

---

# Family Health Teams

*Advancing Primary Health Care*

## Guide to Interdisciplinary Team Roles and Responsibilities

July 4, 2005



# **Table of Contents**

**3 Purpose**

**3 Background**

**3 Roles and Responsibilities by Practitioner**

4 Physician

6 Nurses

9 Midwife

11 Dietitian

12 Pharmacist

13 Chiropracist/Podiatrist

15 Mental Health/Addictions Professionals

21 Physiotherapist

22 Occupational Therapist

24 Chiropractor

**26 References**

**29 Where to Get More Information**

## **Purpose**

This guide provides basic information to Family Health Team sponsors to aid in the design and coordination of an Interdisciplinary Primary Health Care Team. While not an exhaustive review of health care practitioners and the potential roles they might take in a Family Health Team, the guide will provide some assistance in the formation of an interdisciplinary team by outlining some of the roles for which each practitioner might be responsible.

General information on Family Health Teams can be found on the Ministry of Health and Long-Term Care website at [http://www.health.gov.on.ca/transformation/fht/fht\\_mn.html](http://www.health.gov.on.ca/transformation/fht/fht_mn.html)

## **Background**

Ontario's population health needs are complex and diverse, and it is increasingly recognized that these needs are best met by teams of health providers working in collaboration with each other, and with patients.

There is a growing consensus that interdisciplinary collaboration will contribute to:

- improved patient care and outcomes;
- improved access to health care;
- improved recruitment and retention of health providers;
- improved communications among health providers
- more efficient and effective employment of health human resources; and
- improved satisfaction among patients and health providers (Health Canada, retrieved April 14, 2005).

Family Health Teams will be responsible for providing a core set of comprehensive primary health care services to their enrolled patients. The agreement between the Ministry of Health and Long-Term Care and the Family Health Team will set out requirements for service delivery, reporting and compensation.

One of the exciting features of the Family Health Team is the opportunity it presents to health providers to work as part of an interdisciplinary practitioner team, which will expand access to services for patients including those who previously may have encountered difficulty finding a regular family physician and a Family Health Team will expand the scope of services available to all patients.

While professional practice is guided by each provider's regulated scope of practice, it is recognized that the working relationship among the members of the team will also take into account the expertise, preferences and skill set of individual providers. No two teams will function exactly alike. Each, over time, will develop its own character, working relationships and culture.

While some Family Health Teams may wish to provide all services to their patients by including interdisciplinary practitioners as part of the team, others may make arrangements with community agencies to provide specific services to patients as required.

## **Roles and Responsibilities by Practitioner**

In addition to promoting better health outcomes for patients, research has shown that interdisciplinary collaborative work provides opportunities for informal education across disciplines and enhances skills and knowledge of other professions, as well as a sense of understanding and respect amongst health care professionals (*Paquette-Warren et al., 2004*).

One of the challenges of interdisciplinary work is ensuring clear definitions of the providers' roles and expectations with regard to shared care. Clearly defining practitioner roles and responsibilities will enhance the positive elements of the collaborative interdisciplinary model and reduce the possibility of ambiguity and misunderstanding regarding protocols, procedures, responsibility and authority (*Paquette-Warren et al., 2004*).

This guide is designed to provide an outline of possible roles and responsibilities for each practitioner based on their regulated scopes of practice. For more information on each of the practitioners please see the regulatory college and association contact information at the end of each section. Ultimately it is the responsibility of the Family Health Team's sponsoring agency or group to define the roles and responsibilities for each of the providers on the team.

Each section is divided into five subsections:

- **Assessment** – assessment is grounded in professional knowledge and includes tasks required to assess the patient's physical and/or mental health, including screening for diseases and providing diagnoses if this is within the practitioner's scope of practice
- **Treatment/Management** - the roles or responsibilities this practitioner may take on to treat a patient for a specific illness or to ensure the patient's continued good health, including patient follow-up
- **Education/Advocacy** – to ensure continued health, education for self-care, (e.g., sexuality education) and advocacy, if the patient requires it
- **Referrals/Collaboration** – although collaboration is assumed in Family Health Teams, this section highlights some common referral relationships
- **Resources** – this lists the regulatory bodies for each practitioner as well as the Ontario and national professional associations

The following Practitioners are addressed in this Guide:

- 1.0 Physician
- 2.0 Nurses
  - 2.1 Registered Nurse in the Extended Class [RN(EC)]
  - 2.2 Registered Nurses (RNs) and Registered Practical Nurses (RPNs)
- 3.0 Midwife
- 4.0 Dietitian
- 5.0 Pharmacist
- 6.0 Chiropodist/Podiatrist
- 7.0 Mental Health/Addictions Professionals
  - 7.1 Social Worker
  - 7.2 Social Service Worker
  - 7.3 Psychologist and Psychological Associate
  - 7.4 Addictions Counsellor
  - 7.5 Community Mental Health Worker
- 8.0 Physiotherapist
- 9.0 Occupational Therapist
- 10.0 Chiropractor

## 1.0 Physician

The practice of medicine is the assessment of the physical or mental condition of an individual and the diagnosis, treatment and prevention of any disease, disorder or dysfunction (Medicine Act, 1991, S.O. 1991, c.30).

The key role of the family physician is to provide continuous care to individual patients and their family members over the course of the lifetime. As a result of their knowledge of the patient, the family and the community, the family physician is usually the first health care professional that a patient requiring health care, support, or information will access. The physician will coordinate the patient's care and help them navigate through the health care system. Family physicians use their understanding of human development and family and other social systems to develop a comprehensive approach to the management of disease and illness in patients and their families. Family physicians are also adept at working with patients to reach common ground on the definition of problems, goals of treatment, and roles of physician and patient in management. Physicians are skilled at providing information to patients in a manner that respects their autonomy and empowers them to "take charge" of their own health care and make decisions in their best interests.

Family physicians have expert knowledge about the health care system, health promotion and health maintenance, a wide range of common problems seen by patients in their community and less common life threatening urgent and emergent problems of patients from all age groups. Family physicians are experienced in overseeing the care of patients with complex multi-system problems as well as managing patients with newly identified problems that are vague and not well defined. Over 40% of new problems fit into this category. Family physicians' approach to health care is based on the best scientific evidence available (College of Family Physicians of Canada, 2005). For more information on a family physician's scope of practice, please contact the regulatory college listed under Resources.

## **1.1 Roles and Responsibilities**

### **Assessment**

- Performing complete health assessments including: Taking a full medical history including presenting complaint, past illnesses, social history, family history, and performing a complete physical examination
- Screening patients at risk for hereditary conditions and potentially preventable disorders
- Assessment, diagnosis, primary medical treatment and advice for management of acute medical conditions and injuries
- Assessment of the exacerbations and complications of chronic medical problems

### **Treatment/Management**

- Provision of continuous care to patients over their lifetime based on the delivery of the following services:
  - Acute medical treatment for a range of medical problems from minor ambulatory care visits to severe life threatening illness presenting to emergency rooms, in hospitals, in the home and in long term care facilities
  - Provide primary reproductive care including maternal and newborn care
  - Provide screening for and treatment of sexually transmitted diseases (STDs)
  - Provide primary mental health care
  - Provide palliative care
  - Provide hospital care where required
  - Provide early intervention and counseling to reduce risk or development of harm from disease
  - Provide appropriate immunizations
  - Provide care and monitoring of chronic illnesses, including patients with complex co-morbidities
  - Provide early access for assessment of episodic illness or injury with provision of diagnosis, primary medical treatment and advice on self-care and prevention
  - Maintain and keep safe the medical record of each patient

