# Interprofessional Team Demonstration Initiative

# Call for Expression of Interest

# January 2015

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***Primary care is the foundation of the health care system***
***and a priority for Manitobans.***

**Summary of Expression of Interest for Interprofessional Collaborative Teams**

Manitoba Health in partnership with the regional health authorities wishes to support fee-for-service practices to enhance access to primary care for Manitobans through the introduction of interprofessional collaborative teams. Funding is being provided for selected fee-for-service clinics to demonstrate and learn from the incorporation of a team member such as a nurse, physician assistant or an allied health provider into an interprofessional team within the principles of collaborative care. This Expression of Interest (EOI) is for clinics who are interested in participating in this initiative and who would like to have a dedicated provider join their practice. Clinics who agree to participate are also committing to partnering with the RHA in the development of My Health Teams (formerly called Primary Care Networks), which will support practices in sharing resources across multiple clinics.

A key objective is to increase the number of Manitobans who have a family physician (Primary Care Home) through partnerships and interprofessional teams functioning within a collaborative care environment. The development of collaborative interprofessional teams is one of the strategic actions intended to support the broader goals of primary care renewal.

The interprofessional provider will work within the fee for service practice, but will be an employee of the RHA, which will pay salary and benefits. The practice will receive an annual contribution toward overhead and supervision costs, as outlined in an Interprofessional Team Demonstration Initiative Agreement. The WRHA Family Medicine/Primary Care program is willing to support practices with the completion of the application process, and answering any questions that arise. Please contact Sylvie Pelletier (contact information below) if assistance is required.

This initiative began in the spring of 2013. There is capacity to expand this opportunity to several additional practices who wish to obtain a provider and join the My Health Team (MyHT).

**Interprofessional Teams Supporting My Health Team Development**

The development of interprofessional teams is a core component of Manitoba Health's Primary Care Renewal strategy. Interprofessional teams can be designed to increase patient access to the care they need when they need it. The College of Family Physicians supports interprofessional collaborative team based care as one way to ensure comprehensive patient-centred continuity of care[1].

[1] College of Family Physicians of Canada. (2011). *A vision for Canada. Family practice, the patient's medical home.* Retrieved from www.cfpc.ca/uploadedFiles/.../PMH_A_**Vision**_for_Canada.pdf

Collaborative practice encompasses active communication and integrated decision making/care planning among an interprofessional team. It involves developing working relationships that acknowledge the important role of each team member in contributing to comprehensive patient-centred care. Through collaborative work all team members have the opportunity to learn new skills and approaches to care.

Some of the benefits for patients can include:

- Patients can more easily access care when they need it
- Patient safety
- Reduction in hospital admissions and lengths of stay
- Patient involvement in learning to manage their own health care.

Benefits for providers and practices can include:

- Workplace and provider satisfaction
- Support of a team to provide a variety of care needs, such as prevention, education, screening, nutrition counseling, mental health care, patient self-management, immunizations, home visits, and chronic disease monitoring
- Opportunity to focus on providing services that are uniquely in their expertise
- Opportunity to understand the benefits (financial, care and personal) of working with other health professionals

**My Health Teams**

A strategic action aligned with the development of interprofessional teams in fee for service practices is the creation of My Health Teams. MyHTs are a provincial strategy to achieve the vision that all Manitobans will have access to quality primary care. A MyHT is a network collaborative of family physicians and other health care providers working together in innovative ways to provide care for their patient population. The goals of MyHTs include:

- Improving **access** to primary care for all Manitobans.
- Demonstrating **quality** and **safety** in Primary Care.
- Increasing the focus on the patient and **patient-centred** primary care.
- Connecting care providers within and across geographic boundaries to provide **seamless transitions** in care.

Within Winnipeg, 6 MyHTs are currently under development. For additional information please visit http://www.gov.mb.ca/health/primarycare/pcn/index.html

### 2.1. Schedule

| Event | Date |
|---|---|
| Issue Call for Expression of Interest | Monday, January 26, 2015 |
| EOI Submission deadline | Friday, February 20, 2015 |
| EOI Submission Evaluations Completed | Friday, March 13, 2015 |

### 2.2. EOI Information

A list of FAQs are attached to this EOI and are also available at:
http://www.wrha.mb.ca/professionals/familyphysicians/index.php

All interested applicants with questions about the EOI process, or who require assistance with the completion of the application, are invited to contact Sylvie Pelletier, WRHA, spelletier@wrha.mb.ca, 204-940-8567.

### 2.3. EOI Submission

All completed EOI submissions must be received by 4:00pm on **Friday, February 20, 2015**.

*****Only applications that are filled out in their entirety will be considered.***

Completed EOIs can be couriered or emailed to:

Sylvie Pelletier
Family Medicine/Primary Care, WRHA
5th Floor, 496 Hargrave Street
Winnipeg, MB R3A 0X7
spelletier@wrha.mb.ca

### 3.1. Selection Process

1. Clinics submit proposals to the WRHA in response to this EOI.

2. All proposals will be reviewed and evaluated by a selection team, according to the criteria listed in section 4.

3. Decisions will be communicated to each applicant following the selection completion date referenced in section 2.1.

### 3.2. Submission Review

Expressions of Interest for this phase will be reviewed by a selection team. Only fully completed submissions will be reviewed. All considered applications must first meet the mandatory requirements as outlined in section 4 in order to proceed to the selection process.

