

# Identifying, Nurturing and Recognising our Inter Professional Leaders

*“No discipline is an Island”*

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# Overview of Presentation

- The ACT Health IPL Project  
<http://www.health.act.gov.au/IPL>
- Do we all agree on what IPL is and whether it works?
- Leadership and change management
- Building a network of leaders
- Rewarding and recognising those leaders

# ACT Health Mission Statement for IPL

We will strive to ensure learning, development and practice are grounded strongly in inter professional and patient centred principles and practices.

## IPL Mythconceptions

- Aiming to blend all health professionals into one generic health care worker
- Aiming to educate all health professionals together in one lump
- Aiming to save money (but this may be a by-product)
- About getting health professionals to compete with one another

## IPL is

- Promoting safe and effective health care
- Cultivating patient / client centred care
- Strengthening & supporting the specialist disciplines
- Respecting each other as health professionals
- Sharing knowledge, responsibility and learning

## IPL is

- Making sure we all know our roles and others roles within the big picture of healthcare
- Being responsive to the changing needs of our patients / clients in an evolving system
- Maintaining and building our professional expertise
- Being inclusive and supportive of our fellow health professionals

# IPL Definitions & Terminology

- Language
- IPL is learning from, with and about each other to improve collaborative practice and deliver quality health care (UK CAIPE)

## IPL: The Evidence

- Is IPL worth the effort?
- Research methodology – need interpretive, critical, mixed methodology, multiple perspectives and longitudinal studies (Freeth et al 2002)
- Learning from disappointments and tragedies (Inquiries)



# Change Management & Leadership

- “They should do something”
- One of the barriers to IPL
- Courage, tolerance and willingness to move towards IPP and collaboration (McCallin 2005)

# IPL Education & Training

- Lack of experienced facilitators
- Creation of an education intervention
- Getting it right and the ‘success criteria’

## Recognising an IPL Leader

- Leaders: the good, the bad and the ugly
- Various theories of leadership:  
Transformational Theory seems to be the most fashionable for health
- Role modelling inter professional practice

# Getting IPL into Practice

- Use of existing networks, projects, quality initiatives, continuing professional development and key educational positions
- Make personal contact with leaders

## Australia is made for IPL

- The most important retaining factor for Australian employees is their relationships at work.
- The most important factor in making health professionals feel good at work is effective collaborative team work.

## Rewards & Recognition

- Opportunities for IPL to contribute towards academic awards
- Employers, professional bodies and registration bodies could include IPL history and training as part of their evaluation and accreditation process
- Celebrate accomplishments - publish
- Recognise the contributions of others

## Summary

- “We are doing something”
- Inquiries illustrate the need for collaborative practice and excellent communication in health care teams
- Ultimately this relies on motivated leaders who are willing to role model true Inter Professional Practice
- These leaders must be recognised and supported

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