

PREAMBLE

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4 Ensuring the health, safety, and holistic well-being of North Carolinians requires moving beyond a
5 system that focuses on one disease, one person, one provider and embraces a collaborative approach to
6 addressing a complex array of medical, environmental, and social factors. Substantial evidence indicates
7 that a team-based approach to care optimizes the effectiveness, efficiency, and experience of all care
8 providers involved in a person’s care.
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10 This policy intentionally focuses on the purpose and process of a team-based approach regardless of
11 practice location, institutional priorities, and organizational differences. It acknowledges the evolving
12 structure and priorities in health care from primarily episodic and office/hospital-based to longitudinal
13 and community-centered. Recent reports from the NC IOM on accountable care communities¹, serious
14 illness care², and care of people living with dementia³ all strongly endorse moving toward a more flexible
15 model of care that is interprofessional and team based. By necessity, leadership of such teams should
16 not be pre-determined by a specific professional background or set of credentials, but by the situational
17 knowledge and expertise required to achieve equitable whole person, patient-centered, collaborative
18 care that meets the goals and needs of people and populations while also promoting the Quadruple
19 Aim⁴.
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¹ NCIOM Report: *Guide to Accountable Care Communities*; NCMJ, Vol 78, Issue 4: *Accountable Care Communities*

² NCIOM Report: *Improving Serious Illness Care in NC*; NCMJ Vol 81, Issue 4: *Serious Illness Care in NC*

³ NCIOM Report: *Dementia-Capable North Carolina*

⁴ <https://www.annfammed.org/content/12/6/573>

1 NCMS DRAFT POLICY OUTLINE:

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4 TEAM BASED CARE

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6 The North Carolina Medical Society supports a framework of care that promotes an equitable, safe, and
7 coordinated system of high-quality care delivered by a multidisciplinary, interprofessional team of
8 health and social support providers, inclusive of the patient and their family/caregiver(s), collaboratively
9 working to achieve a shared goal.

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10 The North Carolina Medical Society supports the following principles and actions to promote the
11 adoption and implementation of an effective and enhanced team based care ecosystem:

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I. Development of a Statement of Intent and Purpose

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- ◆ Define the roles and responsibilities to meet the health needs and goals of people and populations to optimize performance through the collective training and competencies of team members

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- ◆ Determination of team leadership that is versatile and accounts for the environment of care and the specific needs and goals of each patient or population

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- ◆ Identify shared values and ethics among the interprofessional care team members

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- ◆ Keep the patient at the center of the care team

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- ◆ Develop a collaborative and coordinated process strategy that promotes patient success

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20 II. Promotion of Interprofessional, Multidisciplinary Care

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- ◆ Include shared decision making with the patient and family/caregiver(s)

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- ◆ Integrate behavioral, physical, oral, and social health

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- ◆ Cultivate a collaborative environment with shared accountability

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- ◆ Promote interoperability across sectors and geography

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26 III. Workforce Preparation

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- ◆ Incorporate the IPEC core competencies⁵ and NCICLE Focus Areas⁶ into workforce education and training

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- ◆ Utilize a common language to foster universal understanding and effective communication among the interprofessional team

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- ◆ Identify objective and reasonable metrics that translate across sectors for data consistency and efficacy

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- ◆ Recruit and retain a diverse team that reflects the community in which the practice or organization serves

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36 IV. Support Advanced Payment and Care Delivery Models

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- ◆ Advocate for an equitable payment model that rewards high value, patient-centered care delivered and coordinated by a diverse team of care providers

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- ◆ Encourage flexible coverage and access to care such as telehealth, remote patient monitoring, and other social and health innovations

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⁵ [IPEC Core Competencies 2016 Update](#)

⁶ [NCICLE Pathways to Excellence 2021](#)

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- ◆ Amplify support and recommendations for administrative simplification to reduce patient barriers to timely coverage and care

V. Promote Public Awareness

- ◆ Provide public education that defines team-based care and introduces the various members and roles that may make up a team for health
- ◆ Uphold a common and consistent language
- ◆ Create a communication strategy that incorporates interpretative services and multiple outreach methods to ensure equitable and broad outreach
- ◆ Engage community partners
- ◆ Advocate for technology advancement to drive access and opportunity

DRAFT