### **Education/Advocacy**

- Provide counseling on many health and health care issues including but not limited to birth control, prevention of STDs, prevention of disease and issues related to the effects of disease on family members
- Perform the role of advocate to assist patients to navigate through a complex health care system in order to obtain the best care in the most expeditious way in a cost effective manner
- Identify and meet the needs of the individual patients, the practice population and the community in general by working with a variety of partners throughout the public health, community, and hospital sectors

### **Referrals/Collaboration**

- Assist with discharge planning, rehabilitation services, out-patient follow-up and home care services
- Coordinate referrals to other health care providers and agencies, including specialists, rehabilitation and physiotherapy services, home care and palliative care services, and diagnostic services, as required
- Collaborate with other mental health care providers when required
- Coordinate referrals to secondary and tertiary facilities based on patients' needs
- Report births, deaths, and contagious and other diseases to governmental authorities
- Collaborate with necessary public health initiatives

## **1.2 Resources**

### **Regulatory Colleges**

The College of Physicians and Surgeons of Ontario  
80 College Street,  
Toronto, ON M5G 2E2  
Tel: 416-967-2603  
Toll-Free: 1-800-268-7096 ext. 306  
E-mail: [feedback@cpsy.on.ca](mailto:feedback@cpsy.on.ca)  
Website <http://www.cpsy.on.ca/>

### **Professional Associations**

Ontario College of Family Physicians  
357 Bay Street, Mezzanine Level  
Toronto, ON M5H 2T7  
Tel: 416-867-9646  
Fax: 416-867-9990  
Website <http://www.ocfp.on.ca>

Ontario Medical Association  
525 University Ave, Suite 300  
Toronto, ON M5G 2K7  
Tel: 416-599-2580  
Toll-Free: 1-800-268-7215  
Website <http://www.oma.org/>

College of Family Physicians of Canada  
2630 Skymark Avenue  
Mississauga, ON L4W 5A4  
Tel: 905-629-0900  
Fax: 905-629-0893  
Website <http://www.cfpc.ca>

Canadian Medical Association (head office)  
1867 Alta Vista Drive  
Ottawa, ON K1G 3Y6  
Tel: Toll-free 1 800-457-4205  
Fax: 613-236-8864  
Website <http://www.cma.ca>

## **2.0 Nurses**

The practice of nursing is the promotion of health and the assessment of, the provision of care for, and the treatment of health conditions by supportive, preventive, therapeutic, palliative and rehabilitative means in order to attain or maintain optimal function (Nursing Act 1991 c.32 s.3).

This guide contains information about Registered Nurses in the Extended Class (commonly referred to as Primary Health Care Nurse Practitioners), Registered Nurses, and Registered Practical Nurses. For more information on the scope of practice of Nurse Practitioners, Registered Nurses, and Registered Practical Nurses, please contact the regulatory college listed under Resources.

## 2.1 Registered Nurse in the Extended Class [RN(EC)]

A RN who earns Extended Class designation has successfully demonstrated her/his competence to the College of Nurses of Ontario (CNO) as a primary health care nurse practitioner. The RN(EC)/Nurse Practitioner (NP) is a Registered Nurse with additional education to prepare her/him for advanced nursing practice in the provision of primary health care to individuals, families and communities.

RN(EC)s/NPs have advanced knowledge and decision-making skills in health assessment, diagnosis, therapeutics (including pharmacological, complementary, and counseling interventions), health care management, and community development and planning. They provide comprehensive health services encompassing health promotion, prevention of diseases and injuries, curative, rehabilitation, and support services.

Integration of a RN(EC)/NP into a Family Health Team provides the opportunity to improve the individual's, family's and community's direct access to a broad range of primary health care services, with a strong nursing focus (The Nurse Practitioners' Association of Ontario, 2000).

### 2.1.1 Roles and Responsibilities

#### Assessment

- Assess holistically and provide services to patients in all developmental stages, and to families and communities
- Complete health assessments, including a health history and physical examination
- Formulate and communicate medical diagnoses
- Synthesize information from patients to identify broader implications for health within the family
- Use family assessment tools to evaluate family strengths and needs
- Determine the need for, and order from, an approved list of screening and diagnostic laboratory tests and interpret the results
- Determine the need for, and order and interpret reports of X-rays, ECGs and diagnostic ultrasounds for diagnosis
- Assess patient preferences

#### Treatment/Management

- Initiate and manage care of patients with diseases or disorders
- Monitor the ongoing therapy of patients with chronic stable illness by providing effective pharmacological, complementary or counseling interventions
- Prescribe drugs from an approved list
- Use nursing strategies arising from the best available evidence and consistently incorporate patient's perspectives in care

#### Education/Advocacy

- Determine the need for, and implementation of, health promotion, and primary and secondary prevention strategies for individuals, families, and communities, or for specific age and cultural groups
- Provide health education to individuals and groups
- Identify community needs and resources and develop age and culturally sensitive community programs

#### Referrals/Collaboration

- Consult with a physician in accordance with the standards for consultation with physicians, and/or refer the patient to another health care professional.

## 2.2 Registered Nurses (RNs) and Registered Practical Nurses (RPNs)

All nursing practice is grounded on the principles of primary health care. Although both RNs and RPNs take similarly titled foundation courses, there is a difference in both the depth and breadth of knowledge covered, in the competencies that are developed, and the expectation for clinical performance. RNs are able to autonomously meet the nursing care needs of patients whose needs are not well defined/established or are changing whereas the RPN can independently care for patients whose care needs are well defined and the health condition is well controlled. Both RNs and RPNs are accountable for their own professional practice. Please refer to CNO's March 2005 statement *RNs and RPNs Working Together* for further information (available at [http://www.cno.org/prac/work\\_together.htm](http://www.cno.org/prac/work_together.htm)).

### 2.2.1 Roles and Responsibilities

Depending on the population health needs and the mix of other providers, the Family Health Team may choose to integrate an RN, RPN, or both into the interdisciplinary team.

#### Assessment

- Assessment of patient health care needs (physical, emotional, psychological, and spiritual)
- Analysis of the findings of a health assessment
- Interpret patient health records
- Observe and record outcomes
- Collect data through a therapeutic relationship with a patient

#### Treatment/Management

- Determine the appropriate service or treatment, the appropriate care provider or the appropriate equipment
- Provide nursing care and treatment (including complementary therapies and/or counseling) for health problems

#### Education/Advocacy

- Help patients to identify and use health resources
- Involve patients in decisions about their own health
- Encourage patients to take action for their own health
- Initiate health education and other activities that assist, promote and support patients as they strive to achieve the highest possible level of health
- Develop learning resources for nurses and other health care providers
- Develop and deliver health education programs for patients, or communities.

#### Referrals/Collaboration

- Collaborate with other health care providers
- Coordinate patient care

## 2.3 Resources

### Regulatory College

College of Nurses of Ontario  
101 Davenport Road  
Toronto, ON M5R 3P1  
Tel: 1-800-387-5526 or 416-928-0900  
Fax: 416-928-6507  
Email: [cno@cnomail.org](mailto:cno@cnomail.org)  
Website: <http://www.cno.org>

### **Professional Associations**

Nurse Practitioners' Association of Ontario  
1185 Eglinton Ave. East, Suite 104  
Toronto, ON M3C 3C6  
Tel: 416-426-7181  
Website: <http://www.npao.org>

Registered Nurses Association of Ontario  
438 University Ave, Suite 1600  
Toronto, ON M5G 2K8  
Tel: 1-800-268-7199 or 416-599-1925  
Fax: 416-599-1926  
Website <http://www.rnao.org>

Registered Practical Nurses Association of Ontario  
5025 Orbitor Drive, Building 4, Suite 200  
Mississauga, ON L4W 4Y5  
Tel: 905-602-4664  
Fax: 905-602-4666  
E-mail: [info@rpnao.org](mailto:info@rpnao.org)  
Website <http://www.rpnao.org/home.asp>

Canadian Nurses Association  
50 Driveway  
Ottawa ON K2P 1E2  
Tel: 1-800-361-8404 or 613-237-2133  
Fax: 613-237-3520  
E-mail: [info@cna-aiic.ca](mailto:info@cna-aiic.ca)  
Website: <http://www.cna-nurses.ca>

## **3.0 Midwife**

Midwives are registered health-care professionals who provide primary care to women with low-risk pregnancies – from the time of conception until six weeks postpartum (after birth). In addition to being responsible for supervising the birth process – conducting spontaneous, normal vaginal births in both home and hospital settings – midwives provide ongoing clinical care for women throughout pregnancy. After birth, they counsel mothers and their families on infant care and continue to monitor the mother's and infant's health for a six-week period (Midwifery Act, 1991, S.O. 1991, c.31). For more information on their scope of practice, please contact the regulatory college listed under Resources.

