

MULTI-DISCIPLINARY TEAMWORKING

/definition/

an approach that addresses the different needs of clients using an ecological framework that places clients at the centre of the services/interventions

Details can be found in the Multi-Disciplinary Teamworking SOP

7 Good to Have Skills for Multidisciplinary Teamwork

- Interpersonal skills
- Case assessment, treatment/interventions and case/care management
- Collaborative working/ working in partnership
- Facilitation
- Negotiation
- Reflective practice



1 Benefits of multidisciplinary teamworking

- Professionals being on the same page, having the "big picture" on the client/family's level of functioning and bringing in the services needed in a coordinated manner.
- Holistic service that focuses on the various (often interrelated) needs of the client/family
- Positive impact on direction of case and client outcome



6 Record Keeping and Follow up

- Brief and concise notes to include
- decisions made and underlying rationale
 - case plans and time frame
 - respective roles of members

Notes should be disseminated to all members for reference and follow-up

Philosophy and value of multidisciplinary teamworking and approach

2 Getting Started with Shared Vision, Goals and Values

Broad framework/ principles for case interventions/ treatment

- Agreed purpose and values to include:
- Putting client at the centre of our work
 - Respect for diversity (different training, skills and perspectives of team members) and openness to learn from one another
 - Maintain confidentiality of client information



3 Structuring Multidisciplinary Team Meeting

- Consider:
- Roles/functions and responsibilities
 - Core disciplines in forming team
 - Involvement of client/family
 - Frequency of case conferences and timelines eg. in notifying team members of meeting and in circulating social/ review reports



5 Making Decisions & Managing Conflicts

Decision making principles

- Team members have equal weight in decision making. Decision making not based on hierarchy or perceived superiority of a profession or professional
- All can optimally contribute from their respective professional knowledge and skills base

Mechanisms for conflict resolution

- Structure/processes for raising issues for resolution at a senior level, out of the meeting.
- Have clear role definition and expectations

4 Managing Multidisciplinary Team Meeting

- Assign a Chair/ facilitator
- Structure meeting so as to enable information flow
- Introduce members and their roles
- Establish goals and outcomes
- Summarise key finds and assessment
- Formulate integrated case/ care plan
- Identify lead professional to co-ordinate case plans