



## Interprofessional Education Leader Business Case and Role Description

*“It is no longer enough for health workers to be professional. In the current global climate, health workers also need to be interprofessional. By working collaboratively, health workers can positively address current health challenges, strengthening the health system and improving health outcomes” (World Health Organization, 2010 p. 36)*

### Business Case for Creation of an Interprofessional Education Leader

#### Background:

Key authorities have called for health service organisations to embed interprofessional education within their operations to facilitate improved interprofessional practice which in turn will improve health outcomes (US Advisory Committee on Interdisciplinary, Community-Based Linkages, 2009; Health Workforce Australia, 2011, World Health Organization, 2010). These bodies recommend a range of strategies. For example, the US Advisory Committee on Interdisciplinary, Community-Based Linkages state the need to “incorporate interprofessional scope of practice content into basic and continuing education”, and “implement knowledge sharing resources to disseminate best practices”. Similarly the WHO recommends “create frameworks and allocate funding or clear interprofessional outcomes as part of lifelong learning for the health workforce”. To achieve this there is a critical need to have an education leadership position created with the mandate of enhancing, supporting, and initiating the integration of student and professional education scholarship into practice across all clinical disciplines. This position will lead the development, coordination and evaluation of innovative interprofessional education models, programs and strategies including an Interprofessional Placement Program for students. They will also contribute to the faculty development program for staff. This Interprofessional Education Leader will be the corporate contact, liaison and coordinator for all universities with regards to interprofessional education activities (see Appendix: Position Description).

1

#### Implementation Plan:

There are at least three options available:

1. A Full-time Interprofessional Education Leader (1.0 FTE) working with the leaders of education across the organisation to ensure that the organisation is a leading provider of practice-education. A key component of this will be the Interprofessional Placement Program which will provide all students on any type of placement with opportunities to participate in interprofessional education activities. To fully support these programs, this role includes contributing to the development, coordination, implementation and evaluation of a Clinical Faculty Development program. With the *Director of Education*, the Interprofessional Education Leader will also provide educational leadership to other internal departments on corporate issues (e.g. Human Resources, Infection Control, Occupational Health/Safety, etc.) Please see the attached job description for further details on this role.

2. A Part-time Interprofessional Education Leader (0.5 FTE) working with the *Director of Education* and other key education positions across the organisation. This position will lead all aspects of the Interprofessional Education Placement Program and will contribute to the interprofessional aspects of a Clinical Faculty Development programs.
3. A Part-time Interprofessional Education Leader (0.2 FTE) reporting directly to the *Director of Education* to coordinate the Interprofessional Education Placement Program.

**Measures of Success (for established Full-time IPE Leader):**

- Develop and lead an Interprofessional Education Placement Program for students (e.g. Set target of interprofessional placements per academic year)
- Clinical Interprofessional Education opportunities for all students on any type of placement
- Develop and lead Clinical Staff Interprofessional Education Development program (e.g. 4 Clinical Professional Development sessions per calendar year)
- Presentations and publications on these Interprofessional Education initiatives
- Funding for educational research from external grant bodies

**Budget requirements:**

The Interprofessional Education Leader position will be fully funded in base budget at a salary comparable to other educational leadership positions within the organisation.

2

**Financial justification:**

There is increasing evidence that interprofessional education and interprofessional practice (IPP) provide valuable contributions to improve quality and reduce costs (Remington, Foulk, & Williams, 2006; Reeves et al., 2008; Hammick, Freeth, Koppel, Reeves, & Barr, 2007). Effective interprofessional practice can reduce fragmentation and improve coordination, resulting in improved patient outcomes, increased provider satisfaction, and reduced costs through more effective utilization of resources. In order to best prepare healthcare providers to achieve these benefits practice-based learning opportunities for students must opportunities to develop core interprofessional practice capabilities (Brewer & Jones, 2013) that will enable them to work collaboratively, with effective coordination and communication.

## Appendix 1

### Interprofessional Education Lead 1.0 FTE

Reports to *Director of Education*

Primary responsibility To enhance interprofessional education and practice for staff and students within the organisation

#### Essential Criteria:

- Bachelor degree in related health field and/or education
- Excellent interpersonal and leadership skills
- Demonstrated expertise in collaborative practice, including interprofessional practice
- Demonstrated facilitation and coordination abilities
- Able to foster and participate in research activities related to education and evaluation
- Experience and expertise in clinical education, continuing professional education and development
- Able to develop partnerships and collaborative structures to enhance education
- Completion of professional development in interprofessional education
- Eligibility for adjunct appointment to Curtin University with preferred academic experience

3

#### Desirable Criteria:

- Experience with development, implementation and evaluation of interprofessional education programs
- Qualifications or experience in adult education

#### Key Responsibilities:

The Interprofessional Education Leader is a leadership position with the mandate of enhancing, supporting, and initiating the integration of student and professional education scholarship into practice across all clinical disciplines. This position will interact closely with other positions that have an education focus.

- Lead in the development and evaluation of innovative education models, programs and strategies including an Interprofessional Education Placement Program and clinical faculty interprofessional education development programs
- Provide consultation to others in the area of education scholarship and methodology, e.g., conducting needs assessments, developing education philosophies and approaches, program implementation and evaluation
- With *Director of Education*, provide educational leadership to other internal departments on corporate issues (Human Resources, Infection Control, etc.)
- Provide leadership in the development of curricula with education institutions for Interprofessional Education and Practice

- Serve as an expert resource for fostering a best practice approach to all educational endeavours
- Collaborate with others to develop further research in education programs, including research in knowledge translation and use of information in clinical management
- Seek funding from agencies to support research in the evaluation of education programs

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