



Winnipeg Regional
Health Authority
Caring for Health

Office régional de la
santé de Winnipeg
À l'écoute de notre santé

collaborate



Better health for all



COMPETENCY 2: Role Clarification

What is it role clarification?

When creating their own roles, health providers/students also consider the roles of others as part of the larger healthcare team. Along with understanding and describing their own roles, health providers/students are able to describe the roles of other health providers.

This understanding helps avoid duplication and gaps in service. In turn this improves team work, frees time for health providers/students to work to their full scope of practice and ensures more effective planning, implementation and evaluation of services.



How does it work?

Health providers/students recognize and respect the roles, responsibilities and competencies of all other healthcare team members. They:

- respect the cultures of their community
- use appropriate language to communicate their roles, knowledge, skills and attitudes
- consult with others in appropriate ways to access their skills and knowledge
- build professional and interprofessional competencies and roles into service delivery

ROLE CLARIFICATION IN ACTION

Following a serious road accident, several injured people are rushed to the emergency department (ED). The ambulance team has provided paramedical services, and now the ED team takes their reports and continues care. Injuries are severe, fatalities have occurred and the ED team is working at full capacity to manage the crisis. Physicians, physician assistants, nurses, nurse practitioners, health care aides, social workers, and spiritual care providers all need to be involved. Each team member must communicate effectively throughout the crisis while understanding how their roles complement one another or overlap. For example, the social worker will need to collaborate with the spiritual care provider throughout the emergency stay so that the best possible treatment and support is provided.

Outcome

Where are knowledge and skills unique and where are they shared? Health providers/students use this information to design and implement health-care plans that best meet the people's needs, maximize each health provider's/student's time and distribute the workload more appropriately among team members. The result is better health for all.

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