



University college of Health Sciences

"Transforming dreams into reality"

**Challenges & Opportunities of being a
practice based Paramedic professional**

Mr. Madhav
Cath Lab Incharge
Sarvodaya Hospitals, Faridabad

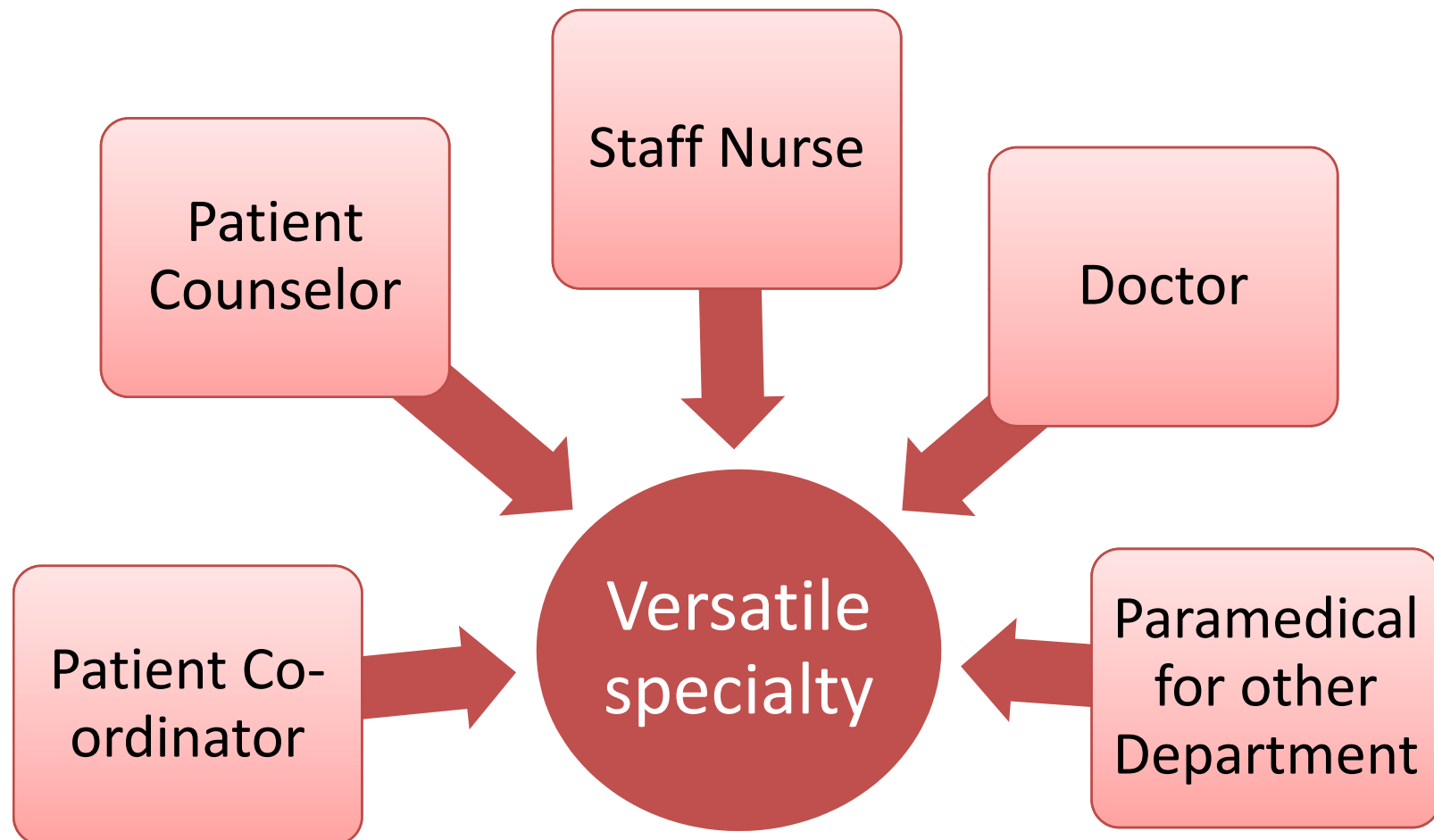
Paramedical Professionals



Not a Doctor, Not a Nursing staff, but a Trained & qualified assistance to Doctors.



Paramedical Professional



Why we should be versatile

- For ourselves - to show hospitals our competency & get good Salary
- For Hospitals - to fill the shortage of staff

Setting the Scene

Multiskilling can be described as:

- A form of flexible working in which employees are available to undertake a number of different jobs.
- Training individuals to undertake a variety of work tasks within the same organization. Multi-skilling is not synonymous with being a generalist. A multiskilled employee is expected to be competent in more than one function & might be considered a versatile specialist.
- The challenge is to combine flexibility with a set of core competencies. Specialist skills remain central to organizational & career success. But as the nature of work alters, the importance of functional flexibility is growing.

