

Interprofessional Team Demonstration Initiative

Call for Expression of Interest

August 2020

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1. Introduction

***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 (RHA) wishes to support fee-for-service clinics to enhance access to primary care for Manitobans through the introduction of interprofessional collaborative teams. Funding for a dedicated staff member such as a nurse, physician assistant or an allied health provider is being provided for selected fee-for-service clinics to demonstrate and learn from the incorporation of a team member applying 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 provider join their practice. Clinics who agree to participate are also committing to partnering with the RHA in the development of My Health Teams which will support practices in sharing resources across multiple clinics.

A key objective is to increase the number of Manitobans who have a regular family physician or nurse practitioner (Primary Care Home) through partnerships and interprofessional teams functioning within a collaborative care environment. Collaborative care creates better health outcomes for patients and positively impacts experience and satisfaction with care. 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 clinic, but will be an employee of the RHA, which will pay salary and benefits. The clinic will receive an annual contribution toward overhead and supervision costs, as outlined in an Interprofessional Team Demonstration Initiative Agreement. The WRHA Primary Health Care program is willing to support practices with the completion of the application process and with the introduction of a new interprofessional team member to the practice, answering any questions that may arise. Please contact Sylvie Pelletier (contact information below) if assistance is required.

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

Interprofessional Collaborative Team Based Care

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 care¹.

https://patientsmedicalhome.ca/files/uploads/PMH_VISION2019_ENG_WEB_2.pdf

By participating in the initiative, fee-for-service clinics are expected to commit to an interprofessional *team capacity building* and *practice change* toward collaborative care which encompasses

- Active communication
- Integrated decision making/care planning
- A climate of trust and value within the clinic
- Developing working relationships
- Enhanced knowledge exchange.

Through collaborative work all team members have the opportunity to perform collectively while acknowledging the important role of each team member in contributing to comprehensive patient-centered 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 clinic 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, there are 6 MyHTs. For additional information please visit

<http://www.gov.mb.ca/health/primarycare/public/myhts/index.html?print>

2. General Instructions

2.1. Schedule

| Event | Date |
|---------------------------------------|----------------------------|
| Issue Call for Expression of Interest | August 7, 2020 |
| EOI Submission deadline | Friday, September 25, 2020 |
| EOI Submission Evaluations Completed | Friday, October 15, 2020 |

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

Applications may be submitted at any time between August 7 - September 25, 2020.

All completed EOI submissions **must be received by 5:00pm on Friday, September 25, 2020.**

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

Completed EOIs can be couriered or emailed to:

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

3. Selection of EOI Submissions

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.

4. Qualifying Criteria

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-time equivalent (FTE) in the primary care clinic.
2. Willingness to actively partner with the WRHA 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.²
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 care³ 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 Interprofessional team member.
8. Willingness to work collaboratively with the enhanced provincial Family Doctor Finder.

² The ITDI agreement requires that the clinician submit the Data Extract, which can only be done if your site is using an approved EMR. In the event that your clinic opts not to switch to a certified EMR, Manitoba Health will work with you to determine next steps with regards to your ITDI agreement.

³ <https://professionals.wrha.mb.ca/collaborative-care/>

Selection will take into account the need to support interprofessional team development in fee-for-service clinics 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 participating ITDI clinic sites.

In situations where a participating clinic supports many family physicians, a maximum of 3 interprofessional providers per site is being observed. An interprofessional provider will support no more than 5.0 FTE of physicians. This applies to larger clinics where there is more than a four to one (4:1) ratio of physicians practicing (or equivalent full time) per interprofessional provider.

5. Terms of Agreement

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 Friday, September 25, 2020 at 5:00pm.

Send Attention to:

Sylvie Pelletier
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.

10. Please indicate which physicians within this practice are willing to participate in this interprofessional team demonstration initiative.

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| Names <i>(please print)</i> |
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| How long have they been practicing at this clinic? |
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11. 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.

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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 join local MyHT and participate in the development of the local My Health Team.

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 deliver care to patients. Include how this will help your practice accommodate new patients.

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

No Yes If yes, please describe.

3. What training or other preparations have your clinic considered to date to support interprofessional practice and team development? (e.g. understanding scope of practice of other providers, understanding patient population characteristics, communicating with team members, etc.)

3.4 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.

**4.1 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)**