



Creating an Interprofessional Workforce

www.cipw.org.uk

Planning for an Interprofessional Workforce

Prepared by

Lisa Hughes, Director

Tracey Marsh, Project Coordinator

NHS

South West

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1. Document Purpose

The purpose of this document is to describe the actions and outcomes of the consultation, collaboration and planning phase of the Creating an Interprofessional Workforce Programme (CIPW) and details of the outcomes achieved to date.

2. Overview of CIPW

Creating an Interprofessional Workforce is a 3-year programme funded by the Department of Health and hosted by the South West Peninsula Strategic Health Authority (SWPSHA) as strategic lead for mainstreaming Interprofessional Learning and Development (IPLD) across Health and Social Care in England and in close collaboration with CAIPE, the UK Centre for the Advancement of Interprofessional Education.

CAIPE defines interprofessional education (IPE) as ‘when two or more professions learn from and about each other to improve collaboration and the quality of care’. This document refers to Interprofessional Learning and Development in place of Interprofessional Education in order to include all types of learning whether on campus or in the work place, whether pre-registration or life long learning. Within the scope of this programme, this blanket term is used even where the learner is not from a registered profession.

CIPW covers all aspects of IPLD, which make up a substantial strand of the overall work being done by the Strategic Health Authorities to modernise nursing, allied health professions and medical undergraduate and post graduate education. It will cover; all levels of education within health and social care including pre-registration and post-registration education; practice based learning and development; the NHS and social care workforce modernisation agendas; collaboration and partnership working nationally and internationally with appropriate institutions and agencies within and outside of health and social care e.g. schools, housing, criminal justice.

The overall aim of the programme is to produce a strategic framework for the education and training required to underpin collaborative practice and partnership working within and between Health and Social Care in England. This will entail a change in the way that professionals, organisations and agencies work together to a more collaborative system to achieve the necessary change in culture required to create an interprofessional workforce.

The programme objectives have been grouped under four functions:

Consultation – consulting widely on the CIPW outcomes and processes through wide networks across education, practice, policy makers, professional bodies, patients/carer/service users, regulators, quality assurance bodies, the independent sector and the IPLD community in health, social care and beyond

Information – capturing the learning from the outcomes of the common learning pilot sites, AHP modernisation sites and other IPLD initiatives; providing a national IPLD activity database and making recommendations regarding education provision and commissioning

Direction – establishing the relationship between current and emerging government policy and the mainstreaming of IPLD across health and social care in England in order to describe leading edge practice that may contribute to/influence policy change/development and make recommendations accordingly

Dissemination –developing and disseminating a good practice guide to provide national guidelines on how to succeed in delivering IPLD.

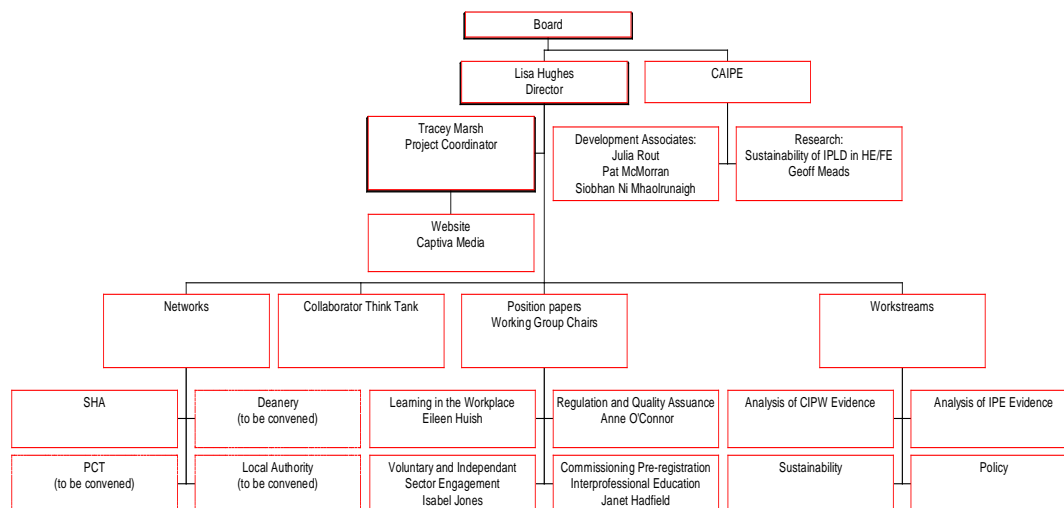
The Framework for Interprofessional Learning and Development and Collaborative Practice is likely to include:

