

“CROSS DISCIPLINARY COLLABORATION FOR SUCCESS – THE MACLEHOSE MEDICAL REHABILITATION CENTRE NEURO-TEAM”

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CONTENT

1. Definition of team and team work
2. Characteristics of a good team
3. MMRC experiences
4. Conclusion



DEFINITION

- A **team** comprises a **group of people** linked in a common purpose.

*(Xyrichis A: Teamwork: a concept analysis. J
Adv Nurs 2008)*



DEFINITION

- **Teamwork** is “ A **dynamic** process involving two or more health professionals with **complementary** backgrounds and skills, sharing common health goals and exercising **concerted** physical and mental effort in assessing, planning, or evaluating patient care.



CHARACTERISTICS OF A GOOD TEAM

- Systemic review of the literature on interdisciplinary team work
- Perceptions of over 253 staff from 11 community rehabilitation and intermediate care teams in UK
- Data were merged using qualitative content analysis to arrive a framework
- 10 competencies that support a effective interdisciplinary team work

Susan Nancarrow et al, Human Resources for Health 2013



CHARACTERISTICS OF A GOOD TEAM

1. Leadership
2. Communication
3. Training and development
4. Appropriate resources and procedures
5. Appropriate skill mix
6. Climate
7. Individual characteristics
8. Clarity of vision
9. Quality and outcomes of care
10. Respecting and understanding roles







MMRC NEURO-TEAM



CHARACTERISTICS OF A GOOD TEAM

1. Leadership

clear direction and
management,
democratic, shared power
and support



MMRC EXPERIENCES

A good leader



CHARACTERISTICS OF A GOOD TEAM

2. Communication

individuals with
communication skills with
appropriate systems to
promote communication



MMRC EXPERIENCES

Good Communication



CHARACTERISTICS OF A GOOD TEAM

3. Personal rewards,
training and development
training and development
opportunities



MMRC EXPERIENCES

Training and Development



CHARACTERISTICS OF A GOOD TEAM

4. Appropriate resources and procedures

Structures ensuring that
appropriate
procedures are in place to
uphold the
the vision of the service



The Brain Team Clinical Pathway

Week 1

- Initial Assessment to classify patient category into Group 1, 2, or 3.
- Detail assessment by different team members.
- Orientation class (stress family involvement during rehabilitation and L.O.S. for different group of patients).
- Start daily training.

Week 2 - 3

Group 1

- Precise training program to help patient to return to community, work and premorbid life role.

Group 2

- Comprehensive rehabilitation program
- Target to maximize cognitive, functional and physical level of clients.
- Assist patient and family to go through the adjustment process.
- Maximize home and community reintegration.
- Family educational series.

Group 3

- Services provided in Group 2.
- Early family arrangement.
- Caring skill transfer to main carer.
- Home leave transitional period.
- Community resources exploration.

