Summary of Recommendations

We have organized these recommendations according to the key concepts of the Healthy Work Environments Framework:

- System-based recommendations
- Organizational recommendations
- Individual/Team recommendations

System-Based Recommendations

1.0 System-wide partnerships

1.1 Leaders of key agencies (governments, academic institutions, regulatory bodies, professional associations, and practice-based organizations) collaborate to make interprofessional care a collective strategic priority.

1.2 Agencies in the health-care system strategically align interprofessional care with their other initiatives for healthy work environments.

1.3 Interprofessional care partnerships across organizations agree on an evidence-based approach to planning, implementation, and evaluation for joint activities.

2.0 Power and hierarchy in systems

2.1 Show willingness to acknowledge and share power across organizational boundaries by:
   a. Talking about power: be open to constructive and courageous conversations that examine inequities, privilege and power differentials;
   b. Building a collaborative inter-organizational environment by recognizing and understanding your power and its influence on others around you;
   c. Creating balanced power relationships through sharing leadership, decision making, authority and responsibility;
   d. Including diverse voices in collaborative decision making;
   e. Sharing knowledge with each other, not withholding or hoarding information; and
   f. Creating safe collaborative spaces where everyone feels welcome.

3.0 Academic organizations

3.1 Academic organizations build interprofessional care knowledge and competencies into their curricula.

3.2 Academic organizations prepare students to work in interprofessional teams by:
   a. Instilling values, skills and professional role socialization that will support interprofessional care;
   b. Developing, implementing and evaluating education models that foster interprofessional values and skills; and
   c. Enhancing educational and clinical opportunities for health professions to study and learn together.
4.0 Research recommendations

4.1 Researchers partner with decision makers to conduct research examining the impact of interprofessional care teams on both patient/client outcomes and on health-care teams.

4.2 Health research granting agencies develop and maintain a focus on Interprofessional care research priority areas.

4.3 Researchers use knowledge translation strategies to encourage action on research findings by funders, government, professional associations and regulatory bodies, as well as by unions, health-care organizations, educational institutions, study participants and other stakeholders.

5.0 Professional associations, regulatory bodies and unions

5.1 Professional associations, regulatory bodies and unions can support interprofessional care by:
   a. Including it in legislation and policies for their members;
   b. Working together to develop joint competencies and standards for interprofessional care;
   c. Working together to add interprofessional care principles to approval standards for education programs; and
   d. Including interprofessional care as a competency for licensure.

6.0 Accreditation organizations

6.1 Accrediting bodies for organizations and education programs develop standards and performance indicators for interprofessional care.

7.0 Government

7.1 Governments can support the culture required for interprofessional care by:
   a. Making interprofessional care a priority, and evaluating its impact; and
   b. Providing health-care organizations with the fiscal resources required to develop, implement and evaluate interprofessional care.