

# Core Competencies Domains for Inter-Professional Collaborative Practice

Inter professional Education Collaborative Expert Panel.  
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<http://www.aacn.nche.edu/education-resources/ipecreport.pdf>

# WHY IP CORE COMPETENCIES?

- ❑ **create** a coordinated effort across the health professions to embed essential content in all health professions education curricula;
- ❑ **guide** professional and institutional curricular development of learning approaches and assessment strategies to achieve productive outcomes;
- ❑ **provide** the foundation for a learning continuum in inter-professional competency development across the professions and the lifelong learning trajectory;
- ❑ **acknowledge** that evaluation and research work will strengthen the scholarship in this area;
- ❑ **prompt** dialogue to evaluate the “fit” between educationally identified core competencies for inter-professional collaborative practice and practice needs/demands.

# IP Collaborative Competencies

**IP Collaborative Competencies:** “Collaborative” competencies are those that each profession needs to work together with others, such as:

- other specialties within a profession,
- between professions,
- with patients and families,
- with non-professionals and volunteers,
- within and between organizations,
- within communities, and at a broader policy level.

## The Four (4) Inter professional Collaborative Practice Competency Domains

**Domain 1:** Values/Ethics for IP Practice

**Domain 2:** Roles/Responsibilities

**Domain 3:** IP Communication

**Domain 4:** Teams and Teamwork

# Competency Domain 1: Values/Ethics for Inter professional Practice

## Background and Rationale

- ❑ *Teamwork adds value by bringing about patient/family and community/ population outcomes that promote overall health and wellness, prevent illness, provide comprehensive care for disease, rehabilitate patients, and facilitate effective care during the last stages of life, at an affordable cost.*

# Competency Domain 1: Values/Ethics for Inter professional Practice

## General Competency Statement

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

## Competency Domain 1: Specific Competencies

- VE1. Place the interests of patients and populations at the center of inter professional health care delivery.
- 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 care team.
- VE4. Respect the unique cultures, values, roles/ responsibilities, and expertise of other health professions.

## Competency Domain 2: Roles/Responsibilities

### Background and Rationale

- ❑ Effective coordination and collaboration can occur only when each profession knows and uses the others' expertise and capabilities in a patient-centered way.



## Competency Domain 2: Roles/Responsibilities

### **General Competency Statement**

“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 populations served.”

## Competency Domain 2: Specific Roles/Responsibilities Competencies

- **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.

## DOMAIN 2: Specific Roles/Responsibilities Competencies

- “...teamwork requires a shared acknowledgement of each participating member’s roles and abilities. Without this acknowledgement, adverse outcomes may arise from a series of seemingly trivial errors that effective teamwork could have prevented.” (Baker et al., 2005b, p. 14)

## Competency Domain 3: Inter-professional Communication

### Background and Rationale

- ❑ More than a decade ago, an **AAMC report on communication in medicine** acknowledged the importance of being able to communicate effectively with “other members of the healthcare team, given the movement toward better integrated care” (AAMC, 1999, p. 6).

## Competency Domain 3: Inter-professional Communication

Using professional jargon creates a barrier to effective inter-professional care. Learning to give and receive timely, sensitive, and instructive feedback with confidence helps health professionals improve their teamwork and team-based care.

## Competency Domain 3: Inter-professional Communication

### **General Competency Statement-CC.**

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

## DOMAIN 3: Specific Inter-professional Communication Competencies

- **CC1**. Choose effective communication
- **CC2**. Organize and communicate information with patients, families, and healthcare team members in a form that is understandable, avoiding discipline-specific terminology when possible.

# Competency Domain 4: Teams and Teamwork

## Background and Rationale

Teamwork behaviors involve cooperating in the patient-centered delivery of care; coordinating one's care with other health professionals so that gaps, redundancies, and errors are avoided. These processes reflect increasing levels of interdependence among those embedded in teams.



## Competency Domain 4: Teams and Teamwork

### General Competency Statement

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

Working in teams involves sharing one’s expertise and relinquishing some professional autonomy to work closely with others, including patients and communities.

## Domain 4: Specific Team and Teamwork Competencies:

- **TT1**. Describe the process of team development
- **TT2**. Develop consensus on the ethical principles
- **TT3**. Engage other health professionals in shared patient-centered problem-solving.

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Domain 1: Values/Ethics for IP Practice

Domain 2: Roles/Responsibilities

Domain 3: Inter-professional Communication

Domain 4: Teams and Teamwork

## Competency Domain 2: Specific Roles/Responsibilities Competencies

- ❑ Learning to be inter professional requires an understanding of how professional roles and responsibilities complement each other in patient-centered and community/population oriented care.
- ❑ *Being able to clearly describe one's own professional role and responsibilities to team members of other professions and understand others' roles and responsibilities in relation to one's own role as a core competency domain for collaborative practice.*

Competency Domain 2: Specific  
Roles/Responsibilities Competencies

**SPOTLIGHT ON A PROFESSION**

## **The Interpreter-Translator**

**What are 3 things you think of when you think of medical interpreter – translator?**

# Competency Domain 2: Specific Roles/Responsibilities Competencies

**When you think INTERPRETER, think of the**

## **4 Cs:**

- 1) COMPLETE**
- 2) COMPREHENSIVE**
- 3) CONFIDENTIAL**
- 4) COMMUNICATION**

**In a team setting, what is THE INTERPRETER'S role/value in delivering comprehensive patient care?**

- I insure that **provider and patient can communicate accurately** so that the provider has the information necessary to make a diagnosis or propose a plan of treatment and that the patient has the informed choice;
- With my help, statistics show a **65%** improvement in patient outcomes in Limited English populations **-65%**