Collaborative Practice of the Allied Health Program in Children's Centres

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Rules for seating

- Please spread yourself out across the tables/ groups
- Don't sit with friends
- Don't sit with anyone from your own agency

Group discussion

- What is collaboration? How do you describe it in your own words as it relates to your work experience?
- Give us an example from your own practice.
- Document on the worksheet

Collaboration

Collaboration is a "style for direct interaction between at least 2 **co-equal** parties **voluntarily** engaged in **shared decision making** as they work toward a **common goal**' Friend and Cook (2000)

Evidence for interprofessional collaboration

- Cochrane review (Zwarenstein et al 2009), 5 studies suggest that it can have a positive influence
- One study (Bell et al 2010) of a community health team showed reduced waiting time, increase in attendance and increased caseload. Definite cost benefits.
- Little evidence of benefits for service users (Pollard et al 2005)
- Kennedy & Stewart (2011) scant and inconclusive evidence between education & health

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Collaboration Health:Education

- 10 Teacher /OT pairs -were able to link interventions to goals (Kemmis and Dunn, 1997)
- Ability to meet IEP goals - meetings and time together increase, the # of IEP goals achieved dropped, but the
  quality of interactions increased
  (Barnes and Turner 1999)

Local Research

- OTs want more collaboration: Boshoff, Alant & May (2005), want more personal contact and information: Vincent, Harrison &Stewart (2007)
- OT's want to collaborate with teachers but lots of barriers: Bradley (2008)
- OT's know what good collaboration is but don't feel they do it enough: Kennedy (2009)

Group discussion

- What are the barriers to collaboration that you have experienced?
- Examples from your workplace?
- Document on the worksheet

Barriers

- Interpersonal-time, mutual goal setting, communication skills
- Work place/Structural- role boundaries, support for meetings,
- Cultural- industrial agreements, role status,

Suspected problems with collaboration

- Erosion of skills due to blurring of boundaries, neglect of intraprofessional skills
- Inefficient use of resources
- Conflict between professions which

Distracts from good service

(Gregory 2009)

What do Allied Health professional say?

Description of collaboration: ideal

Barriers:
- Other team members' past experience of working with OTs and not being heard
- Different perceptions of how much collaboration is needed
- Different professions, cultures
- Different organisational priorities
- Workload, time, resources, cost, funding
- Personalities influencing relationships & connections

Barriers cont.

- People placing higher value on their role vs others
- The person in the role and their personal baggage
- Staff turn-over
- Communication/ understanding; Different agendas
- Lack of knowledge of each others' values, strengths and roles
- Not valuing others' input
- Not having a mutual vision
- Not being aware of what services are involved – a missed opportunity

Reflection…

- How do you rate your collaborative practice?

Principles to enable collaboration

- Form a committed team
- Identify and work on a joint problem
- Communicate your role effectively
- Lead the way

(Boshoff and Stewart, 2012 in press)

Form a committed team

- Reflect on whether members are committed to getting the benefits of teamwork
- Need a true commitment to working as a team from all
- Team need to be seen as an identity in itself, comprised of the sums of the professionals involved
- "Our goals together…" (Hanft & Shepherd, 2008)

Identify and work on joint problems

- Identify a common problem and work on it together
- Have a common goal
- Be able to articulate your contribution
- A shared knowledge develops
- Team can tap into each other's areas of expertise

Communicate your role effectively

- Skilled use of a variety of communication methods
- Need to be able to articulate your role
- Informal and formal exchanges
- Individual contributions need to be respected as well as shared understandings developed

Lead the way!

- Formal leadership role: clear, needs to address institutional barriers
- Informal: enabling role to facilitate collaborative practice
- Common vision, values, clarify roles, inclusive language, enabling processes
- Make time for reflection on effectiveness of teamwork

Group discussion

- Do you identify with these principles?
- Can they be applied in your setting?
- What role will you take on when you go back to work?
- What strategies can you use to apply these principles?
- Document these on the worksheet

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