

Navigating New Horizons: Naturopathic Doctors in Team-based Primary Care

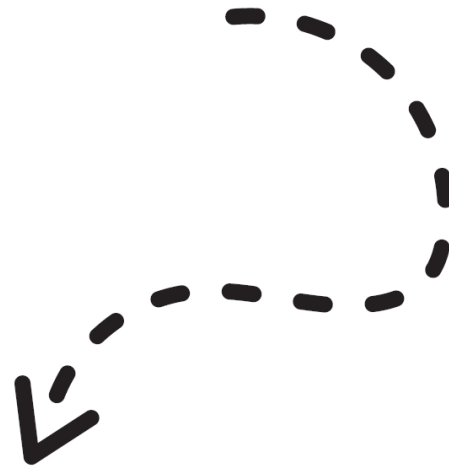
Dr. Greg Nasmith MA, ND (Inactive)

Learning Objectives

- ▶ **Participants will be able to:**
- ▶ Outline interprofessional competencies for healthcare providers.
- ▶ Describe the naturopathic profession's involvement in a national project to advance team-based primary care.
- ▶ Apply interprofessional competencies to the naturopathic context.
- ▶ Develop basic strategies for advancing interprofessional collaboration.

My background

- ▶ Academic background in humanities (BAH, MA)
- ▶ Worked in academic family medicine (University of Toronto, College of Family Physicians of Canada)
- ▶ CCNM (Toronto) graduate (2019), Clinical Resident (2019-2021), Faculty and Clinic Supervisor (2021-2023)
- ▶ Currently working at University of Ottawa's Department of Family Medicine



Conflicts of Interest

- ▶ No conflicts of interest to declare
- ▶ Disclaimer: Not representing CCNM, CAND, or University of Ottawa's Department of Family Medicine

Outline

- ▶ The Current Context: Crises and opportunities
- ▶ NDs and the Team Primary Care Project
- ▶ Using an Interprofessional Competency Framework
- ▶ Lessons Learned and Looking Ahead

Overlapping Health Crises

- ▶ Shortage of primary care providers, particularly family doctors
 - ▶ >6 million people in Canada without a family doctor
 - ▶ ~2.5 million people in Ontario without a family doctor
- ▶ Increasing wait times for many specialist referrals
- ▶ Limited access to mental health services
- ▶ Aging population

Overlapping Health Crises

- ▶ COVID-19 pandemic
- ▶ Climate crisis
- ▶ Affordability crisis
- ▶ Dominant model of healthcare (curative, procedural, fee for service)
- ▶ Diminished access and health outcomes already facing marginalized communities
 - ▶ BIPOC, 2SLGBTQIA, rural and remote communities

Primary Healthcare Crises

- ▶ Steven Lewis: Health Policy Analyst, Adjunct Professor at Simon Fraser University
- ▶ Speaking at the Team Primary Care Summit 2024



<https://www.teamprimarycare.ca/summit-2024>



Poll:

In the past 1-2 years, my practice has seen a significant increase in new 'unattached' primary care patients

- ▶ Strongly agree
- ▶ Somewhat agree
- ▶ Neither agree nor disagree
- ▶ Somewhat disagree
- ▶ Strongly disagree

PollEv.com/gregsmith676

The background features abstract, overlapping green geometric shapes, primarily triangles and polygons, in various shades of green, creating a modern and dynamic visual effect.

Opportunities: What can NDs do?

Inclusion of Naturopaths in Northern Ontario Primary Care: A Proposed Solution for The Health Human Resources Shortage

Jessica Carfagnini,¹ HBA, ND, Alexis Harvey,¹ BS, BA, Monique Lizon,¹ MSc OT, OT Reg. (Ont.), and Johanne McCarthy,² BA, MA, ND

> Glob Adv Health Med. 2022 Feb 22:11:2164957X221079787. doi: 10.1177/2164957X221079787.
eCollection 2022.

Naturopathic Doctors: An Underutilized Resource of Whole Health Delivery in Primary Care

Adam Sadowski¹, Luciano Garofalo², Alanna Welsh³, Ryan Bradley^{1 4}

Naturopathy as a Model of Prevention-Oriented, Patient-Centered Primary Care: A Disruptive Innovation in Health Care

by Ryan Bradley^{1,2,3,*} ✉, Joanna Harnett^{3,4} ✉, Kieran Cooley^{3,5,6} ✉, Erica McIntyre³ ✉ , Joshua Goldenberg^{1,3} ✉  and Jon Adams³ ✉

