

Appendix 1

Understanding Roles & Responsibilities

Competency Descriptors – Understanding Roles and Responsibilities

IP collaborative team members who understand and value the unique roles and responsibilities of various members of the health care team will demonstrate the following:¹

Has sufficient confidence in and knowledge of one's own discipline to work effectively with others in order to optimize patient/client care:

- Demonstrates ability to share discipline specific knowledge with other health care professionals
- Negotiates actions with other health care professionals based on one's own role constraints and discipline specific ethical and legal practices
- Shares one's professional culture and values to help others understand one's own point of view

Has sufficient confidence in and knowledge of others' professions to work effectively with others in order to optimize patient/client care:

- Actively seeks out knowledge regarding others' scopes of practice
- Understands how others' skills and knowledge compliment and may overlap with one's own
- Negotiates actions with other health care professionals based on an understanding of other disciplinary role constraints, overlap of roles and discipline specific ethical and legal practices
- Respects others' professional culture and values in order to understand their frame of reference

¹ British Columbia Competency Framework for Interprofessional Collaboration reproduced with permission.

Professional Roles & Responsibilities of Various Health Care Professionals¹

Team member/health care provider	Roles/Responsibility	Regulatory body (for further information)
Client/Patient	The client (and/or, as appropriate, his informal care provider) has the right to make his own decisions about lifestyle and care (dependant on client capacity and facilitated by professionals); other team members must take into account client's goals, needs and values; client and family contribute to the care planning process and must have information to make informed decisions.	
Athletic Therapist	The Scope of Practice of a Certified Athletic Therapist assesses injuries and conditions, uses contemporary rehabilitative techniques, therapeutic modalities, soft tissue mobilization, physical reconditioning, and supportive strapping procedures to promote an environment conducive to optimal healing in preparing the individual for safe reintegration into an active lifestyle at home, work or play. The scope of practice also includes the prevention, immediate care, and reconditioning of musculoskeletal injuries. Prevention includes musculoskeletal and postural evaluation, equipment selection, fitting and repair, warm-up, conditioning programs, prophylactic or supportive taping and bracing, and adapting to the activity, environment and facilities. Athletic Therapists all have a Kinesiology degree.	Manitoba Athletic Therapists Association (MATA) www.mata.mb.ca
Dental Hygienist	As defined in The Dental Hygienists Act, the practice of dental hygiene is the promotion of oral health through oral health education and the assessment and treatment of the teeth and adjacent tissues using preventative and therapeutic means. A dental hygienist is a regulated primary oral health care professional who specializes in services related to clinical therapy, oral health education and health promotion. Dental hygiene is a health profession involving theory and evidence-based practice, drawing upon the biomedical, social, and behavioural sciences, and the body of dental hygiene knowledge. The practice of dental hygiene involves collaboration with clients, other health professionals, and society to achieve and maintain optimal oral health, an integral part of well-being. A client is an individual, family, group, organization, or community accessing the professional services of a dental hygienist. As a registrant of a self-regulating profession, a dental hygienist must practice safely, ethically and effectively for the promotion of the oral health and well-being of the public of Manitoba, according to the Practice Standards of the College of Dental Hygienists of Manitoba.	College of Dental Hygienist of Manitoba http://www.cdhm.info/aboutcdhm/what-is-a-dental-hygienist/ Manitoba Dental Hygienists Association (MDHA) http://mdha.ca
Dentist	Dentists are experts in the evaluation, diagnosis, prevention, and surgical or non-surgical treatment of diseases, disorders and conditions of the oral cavity, maxillofacial area and the adjacent and associated structures as well as their impact on the human body. A healthy mouth is widely considered necessary for complete overall health.	Manitoba Dental Association http://www.manitobadentist.ca/

¹ Prepared by : Alyard, N; Ateah, C; Bleshevels, Brink, K; Brothwell, D; Dean, H; Heinonen, T; Holmquist, M; Jones, J; MacDonald, L; Ready, E; Swinamer, J; Taylor, L; Wener, P and Grymonpre, R.
Approved by IPE Liaison Committee June 16, 2011.