- The learning captured in relation to understanding the obstacles to progress and understanding resistance to change and how to overcome them
- Highlighting learning from national and international developments
- Systems, processes and models for good practice
- Recommendations regarding education provision and commissioning
- Recommendations regarding future policy development

The Creating an Interprofessional Workforce Programme website (www.cipw.org.uk) was launched in January 2006. It is an interactive website enabling individuals, organisations and agencies to contribute to the national mainstreaming initiatives whilst maintaining a focus on the local health and social care economy. The focus of the website is strategic thinking, implementation and effectiveness of IPLD.

3. Structure of Creating an Interprofessional Workforce

Organisational Chart



Phases of the Creating an Interprofessional Workforce Programme

Phase 1

Consultation, collaboration and planning

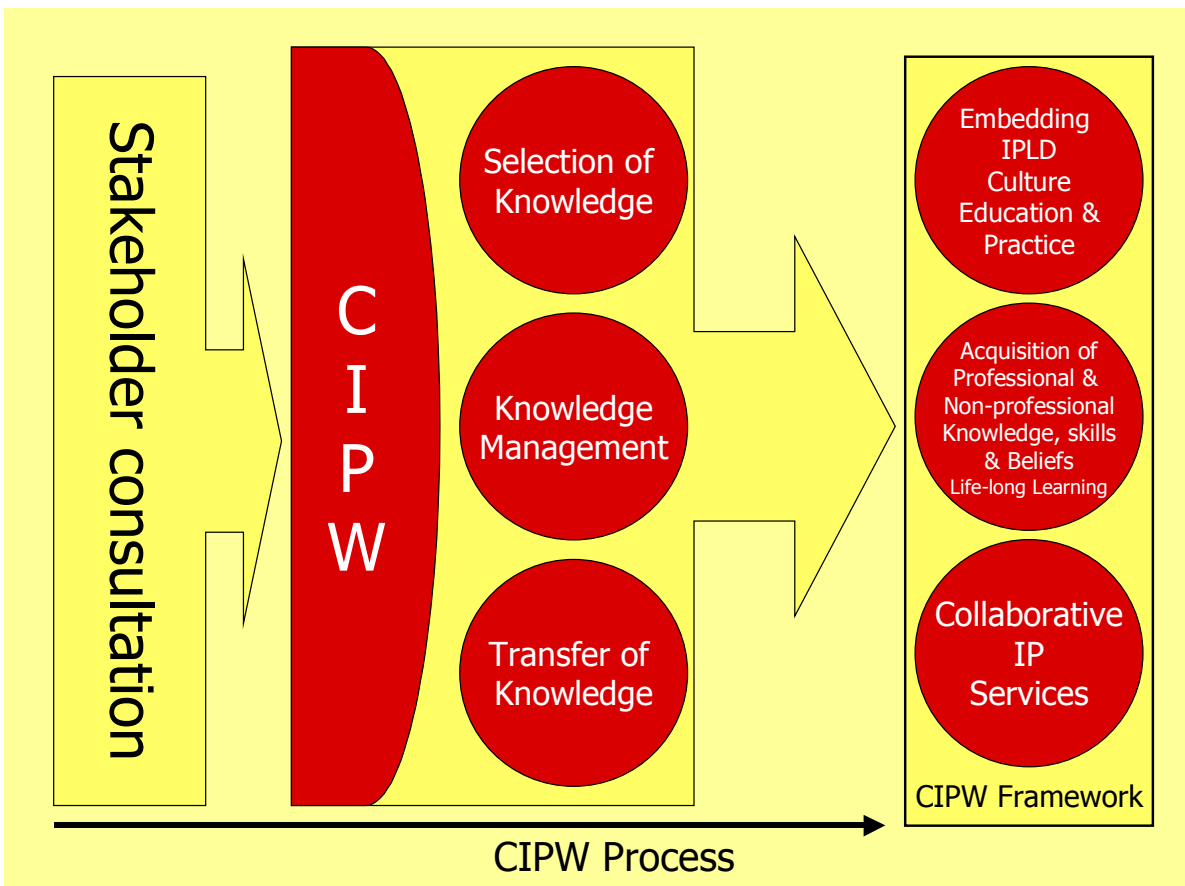
Phase 2

Creating an Interprofessional Workforce: National Framework - education and training for collaborative practice

Phase 3 (proposed)

Mainstreaming an Interprofessional workforce

The following figure describes the CIPW process leading to the production of the framework. Following Stakeholder consultation CIPW received a mandate for its programme outcomes and processes. We are currently in a knowledge management phase moving towards the transfer of knowledge through the production of the framework. The CIPW framework aims to provide recommendations, systems and processes and evidence of good practice to support the embedding of IPLD culture in education and practice and the acquisition of professional and non-professional knowledge, skills and beliefs in lifelong learning to support collaborative interprofessional services.



4. Progress so far

Consultation

In order to achieve the mainstreaming of the interprofessional learning and development across health and social care in England it was considered vital that a wide-ranging consultation take place. Consultation is necessary in order to achieve a consensus and thus a commitment to the programmes outcomes.

The consultation process was managed and the outcomes analysed in order to ensure that the summary would be prepared in time for the commencement of the CIPW/CAIPE research project looking at the sustainability of interprofessional learning and development in higher and further education.

Consultations took place in a variety of ways:

1. Programme Director meetings with individuals/teams

The Programme Director was involved in meetings with individuals, teams, projects, programmes, organisations and agencies and ensured that in each instance work took place around the programme outcomes and core questions were addressed.

