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| **Teamwork: Limerock Health System-**

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|  **Behavioral Health** |

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**Introduction**

While one may enjoy and appreciate amiable teamwork among health care colleagues, patients rely on the ability of the health care personnel to work together. Efficient and effective teamwork provides benefits for you, your peers and patients. The workplace becomes more enjoyable and productive when we are able to operate as a team, safety issues are reduced and retention rates increase. At the same time, patient care improves with seamless teamwork and this is what we desire at the end.

It is therefore and a noble idea to form a team in which we will work as a team to ensure we meet the standards that are required by the Joint Commission. This paper is about the formation of a committee to prepare for a re-accreditation visit by The Joint Commission at Limerock Health Care System.

**Benefits of Teamwork**

**Access to the Team’s Innovation Ideas**

Professionals learn from one another and from the examples different approaches provide. Team meetings foster development of new strategies, which is key to advancing everyone's knowledge, and lead to improved negotiation skills, which are essential in team decisions so each person can bargain for what he believes is important. During team care, one professional can teach another a new skill, which benefits both the learner and future patients. For example, a radiologist skilled in orthopedics can teach another technician the best way to position a person to scan a particular area of the body.

**Improved Employee Behavioral and Productivity**

Team members are more effective health care providers when they work together because they tend to learn more about what role each member plays. The University Of North Carolina School Of Medicine explains that your education teaches you about your special area of work but you often know little about what other providers bring to the complete treatment plans of patients. You need to understand the duties of each team member to work together effectively, increasing your own skills as duties often overlap. As part of the team, you come to understand and appreciate the roles of physicians, nurses, nursing assistants, social workers, physical therapists and administrators as you communicate and work together in the best interests of the patient.

**Shared Learning and Decision Making**

Employees share experiences that they have had in different fields of health care. They also help one another in making critical decisions. This way one can learn a lot of things all in a short time due to sharing. When doctors share ideas, patients benefit from a well-researched decision.

**Ownership and Responsibility**

Many of the duties and tasks of hospital personnel overlap. The team approach lightens the load for many of the providers who then don’t have to replicate the work of other team members. While doctors usually assume the final responsibility for patients’ treatment plans, a team approach allows other staff to take the lead when appropriate. A treatment plan may require final approval by the physician, but the primary duties of organizing the duties and follow-up care can be run by another member of the team.

**Structuring the Committee**

In this case of Limerock Health System, it is very important to have a committee that constitutes members of all the departments so as to ensure that all the departments are represented and decisions are reached in an inclusive manner. The team members will come from each of these departments:

* acute care facility,
* nursing home,
* ambulatory clinic, and
* behavioral health facility

Each department will produce two representatives who are majors in different fields and possess different skills and expertise. This will result in a committee of eight members. This committee will be further divided in two teams constituted of four members each. Each of the two teams must have at least one member from each department that will enable effective discussion and sharing. At the end, each team will bring its suggestions that will then be combined into one report that will address the requirements of The Joint Commission.

**Patient Safety and Satisfaction**

When coordination occurs among the health care staff in a hospital, better patient care results are seen. Multiple minds collaborating allow for the best problem solving and decision making, and communication between professionals can help prevent mistakes. Teamwork makes everyone accountable for the process and outcome of each patient case, and patients should be treated as part of the team so they become an empowered part of their own care. Staff can work together to handle procedures in a strategic workflow that saves everyone time and energy. Also, the patient is reassured by the presence of an entire team dedicated to the goal of producing the best outcome.

Patients are more satisfied with their care when health care professionals collaborate, researchers supported by the Canadian Health Services Research Foundation found. The health care team and the patients experience less stress when members of the team fulfill their duties, knowing their counterparts are working toward coordinated goals. When the roles are clear among team members, there is less confusion about patients’ treatment plans. At the same time, when communication is clear among the team, patients also experience greater clarity about their treatment and expected outcome.

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