Midwives must be members of the College of Midwives of Ontario which regulates the profession of midwifery and delineates who may refer to themselves as a “midwife.” The exception to the rule is set out in section 8 (3) of the Midwifery Act 1991, which allows an aboriginal person who provides traditional midwifery services to use the title "aboriginal midwife" or an equivalent in another language and to say that s/he is qualified to practice as an aboriginal midwife in Ontario.

## **3.1 Roles and Responsibilities**

### **Assessment**

- Assess and monitor women during pregnancy
- Provide pre-natal education
- Order tests if necessary

**Treatment/Management**

- Deliver babies
- Administer some medications during delivery if necessary
- Manage labour and conduct spontaneous normal vaginal deliveries
- Perform episiotomies and amniotomies and repairing episiotomies and lacerations, not involving the anus, anal sphincter, rectum, urethra and periurethral area
- Administer, by injection or inhalation, a substance designated in the regulations (Midwifery Act, 1991, c. 31, s. 4.)
- Take blood samples from newborns by skin pricking or from women from veins or by skin pricking
- Insert urinary catheters into women
- Prescribe drugs designated in the regulations (Midwifery Act, 1991, c. 31, s. 4)
- Monitor women in post partum period
- Assess/monitor new babies

**Education/Advocacy**

- Assist women in making informed decisions about their care and choice of birthplace

**Referrals/Collaboration**

- Arrange consultation or transfer to physician if necessary
- Assist in complicated deliveries
- Report births to governmental authorities

### 3.2 Resources

**Regulatory College**

College of Midwives of Ontario

55 St. Clair Avenue West

Suite 812, Box 27

Toronto, ON M4V 2Y7

Tel: 416-327-0874

Fax: 416-327-8219

E-mail: [admin@cmo.on.ca](mailto:admin@cmo.on.ca)

Website <http://www.zfc-consulting.com/webprojects/midwives/mss/home/index.asp>

**Professional Association**

Association of Ontario Midwives

789 Don Mills Road, Suite 201

Toronto ON M3C 1T5

Tel: 416-425-9974

Fax: 416-425-6905

Toll-free in Ontario: 1-866-418-3773

Website <http://www.aom.on.ca/>

## 4.0 Dietitian

The practice of dietetics is the assessment of nutrition and nutritional conditions and the treatment and prevention of nutrition related disorders by nutritional means (Dietetics Act, 1991, S.O. 1991, c. 26).

Dietitians are health care professionals, who apply their unique body of knowledge and expertise to support people in understanding and applying the principles of healthy eating throughout the entire lifecycle. Dietitians are educated in the science and management of nutrition and dietetics. As members of an interdisciplinary team, dietitians can contribute to health promotion and illness prevention strategies, and develop specialized nutrition therapy and rehabilitation/support strategies to address specific nutrition-related illnesses (Dietitians of Canada, 2001). For further information on a dietitian's scope of practice, please contact the regulatory college listed under Resources.

## 4.1 Roles and Responsibilities

### Assessment

- Work with individual patients to determine nutritional needs
- Conduct nutritional and weight assessments

### Treatment/Management

- Develop nutritional plans based on comprehensive needs assessments
- Provide nutritional counseling
- Provide weight management counseling

### Education/Advocacy

- Promote behaviour change related to food choices, eating behaviour and preparation methods to optimize health
- Promote patient independence and autonomy in decision-making for patient to achieve health
- Conduct patient workshops and seminars
- Identify community capacities and facilitate community skill-building, health advocacy, and social action

### Referrals/Collaboration

- Work with physicians on medication monitoring plans as they relate to nutrition
- Communicate relevant nutritional information to other health care providers

## 4.2 Resources

### Regulatory College

College of Dietitians of Ontario  
438 University Avenue  
Suite 1810 (Box 40)  
Toronto ON M5G 2K8  
Tel: 1-800-668-4990 or 416-598-1725  
Fax: 416-598-0274  
Email: [information@cdo.on.ca](mailto:information@cdo.on.ca)  
Website: <http://www.cdo.on.ca>

## **Professional Association**

Dietitians of Canada  
480 University Avenue, Suite 604  
Toronto, ON M5G 1V2  
Tel: 416-596-0857  
Fax: 416-596-0603  
Website: <http://www.dietitians.ca>

## **5.0 Pharmacist**

The practice of pharmacy is the custody, compounding and dispensing of drugs, the provision of non-prescription drugs, health care aids and devices and the provision of information related to drug use (Pharmacy Act, 1991, c.36, s.3). Pharmacists are health care professionals who are medication experts. With family physicians facing increasingly complex drug-related needs, pharmacists integrated into multidisciplinary collaborative teams can help meet the challenge of optimizing drug therapy (*Dolovich et al., 2004*). For further information on a pharmacist's scope of practice, please contact the regulatory college listed under Resources.

## **5.1 Roles and Responsibilities**

### **Assessment**

- Ensure appropriate patient information is gathered and recorded
- Review patient profile including known patient risk factors for adverse drug reactions, drug allergies, known contraindications to prescription drugs, nonprescription drugs, natural health products, and complementary or alternative medicines
- Evaluate patient drug therapy and identify potential and actual drug-related problems and determine appropriate therapeutic options to resolve or prevent them
- Conduct patient assessments for medication problems

### **Treatment/Management**

- Manage medication
- Monitor patient compliance
- Home follow-up

### **Education/Advocacy**

- Patient education to facilitate patient's understanding of her/his drug therapy and ability to comply with the therapy regimen

### **Referrals/Collaboration**

- Refer the patient to appropriate health care providers within the Family Health Team if necessary
- Communicate with physicians to help the patient achieve maximum benefit from drug therapy and to prevent medication errors or potential significant adverse reactions

## **5.2 Resources**

### **Regulatory College**

Ontario College of Pharmacists  
483 Huron Street  
Toronto, ON M5R 2R4  
Tel: 416-962-4861  
Fax: 416-847-8200  
Website: <http://www.ocpinfo.com>

## **Professional Associations**

Ontario Pharmacists Association  
23 Lesmill Road, Suite 301  
Don Mills, ON M3B 3P6  
Tel: 1-877-341-0788 or 416-441-0788  
Fax: 416-441-0791  
E-mail: [mail@opatoday.com](mailto:mail@opatoday.com)  
Website: <http://www.opatoday.com/OPA/home.html>

Canadian Pharmacists Association  
1785 Alta Vista Drive  
Ottawa, ON K1G 3Y6  
Tel: 1-800-917-9489 or 613-523-7877  
Fax: 613-523-0445  
E-mail: [info@pharmacists.ca](mailto:info@pharmacists.ca)  
Website: <http://www.pharmacists.ca/index.cfm>

## **6.0 Chiropodist/Podiatrist**

The Chiropody Act, 1991, which governs both Chiropodists and Podiatrists, describes the scope of practice as the assessment of the foot and the treatment and prevention of diseases, disorders or dysfunctions of the foot by therapeutic, orthotic or palliative means. Chiropodists and podiatrists are primary health care providers who are experts in the management of foot problems. They treat patients in a variety of ways including the use of braces, casts, shields, orthotic devices, physical therapy or surgery. Podiatrists and chiropodists work to help patients eliminate foot pain, gain mobility, and maintain healthy feet. They treat sports injuries; common foot conditions such as corns, warts, ingrown toenails or calluses; foot infections that may result from medical conditions such as diabetes; and foot deformities and misalignments (for more information on their scope of practice please contact the regulatory college listed under Resources).