2. Strategic Consultation Event

An invited audience of 100 policy makers, educationalists, practitioners, service users and carers, students, quality assurance agencies, regulatory bodies and people with expertise in interprofessional learning and development attended the first CIPW strategic consultation event in London in April 2005.

Speakers from home and abroad focused the delegates on key issues for interprofessional learning and development, both current and emerging. Group work around the programme outcomes and core questions took place. This led to the formation of working groups to take forward the programme action plans. The core themes that emerged from this event are reflected in the proposed outcomes and recommendations within the framework.

3. Strategic Health Authority Interprofessional Learning and Development Leads Network

This network was established to provide a forum to enable SHAs to consider/review local developments in the context of national and international approaches and to contribute to the national strategy. Group work takes place around the programme outcomes and core questions with special reference to performance management and education commissioning. Each Strategic Health Authority has shared valuable

information that has enabled the SHA community to move forward in collaboration and avoid overlap and wasted time and resources.

4. Forging Ahead Consultation Forums

The Forging Ahead team from Sheffield Hallam University ran four forums between February and August 2005. These forums were loosely structured and allowed individuals from education and practice to discuss the work they are doing and share experiences. The forums included group work around the programme outcomes and core questions. Service Users were represented at all forums.

5. Website Consultation

The CIPW website is open to all. However, access to the discussion forum is restricted to those who register. Registration involves completion of a consultation questionnaire. Consultation also takes place via the core questions in the discussion threads and will develop into the Policy Watch section.

6. Attendance at Conferences

Members of the CIPW team are regularly invited to speak at conferences around the world. CIPW also have a stand and marketing resources that have proved very successful at engaging the health and social care community and much useful collaboration have resulted from these events.

7. Publications

CIPW publications are disseminated through the website. The Programme Director has been interviewed for several health and social care publications including the Health Service Journal and Therapy Weekly.