Team Primary Care - Training for Transformation Initiative



Team Primary Care - Training for Transformation Initiative

- ▶ College of Family Physicians of Canada (CFPC) and Canadian Health Workforce Network (CHWN)
- ▶ Funded by Employment and Social Development Canada (\$45m)
- ▶ **Goal: Improve access to care by supporting the training of team-based comprehensive primary care among health care practitioners**
- ▶ Focus on pre and post-licensure education
- ▶ Over 20 primary care disciplines involved, 35+ research projects
- ▶ Website: <https://www.teamprimarycare.ca>

Healthcare Providers Involved

- ▶ Chiropractors
- ▶ Clinical Assistants
- ▶ Community Health Workers
- ▶ Dietitians
- ▶ Family Physicians
- ▶ Family Practice Nurses
- ▶ Family Practice Pharmacists
- ▶ Indigenous Healers
- ▶ Massage Therapists
- ▶ Midwives
- ▶ Medical Radiation Technologists
- ▶ Medical Laboratory Technologists
- ▶ Naturopathic Doctors
- ▶ Nurse Practitioners
- ▶ Occupational Therapists
- ▶ Optometrists
- ▶ Oral Health Practitioners
- ▶ Paramedics
- ▶ Physician Assistants
- ▶ Physiotherapists
- ▶ Psychologists
- ▶ Speech-language Pathologists & Audiologists
- ▶ Social workers
- ▶ Respiration Therapists

Primary Care

- ▶ What is Primary healthcare?
 - ▶ **First Contact** - where a patient chooses to go first for their care
 - ▶ **Comprehensive care** - resolve 80% of health concerns
 - ▶ **Continuity of care** - across the lifecycle
 - ▶ **Coordination of care** - manages referrals to other levels of care

Primary Care Teams

- ▶ One profession alone doesn't need to be responsible for all aspects of primary care (and arguably shouldn't)
- ▶ Team Primary Care initiatives in Ontario around since the early 2000's
- ▶ Renewed momentum/consensus for team-based healthcare

What is Team-based Primary Care?

“the provision of **whole-person, integrated**, accessible & equitable health care by interprofessional teams that are accountable for addressing the majority of an individual’s **health and wellness** needs across settings and through **sustained relationships** with patients, families and communities.”

- ▶ Implementing high-quality primary care. National Academics. 2021.
<https://www.nationalacademies.org/our-work/implementing-high-quality-primary-care>

Naturopathic Involvement in TPC project

- ▶ CCNM invited to join Team Primary Care Collaborative Table
- ▶ **Task:** identify domains and activities of primary care where NDs could contribute to a comprehensive team primary care context
- ▶ My role: consultant
- ▶ CCNM and CAND convened national working group
- ▶ Documents under development, will be available publicly

Key Questions Arising from this Work

- ▶ How do we define a profession as broad as naturopathic medicine?
 - ▶ Inter-jurisdictional differences
 - ▶ Variety of modalities
 - ▶ Diverse/diverging worldviews
- ▶ How do we communicate this identity effectively to other health providers?
- ▶ How do we best position ourselves in light of the healthcare crisis?
- ▶ Are we risking compromising our professional identity in this process?

???

Using an interprofessional competency framework as a foundation for collaboration





Poll:

What kinds of healthcare providers
do you work with on a regular basis?

Interprofessional Collaboration and Education

- ▶ “Interprofessional education (IPE): Students from various professions learn together as a team. Their collaborative interaction is characterized by the integration and modification of different professions' contributions in light of input from other professions.”
- ▶ [Centre for Advancing Collaborative Healthcare and Education \(CACHE\)](#)

Interprofessionalism

- Evidence is growing but not definitive

► [J Interprof Care](#). 2021 Jul-Aug;35(4):612-621. doi: 10.1080/13561820.2019.1697214.

Epub 2019 Dec 21.