## **6.1 Roles and Responsibilities**

In Ontario, there are two professional classes of membership. Chiropodists obtain a DCh or diploma in chiropody and podiatrists obtain a DPM or Doctor of Podiatric Medicine post-graduate degree. The Chiropody Act, 1991 sets out specific parameters of practice that reflect differences in authorized acts of practice.

### **Assessment**

- Complete health assessment through information gathering, lower extremity physical examination, patient health history and relevant clinical findings
- Evaluation of overall lower extremity foot and ankle function relating to activities of daily living
- Examination and review of lab tests, diagnostic tests and consulting medical and surgical notes
- Assessment of the impact of an injury, disability or disease (rheumatoid arthritis/diabetes/sprains/strains) on foot function

### **Treatment/Management**

Chiropodists and podiatrists are allowed to:

- Perform surgery by cutting into subcutaneous tissues of the foot
- Administer, by injection into feet, a substance designated in the regulations
- Prescribe drugs designated in the regulations

In addition, podiatrists are authorized to:

- Perform surgery by cutting into bony tissues of the forefoot if the required training has been completed
- Communicate a diagnosis identifying a disease or disorder of the foot as the cause of a person's symptoms
- Take x-rays under the Healing Arts Radiation Protection Act

**Education/Advocacy**

- Educate and advise patients about the prevention and care of morbid conditions relating to chronic diseases (e.g., diabetes and peripheral vascular disease)

**Referrals/Collaboration**

- Chiropractors and podiatrists work as key interdisciplinary practitioners in hospitals, community health care centres, and nursing and retirement homes. In private practice, they receive referrals from medical and other health care practitioners and consult with these referring practitioners to provide timely and optimal care for their patients

## 6.2 Resources

**Regulatory College**

College of Chiropractors of Ontario  
180 Dundas Street West, Suite 2102  
Toronto, ON M5G 1Z8  
Tel: 416-542-1333  
Toll-Free in Ontario: 1-877-232-7653  
Fax: 416-542-1666  
E-Mail: [info@cocoo.on.ca](mailto:info@cocoo.on.ca)  
Website: <http://www.cocoo.on.ca>

**Professional Associations**

Ontario Podiatric Medical Association  
45 Sheppard Ave., East, Suite 900  
North York, ON M2N 5W9  
Tel: 416-927-9111  
Toll-Free in Ontario: 1-866-424-6762  
E-mail [contact@opma.ca](mailto:contact@opma.ca)  
Website <http://www.opma.on.ca/>

Ontario Society of Chiropractors  
6519-B Mississauga Rd.  
Mississauga, ON L5N 1ZA6  
Tel: 905-567-3094  
Toll-Free 1-877-823-1508  
Fax: 905-567-7191  
E-mail: [info@ontariochiropract.com](mailto:info@ontariochiropract.com)  
Website: <http://www.ontariochiropract.com/index.html>

Canadian Federation of Podiatric Medicine  
30 Dupont Street East, Suite 105  
Waterloo, ON N2J 2G9  
Tel: 1-888-706-4444  
Fax: 519-888-9385  
E-mail: [info@podiatryinfocanada.ca](mailto:info@podiatryinfocanada.ca)  
Website: <http://www.podiatryinfocanada.ca>

Canadian Podiatric Medical Association  
#2063, 61 Broadway Boulevard  
Sherwood Park, AB T8H 2C1  
Tel: 1-888-220-3338  
E-mail: askus@podiatrycanada.org  
Website: <http://www.podiatrycanada.org/>

## **7.0 Mental Health/Addictions Professionals**

A mental health specialist can be defined as an individual with mental health expertise, be it related to health promotion, prevention, treatment, self-help or peer support (*Gagné, 2005*). A range of mental health services and supports may be provided within Family Health Teams and may be offered by a variety of providers either as part of the Family Health Team itself or through arrangements with community agencies. The kinds of services and supports provided by Family Health Teams to people who have a mental illness or addiction may vary considerably based on a number of factors including the needs of the individuals served by the Family Health Team, the size of the team, the availability of mental health/addiction services in the community and the availability of psychiatrists.

In addition to the mental health and addictions specialists listed here, case managers, psychiatrists, occupational therapists, nurses, physicians and nurse practitioners [RN(EC)s] may play a role in providing services and supports to people with mental illness and addictions within a Family Health Team. There can be considerable crossover in terms of the services and supports that may be provided by various mental health/addictions specialists.

## **7.1 Social Worker**

The goal of social work practice is to restore, maintain and enhance emotional and social functioning by mobilizing strengths, supporting coping capacities, modifying ineffective patterns of relating and behaving, linking people to necessary resources, alleviating environmental stressors and providing psychosocial education related to wellness and subjective well-being.

The scope of practice of social workers entails “the assessment, diagnosis, treatment and evaluation of individual, interpersonal and societal problems through the use of social work knowledge, skills, interventions and strategies to assist individuals, families, groups, communities and organizations to achieve optimum psychosocial and social functioning”. (*Ontario College of Social Workers and Social Service Workers, Code of Ethics and Standards of Practice, 2000*)

### **7.1.1 Roles and Responsibilities**

The role of social workers in an interdisciplinary team is to provide the psychosocial perspective to complement the biomedical perspective.

#### **Assessment**

- Assessment and social work diagnosis of psychosocial problems

#### **Treatment/Management**

- Individual, couple, family and group counseling and psychotherapy
- Case Management, including linkages to community resources

#### **Education/Advocacy**

- Health Promotion
- Psycho-education related to the prevention of mental health problems
- Assistance in navigating service delivery networks to find required resources
- Advocacy to establish and access needed resources

**Referrals/Collaboration**

- Development, management and delivery of programs alone or in collaboration with other professionals
- Consultation with other professionals related to patient needs

**7.1.2 Resources****Regulatory College**

The Ontario College of Social Workers and Social Service Workers  
80 Bloor Street West, Suite 700  
Toronto, ON M5S 2V1  
Tel: 416-972-9882  
Toll-Free: 1-877-828-9380  
Fax: 416-972-1512  
Website: <http://www.ocswssw.org>

**Professional Associations**

Ontario Association of Social Workers  
410 Jarvis St.  
Toronto, ON M4Y 2G6  
Tel: 416-923-4848  
Fax: 416-923-5279  
E-mail: [oasw@web.net](mailto:oasw@web.net)  
Website: <http://www.oasw.org>

Canadian Association of Social Workers  
383 avenue Parkdale Avenue, Suite/bureau 402  
Ottawa, ON K1Y 4R4  
Tel: 613-729-6668  
Fax: 613-729-9608  
E-mail: [casw@casw-acts.ca](mailto:casw@casw-acts.ca)  
Website <http://www.casw-acts.ca/>

**7.2 Social Service Worker**

The scope of practice of social service workers entails “the assessment, treatment and evaluation of individual, interpersonal and societal problems through the use of social service work knowledge, skills, interventions and strategies to assist individuals, dyads, families, groups, organizations and communities to achieve optimum social functioning” (*Ontario College of Social Workers and Social Service Workers, Code of Ethics and Standards of Practice, 2000*). Social Service Workers differ from Social Workers in both their educational requirements and their scope of practice. For more information on the scope of practice of social service workers and the difference between social workers and social service workers, please contact the regulatory college listed under Resources.

