Building on the Basics
Towards a Strategy for Continuing Interprofessional Development

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Continuing Interprofessional Development

• Sorting the semantics
• Establishing the baseline
• Separating the dimensions
• Implanting CIPD in CPD
• Building a model
• Reconciling individual & organisational goals
Sorting the Semantics

- Shared learning
- Joint training
- Staff development
- Professional Development
- Continuing Education
- Team building
- Away days
  - all or any of which may include CIPD

Defining the Term

CIPD is the means by which experienced practitioners from two or more professions learn with from and about each other to improve:

- their practice individually, collectively and collaboratively
- Quality of care and patient safety

Discuss!
Curtin University

Three levels of performance:

1. The **novice** student at the completion of the first year of an undergraduate degree.

2. The **intermediate** student at the end of the second or third year of an undergraduate degree or at the completion of the first year of a graduate entry masters degree.

3. The **entry level** student at the end of the final year of an undergraduate or entry level masters degree.

Patient Safety and Quality

**At level one:**

- Identifies the major factors that impact on the safety and quality of service/care for patients
- Demonstrates a non-blaming approach to teamwork
Patient Safety and Quality

At level Two:

• Discusses own perspective on client safety and quality of service/care for patients
• Checks understanding of others to ensure effective communication
• Critically evaluates research on patient safety

Patient Safety and Quality

At level three:

• Adheres to policies, procedures & standards
• Contributes to evaluations of patient safety and quality outcomes
• In partnership with the patient and the team recommends appropriate improvements in policies and procedures
Implanting CIPD

CIPD may be freestanding or implanted in multiprofessional CPD during:

- Everyday practice
- Supervision and mentoring by another profession
- Team meetings
- Conferences, seminars and workshops
- Self or group directed study open and e-learning
- Post-qualifying courses

Separating the Dimensions

Work-related development

\[ \text{CPD/CIPD} \]

Work-based development
Building on the Baseline

• Appraising ‘interprofessional readiness’ at qualification
• Planning interprofessional progression
• Mentoring

Practice Professional Development Planning

PPDP identifies and resolves tensions between individual and organisational developmental goals using equitable and transparent mechanisms to determine priorities and assign resources.

(Calman, 1998)
CIPD Step by Step
From appraisal
to
remedial
to
induction
to
orientation
to
updating
to
career progression

Career Progression
• Advanced/specialist practice
• Teaching & training
• Management
• Policy
• Research
Issues for Action!

- Involving the stakeholders
- Making the case
- Agreeing the priorities
- Piloting the possibilities
- Mobilising resources
- Adopting and Adapting
- Winning friends and influencing people