8. International Consultation

CIPW are one of the UK partners in the European Interprofessional Education Network (EIPEN), a network of 16 European countries aiming to mainstream interprofessional education in health and social care. The Programme Director has also been elected to the Board of the InterEd, the International Association for Interprofessional Education and collaborative practice. InterEd's aim is to promote and advance scholarship and inform policy in interprofessional education and collaborative practice worldwide.

The Phase One Consultation Strategy has been extremely successful, however, CIPW are in the process of identifying a new strategy aimed at influencing those in senior positions in Government and in key national initiatives.

Themes and issues arising from consultations

The following basic themes and issues were identified during the various consultations that we have undertaken. Further analysis of these issues and their solutions is taking place.

- Community Involvement and localised care
- The role of the service user and carer as a team member in practice and education
- Identifying the needs of the non-professional workforce
- Disseminating the evidence
- Evaluating interprofessional learning and development
- Capturing and disseminating existing good practice
- Regulation and quality assurance of pre-registration education
- Commissioning education
- The relationship between interprofessional learning and development and current and emerging policy
- Interprofessional practice learning and mentorship
- Sustaining interprofessional learning and development
- Systems, models and processes to make it work
- Champions and facilitators
- Funding and resources
- Common outcomes
- Senior Stakeholder commitment
- Providing evidence of benefit
- Cultural shift

Establishing working groups and timeline

In response to various consultations it became clear that CIPW needed to clarify its position in key areas. Four working groups were initiated to undertake this task in

relation to Regulation and Quality Assurance, Practice Learning, Commissioning Education and Voluntary and Independent Sector engagement. Each group has representatives from health, social care, policy and education and service user involvement. These interim position papers will be published in June 2006.

In addition, there are four other key workstreams currently taking place: research into the sustainability of interprofessional learning and development in higher and further education, a series of papers exploring the relationship between interprofessional learning and development and current and emerging EU and UK policy (direction strand), an in-depth analysis of all of the consultation data generated by the first 18 months of CIPW (information strand) and the compilation of the first ever national interprofessional learning and development evidence database.

All of this data will be subsumed into the Towards an Interprofessional Workforce paper that will be presented at the second CIPW consultation event on the 27 September 2006.

Dissemination

Good Practice Guides

CIPW aims to develop and disseminate a good practice guide to provide national guidelines on how to succeed in delivering Interprofessional Learning and Development. This will be achieved through submissions to the CIPW Innovations Database, the 'Appreciate' discussion board and evidence of good practice identified in the CIPW/CAIPE evidence database.

We are in discussion with CAIPE and HE Academy to produce these good practice guides in collaboration.

Website

www.cipw.org.uk was launched on 19 January 2006 to provide an interactive Interprofessional Learning and Development information network to encourage maximum levels of innovation and avoidance of duplication of effort and resources. To date (May 2006) the site has received 207,325 hits.

CIPW aim to ensure that the IPE website and the CAIPE website contain multiple interactive links to each other embedded in text where appropriate. It is envisaged that the two website be seen as 'two sides of the same coin', with different view points on topics and issues but based on the same key principles and ground rules of interprofessional learning and development.

CIPW now has its own page on the Department of Health website to ensure appropriate information is available to everyone.

Benefits Realisation paper

We are in the process of producing a Benefits Realisation paper that will describe the relationship between interprofessional learning and development and the 10 High Impact Changes, HR High Impact Changes and other key performance indicators.

5. The Future

CIPW intends to publish the framework for interprofessional learning and development and collaborative practice in February/March 2007. It is proposed that following this a project takes place to monitor and evaluate the use of the framework towards the mainstreaming of interprofessional learning and development in health and social care in England.

6. Appendices

Appendix One – Direction Strand Plan

Appendix Two – Information Strand Plan

Appendix Three – Criteria for Evidence of Effective IPLD

Appendix One - Direction Strand Plan

The direction work stream aims to establish the relationship between current and emerging government policy and the mainstreaming of ILPD across health and social care in England in order to describe leading edge practice that may contribute to and influence policy change/development and to make recommendations accordingly.