**7.2.1 Roles and Responsibilities**

The role of social service workers in an interdisciplinary team is to provide the social perspective to complement the biomedical perspective.

**Assessment**

- Assessment of social problems by obtaining case history and background information
- Assessment of eligibility of social benefits

**Treatment/Management**

- Individual, couple, family and group counseling
- Case management, including linkages to community resources

**Education/Advocacy**

- Health promotion
- Education related to the prevention of mental health problems
- Assistance in navigating service delivery networks to find required resources
- Advocacy to establish and access needed resources
- Implementation of life skills workshops, substance abuse treatment programs, youth services programs and other community and social service programs

**Referrals/Collaboration**

- Development, management, and delivery of programs alone or in collaboration with other professionals
- Consultation with other professionals related to patients needs

## 7.2.2 Resources

**Regulatory College**

The Ontario College of Social Workers and Social Service Workers  
80 Bloor Street West, Suite 700  
Toronto, ON M5S 2V1  
Tel: 416 972-9882  
Toll-Free: 1-877-828-9380  
Fax: 416 972-1512  
Website: <http://www.ocswssw.org>

## 7.3 Psychologist and Psychological Associate

The practice of psychology is the assessment of behavioural and mental conditions, the diagnosis of neuropsychological disorders and dysfunctions and psychotic, neurotic and personality disorders and dysfunctions and the prevention and treatment of behavioural and mental disorders and dysfunctions and the maintenance and enhancement of physical, intellectual, emotional, social and interpersonal functioning (Psychology Act, 1991, S.O. 1991, c.38).

Psychological practitioners engage in practice and research across a wide range of topics related to how individuals think, feel and behave. They use their specialized knowledge of human behaviour, emotion, personality and mental processes to make diagnoses and use their therapeutic skills to help people make healthy changes in their coping styles and emotional and behavioural patterns. They not only help people deal with serious mental disorders but also with their feelings and attitudes and assist in developing healthier and more effective patterns of behaviour. Their work can involve individuals, groups, families as well as organizations in both the prevention and treatment of difficulties.

To practice psychology in Canada, one must be licensed to practice by regulatory bodies in each Canadian jurisdiction. In Ontario, the requirements for licensure are set by the College of Psychologists of Ontario. Independent practitioners in psychology may be either Psychologists or Psychological Associates. For more information on the two titles of autonomous psychological practitioners in Ontario, please contact the regulatory college listed under Resources.

### 7.3.1 Roles and Responsibilities

**Assessment**

- Evaluation, diagnosis, and assessment of the functioning of individuals and groups related to both mental disorders as well as wellness and mental health

### **Treatment/Management**

- Interventions with individuals and groups and organizations
- Treatment of serious mental health disorders
- Treatment of individual, marital and family relationships problems
- Maintenance of wellness and disease prevention
- Management of psychological factors and problems associated with physical conditions and disease (e.g., diabetes, heart disease, stroke)
- Management of psychological factors in terminal and chronic illnesses such as cancer, brain injury, and degenerative brain diseases
- Treatment of addictions and substance use and abuse
- Pain management
- Assist with stress, anger and other aspects of lifestyle management
- Management of the impact and role of psychological and cognitive factors in accidents and injury, capacity, and competence to manage one's personal affairs
- Treatment of problems associated with cognitive functioning such as learning, memory, problem solving, intellectual ability and performance
- Management of psychological factors related to work such as motivation, leadership, productivity, and healthy workplaces
- Administration of psychological services

### **Education/Advocacy**

- Public education regarding wellness and the promotion of mental health
- Implementation of primary and secondary prevention strategies
- Program development and evaluation

### **Referrals/Collaboration**

- Consultation relating to the assessment of or interventions with individuals and groups to facilitate the prevention or treatment of difficulties
- Referral to community agencies/services

## **7.3.2 Resources**

### **Regulatory College**

The College of Psychologists of Ontario  
110 Eglinton Avenue West, Suite 500  
Toronto, ON M4R 1A3  
Tel: 416 961-8817  
Toll-Free: (800) 489-8388  
Fax: 416 961-2635  
E-mail: [cpo@cpo.on.ca](mailto:cpo@cpo.on.ca)  
Website: <http://www.cpo.on.ca>

### **Professional Associations**

Ontario Psychological Association  
730 Yonge Street, Suite 221  
Toronto, ON M4Y 2B7  
Tel: 416-961- 5552  
E-mail: [info@psych.on.ca](mailto:info@psych.on.ca)  
Website: <http://www.psych.on.ca>

Ontario Association of Psychological Associates  
Box/CP 27080 – 1980 Ch. Ogilvie Road  
Gloucester, ON K1J 9L9  
E-mail: [oapa@oapa.on.ca](mailto:oapa@oapa.on.ca)  
Website: <http://www.oapa.on.ca>

Canadian Psychological Association  
141 Laurier Ave. West, Suite 702  
Ottawa, ON K1P 5J3  
Tel: 613-237-2144  
Toll-Free: 1-888-472-0657  
Fax: 613-237-1674  
Website <http://cpa.ca/>

## **7.4 Addictions Counsellor**

Addictions Counsellors working through hospitals, schools, and employee assistance programs (EAPs), provide biopsychosocial counseling to people of all ages who have substance use and/or gambling problems. Addiction Therapy is not a regulated health care profession within Canada, however Addictions Counsellors can become certified through the Canadian Addiction Counsellors Certification Federation (CACCF) and Addictions Counsellors work closely with various regulated health professionals.

### **7.4.1 Roles and Responsibilities**

#### **Assessment**

- Intake and assessment
- Develop treatment plan

#### **Treatment/Management**

- Counsel individuals, couples and families
- Facilitate/run counseling groups (e.g., relapse prevention, guided self-change, anger management, stress management)
- Assess and adjust and adjust of treatment plans on an ongoing basis
- Develop discharge plan

#### **Education/Advocacy**

- Provide information about community resources
- Assist patients accessing other services

#### **Referrals/Collaboration**

- Advise physicians and other health care workers regarding indicators of substance abuse, relapse prevention and appropriate referral techniques
- Collaborate with physicians, psychologists, and other professionals regarding after care plan and follow-up activities
- Refer to community programs and mental health services
- Refer to psychologists, psychiatrists, and other professionals as appropriate

### **7.4.2 Resources**

#### **Professional Associations**

Canadian Addiction Counsellors Certification Federation  
Federation Canadienne D'agrement des Conseillers en Toxicomanie  
236 Victoria Street North, Unit 1  
Kitchener, ON N2H 5C8.  
Tel: 519-772-0533  
Toll-Free: 1-866-624-1911  
Fax: 519-772-0535  
Email: [info@caccb.ca](mailto:info@caccb.ca)  
Website <http://www.caccb.ca>

Canadian Problem Gambling Certification Board  
P.O. Box 502  
Leamington, ON N8H 3W5  
Tel: 519-326-2267  
Toll-Free: 1-877-421-1181  
Fax: 519-326 6906  
Email: [info@cpgcb.ca](mailto:info@cpgcb.ca)  
Website: <http://www.cpgcb.ca>

#### **Other Resource**

Centre for Addiction and Mental Health (CAMH)  
33 Russell Street  
Toronto, ON M5S 2S1  
Tel: 416-979-4250  
Fax: 416-595-6881  
Website <http://www.camh.net>

## **7.5 Community Mental Health Worker**

A Community Mental Health Worker promotes and supports individual rights and responsibilities enabling individuals to take responsibility for their own personal well being while promoting the health, safety and well-being of individuals in the community. These mental health professionals tend to work with the most vulnerable/at risk and most severely mentally ill patients. Community Mental Health Work is not a regulated health care profession in Canada. However, Community Mental Health Workers work closely with various regulated health professionals.

