

Description of Eastern Health's Professional Practice Model

The model for professional practice for Eastern Health consists of five (5) dimensions which reflect the vision and values for health professionals practicing within a professional practice environment. The ultimate goal of the professional practice model is to guide and support health professionals of Eastern Health in the delivery of safe, competent, quality care and service.

The center of the model or **first dimension** - "Healthy People, Healthy Communities" is the vision for Eastern Health. It represents Eastern Health's relationship with individuals, families and communities across the continuum of care and throughout the lifespan; respecting and recognizing their unique cultural, spiritual and psychosocial needs. Health is defined by the World Health Organization (WHO) as "a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity." Eastern Health believes individuals have an important role to play in promoting their own health and wellbeing, as well as the health of their families and communities.

The **second dimension** identifies the essential components of a "profession" 1) Standards of Practice, 2) Code of Ethics, 3) Scope of Practice.

The **third dimension** consists of the six (6) key principles which Eastern Health believes are essential for a professional practice environment. They are: competence, autonomy, collaboration, advocacy, leadership, and accountability. These principles reflect the essential attributes that must be fostered in the professional practice environment .

The **fourth dimension** is the novice to expert continuum. It represents the continuous learning that occurs as health professionals develop and strengthen competence and expertise in practice settings. The novice to expert continuum fosters lifelong learning which is essential for the development of the professional. This process ultimately leads to enhanced delivery of quality care and service.

The **fifth dimension** represents the environment of professional practice - care and service delivery, research and education. Care and service delivery focuses on excellence in all practice settings. Education represents a commitment to ongoing professional education within all disciplines. Research represents a commitment to innovation, change and excellence in practice.

Principles

Accountability - Health professionals are responsible for their judgments, intentions and actions in the course of their practice. Accountability is determined by regulation, legislation, policy and/or by professional standards and Codes of Ethics. Professionals are accountable to themselves, to their profession, to the organization and to the public.

Competency - Health professionals possess and apply their knowledge, skills and judgment in order to perform competently within the practice environment. Health professionals engage in continuous learning to facilitate best practices and participate in competency evaluation.

Advocacy - Health professionals advocate both formally and informally with, and on behalf of, individuals, families, communities, colleagues and their professions. Advocacy requires innovation, determination, objectivity, commitment and an awareness of current trends and resources.

Autonomy - Health professionals are self-directed in their practice, and make informed decisions regarding individuals, families and communities within their scope of practice. Health professionals make decisions in adherence to legislation, organizational policies, Codes of Ethics and Standards of Practice.

Collaboration - Health professionals integrate their distinct skills and knowledge with health professionals, other individuals, families, communities and academic partners to achieve quality care and service. A collaborative approach to practice requires respect, interprofessional communication, information sharing and consensus building across the continuum.

Leadership - Health professionals demonstrate formal and informal leadership by motivating, influencing and inspiring others to contribute to a delivery of quality care and service. Leaders act as change agents and innovators, and contribute to successful outcomes at all levels. Leadership positively influences the growth and development of others and of the profession.

Environment

Care and Service Delivery - Care and service delivery are based on best practice, informed decision making, and ongoing evaluation. They are guided by a commitment to work collaboratively with the interprofessional team, individuals, families and communities. To respond appropriately to an ever-changing healthcare environment, the health professional must be a critical thinker, reflective practitioner, and effective change agent.

Education - Education signifies the health professional's commitment to continuous learning. Health professionals participate in the professional development of themselves, their colleagues, and their profession; particularly in the areas of student education, orientation, mentoring, preceptorship and continuing education. Sharing of knowledge and expertise promotes the ongoing cycle from novice to expert.

Research - Research generates new knowledge and requires the integration of learning and experience with evidence-informed research findings. The fostering of a culture of inquiry leads to knowledge transfer, informed decision making, best practices, and improved care outcomes.