

# **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 <u>novice</u> student at the completion of the first year of an undergraduate degree.
2	The <u>intermediate</u> 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 <u>entry level</u> 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:

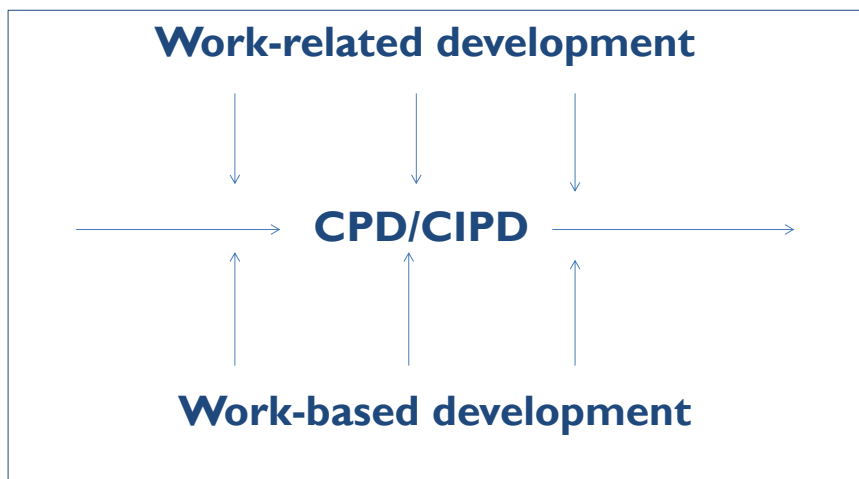
- **Adheres to policies, procedures & standards**
- **Contributes to evaluations of patient safety and quality outcomes**
- **In partnership with the patient and the team recommends appropriate improvements in policies and procedures**

## 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



## 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**