Enhancing Interprofessional Collaborative Practice in End of Life Care

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Enhancing Interprofessional Collaborative Practice in Hospice & Palliative Care

- HRSA NEPQR-IPCP Grant
  Awarded July 2013 - June 2016
  Four Seasons ~ Compassion for Life
- Institute of Medicine (IOM)Study on Interprofessional Education
  • Education
  • Practice Model
Project Goals

1. Enhance an existing Interdisciplinary Teams practice model into a robust interprofessional collaborative practice (IPCP) model designed specifically for delivery of care to patients with advanced and/or life-limiting illness.

2. Implement this IPCP model for Hospice and Palliative Care in a large service area that is predominantly rural and underserved.

3. Strengthen the IPCP model through systematic development of nurse leadership, team competency, and dissemination and replication of the model in order to improve patient and population outcomes.
Project Objectives

> *Increase IPCP competency among an interdisciplinary team of HPC providers (nurses, nursing assistants, nurse practitioners, physicians, physical therapists, respiratory therapists, social workers, chaplains, music therapists, and students of all disciplines) using existing IDT structure and process.*

> *Establish methods through which nurses and nursing students develop leadership skills in interprofessional team-building, problem-solving, and care coordination, thus creating an enduring structure for nurse leadership, and thereby quality, in HPC.*
> **Improve patient- and population-centered health outcomes by enhancing the existing IDT model for HPC and expanding it in an IPCP environment in a larger service area in which patients are (a) predominantly rural and underserved, and (b) seen in diverse care settings.**

> **Disseminate best practices in IPCP through Four Seasons’ Center of Excellence (COE), which offers high-quality experiential programs for HPC providers and organizations.**
Model Development

Actions to Create IPCP Model for EOL Care

Project Team Organized and Trained

Systems Assessments

The Project Team Includes:

Registered Nurses
Nurse Practitioner
Certified Nurse Assistant
Volunteer Patient-Family Advisor

Spiritual Care Counselor
Licensed Clinical Social Worker
Medical Doctor
Music Therapist

Interprofessional Collaborative Practice Model
Collaborative, Trans-disciplinary Care

Professional Boundary

Hospice Interdisciplinary Team

Nurse  
Nurse Practitioner*  
Hospice Aide  
Physician  
Volunteer

Medical Social Worker  
Spiritual Care Counselor  
Bereavement Counselor  
Music Therapist*  
Patient Family Advisor*

*specific to Four Seasons, but not all hospice agencies
Palliative Care Team

Physician
Nurse Practitioner
Spiritual Care Counselor

Medical Social Worker
Nurse

COMPETENCY

VALUES & ETHICS

Patient & Family

ROLES & RESPONSIBILITIES

TEAM WORK

COLLABORATION
IPCP Competencies

Teamwork:
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

Roles & Responsibilities:
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

Values & Ethics:
Work with individuals of other professions to maintain a climate of mutual respect and shared values

Communication & Collaboration:
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.
Four Seasons’ Values

- **Compassion**: A companion for the journey
- **Balance**: Seek harmony of mind, body, and spirit
- **Respect**: Each person is honored
- **Integrity**: Be trustworthy in all things
- **Teamwork**: Together everyone achieves more
- **Excellence**: Dream more (than others think is practical) Expect more (than others think is possible)
- **Resilience**: Recover and Thrive from any Challenge or Change
Aromatherapy, Art, Mental Health, Massage, Music, Pet, Reiki, Wound, etc…

Medical: Referring, Attending, Consulting
Pharmacy: Compounding, PBM, Retail,

Interprofessional Collaborative Practice Model
Interprofessional Collaborative Practice: Defining & Assessing

Interprofessional collaborative practice: “When multiple health workers from different professional backgrounds work together with patients, families, carers [sic], and communities to deliver the highest quality of care” (WHO, 2010)

Interprofessionality: beyond multi-disciplinary

*Interprofessionality*: “the process by which professionals reflect on and develop ways of practicing that provide an integrated and cohesive answer to the needs of the client/family/population... It involves continuous interaction and knowledge sharing between professionals, organized to solve or explore a variety of education and care issues all while seeking to optimize the patient’s participation... Interprofessionality requires a paradigm shift, since interprofessional practice has unique characteristics in terms of values, codes of conduct, and ways of working. These characteristics must be elucidated”
IPCP Professional Development

○ Assess
  • Individual and Team evaluation of Competency levels
    • Novice, Proficient, Expert
    • Self & Observed Assessments
  • Ongoing observation and assessment of competence

○ Educate
  • IPCP Model
  • Competencies, Definitions, and Behaviors
  • Provide Reflective Practice Space

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IPCP Professional Development

○ Educate
  • 3 C’s
    (Communication, Consultation and Collaboration)
  • SBAR
  • TeamSTEPPS
  • Preceptor Program
  • Grand Rounds
  • Patient and Family Advisor (PFA)
    Recruitment, Orientation, Training, Feedback
  • Facilitator Training
Structures & Processes to Enhance IPCP

- IPCP Project Team Specialists
- Nursing Leadership
  - IPCP Specialists
  - Care Experience Coordinator
- Patient and Family Advisor Role
- Interdisciplinary Team (IDT) Meeting
- Best Practices
- Sustaining IPCP

IPCP Impact Potential

- Outcomes Identified
  - Patient & Family Outcomes
    - Pain, Dyspnea management, CAHPS, Service Recovery, QDACT
  - Competency Development
    - Self, Team, and Observed Assessments
    - Meeting Ratings
- Outcomes Current Reality
  - Seeing improvements in most areas
  - Above national benchmarks on CAHPS
  - Competency Assessments more realistic with increased understanding
Grant Management

- Internal &/or External Resources:
  - Agency Support
  - Searching & Writing grant applications

- Grants.gov
  - Registration
  - Search grant opportunities & Guidance

- Steering & Project Team
  - Selection
  - Functions
  - Accountability

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Grant Management

- Reporting to Grantor
  - Training & Support
  - Translate Grantor language
  - Financial & Progress Reports
  - Audits
    - Audit & Monitor internally
      - Work plan
      - Budget
      - Outcomes
    - Federal audit:
      - [https://www.whitehouse.gov/omb/grants_docs/](https://www.whitehouse.gov/omb/grants_docs/)
      - Agency General Financial Audit
Discussion & Questions....

References


References


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