Team member/health care provider	Roles/Responsibility	Regulatory body (for further information)
Mental Health Counsellor	The practice of psychotherapy/counselling is the assessment and treatment of cognitive, emotional or behavioural disturbances by psychotherapeutic means, delivered through a therapeutic relationship based primarily on verbal or non-verbal communication. Counsellors are distinct from Psychologists, Psychiatrists, Social Workers, however, many of these professionals often call themselves counsellors. Psychotherapy may be termed a specialty of counselling.	No registering body
Registered Dietician	As an expert in nutrition and diet therapy, the dietitian identifies nutrition problems, assesses the nutritional needs of the client, develops nutritional care plans and monitors the effectiveness of the nutritional intervention. In conjunction with the individual, the dietitian works to improve their well being, prevent disease, increase access to food and enhance personal control of health.	College of Dietitians of Manitoba http://www.manitobadietitians.ca
Kinesiologists	Kinesiologists promote and provide best practices in prevention, assessment and intervention to enhance and maintain fitness, health and wellness, performance, and function, in the areas of exercise, work, sport, recreation, and activities of daily living. Kinesiologists work in many areas including health promotion and fitness, rehabilitation, ergonomics, health and safety, disability management, education and research.	
Registered Nurse	A registered nurse is a health care professional who practices nursing through the application of knowledge, skill and judgment to promote, maintain and restore health, prevent illness and alleviate suffering. This includes: a) assessing health status; b) planning, providing and evaluating treatment and nursing interventions; c) counselling and teaching to enhance health and well-being; and d) education, administration, public policy and research related to providing health services .	College of Registered Nurses of Manitoba www.crrnm.mb.ca
Licensed Practical Nurses	Licensed Practical Nurses (LPNs) are nursing professionals who form the second largest regulated nursing group in Canada. LPNs are regulated health care professionals who work in partnership with other members of the health care team to provide nursing services to individuals, families and groups of all ages.	College of Licensed Practical Nurses of Manitoba www.clpnm.ca
Nurse Practitioner	A nurse practitioner is a registered nurse with advanced education in addition to the scope of practice outlined above. The College of Registered Nurses of Manitoba uses the designation EP (Extended Practice) RN rather than nurse practitioner which is the more well known designation. While many RN(EP)s refer to themselves as nurse practitioners, not all nurse practitioners are RN(EP)s. As a result, in Manitoba they cannot independently offer the additional health services that a RN(EP) can. In Manitoba, an RN (EP) has the legal authority to offer additional health services including: prescribing medications, ordering and receiving screening and diagnostic tests and performing minor invasive procedures.	College of Registered Nurses of Manitoba www.crrnm.mb.ca
Registered Psychiatric Nurse	Generally provide services to persons whose primary health care needs are related to mental developmental or behavioural health. RPNs provide a variety of services including: psycho-therapeutic interventions, counselling of individuals, families and groups, medication administration	College of Registered Psychiatric Nurses of Manitoba www.crpnm.mb.ca

Team member/health care provider	Roles/Responsibility	Regulatory body (for further information)
	including injections, and mental status assessments. RPNs are able to provide for the physical health needs of individuals but their area of expertise is working with persons with mental, developmental, behavioural and/or emotional difficulties.	
Occupational Therapist	Many believe that occupational therapists assist individuals to return to work; in fact occupational performance is the domain of the professional and encompasses productivity, self-care and leisure. OT is a health care professional who enables people to lead more productive, satisfying and independent lives. Fundamental to the practice of occupational therapy are the tasks and activities that occupy a person's time and energy throughout the day. This may include things like getting dressed, making a meal, grocery shopping, managing health needs, enjoying time with family and friends or attending day hospital. The OT is an expert at analyzing the effects of an individual's physical, affective and cognitive limitations on their ability to perform their day-to-day tasks and on evaluating the impact of their environment in facilitating or hindering their performance.	College of Occupational Therapists of Manitoba www.cotm.ca Canadian Association of Occupational Therapists www.caot.ca
Physician	Physicians assess patients through an interview and physical examination. They can also order testing to investigate the patient's problem further. Upon diagnosis of the injury or illness, physicians suggest treatment in form of medication, surgery, or other interventions. Physicians are able to perform and assess specialized illnesses based on their area of specialty. Source: Office of Interprofessional Health Education & Research, University of Western Ontario	College of Physicians & Surgeons of MB www.cpsm.mb.ca
Physician Assistant	Physician Assistants (PAs) are healthcare professionals educated in the medical model who practice medicine with the supervision of licensed physicians within a patient-centered healthcare team. PAs take medical histories and perform physical exams, order and interpret laboratory and diagnostic tests, perform selected diagnostic and therapeutic procedures, writing orders or prescribing medications, and provide patient education and counselling as defined in their Practice Description. Educated as generalists, PAs may develop as specialist clinicians as they receive additional education, training, and experience on the job. PA may work in primary care or in subspecialty areas in a wide variety of practice settings.	College of Physicians and Surgeons of MB www.cpsm.mb.ca
Pharmacist	In addition to the drug distribution function, the pharmacist conducts medication histories with patients and reviews their available medical and medication profiles. In collaboration with other health care professionals pharmacists identify, prevent and resolve any actual or potential medication-related issues. Pharmacists also provide drug information to patients and formal and informal care providers and ensure optimal patient medication taking behaviour.	Manitoba Pharmaceutical Association www.napra.org/pages/Manitoba
Physiotherapist	Physiotherapists or physical therapists are regulated primary health care professionals who aim to prevent, assess and treat the impact of injury, disease and/or disorders in movement and function. They work on improving, restoring and maintaining functional independence and physical performance; preventing and managing pain, physical impairments, disabilities and limits to participation; and promoting fitness, health and wellness. Physiotherapists often provide clinical services in partnership with clients, families, other health providers and individuals in the community. They are also involved in education, health care management, research and policy development in a variety of settings. This includes private clinics, hospitals, rehabilitation centres,	College of Physiotherapists of Manitoba www.manitobaphysio.com