### **7.5.1 Roles and Responsibilities**

#### **Assessment**

- Intake Assessment

#### **Treatment/Management**

- Facilitate coordinated access to services in areas such as assistance with daily living, housing, crisis intervention, treatment, health promotion and prevention
- Facilitate linkages with appropriate services, supports, and resources
- Provide crisis intervention and intensive/short-term support
- Evaluate achievement of patient goals
- Financial management: budgeting, banking
- Nutrition: menu planning, grocery shopping, food preparation
- Personal effectiveness: problem-solving, decision making, communication and interpersonal skills, goal-setting, time structuring and management
- Community integration: use of transit, social/recreational, peer support and other services
- Health and wellness: support clinical plan including medication, appointments, healthy choices and lifestyle
- Employment/service: support maximum involvement in volunteer, community service or paid employment
- Personal care: hygiene grooming, self-care skills, clothing maintenance
- Household management: such as laundry and house cleaning
- Housing support: finding and maintaining adequate housing, liaison/support to landlord, utilities

#### **Education/Advocacy**

- Advocacy: support appropriate use of available community public services and programs
- Advocate for patient's civil and legal rights

#### **Referrals/Collaboration**

- Collaborate with other professionals regarding after care plan and follow-up activities
- Refer to community programs and mental health services

## 7.5.2 Resources

### **Professional Association**

Canadian Mental Health Association, Ontario  
180 Dundas Street West, Suite 2301  
Toronto, ON M5G 1Z8  
Tel: 416-977-5580  
Toll-Free (within Ontario): 1-800-875-6213  
Fax: 416-977-2264, 416-977-2813  
E-mail: [info@ontario.cmha.ca](mailto:info@ontario.cmha.ca)  
Website: <http://www.ontario.cmha.ca>

### **Other Resource**

Centre for Addiction and Mental Health (CAMH)  
33 Russell Street  
Toronto, ON M5S 2S1  
Tel: 416-979-4250  
Fax: 416-595-6881  
Website: <http://www.camh.net>

## 8.0 Physiotherapist

A physiotherapist is an expert in physical rehabilitation. The practice of physiotherapy is the assessment of physical function and the treatment, rehabilitation and prevention of physical dysfunction, injury or pain, to develop, maintain, rehabilitate or augment function or to relieve pain (Physiotherapy Act, 1991, c.37, s.3). Physiotherapists are involved in the assessment, treatment and management of acute and chronic health conditions. A physiotherapist assesses the patient, establishes a diagnosis for physical dysfunction, and then plans and implements an appropriate treatment program. Physiotherapists may examine relevant x-rays, laboratory tests, medical records and surgical notes as part of their assessment. Patient and family education is an integral aspect of the physiotherapist's practice. For more information on a physiotherapist's scope of practice please contact the regulatory college listed under Resources.

## 8.1 Roles and Responsibilities

### **Assessment**

- Assess movement, strength, endurance and other physical abilities
- Assess the impact of an injury or disability on physical functioning
- Assess physical preparation for work and sports
- Evaluate pain and movement patterns, muscle balance, joint function, cardiorespiratory status, reflexes and sensation
- Examine relevant x-rays, lab tests, medical records and surgical notes
- Evaluate overall functional ability both in the workplace and in other activities of daily living

### **Treatment/Management**

- Plan treatment programs, which include education, to restore movement and reduce pain
- Provide individualized treatment of an injury or disability based on scientific knowledge, a thorough assessment of the condition, environmental factors and lifestyle
- Provide treatment which can include an individualized exercise program, manual therapy, modalities, as well as patient and family education and home exercise prescription

### **Education/Advocacy**

- Educate to restore movement and reduce pain
- Encourage patients/patient to take charge of their health by teaching techniques for recovery, pain relief, injury prevention and improved physical movement, with emphasis on what the patient can do for her/himself
- Promote independence and facilitate patients assuming responsibility for their rehabilitation and self-care

**Referrals/Collaboration**

- based on assessment the physiotherapist either plans an appropriate treatment program and carries it out or refers the patient to another professional
- Coordinates treatment with other providers

## 8.2 Resources

**Regulatory College**

College of Physiotherapists of Ontario  
230 Richmond St. W., 10th Floor,  
Toronto, ON M5V 1V6  
Tel: 416-591-3828  
Toll-Free: 1-800-583-5885  
Fax: 416-591-3834  
E-mail: [info@collegept.org](mailto:info@collegept.org)  
Website: <http://www.collegept.org>

**Professional Associations**

Ontario Physiotherapy Association  
55 Eglinton Avenue East, Suite 210  
Toronto, ON M4P 1G8  
Tel: 416-322-6866  
Fax: 416-322-6705  
Email: [physiomail@opa.on.ca](mailto:physiomail@opa.on.ca)  
Website <http://www.opa.on.ca>

Canadian Physiotherapy Association  
2345 Yonge Street, Suite 410  
Toronto, ON M4P 2E5  
Tel: 416-932-1888 or 1-800-387-8679  
Fax: 416-932-9708  
E-mail: [information@physiotherapy.ca](mailto:information@physiotherapy.ca)  
Website <http://www.physiotherapy.ca>

## 9.0 Occupational Therapist

The practice of occupational therapy is the assessment of function and adaptive behaviour and the treatment and prevention of disorders which affect function or adaptive behaviour to develop, maintain, rehabilitate or augment function or adaptive behaviour in the areas of self-care, productivity and leisure (Occupational Therapy Act, 1991, c. 33, s. 3). Occupational therapists are health professionals who address not only the physical effects of disability, injury or disease but also the psychosocial, community and environmental factors that influence function. Occupational therapists consider occupation to be everything people do to occupy themselves, including looking after themselves (self-care) enjoying life (leisure) and contributing to the social and economic fabric of their communities (work/productivity).

Occupational therapists complete assessments designed to identify the factors that may be contributing to the individual's difficulty with or loss of function. Based on the assessment, occupational therapists provide treatment plans designed to help the individual to perform daily tasks, and to develop the skills to live independent and productive lives. For more information on their scope of practice please contact the regulatory college listed under Resources.

## 9.1 Roles and Responsibilities

### Assessment

- Assessment of physical, emotional, and cognitive functioning with environmental considerations
- Evaluation of the home, work or school environment to assess the need for specialized equipment modifications and/or supports

### Treatment/Management

- Individualized treatment plans to develop, maintain, or augment function using evidence based treatment modalities
- Teaching daily living and community life skills
- Prescribing specialized adaptive equipment and teaching proper usage
- Modification of the physical and social home, work or school environments

### Education/Advocacy

- Educating and counseling family members and caregivers regarding the impact of disability, injury or disease on the individual and their potential role within the recovery process
- Educating and counseling to promote function and independence including health promotion and injury prevention

### Referrals/Collaboration

- Based on assessment the occupational therapist refers the individual to additional health care and community services as needed
- Collaborates with other health care professionals and community service providers to promote comprehensive and coordinated care

## 9.2 Resources

### Regulatory College

College of Occupational Therapists of Ontario  
20 Bay Street, Suite 900  
Toronto, ON M5J 2N8  
Tel: 416-214-1177  
Fax: 416-214-1173  
Toll-free: 1-800-890-6570  
E-mail: [info@coto.org](mailto:info@coto.org)  
Website: <http://www.coto.org>

### Professional Associations

Ontario Society of Occupational Therapists  
55 Eglinton Avenue East, Suite 210  
Toronto ON M4P 1G8  
Tel: 416-322-3011  
Fax: 416-322-6705  
E-mail: [osot@osot.on.ca](mailto:osot@osot.on.ca)  
Website: <http://www.osot.on.ca>

Canadian Association of Occupational Therapists  
CTTC Building, Suite 3400  
1125 Colonel By Dr  
Ottawa ON K1S 5R1  
Tel: 613-523-CAOT (2268)  
Toll-free in Canada and the continental USA: (800) 434-CAOT (2268)  
Fax: 613-523-2552  
Website: <http://www.caot.ca>

## 10.0 Chiropractor

The practice of chiropractic is the assessment of conditions related to the spine, nervous system and joints and the diagnosis, prevention and treatment, primarily by adjustment, of dysfunctions or disorders arising from the structures or functions of the spine and the effects of those dysfunctions or disorders on the nervous system; and dysfunctions or disorders arising from the structures or functions of the joints (Chiropractic Act, 1991 c. 21, s. 3.).

