



College of Licensed Practical
Nurses of Manitoba

Practice Direction

Interprofessional Collaborative Care

This practice direction is the result of collaboration between the College of Licensed Practical Nurses of Manitoba, the College of Pharmacists of Manitoba, the College of Physicians and Surgeons of Manitoba, the College of Registered Nurses of Manitoba, the College of Registered Psychiatric Nurses of Manitoba, the College of Audiologists and Speech Language Pathologists of Manitoba, the College of Dietitians of Manitoba, the College of Medical Laboratory Technologists of Manitoba, the College of Physiotherapists of Manitoba, the Manitoba Association of Registered Respiratory Therapists. Other regulatory bodies, such as the College of Midwives of Manitoba, have subsequently adopted the document as well.

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Practice directions assist practical nurses in understanding their responsibilities and legal obligations, enabling them to make safe and ethical decisions within their practice. Practical nurses are expected to comply with the information disseminated in practice directions. Failure to do so may result in investigation for misconduct and/or an audit of the nurse's practice.

Introduction

Collaborative care in health care occurs when multiple providers from different professions provide comprehensive services by working with clients, their support networks, care providers and communities to deliver the highest quality of care across all settings. This partnership between a client and a team of health care providers is a participatory, collaborative and coordinated approach to shared decision-making around health and social issues.

This practice direction was developed collaboratively with, and/or has been adopted by, the following regulatory colleges:

- College of Audiologists and Speech Language Pathologists of Manitoba
- College of Dietitians of Manitoba
- College of Licensed Practical Nurses of Manitoba
- College of Midwives of Manitoba
- College of Medical Laboratory Technologists of Manitoba
- College of Pharmacists of Manitoba
- College of Physicians and Surgeons of Manitoba
- College of Physiotherapists of Manitoba
- College of Registered Nurses of Manitoba
- College of Registered Psychiatric Nurses of Manitoba
- Manitoba Association of Registered Respiratory Therapists

Practice Expectations

The following expectations are adopted from the National Interprofessional Competency Framework of the *Canadian Interprofessional Health Collaborative* (CIHC 2010).

Expectation 1 – Client Centered Care

Practitioners seek out the input and engagement of clients, integrating their information, and valuing them as partners in designing, implementing, and evaluating care/services.

- Empower the client.
- Ensure the client is always the primary professional obligation.
- Adhere to Standards of Practice, Practice Directions and Code of Ethics.

Expectation 2 – Role Clarification

Practitioners understand their own role and competence, as well as the roles of those in other professions, and use this knowledge appropriately to establish and meet client goals.

- Recognize one's limitations in skills, knowledge and abilities.
- Use the full scope of knowledge, skills and abilities of professionals from health and other fields to provide care that is safe, timely, efficient, effective and equitable.

Expectation 3 – Team Functioning

Practitioners acknowledge team dynamics and group processes to enable effective interprofessional team collaboration.

- Engage and effectively facilitate respectful interactions among team members.
- Establish and maintain effective and healthy working relationships with the client and practitioners, whether or not a formalized team exists.
- Share the accountability for health outcomes with clients, other professions and communities, while maintaining accountability for one's own practice.

Expectation 4 – Collaborative Leadership

Practitioners recognize that different team members may assume leadership roles as appropriate to the task undertaken.

- Recognize that both formal and informal leadership co-exist.
- Acknowledge that leadership will vary depending on the situation and environment.
- Understand when to take on a lead role, when to take on a complementary role and when to refer/consult.

Expectation 5 – Interprofessional Communication

Practitioners take responsibility to communicate with others in a collaborative and responsive manner.

- Establish common understanding of information, treatment, care decisions and programs and policies.
- Choose effective communication tools and techniques that facilitate discussions and interactions that enhance team functions.

Expectation 6 – Interprofessional Conflict Resolution

Practitioners actively engage self and others in dealing effectively with interprofessional conflict.

- Recognize and value the potential for conflict to occur.
- Engage self and others to be an active part of conflict management and recognize how one's behaviour and conduct contribute to the situation.
- Work effectively to address and resolve disagreements including analyzing the causes of conflict and working to reach a mutually acceptable solution.

Resources

The Regulated Health Professions Act
Part 3 Governance Sec 10(2) (i)

Canadian Interprofessional Health Collaborative
National Competency Framework (2010)

For More Information

Visit our website at www.clpnm.ca
for more information and resources.

Contact us with questions at:
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About the CLPNM

The CLPNM is the governing body for the licensed practical nursing profession in Manitoba. Mandated to govern its members in a manner that serves and protects the public interest, the CLPNM establishes practice requirements for the provision of safe and effective nursing care.