Team member/health care provider	Roles/Responsibility	Regulatory body (for further information)
	<p>long term care facilities, homes and workplaces as well as industry, schools, government agencies, universities and research centres. Physiotherapists assess and treat individuals of all ages who have illness, injury or disability affecting the musculoskeletal, cardio-respiratory and/or neurological systems. These can include fractures, spinal and joint conditions, cerebral palsy, work and sport injuries, chronic lung and/or heart disease, cancer and palliative care, and brain injuries and other neurological problems. Treatment plans can include a variety of options such as manual therapy, prescription of therapeutic exercise programs, use of therapeutic modalities, gait rehabilitation, balance/coordination re-training and mobility and flexibility improvement. They also help educate patients, caregivers and other health professionals regarding injury prevention, ergonomics, lifestyle, fitness, health and wellness.</p> <p>Source: Canadian Institute for Health Information, <i>Physiotherapists in Canada, 2008</i> (Ottawa, Ont.: CIHI, 2009)</p>	
Psychologist	<p>Provide science-based non-pharmacological interventions (e.g. psychotherapy cognitive-behavioural therapy, behavioural therapy, interpersonal therapy) for treatment and rehabilitation of mental and physical health conditions, behaviour change, health promotion and illness prevention. Clinical Psychologists also conduct assessments of cognitive and intellectual functions, memory, personality, and for diagnosis of mental disorders.</p>	<p>Psychological Association of Manitoba (PAM) www.cpm.mb.ca Manitoba Psychological Society (MPS) www.mps.mb.ca</p>
Registered Respiratory Therapist	<p>As an allied health professional with specialized medical expertise who works collaboratively with the health care team to evaluate, treat, and maintain cardiopulmonary function in patients of all ages. Respiratory therapists work with patients with both acute and chronic cardiopulmonary disease. Most respiratory therapists work in hospital settings, particularly high-risk areas which include adult, pediatric and neonatal intensive care units, emergency departments, obstetrical units, operating rooms, as well as general wards. Their primary role in the ICU and Emergency departments is to provide advanced life support for critically ill patients. This includes CPR, the application of mechanical ventilators to patients to assist breathing, and insertion of lines to monitor heart and lung function. Respiratory therapists apply medical gases, perform tests to measure lung function, and provide education to patients and families on managing chronic respiratory conditions. Respiratory therapists may also work in pulmonary rehabilitation, sleep labs, cardiac diagnostic labs, and pulmonary function labs either in the hospital or in out-patient clinics. Respiratory therapists may also work in private industries such as medical equipment sales, respiratory home care services, and service and clinical support.</p>	<p>Manitoba Association of Registered Respiratory Therapists www.martt.org</p>
Social Worker	<p>Uses a bio-psychosocial approach to evaluate and provide interventions to affect the impact of the social determinants of health on individual, family and community systems, recognizing health and illness have medical, social, economic and spiritual components. Social work interventions support individuals, families, groups and communities to improve their individual and collective well-being. Social work interventions assist people to develop skills and abilities to use their own resources and those of the community to resolve problems.</p>	<p>Manitoba Institute of Registered Social Workers (MIRSW) www.mirsw.mb.ca</p>

Diversity of Values, Beliefs and Strengths Handout²

The following questions relate to your work as a member of your profession, discipline or area of work.

1. My professional training and education and/or background prepared me well for ...
2. My profession, discipline or area of work places a high value on ...
3. My profession, discipline or area of work encourages me to ...
4. The strengths of my profession, discipline or area of work are ...
5. What I like most about my profession, discipline or area of work is ...

² “Building Better Teams: A Toolkit for Strengthening Teamwork in Community Health Centres: Resources, Tips and Activities you can Use to Enhance Collaboration” (p. 45) reproduced with permission from The Association of Ontario Health Centers, Toronto.

Professional Role Template ¹

Profession Name:
What do we do? (Some clear statement of the main purpose of the profession. This can include indications of the scope of practice):
Why do we do what we do? (Main Elements of this Professional Philosophy):
Who do we work with? (Suggestions of the main client/patient groups with whom we work):
Where do we work? (Examples of typical work environments for this profession):
What are the unique features of this profession's practice? (This is the place to highlight the special inputs that your profession can add to any team process):
What else is helpful to know? (Use this space to provide special insights and information that will help others understand more about your profession and your role):

¹ Professional Role Template reproduced with permission from © Onlineipe.com/McMaster University, 2009.