



# Special **REPORT** HEALTH MONTH



# COLLECTIVE PRIDE!

# Special HEALTH MONTH REPORT

VOL 3, NO 2, MAY 2010 | FIQ Special Report

**Executive Officer in charge:** Régine Laurent, President | **Written by and coordination of the production:** Marie-Eve Lepage, Union Consultant, Communication-Information Service | **Collaboration:** Guylaine Giasson and Thérèse Laforest, Union Consultants, Task and Organization of Work Sector | **Translation:** Susan Millroy, Union Consultant, Translation Service | **Photographs, Conception and graphic layout:** Josée Roy | **Printing:** Solisco-Charactera |  
ISSN 1913-1372 (Print version)  
ISSN 1913-1380 (On line)  
[www.fiqsante.qc.ca](http://www.fiqsante.qc.ca) | [info@fiqsante.qc.ca](mailto:info@fiqsante.qc.ca)

Have a  
good Health  
Month 2010!

## 4 At the Executive Committee: reserved positions

**Teamwork:**  
sought after and encouraged

## 5 Bill 90: an integrator

**Interdisciplinarity!**

## 6 Functioning in an interdisciplinary team: the conditions for its success



Thank you to the care professionals from the *Institut de cardiologie et de pneumologie de Québec (IUCPQ)* for the photographs for the *Health Month FIQ Special Report*

## Word from the president



Happy Health  
Month to all care  
professionals.  
You truly represent  
*Collective pride!*

In 2006, the arrival of licensed practical nurses, respiratory therapists and perfusionists into the ranks of the Federation brought about various changes in the organization. The FIQ, wanting to welcome these new members with the most friendliness possible, undertook certain exercises in order to better understand their values and their demands. Nearly four years later, we can now say that this mission was accomplished.

The Federation now represents 58,000 nursing and cardio-respiratory care professional members. This is a very impressive group as it includes the vast majority of care professionals working in the Quebec public institutions. The power of such a group should not be underestimated. The FIQ, without a doubt, has real bargaining strength in the healthcare sector. It has an expertise and concrete field experience which makes it possible for the FIQ to clearly understand the difficulties experienced by its members and the solutions to advocate.

Everyone has the chance to take part in the debates and to express their opinion at the FIQ, as all the groups of professionals are represented. And, their merger under the FIQ banner gives them greater union strength. In fact, the unification and harmonization of their demands certainly plays in their favour for improving working conditions and public services. The relationships they have with each other have also profited from this alliance; they work alone less and less and make up a stronger care team.

These solidarities must continue to be re-asserted. Bill 90 contributed to improving the status of the different professions. It ensured that the barriers were brought down so that a real care team could be built. By strengthening the ties between the nurses, licensed practical nurses, respiratory therapists and the perfusionists, everyone is better equipped to meet the challenges ahead of them. The Federation, for its part, strong from the solidarity of its members, is there to protect and defend their rights. Its voice is stronger than ever.

Happy Health Month to all care professionals. It is because of your individual support and the strength of your team that the FIQ is an organization of such high quality. You truly represent **Collective pride!**

In Solidarity,

Régine Laurent



## At the Executive Committee: reserved positions

From the moment the new professionals joined the ranks of the Federation, the delegates were concerned with developing an organization which brings together and reflects all the members, so they were given a place of privilege. Actually, in order that all categories of care professionals be represented at the different decision-making meetings of the FIQ, three positions were reserved on the Executive Committee. Thus, the position of nurse second vice-president, the licensed practical nurse fifth vice-president and the respiratory therapist sixth vice-president were reserved.

The delegates from each profession are also eligible for the positions on the different committees of the organization.



### Four groups of care professionals: a single team

- Nurses
- Licensed practical nurses
- Respiratory therapists
- Perfusionists

**“I am proud to be part of the FIQ, because the members have the same objectives and we are the largest health federation.”**

*(our translation)*

*Lucie Bourgeois,  
Licensed Practical Nurse,  
CSSS-IUGS*

## Teamwork: sought after and encouraged

To assure better quality of care and services, it is imperative to count on collaboration within the care team. Indeed:

- Health problems are more and more complex;
- Care professionals practice in places which are constantly changing;
- Numerous contributors interact in the care and services process;
- Evolution of medical, information and communication technologies are multiplying and facilitating opportunities for exchanges between care professionals.



## Bill 90: an integrator

### **Act amending the Professional Code and other legislative provisions in the health field**

Bill 90, which came into force in 2003, contributed to the modification of the practice of the health professions by allowing each professional category to better use their skills to care for the population. It reflects the evolution of the skills acquired within these professions.