Those applications meeting the mandatory requirements will be evaluated based on the sections outlined in the EOI application.

As part of the selection process, the WRHA and Manitoba Health may request interviews or consultations with the applicants. Applicants should clearly indicate the contact information for an individual(s) who will be available to answer questions about the proposal.

All clinics will be notified once applicants have been selected.

Mandatory selection criteria:

1. Interested applicants must be practicing in a group of 2 or more physicians at the same clinic. Family physicians participating in the agreement must have been practicing at the clinic in question for a minimum of 12 months, or have a minimum panel size of 950 (based on 1.0 full FTE).

2. Willingness to actively partner with the RHA in development of a MyHT and willingness to sign the MyHT agreement.

3. Must be using a Manitoba-approved Electronic Medical Record (EMR) system for a minimum of 12 months.

4. Willingness to provide evaluation data to inform refinement of strategies regarding Interprofessional practice, including measurement of attached patients, access and quality impacts.

5. Willingness to apply the principles of collaborative care[2] and open to participating in interprofessional training to support the introduction of new team members and overall team functioning.

6. Willingness to explore a variety of office efficiency practices to support enhanced access (e.g. quality improvement, Lean Six Sigma, advanced access).

7. Must have adequate space to support an Inter-professional team member.

[2] http://www.wrha.mb.ca/professionals/collaborativecare/about.php

8. Willingness to work collaboratively with the enhanced provincial Family Doctor Finder.

Selection will take into account the need to support interprofessional team development in fee-for-service practices across the region, thus supporting patient access to primary care in all Winnipeg communities. Priority will be given to applicants who are geographically located in Winnipeg community areas where there are limited ITDI sites.

In situations where a participating clinic supports many family physicians, a maximum of 2 interprofessional providers per site is being observed.

Accepted and participating clinics must be willing to sign an Interprofessional Team Demonstration Initiative Agreement, which will be made available following the submission deadline. Because these are pilot arrangements exploring new forms of practice in Manitoba, intended to foster learning, the term of the agreement will be for three years, but there will be an option to renew upon agreement of all parties.

If you have questions or require further information, please contact Sylvie Pelletier, WRHA, spelletier@wrha.mb.ca, 204-940-8567.

**The deadline for submission is February 20, 2015.**

Send to attention:

Sylvie Pelletier
Family Medicine/Primary Care, WRHA
5th Floor, 496 Hargrave Street
Winnipeg, MB R3A 0X7
spelletier@wrha.mb.ca

***If you do not feel ready to submit a proposal, but are interested to explore this initiative further, you are invited to contact Sylvie Pelletier (contact information above), who will put you in touch with a member of the team who can answer your questions. We would be happy to meet with your clinic to explain the agreement in greater detail.***

# Expression of Interest Application for Interprofessional Team Development Funding

## *Section 1: Clinic Information*

1. **Name of Clinic** _____
2. **Address** _____

3. **Phone Number** _____
4. **Name of Electronic Medical Record** _____

   ☐ Currently Implemented (Date implemented _____)

5. **Clinic Manager /Lead/ or Primary Administrative Contact** _____

6. **Primary Physician Contact for the Expression of Interest** _____

7. **Total Number of Physicians currently working at clinic** _____

8. **Identify the type and number of all medical and interprofessional providers that are currently working in the practice, as well as all administrative and support staff.**

| Names *(please print)* | Provider Type/Position | hours/wk |
|---|---|---|
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9. **Please indicate which providers within this practice are willing to participate in this interprofessional team demonstration initiative.**

| Names *(please print)* | How long have they been practicing at this clinic? |
|---|---|
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10. **Please provide a description of your current patient population, including your panel size, patient demographics, their healthcare needs and the community that you primarily serve.**

## *Section 2: Commitment to Primary Care Renewal Strategies*

Please indicate your willingness to participate in each of the following strategies:

1. **Commitment to Objectives of this interprofessional team development initiative:**

- ☐ Will dedicate the new clinical capacity resulting from this program to accepting new patients into the group practice.
- ☐ Will work collaboratively with the Family Doctor Finder Program which will connect the practice with patients who are seeking a family physician (primary care home).
- ☐ Will apply the principles of collaborative care.

**2. Commitment to My Health Teams:**

- ☐ Will participate in the development of My Health Teams.

**3. Commitment to Research and Evaluation:**

- ☐ Will support quality improvement activities by sharing data and lessons learned with partners, peers and interested parties.
- ☐ Will participate in ongoing evaluation and measurement (e.g. provincially required data extracts, supervision logs, focus groups).

## *Section 3: Impact of Interprofessional Provider on Delivery of Care*

1. **Please describe how the introduction of an interprofessional team member will help your practice.**

2. **Please describe how you think the addition of an interprofessional team member can support your practice to accommodate new patients.**

***3.*** **Have you had experience working with other providers? *(e.g. nurses, dietitians, rehab, etc…)***

☐ **Yes**

☐ **No**

**If yes, please describe.**

***4.*** **What interprofessional practice support might your practice need to introduce a new team member? *(e.g. understanding of provider's full scope of practice capacity)***

**5.** **Are you able to accommodate the new team member within your existing space?**

## *Section 4: Past Experience/interest in working in partnership with RHA or MB Health to support interprofessional teams in fee for service.*

1. **Do you have any information that you would to add to your application for consideration? *(e.g. Past successes at your clinic; innovative practices; clinic team development, existing interprofessional resources)***