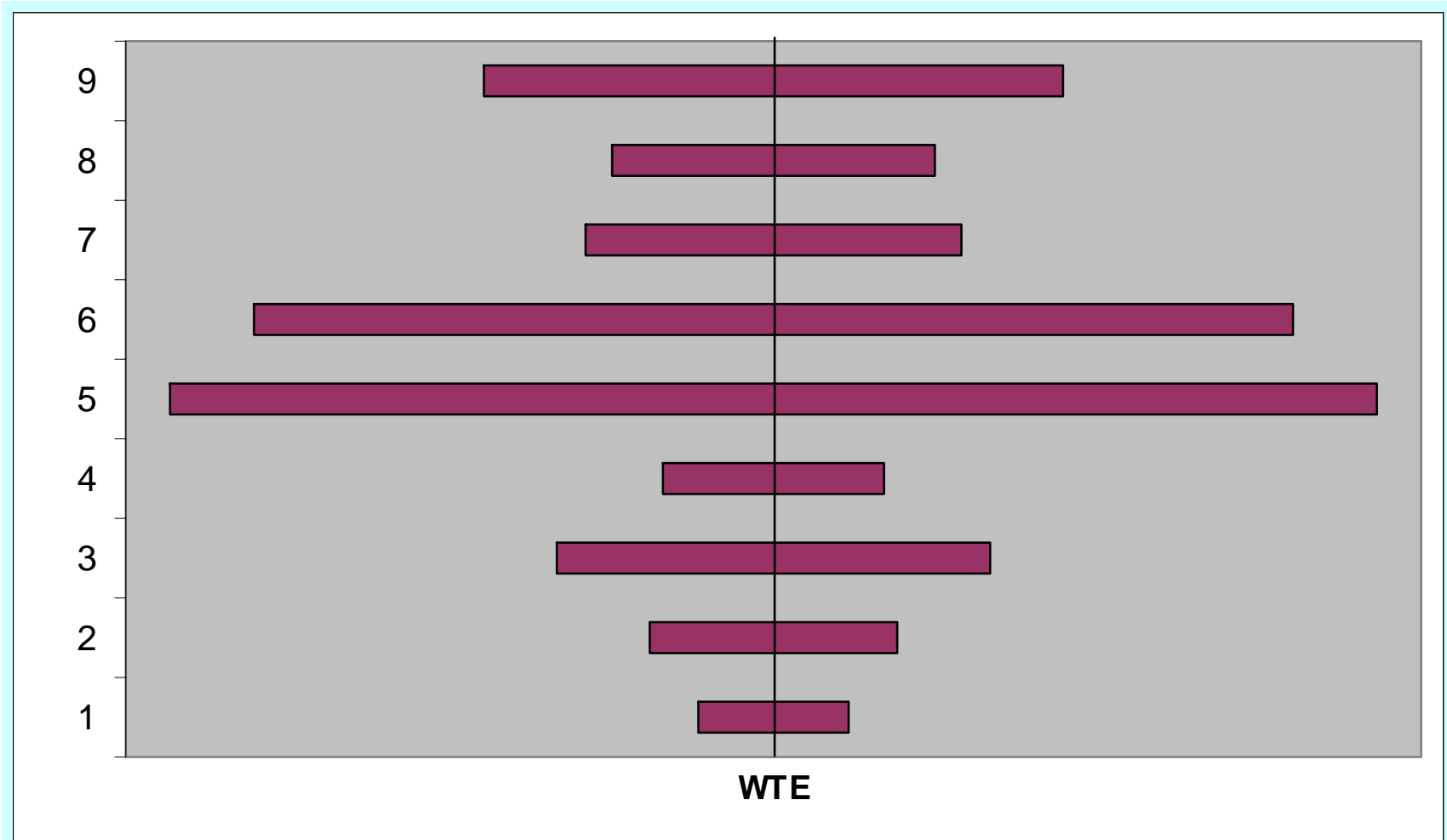
18 weeks

- The Target: By December 2008, there will be a maximum waiting time for non-emergency consultant-led treatment of 18 weeks from referral to treatment, with the majority of patients being treated much more quickly.
- The Prize: This will effectively end waiting for hospital treatment as a major issue in the NHS.
- *We aim to achieve this by transforming the way that we deliver services locally, improving care and cutting out unnecessary delays.*