**“I believe strongly in strength in numbers. Together, we are much stronger.”**

*(our translation)*

*Marie-Claude Bédard,  
Nurse, IUCPQ*

The sharing of academic, relationship and experience knowledge (knowledge, know-how (to be) and know-how (to do)) between care professionals encourages an improvement in the skills of each member of the team and, consequently, the whole team.

## Interdisciplinarity!

The work teams are in the process of replacing the individual as the base unit in organization of work. It is leading to a shifting of individual autonomy to collective autonomy. It seems that the more we move towards a style of interprofessional collaboration, the more the professional autonomy of the personnel diminishes, the decisions being negotiated between the various professionals of the interdisciplinary team.

Interdisciplinarity assures global responsibility for the patients, improvement of therapeutic strategies and the continuity and quality of the care.

We cannot talk about interdisciplinarity without commenting on professional decompartmentalization. The effect of one on the other is not only beneficial for care professionals, but also for the patients. Thus, interdisciplinarity includes:

- The end of operating “solo”;
- The abolishment of certain barriers in professional practice in order to improve the quality of services.



**“The service where I work has the philosophy of being a model of an interdisciplinary team. Decisions are made through discussions among the contributors.”**

*(our translation)*

*Francine Côté,  
Respiratory Therapist, IUCPQ*



# Functioning in an interdisciplinary team: the conditions for its success

## A real willingness to get involved

Getting involved in an interdisciplinary team implies that each care professional have:

- the will to exit from her own domain, without however, renouncing her professional or disciplinary identity;
- the will to adapt to this new model of organization of care and work;
- the capacity to invest time for meetings, to share information and knowledge, to develop channels of communication, etc.

## A common goal

The purpose of interdisciplinary teamwork is to assure the global care of the patients.

## Mutual respect among professionals

Interdisciplinary collaboration is based on an appreciation of what belongs to each profession. It is founded on equity (equality of each profession) and on parity (recognition of the difference between each profession).

## An exchange, discussion and negotiation process

Interdisciplinarity requires a fundamental transformation of professional practices and the move from a competitive logic to a collaborative logic. It is through a process of exchanges, discussions and negotiations that the members of an interdisciplinary team can come to an agreement. Democracy inevitably implies a redistribution of powers and participation in making decisions.

**“At the FIQ, we speak the same language when it comes to organization of work.”**

*(our translation)*

*Brigitte Beaudoin,  
Licensed Practical Nurse,  
CSSS de la Capitale*

**“Being with the FIQ gives us greater visibility and more negotiating power. The experience at the FIQ is useful for us.”**

*(our translation)*

*Julie Michaud and Stéphanie Savard,  
Respiratory Therapists, IUCPQ*



### **Support to develop in the organizational, professional and institutional plans**

This is understood to be the setting up of structures or mechanisms to facilitate collaborative work. This also requires that a certain stability of staff be assured. Indeed, how could it be possible for an interdisciplinary team to invest in a process of knowledge sharing and developing a relationship of confidence if there is an unstable or non available labour force?

### **Sharing of principles, values and attitudes**

Democracy, solidarity, equity, fairness, equality, unity, cohesiveness, a feeling of belonging, openness, respect, confidence, being responsible, commitment, mobilization, involvement, leadership, adherence, open-mindedness, openness to others, tolerance, sharing are many of the principles, values and attitudes to develop and share.

**The FIQ strongly encourages  
work in an interdisciplinary team  
which enables care professionals  
to excel and offer high quality care.**

**“The FIQ is an  
organization close to its  
members and which has  
at heart to always obtain  
what is best for them.”**  
*(our translation)*

*Isabelle Trépanier,  
Respiratory Therapist,  
CHUL*





# The **fiq**

## A strong voice, actions that count

### The FIQ is...

- The strength of a group of 58,000 nurses, licensed practical nurses, respiratory therapists and perfusionists;
- A Federation that is representative of its members;
- A common voice for the negotiation of the working conditions of care professionals;
- An organization composed of members from different professions, but forming a care team of incomparable quality;
- Women, men, citizens and care professionals who assure the continuity of care to the Quebec population on a daily basis;
- A Federation with important influence;
- A collective tool of consciousness and pressure;
- An agent of social transformation, at the heart of health, which lives under the sign of solidarity;
- An organization which defends a public health system, body and soul.

#### POSTE-PUBLICATION

Convention 40007983

(adresse de retour)  
FIQ Québec | 1260, boul. Lebourgneuf,  
bur. 300, Québec (Québec) G2K 2G2

To subscribe to the  
electronic version of FIQ  
publications and no longer  
receive the printed version,  
send a request to  
[info@fiqsante.qc.ca](mailto:info@fiqsante.qc.ca)

