INTERPROFESSIONAL TEAM BASED PRACTICE

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Professional Boundaries and Managing Scope of Practice Issues that May Arise
Looking at the possible issues that may arise

Three (3) main themes seem to emerge:
Emerging Themes

- Scope of Practice/Professional Boundaries
- Role Conflict
- Accountability

(all probably considered part of the hidden curriculum and not often discussed)
Scope of Practice

- "Those lawful activities the professional can perform"
  - Between professional groups
  - Within professional groups
  - State to state variability in laws defining practice responsibilities
Between Professional Groups

- Lack of Understanding/knowledge of the others scope of practice or clinical competence/lack of referral (Csikar et. al. 2009)
- Not valuing, understanding the clinical experience of other professionals (Csikar et. al. 2009)
- Legislative changes in scope of practice/lead to disequilibrium; new paradigms result professionally (Kaplan & Brown 2007)
Within Professional Groups

- Bullying
  - Vertical (M.D.’s & Nurses)
  - Horizontal (between colleagues and based on years of experience and different credentials)
- Harassment
- No clear role boundaries
Confounding factors (State to state variability in legal scope of practice)

Overlapping scopes of practice between team members

Scope of practice variations inside and outside institutions
State of Ohio

- Physician Assistant (PA) (Medical Board)
- Registered Nurse (RN) (Nursing Board)
- Certified Registered Nurse Anesthetist (CRNA) (Nursing Board)
Nursing Practice

Ohio

- Registered Nurse
- *Licensed Practical Nurse
- * Certified Registered Nurse Anesthetist (APN)
- * Clinical Nurse Specialist (APN)
- Certified Nurse Midwife (APN)
- Certified Nurse Practitioner (APN)
- Advanced Practice Nurse (APN)
  - *under direction of a physician, podiatrist or dentist

Florida

- Registered Nurse
- Advanced Registered Nurse Practitioner (ARNP)
- Clinical Nurse Specialist
- RN/ARNP
- RN/CNS
  - ARNP - works under a “protocol” with a Florida licensed physician, osteopathic physician or dentist
Standard Care Arrangement

- Under Ohio law (ORC Sec. 4723.01 (N)) a standard care arrangement means a written formal guide for planning and evaluating a patient’s health care that is developed by one or more collaborating physicians or podiatrists and a clinical nurse specialist, certified nurse-midwife, or certified nurse practitioner.
Role Conflict

- Not understanding ones’ role limitations
- Inappropriate empowerment on the team
Accountability

- Professional accountability may be blurred
- Negative impact on patient care
- Liability for the team/institution
Resulting Consequences

- unhappy workers
- result in professionals leaving the field
- negatively impacts patient care
- inefficient team
Emerging Themes for Success

- Share a common approach to care
- Establish clear roles/boundaries to ensure the best contribution from each professional
- Better understand each other’s roles
- Work together to best leverage each other’s strengths, competencies
- Have pluralistic world views that are client focused
- Have a team manager across disciplines
- Establish tracking for ownership and accountability; use of rounds, communication and care coordinators
IPP Teams

- Psychiatric Care is probably one of the first areas to focus on Interprofessional Team Care as a result of the nature of the illness.
The Palliative Care Team Example

- Patient
- Physician
- Pharmacist
- Nurse
- Social Work
- Dentist
- Clergy
The Palliative Care Team Example

Physician
“prolong life”

Nurse
“quality of life”

Social Work
“engage family and community”
The Palliative Care Team Example

Dentist
- "oral health and quality of life"

Clergy
- "spiritual influence"

Pharmacist
- "medication management"
Selected References