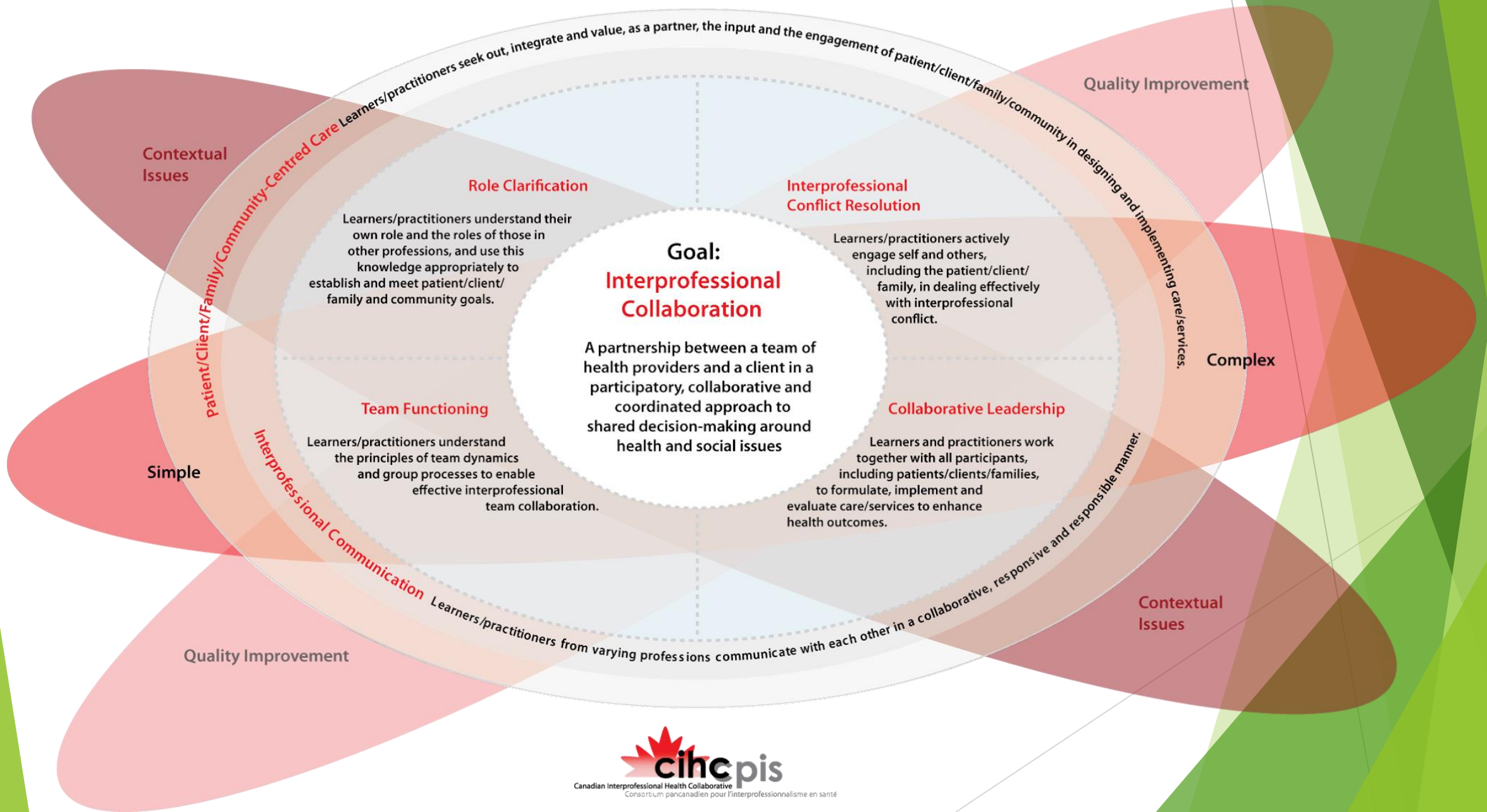
Interprofessional education and collaboration among healthcare students and professionals: a systematic review and call for action

- More research needed broadly and in the naturopathic context

Interprofessionalism

- ▶ A note on nomenclature
 - ▶ Many individuals involved in healthcare are not designated as “health professionals”
 - ▶ Patients, a myriad of staff (orderlies, community health workers, administrators, caregivers, etc.)

National Interprofessional Competency Framework





Goal: **Interprofessional Collaboration**

A partnership between a team of health providers and a client in a participatory, collaborative and coordinated approach to shared decision-making around health and social issues

Interprofessional Competency Framework

- ▶ Canadian Interprofessional Health Collaborative (CIHC)(2010):
 - ▶ **Role Clarification**
 - ▶ Team functioning
 - ▶ **Interprofessional Communication**
 - ▶ **Patient/Client/Family/Community-Centred Care**
 - ▶ Collaborative leadership
 - ▶ Interprofessional Conflict Resolution

IP Competencies

Role Clarification

- ▶ Learners/practitioners understand their own role and the roles of those in other professions and use this knowledge appropriately to establish and achieve patient/client/family and community goals.

Team Functioning

- ▶ Learners/practitioners understand the principles of team work dynamics and group/team processes to enable effective interprofessional collaboration.

IP Competencies

Interprofessional Communication

- ▶ Learners/practitioners from different professions communicate with each other in a collaborative, responsive and responsible manner.

Patient/Client/Family/Community-Centred Care

- ▶ Learners/practitioners seek out, integrate and value, as a partner, the input, and the engagement of the patient/client/family/community in designing and implementing care/services.