Week 4 - 8

Week 9 - 13

Discharge from In-patient

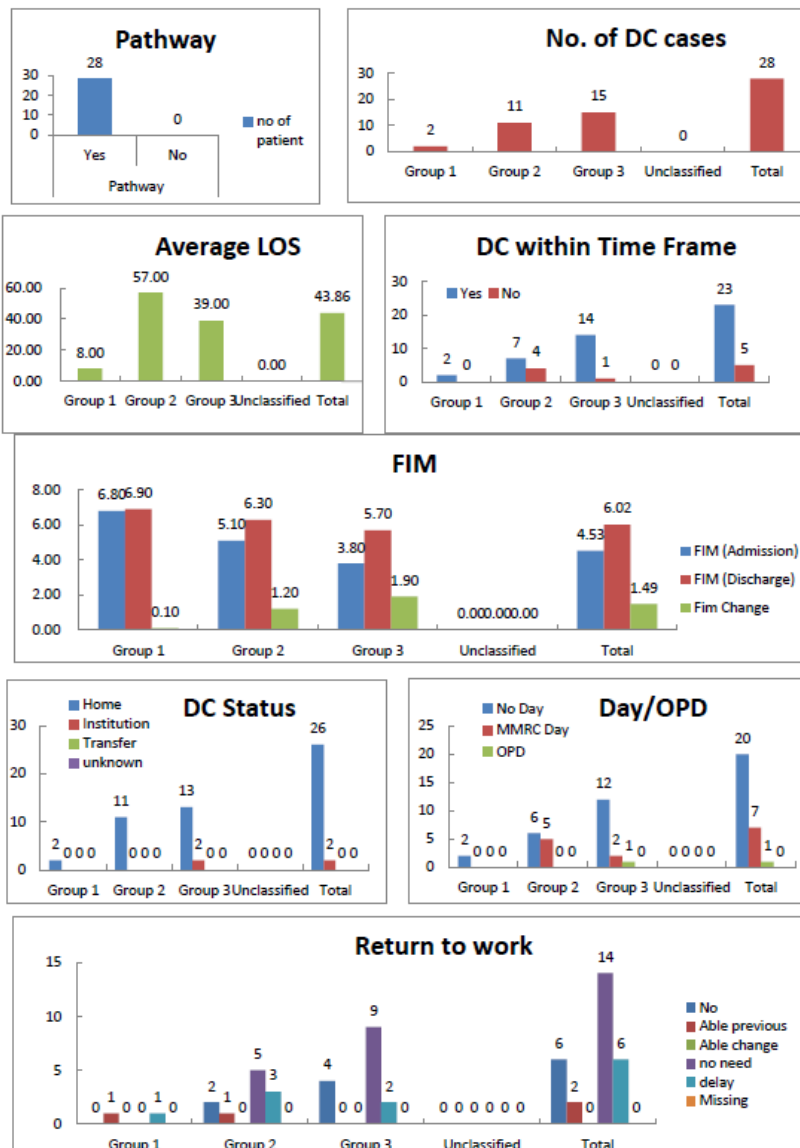
Extended Care Service

Day Patient Training Phase

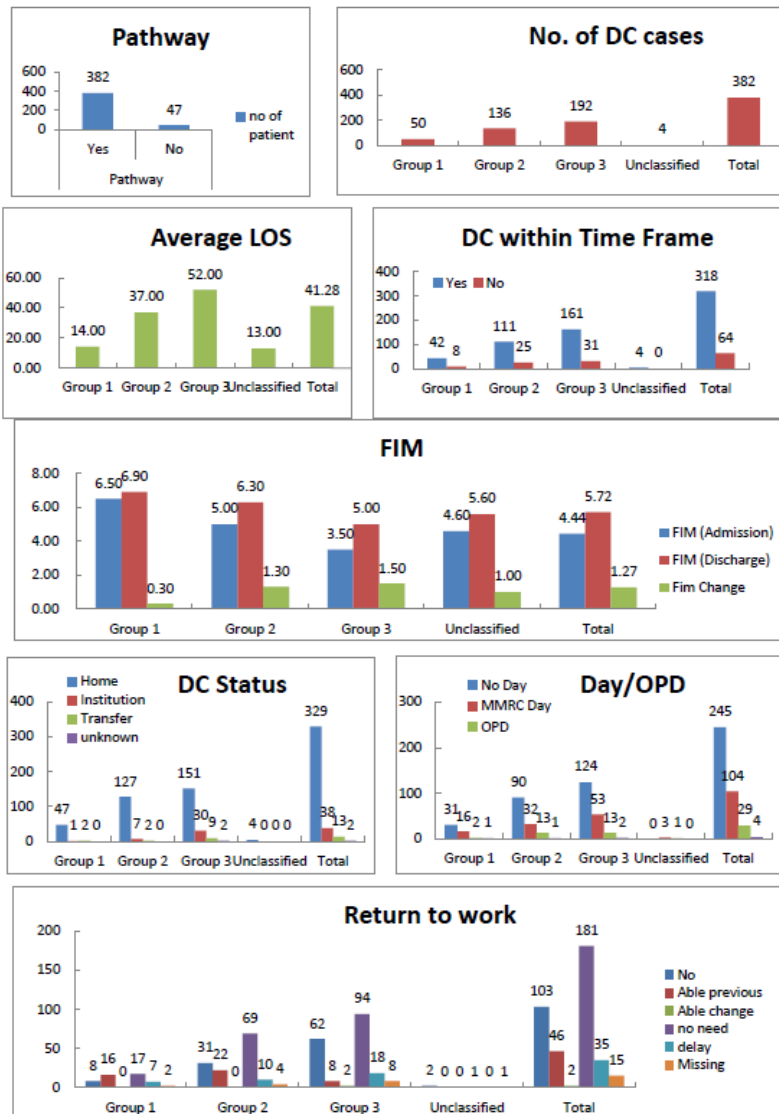
NS FU Clinic

Discharge from M.M.R.C.

Time Period = Apr 2014 to Jun 2014 (Quarter_All)
 Total no of neuro cases = 28 unclassified = 0



Time Period = Apr 2010 to Jun 2014 (Pathway_All)
 Total no of neuro cases = 429 unclassified = 4



CHARACTERISTICS OF A GOOD TEAM

5. Appropriate skill mix

sufficient skills,
competencies mix, balance
of personalities to make a
full complement of staff



MMRC EXPERIENCES

Appropriate skill mix



CHARACTERISTICS OF A GOOD TEAM

6. Climate

Team culture of trust, valuing contributions, nurturing consensus, need to create an interprofessional atmosphere



MMRC EXPERIENCES

Climate



CHARACTERISTICS OF A GOOD TEAM

7. Individual characteristics

Interdisciplinary competencies

Team functioning,

Collaborative leadership,

Communication

Sufficient professional
knowledge and experience



MMRC EXPERIENCES

Individual characteristics



CHARACTERISTICS OF A GOOD TEAM

8. Clarity of vision

having a clear set of values that
drive the direction of the service
and the
care provided, portraying a
uniform and
consistent external image



MMRC EXPERIENCES

Vision



CHARACTERISTICS OF A GOOD TEAM

9. Quality and outcomes of care
patient-centered focus, outcomes
and satisfaction, encouraging
feedback, capturing and recording
evidence of the effectiveness of
care and using that as part of a
feedback cycle to improve care



MMRC EXPERIENCES

Quality and outcomes of care



CHARACTERISTICS OF A GOOD TEAM

10. Respecting and understanding roles
sharing power, joint
working , autonomy



MMRC EXPERIENCES

Respecting and understanding



CONCLUSION

- Patient centered
- Good communication
- Mutual respect



CONCLUSION

