



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 3: Team Functioning

What is team functioning?

It starts with the belief that whether a team is formal or informal, there is an opportunity for health providers/students to work together in a way that ultimately benefits the patients/clients/residents they care for.

How does it work?

Health providers/students develop teams by: establishing and maintaining effective working relationships with everyone on the team applying team practice processes to informal working groups as well understanding the process and dynamics of team development

Team activity

- Health providers/students foster team activity by:
- being mindful of the impact of their role and actions on fellow team members
- continuously reflecting on how to improve their roles and actions within the team
- participating in the decision-making process and being inclusive in that process
 - knowing and respecting one another's expertise and working together
- honouring team ethics – including confidentiality, resource allocation, and professionalism
 - encouraging the patient/client/resident they're caring for to participate
- adjusting healthcare plans and services as needed based on clear and frequent communication



Application and integration

Health providers/students value and practice trust, mutual respect, availability, open communication and attentive listening. They promote safe and effective working relationships with every member of the health-care team to ensure the people they serve receive maximum benefit from the team's collective expertise.

TEAM FUNCTIONING IN ACTION

When a person is diagnosed with cancer, he meets with a surgeon. The surgeon explains the person's treatment, answers his questions and provides booklets with further information and resources. The person understands the referrals that follow to the medical and radiation oncologists, who read the information inputted by the pathologist and consult with each other to further refine the course of treatment. The person understands that other key members of his health-care team will include nurses, radiologists and radiation therapists. All providers work to their full scope of practice and communicate regularly with one another and the person in their care.

Throughout treatment, the entire health-care team treat him with dignity and respect and answer his questions. The person feels supported, trusts his health-care team and he receives the best possible care and outcome.

Outcome

Health providers/students are empowered to work to their full scope of practice, the person feels he is informed and part of the team, which results in better quality of care.

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