What's the Agenda

Demand

- Increasing patient & community expectations
- Ageing population
- Increasing prevalence of chronic Diseases

Supply

- Projected Staff Shortage
- Nurses - the single largest health care profession
 - Ageing of Nursing workers
 - Proportion of part time

Significant challenges for healthcare Industry

Vision for the Future



India will have a sustainable workforce that is knowledgeable, skilled & adaptable. The workforce will be distributed to achieve equitable health outcomes, suitably trained & competent. The work force will be valued & be able to work within a supportive environment & culture. It will provide safe, quality, preventive, curative and supportive care that is population & health consumer focused & capable of meeting the health needs of the Indian community.

Strategies Include

System oriented responses

- Innovation in workforce design
- Roles & relationship between roles

Education oriented responses

- Preparation of future health care workers



A workforce that can respond flexibly to changing client needs to ensure high quality Healthcare

Inter-professional Education (IPE)

- IPE can be defined as ‘occasions when two or more professions learn from, with & about each other to improve collaboration & the quality of care’.
- Not a new concept, but has taken on new importance within the current context of drivers for change, eg. multidisciplinary & multiskilled teams.
- Multiskilling – functional flexibility notion

Inter-professional Education (IPE)



Inter-professional education focuses on knowledge, skills & attitudes required for collaborative practice, eg.

- Roles & responsibilities of different professionals
- Working with other professions to effect change & resolve conflict in the provision of care & treatment
- Working with other to assess, plan, provide & review care for individual patients
- Facilitating interprofessional case conferences, team meeting etc.
- Entering into interdependent relations with other professions



- Integrative problem solving
- Collaborative practice
- Innovation in the workplace

Inter-professional Education (IPE)

Issue being raised.....

- Requires the identification of inter-professional competencies, preparation of effective educators, & implementation within curricula at undergraduate, postgraduate & clinical education levels
- Concerns that an emphasis on inter-professionalism may 'water down'/erode the essence/ value of discipline – specific contributions to health care
- Apparent lack of systematic evidence of the effectiveness of IPE
- Student satisfaction 'Vs' performance outcomes
- Cross sectional 'Vs' longitudinal research

Inter-professional Education (IPE)

☐ IPE initiative include:

■ Curriculum related

- development of care units/ subjects within undergraduate degrees
- development of targeted IPE modules, eg. multidisciplinary teamwork
- IPE clinical placement programs, especially in rural settings

■ Extra- curricular

- Health Fusion Team Challenges

☐ Important implications for clinical education & clinical practice, including inter-professional competencies.

Inter-professional Competencies

Health professional Competencies

- Profession specific
- Core & common workforce competencies

Particularly important is the introduction of a competency – based framework. Competencies are what a person needs to do & to know to carry out a particular job role or function. A competency framework would allow for a variety of entry points into health care careers , recognize prior learning & **foster more flexible multidisciplinary training** across undergraduate programs.

Inter-professional Competencies

Expected benefits of a shared, principles-based competency framework:

- Revitalization of workforce models
- Job enhancement
- Delivery of safe, effective care
- Improved education & training pathways

Generic capabilities/Employability skills

- | | |
|---|--|
| <ul style="list-style-type: none">➤ Knowledge & skills pertinent to a discipline /professional area➤ Critical, creative & analytical thinking, & effective problem solving➤ Effective communication➤ Capacity of life long learning➤ Ability to work independently & collaboratively➤ Social & ethical responsibility➤ Self reliance & leadership | <ul style="list-style-type: none">➤ Communication skills➤ Teamwork skills➤ Problem solving skills➤ Self-management skills➤ Planning & organizing skills➤ Technology skills➤ Life-long learning skills➤ Initiative & enterprise skills |
|---|--|

Challenges to change.....

- Professional demarcation, mirrored in professional differentiation through training.
- Accreditation & professional registration requirements which leads to specialization of functions & impede collaboration & multidisciplinary team work.
- Entrenched cultural resistance to change & innovation as well as a high & low work status distinction preserved through workplace practices & hierarchical roles in health services which greatly reduce flexibility & productivity.

In conclusion

- ✓ Currently great movement for change
- ✓ Bilateral action the key to creating innovative solutions
 - Think 'outside' traditional work roles & ways of working to maximize staff contribution to patient care
 - Think 'beyond' traditional education structures & pedagogies.
- ✓ 'Being' the change in our respective 'jurisdiction'.

