

## SFHGEN40

### Contribute to the development of the multidisciplinary team and its members



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#### Overview

This standard is about developing and sustaining the smooth and consistent working of the multidisciplinary team in order to achieve the goal of best care for individuals. This is achieved through identifying and responding to team members' development needs.

Users of this standard will need to ensure that practice reflects up to date information and policies.

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#### Performance criteria

*You must be able to:*

- P1 support development and improvement whilst acknowledging existing practices
- P2 contribute to communicating clear goals, benefits and processes for developing knowledge, ideas and work practice
- P3 give team members praise for activities which they have undertaken effectively
- P4 support others to:
  - P4.1 understand their specific contribution
  - P4.2 communicate their views about improvements
  - P4.3 take an active part in the process
  - P4.4 informally network with others
  - P4.5 share achievements jointly with other colleagues
  - P4.6 challenge, take risks and express dissatisfaction
- P5 seek to minimise barriers to development and constructively challenge those whose views and actions not consistent with development
- P6 maintain and sustain the vision and objectives for development until they are firmly embedded into the culture of the team
- P7 accept joint responsibility for any arising problems and tensions in the team
- P8 recognise, communicate and reward the achievements of the team and individuals within the team

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#### Knowledge and understanding

*You need to know and understand:*

- K1 the roles, scope, responsibility and availability of members of the multidisciplinary team
- K2 the contribution that different professions can make to the evaluation and planning of care
- K3 information needs of other people in the team
- K4 communication structures in the organisation
- K5 how to record agreements, plan of care and other communications to be accessed by all members of the multidisciplinary team (eg recorded electronically)
- K6 the needs that individuals receiving care have with regard to information
- K7 coaching and learning styles (eg how to give feedback and appreciation in a constructive manner)
- K8 how to ask open-ended questions, listen carefully and summarise back
- K9 how to adapt communication styles in ways which are appropriate to different people (eg culture, language, or special needs)
- K10 how to make decisions from the multiple perspectives of a team
- K11 group dynamics
- K12 how different styles can work together in a team
- K13 the different features services must have to meet people's gender, culture, language or other needs

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### Additional Information

#### External Links

This standard links with the following dimension within the NHS Knowledge and Skills Framework (October 2004):

Dimension: Core 5 Quality

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**Suite** General Healthcare

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