Chiropractors diagnose, treat and manage a broad range of musculoskeletal disorders and their neurological outcomes. Their broad education allows for the use of an array of clinical diagnostic methods and the development of effective conservative management plans. They are also trained to refer and work with other health care professionals where appropriate.

Chiropractors approach musculoskeletal complaints with a comprehensive understanding of physical function and biomechanics, and apply best practice biopsychosocial treatment/management principles.

The integration of a chiropractor in a Family Health Team will bring expertise in the management of many conditions including back pain, neck pain, headaches and joint injuries and complaints, and they can also partner in injury prevention and health promotion strategies. For more information on their scope of practice please contact the regulatory college listed under Resources.

## 10.1 Roles and Responsibilities

### Assessment

- Diagnosis, including differential diagnosis, of musculoskeletal disorders or referral for non-musculoskeletal complaints
- Ongoing evaluation of treatment/management outcomes using standard measurement tools
- Request/utilize X-Rays as authorized by the Healing Arts Radiation Protection Act
- Assessment or evaluation of workplace or home environments to inform treatment decisions and to provide ergonomic, activity, or other advice

### Treatment/Management

- Treatment of acute conditions and management of chronic or recurrent complaints with a focus on self-care
- Manual care including joint manipulation and mobilization and a wide variety of soft tissue techniques
- Electrotherapies such as ultrasound, electrical stimulation, laser, etc.
- Planning, instruction, and supervision of therapeutic exercise programs

### Education/Advocacy

- Education for self-management of musculoskeletal conditions, including injury prevention, lifestyle and ergonomic advice
- Encouraging fundamental health promotion activities are integral to chiropractic practice

### Referrals/Collaboration

- Refer to physicians, physiotherapists, occupational therapists, psychologists, and others where appropriate
- Share care where the expertise of others is appropriate
- Communicate with other health professionals to facilitate patient care

## **10.2 Resources**

### **Regulatory College**

College of Chiropractors for Ontario  
130 Bloor St. West, Suite 902  
Toronto, ON M5S 1N5  
Tel: 416-922-6355  
Fax: 416-925-9610  
E-mail: [cco.info@cco.on.ca](mailto:cco.info@cco.on.ca)  
Website: <http://www.cco.on.ca>

### **Professional Associations**

Ontario Chiropractic Association  
5160 Explorer Drive, Suite 30  
Mississauga, ON L4W 4T7  
Tel: 905-629-8211  
Fax: 905-629-8214  
E-mail: [oca@chiropractic.on.ca](mailto:oca@chiropractic.on.ca)  
Website: <http://www.chiropractic.on.ca>

Canadian Chiropractic Association  
1396 Eglinton Ave W  
Toronto, ON M6N 2E4  
Tel: 416-781-5656  
Fax: 416-781-0923  
E-mail: [ccachiro@ccachiro.org](mailto:ccachiro@ccachiro.org)  
Website: <http://www.ccachiro.org>

# References

## General

Health Canada. *Interprofessional Education for Collaborative Patient-Centred Practice*. Retrieved on April 14, 2005 from <http://www.hc-sc.gc.ca/english/hhr/interprofessional/index.html>

Paquette-Warren, Jann, Evelyn Vingilis, Jaimi Greenslade & Sharon Newnam (2004). *Summary Report of the Process Evaluation of the Hamilton HSO Mental Health & Nutrition Program*. London ON.

## Physicians

The College of Family Physicians of Canada. *Four Principles of Family Medicine*. Retrieved on February 28, 2005 from <http://www.cfpc.ca/English/cfpc/about%20us/principles/default.asp?s=1>

The Medicine Act, 1991, S.O. 1991, c.30, available at: <http://www.canlii.org/on/laws/sta/1991c.30/20050211/whole.html>

## Nurses

Canadian Nurses Association. *The Role of the Nurse in Primary Health Care*. Retrieved on January 25, 2005 from [http://cna-aiic.ca/CNA/about/work/primary/role\\_e.aspx](http://cna-aiic.ca/CNA/about/work/primary/role_e.aspx).

College of Nurses of Ontario (March 2003). *Practice Standard – Registered Nurses in the Extended Class*. Retrieved from [http://www.cno.org/docs/prac/41038\\_StrdRnec.pdf](http://www.cno.org/docs/prac/41038_StrdRnec.pdf).

College of Nurses of Ontario (March 2005). *RNs and RPNs – Working Together*. Retrieved from [http://www.cno.org/prac/work\\_together.htm](http://www.cno.org/prac/work_together.htm).

College of Nurses of Ontario (June 2003). *Practice Guideline – Utilization of RNs and RPNs*. Retrieved from [http://www.cno.org/docs/prac/41062\\_UtilizeRnRpn.pdf](http://www.cno.org/docs/prac/41062_UtilizeRnRpn.pdf).

College of Nurses of Ontario (March 1999). *Entry to Practice Competencies – For Ontario Registered Nurses as of January 1, 2005*. Retrieved from [http://www.cno.org/docs/reg/41037\\_EntryPracRN2005.pdf](http://www.cno.org/docs/reg/41037_EntryPracRN2005.pdf).

College of Nurses of Ontario (September 1999). *Entry to Practice Competencies – For Ontario Registered Practical Nurses*. Retrieved from [http://www.cno.org/docs/reg/41042\\_EntryPracRPN.pdf](http://www.cno.org/docs/reg/41042_EntryPracRPN.pdf).

Registered Nurses Association of Ontario. *RNs and RPNs – what are the differences?* Retrieved on February 3, 2005 from [http://rnaodev.rnao.org/features/ask\\_an\\_rn\\_feb30.asp](http://rnaodev.rnao.org/features/ask_an_rn_feb30.asp).

Registered Nurses Association of Ontario. *The Coalition for Primary Health Care: Principles of Primary Health Care*. Retrieved on January 31, 2005 from <http://www.rnao.org/policy/coaliton.asp>.

Registered Practical Nurses Association of Ontario. *What is an RPN?* Retrieved on February 1, 2005 from <http://www.rpnao.org/aboutus.asp>.

The Nurse Practitioner Association of Ontario (April 2000). *The RN(EC) Role in a Community-Based Primary Health Care Practice*. Retrieved from <http://www.npao.org/documents/rnec.pdf>.

The Nurse Practitioner Association of Ontario. *Primary Health Care Nurse Practitioner: RN(EC) Designation*. Retrieved on January 17, 2005 from <http://www.npao.org/phcnp.aspx>.

The Nursing Act, 1991, S.O. 1991, c.32, available at: [http://www.e-laws.gov.on.ca/DBLaws/Statutes/English/91n32\\_e.htm](http://www.e-laws.gov.on.ca/DBLaws/Statutes/English/91n32_e.htm)

Way D., Jones L., Baskerville B. & Busing N. (2001). Primary health care services provided by nurse practitioners and family physicians in shared practice. *Canadian Medical Association Journal*, 165(9), 1210-1214.