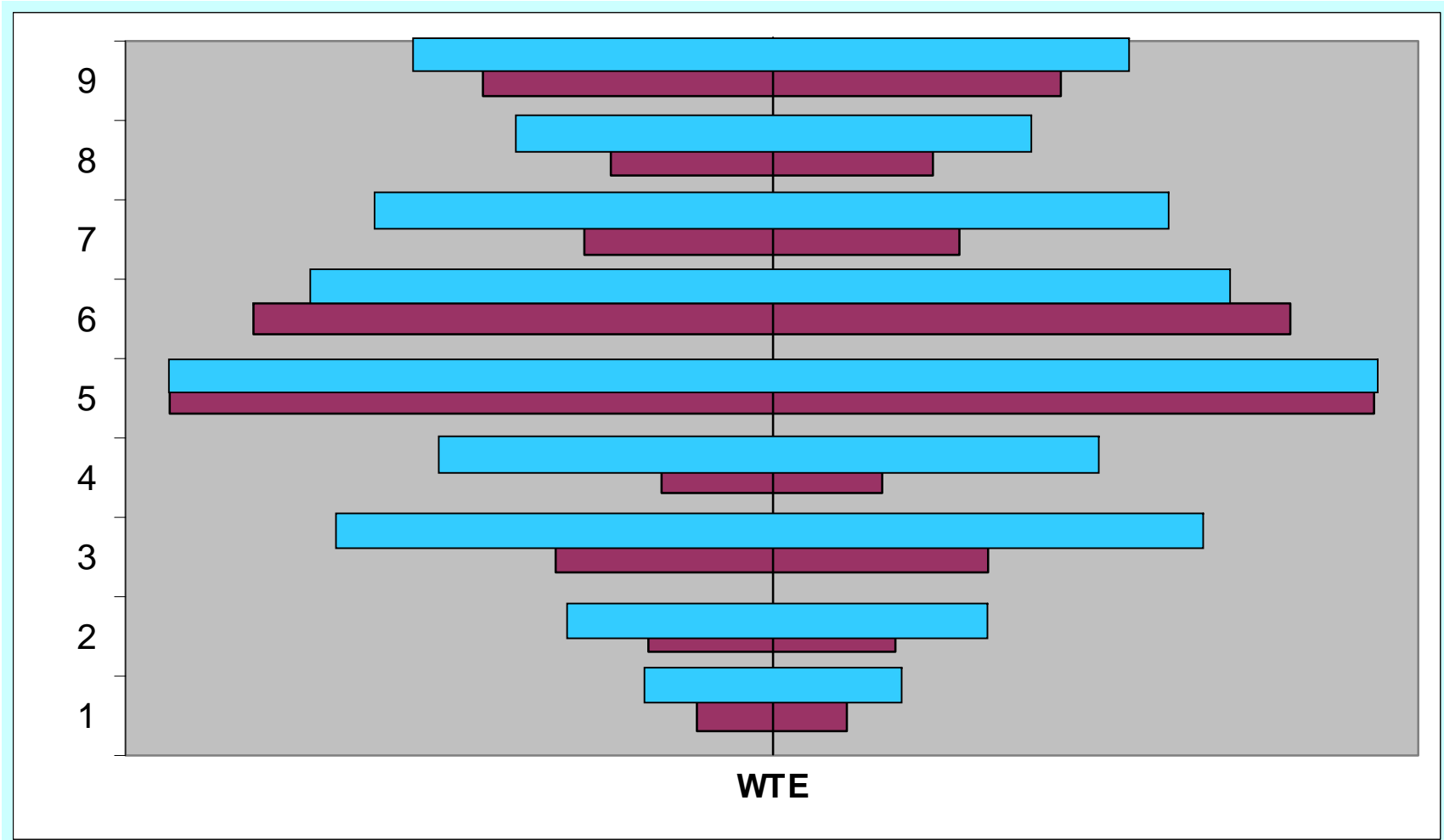
Workforce Big Issues

- Delivery requires strong clinical leadership and engagement
- Using evidence based good practice
- Adopting a Multi disciplinary approach, based on team working
- Using new flexibility of training funds
- Being aware of existing tools and guidance

Imaging Christmas Tree 2004



Imaging Christmas Tree 2008



Nursing: Vision for the Future

- Patient led – working across care pathways
- Working in a wide range of virtual and actual teams (interprofessionally)
- Key corporate and commissioning roles
- Leading change and innovation from the bottom up
- Bigger role in prevention and managing Long Term Conditions
- More advanced roles with well trained assistants
- More flexible careers with multiple employers/social enterprise

Examples of Nurse-led Interprofessional Care

- Multi-agency roles for mental health and learning disability nurses
- Nurses on ambulances
- NHS Direct and WIC nurses taking ambulance and GP calls
- Community matrons managing LTC
- Hospital at Night teams

Challenges/Barriers to Interprofessional Care

- Progress of reforms of the healthcare system
- Traditional Career structures
- Regulatory reform required to recognise new and emerging roles
- Uni-professional education
- Pay differentials between professions
- Professional protectionism

Facilitators for Interprofessional Care

- High quality leadership across all professions
- Competence Frameworks and shared training where appropriate
- Career development restructuring
- Key targets such as 18 weeks which require a radical response to ensure delivery
- Transfer of services from Acute to Primary Care
- Patient involvement and choice
- Best practice research and utilisation of national and international exemplars