

5 Years of Team Development: Advancing Interprofessional Education & Care at a Community Academic Hospital



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Background

North York General Hospital (NYGH) is a 400 bed community teaching hospital within the greater Toronto Area. NYGH has been undergoing a **cultural transformation** which includes **IPE** and **IPCP** for patient-

Methods

From 2010-2014 NYGH sponsored teams to attend an intensive IPE certificate course (EHPIC) offered by the Centre for Interprofessional Education, University of Toronto. Teams consisted of 4-6 health care professionals representing a minimum of 4 different professions. Each team developed an Interprofessional project to implement in the organization.

Project Outcomes

Organizational Impact

Year 1
IPE Development
Program



- iPed a one day workshop on IPE Principles, Reflective Practice, Collaboration, Facilitation & Conflict Resolution.
- 152 Staff and Physicians from a cross section of professions & hierarchical positions have attended.

Year 2
Interprofessional
Orientation



- Reviewed current state, conducted gap analysis, revised orientation framework.
- An e-learning approach has been adopted for mandatory training during orientation, freeing time for addition of an interactive session on collaborative practice.

Year 3
End of Life Care



- Developed 3 IPE sessions: Last hours of living, Nutrition & hydration, Communication with patients & families.
- End of life care learning sessions were piloted on a medical inpatient unit with 37 staff attending at least 1 session. On-line modules to follow.

Year 4

Dementia Care



- Created 3 on-line modules: Introduction & Assessment, Non –
 pharmacological, Pharmacological interventions. Developed a workshop
 and tool kit for staff & physicians.
- 34 staff completed dementia care modules & attended workshop. Enhanced competence of staff as indicated by SCIDS.

Year 5
Malnutrition
Screening



- Selected & implemented a screening tool to identify patients at risk.
 Developed IPE session on condition & effective intervention.
- On-line malnutrition screen piloted on 2 inpatient units. Evaluated using a PDSA cycle. Results pending.

IPE Champions

Improve patient care

Improve team functioning



IPE Facilitators

Staff & physician education sessions

Student teaching

Personal Impact

"It's broadened my understanding of and appreciation for other professions."

"I've become more engaged in the overall functioning of my unit."

"Staff indicate the IPE training improved their ability to deal with challenging situations."

"Our staff are more open to IP collaboration."

"The project has lead to other IP initiatives."

Lessons Learned

Utilize Project Management Principles to help projects move forward.

Negotiate protected time to allow clinicians to work on project deliverables.

Evaluate personal impact of training and project development more formally.

Next Steps

Continued support for implementation of projects. Address sustainability of projects.

Adapt education sessions for student teaching. Share successes of programs internally & externally. Continue to send teams to EHPIC course - team sent in June 2015 with new project.

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