## Midwives

Midwifery Act, 1991, S.O. 1991, c.31, available at: [http://www.e-laws.gov.on.ca/DBLaws/Statutes/English/91m31\\_e.htm](http://www.e-laws.gov.on.ca/DBLaws/Statutes/English/91m31_e.htm)

*What is a Midwife?* Midwifery Education Program McMaster University. Retrieved from <http://www.fhs.mcmaster.ca/midwifery/prospective/prospective.htm>

*What is a Midwife and Scope of Practice* from Association of Ontario Midwives. Retrieved from <http://www.aom.on.ca>

## Dietitian

Dietitians of Canada. (May 2001). The Role of the Registered Dietitian in Primary Health Care – A National Perspective. Retrieved from [http://www.dietitians.ca/news/downloads/role\\_of\\_RD\\_in\\_PHC.pdf](http://www.dietitians.ca/news/downloads/role_of_RD_in_PHC.pdf).

Kuehneman T., Saulsbury D., Splett P. & Chapman D.B. (2002). Demonstrating the impact of nutrition intervention in a heart failure program. *Journal of the American Dietetic Association*, 102(12), 1790-1794.

Read A., Ramwell H., Storer H. & Webber, J. (2004). A primary care intervention programmed for obesity and coronary heart disease risk factor reduction. *British Journal of General Practice*, 54(501), 272-278.

Rock C.L. & Curran-Celentano J. (1996). Nutritional management of eating disorders. *Psychiatric Clinics of North America*, 19(4), 701-713.

Ryan C. & Shea M.E. (1996). Recognizing depression in older adults: the role of the dietitian. *Journal of the American Dietetic Association*, 96(10), 1042-1044.

The Dietetics Act, 1991, S.O. 1991, c.26, available at:  
[http://www.e-laws.gov.on.ca/DBLaws/Statutes/English/91d26\\_e.htm](http://www.e-laws.gov.on.ca/DBLaws/Statutes/English/91d26_e.htm)

## Pharmacists

Dolovich L., Pottie K., Farrell B., Sellors C., Gaebel K. & Austin Z. (2004). Spotlight on Research – Integrating family medicine and pharmacy to advance primary care therapeutics (IMPACT). *Canadian Pharmaceutical Journal*, 137(6), 22.

Graham, K, Panacea Coaching and Consulting Inc (December 2003). *Ontario Pharmacists' Association Primary Care Forum Background Reading Document*. Retrieved from [http://www.opatoday.com/OPA/documents/Background\\_Reading\\_Document-\\_December\\_29.DOC](http://www.opatoday.com/OPA/documents/Background_Reading_Document-_December_29.DOC)

The Pharmacy Act, 1991, S.O. 1991, c.36, available at:  
[http://www.e-laws.gov.on.ca/DBLaws/Statutes/English/91p36\\_e.htm](http://www.e-laws.gov.on.ca/DBLaws/Statutes/English/91p36_e.htm)

## Chiropodist/Podiatrist

The Chiropody Act 1991, S.O. 1991, c. 20, available at:  
[http://www.e-laws.gov.on.ca/DBLaws/Statutes/English/91c20\\_e.htm](http://www.e-laws.gov.on.ca/DBLaws/Statutes/English/91c20_e.htm)

College of Chiropodists of Ontario (2004). *Bulletin* Volume 17 Issue 1.

Ontario Podiatric Medical Association (OMPA) *History of the OMPA* from the website  
<http://www.opma.on.ca/history.htm>

The Michener Institute for Applied Health Sciences, *What does a Chiropodist Do?* From the website  
<http://www.michener.ca>

National Occupational Classification Retrieved from: <http://www23.hrdc-drhc.gc.ca/2001/e/groups/3123.shtml>

## **Mental Health Professionals**

Gagné, Marie-Anik (2005). What is Collaborative Mental Health Care?: An Introduction to the Collaborative Mental Health Care Framework. Canadian Collaborative Mental Health Initiative.

## **Social Worker**

Berkman, Barbara (1996). The Emerging Health Care World: Implications for Social Work and Education. *Social Work: Journal of the National Association of Social Work*, 41(5), 541-551.

Briar, Scott (1983). Social Work in Primary Care: Some Current trends and developments. In Miller, Rosalind S. (ed) (1983). *Primary Health Care: More than Medicine*. Englewood Cliffs, N. J. : Prentice-Hall.

Lifshitz, Judy (1996). Developing the Role of a Social Worker within a Multidisciplinary Team in an HIV/AIDS Outpatient Clinic. *The Social Worker* 64(4), 34-42.

## **Psychologist and Psychological Associate**

Psychology Act, 1991 S.O. 1991, c.38 available at:  
[http://www.e-laws.gov.on.ca/DBLaws/Statutes/English/91p38\\_e.htm](http://www.e-laws.gov.on.ca/DBLaws/Statutes/English/91p38_e.htm)

The College of Psychologists of Ontario. The Standards of Professional Conduct. Retrieved from  
<http://www.cpo.on.ca/BylawRegStdGuide/Standards/Standards.pdf>

Canadian Psychological Association, 2000. Strengthening Primary Care: The Contribution of the Science and Practice of Psychology.

## **Addictions Counsellor**

Defining the Canadian Addiction “Workforce” from *Canadian Centre on Substance Abuse*. Retrieved from  
<http://www.ccsa.ca/index.asp?ID=18&menu=&page=107&full=yes>

*Addiction Therapy at CAMH*. Retrieved from [http://www.camh.net/care\\_treatment/careproviders\\_addictiontherapy.html](http://www.camh.net/care_treatment/careproviders_addictiontherapy.html)

## **Physiotherapist**

Physiotherapy Act, 1991, S.O. 1991, c.37, available at:  
[http://www.e-laws.gov.on.ca/DBLaws/Statutes/English/91p37\\_e.htm](http://www.e-laws.gov.on.ca/DBLaws/Statutes/English/91p37_e.htm)

## **Occupational Therapist**

Occupational Therapy Act, 1991, S.O. 1991, c.33, available at:  
[http://www.e-laws.gov.on.ca/DBLaws/Statutes/English/91o33\\_e.htm](http://www.e-laws.gov.on.ca/DBLaws/Statutes/English/91o33_e.htm)

## **Chiropractor**

Chapman-Smith D (2000). *The Chiropractic Profession*. West Des Moines: NCMIC Group, Inc.

Chiropractic Act, 1991, S.O. 1991, c.21, available at:  
[http://www.e-laws.gov.on.ca/DBLaws/Statutes/English/91c21\\_e.htm](http://www.e-laws.gov.on.ca/DBLaws/Statutes/English/91c21_e.htm)

## Where to Get More Information

All potential Family Health Teams will be assigned a ministry Family Health Team coordinator. This ministry contact person will be your guide to assist you to work through the details and options of establishing a Family Health Team.

If you have not yet been assigned a coordinator, please contact the ministry at:

E-mail: FHTinquiry@moh.gov.on.ca  
Address: Primary Health Care Team  
Ministry of Health and Long-Term Care  
1075 Bay Street, 9<sup>th</sup> Floor  
Toronto, ON M5S 2B1  
Telephone: 416-212-6155  
Toll-free Phone: 1-866-766-0266

For more information on Family Health Teams in general, please refer to the Family Health Team Fact Sheets or the Ministry of Health and Long-Term Care website at: [http://www.health.gov.on.ca/transformation/fht/fht\\_mn.html](http://www.health.gov.on.ca/transformation/fht/fht_mn.html)