IP Competencies

► Collaborative Leadership

- learners/practitioners understand and can apply leadership principles that support a collaborative practice model
- shared decision-making as well as leadership but it also
- implies continued individual accountability for one's own actions, responsibilities and roles as explicitly defined within one's professional/disciplinary scope of practice.

► Interprofessional Conflict Resolution

- learners/practitioners actively engage self and others, including the client/patient/family, in positively and constructively addressing disagreements as they arise

Applying an interprofessional competency framework



Applying Interprofessional Competencies

Role clarification

1. Clearly define role and scope *within a team*
2. Use language that can be understood by other providers
3. Understand other providers' roles, scope, and value
4. Avoid making comparisons to other providers

Applying Interprofessional Competencies

Interprofessional Communication

1. Communicate!
2. Consider your audience
3. Embrace respect and humility
4. Consider how you communicate with patients and the community

Applying Interprofessional Competencies

Patient/Family/Community Centered Care

- ▶ Make quality care and improved health and wellness the focus

Lessons Learned from the Team Primary Care Work



Key Takeaways from the Team Primary Care Project

- ▶ This is a first step in developing more formalized IP activities
- ▶ Considering our identity in a PC team vs. as solo practitioners
- ▶ Framing our roles: what is overlapping and what is unique
- ▶ Identifying entry to practice roles vs. those requiring additional training
- ▶ Accounting for jurisdictional differences
- ▶ Couching our domains of care within a broader naturopathic philosophy

Challenges

- ▶ Lack of standardized IPE
- ▶ Healthcare funding model
- ▶ History of professional marginalization
- ▶ Philosophical differences and professional biases



Looking Ahead: Next steps



February 2024



TeamPrimaryCare.ca

Call to Action

Our Collective Duty to Act

The Primary Care Vision for Canada

An integrated health care system in which every individual receives equitable, high-quality, comprehensive care from a well-trained, well-supported, and optimally utilized primary care team.

THE CALL:

We urge all levels of governments to ensure that investments used for primary care teams include the required policy, training, and infrastructure reforms, guided by interprofessional tables convened to support access to effective team based, comprehensive primary care.

IN RETURN:

We, the signatories to this Call to Action, commit to supporting governments, using our spheres of influence, bringing our collective voices, and expertise to redesign and deliver the training and system change needed to create the interprofessional primary health care workforce Canada needs.

Signed, Canada's health professional educators, practitioners, leaders, patients, citizens, and organizations.

[Add your Signature](#)

Professional Organizations

- ▶ Continue advocating for expanded scope (Provincial Associations)
- ▶ Continue lobbying policymakers for a more accessible role in primary care (National & Provincial Associations)
- ▶ Continue communicating to policymakers and public the roles the profession can play in the broader health system
- ▶ Work with educational institutions and accreditors to advance IPE standards

Educational Institutions

- ▶ Engage with stakeholders to develop interprofessional/collaborative competencies for naturopathic graduates
- ▶ Integrate IPE into case-based learning
- ▶ Develop structured collaborative learning opportunities
- ▶ Create opportunities for faculty development in IPE
- ▶ Faculty role modelling for students
- ▶ Research

Individual Level

- ▶ Produce scholarship around existing shared care models - what's working?
- ▶ Leverage existing networks and relationships
- ▶ Apply IP competencies when engaging with other providers
- ▶ Consider IP concepts when engaging with patients and communities*

Cause for Optimism - and Action!

- ▶ Widespread desire for change among primary care providers
- ▶ Shifting perceptions about naturopathic medicine
- ▶ Recognized need to change power dynamics among team members
- ▶ Recognized need for a healthcare system that is responsive to community needs
- ▶ Social accountability
- ▶ Naturopathic Doctors have so much to offer!

Tools and Resources

- ▶ [Canadian Health Workforce Network \(CHWN\)](#)
- ▶ [Canadian Interprofessional Health Collaborative \(CIHC\)](#)
- ▶ [Centre for Advancing Collaborative Healthcare & Education \(CACHE\), University of Toronto](#)
- ▶ [Interprofessional Education Collaborative](#)
- ▶ [The Centre for the Advancement of Interprofessional Education \(CAIPE\)](#)
- ▶ [IP-COMPASS](#) tool
 - ▶ A quality improvement framework to help clinical settings become better prepared to provide intentional interprofessional learning experiences
- ▶ **Assessment of Interprofessional Team Collaboration Scale** [AITCS](#) is designed as a diagnostic instrument to evaluate the level of interprofessional collaboration among a variety of health care teams.