Stage 1:

To achieve the above will require in the first instance, identification and analysis of current and emerging EU policy in relation to 'interprofessional' education, training and practice in health and social care. These documents will need to be cross referenced to the existing and emerging EU 'Quality Assurance' policies which do not always complement and indeed sometimes conflict. Consideration will need to be given to the anomalies between the 25 EU countries as there is recent and emerging policy relating to mutual transferability of 'students', 'teachers' and 'practitioners' to any EU Member country. There are a number of unresolved tensions between the member countries, the European Qualifications Framework (EQF) being one such example. Key issues for further consideration will be identified and where possible, recommendations made to move the IPLD agenda forward. The paper will be submitted in draft form as Volume 1.

Stage 2:

Utilising the findings from the draft Volume 1 a similar methodology will be adopted for Stage 2 but focusing on this occasion on the four home countries with a particular emphasis on England. The rationale for including Northern Ireland, Scotland and Wales in Stage 2 is that while some policy is discrete to each country, other policy is applicable to all four examples being the development of the Knowledge and Skills Framework, and the development of workforce competences through Skills for Health and Skills for Social Care. The paper will be submitted in draft form as Volume 2.

Stage 3:

A comparative analysis of EU policy and UK policy (particularly England) will be completed, omissions identified and recommendations made. This will constitute draft Volume 3.

Additional information/considerations

Policy development and strategic direction is changing frequently within the EU in order to accommodate the 10 additional countries that acceded in 2005. There are other countries who are 'working toward full EU membership' within the next few years. Statutory and Professional bodies in many countries (including the UK) are resisting some of the forthcoming directives however it seems that a 'directive' is a 'directive' and ways to implement these to the satisfaction of each country is proving a challenge with consultation papers being published almost weekly.

For the above reason I suggest that the project plan is subject to regular review as it is likely that some variance will be required. Submitting 'draft' volumes at each Stage will minimise the risk of major variances.

Appendix Two – Information Strand Plan

The work stream for the information strand is the key strand for the project and every other work stream will feed in to this capturing the learning from the outcomes of the common learning pilot sites, AHP modernisation sites and other IPLD initiatives; providing a national IPLD activity database and making recommendations regarding education provision and commissioning

Stage 1:

To evaluate the outcomes of the DH pilot sites, AHP modernisation sites and other IPE initiatives by working with existing projects to capture learning from evaluations and identify gaps in evidence (in particular evidence of impact of interprofessional learning and development on learners, service users and organisations). Commission research to complete the picture if necessary.

Stage 2:

Production of four interim position papers pertaining to the relationship between interprofessional learning and development and practice learning, commissioning education, voluntary and independent sector engagement and regulation and quality assurance.

Stage 3:

To produce the Towards an Interprofessional Workforce document for consultation in September 2006, which will incorporate a critical evaluation of the main findings from analysis of the data collected during the consultation period 2004-2005 and a synopsis of IPLD evidence and present recommendations to inform the development of the IPLD framework for education provision and commissioning.

To inform the development of a strategic framework to promote / improve:

- Interprofessional learning, within HE, FE and service
- Interprofessional practice, (including risk assessment)
- A workforce fit for practice and purpose,
- Collaboration across sectors / agencies,
- Co-ordination and delivery of services / care,
- Staff retention/ satisfaction,
- Patient / service user satisfaction
- Interprofessional practice and learning culture within organisations
- Systematic monitoring and evaluation within and across organisations

Appendix Three - Criteria for evidence of effective interprofessional learning and development

Does it sufficiently inform / offer guidance for:

- The development of learning / education in HE and practice settings
- The creation of HE / service partnerships
- The development of all individuals and teams at all levels
- The development of integrated / collaborative services
- Creating collaborations and partnerships across sectors and agencies for different ways of working
- The development of effective IP and inter-agency networks
- Can it influence direction of travel of DH IPLD policies?
- Does it adequately include all voices / reflect all perspectives? (How does it involve patients, service users and their families)