

## Interprofessional Conflicts in Health: Major barrier to Quality Health Care Practice

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Dear Editor

Interprofessional term has a wide perspective and it includes all professionals from different specialized health departments like nursing, occupational therapy, physical therapy, speech and language pathology, social work, and other health professionals besides the physicians with different specialties<sup>1</sup>. When different professionals work in collaboration for providing quality care to the patient, it is the patient who is benefited the most; a major goal of all the health care professionals<sup>2</sup>. But unfortunately whenever health professionals work together as a team, conflict occurs. There are sometimes unnecessary arguments between different professionals for taking the lead. But this conflict can lead to serious consequences as it not only affects patient care but also affects one's own satisfaction with his job, his wellness and professional productivity that also becomes questionable. For a long time all over the world, there was a division of all health professions with in two categories i.e. physicians and other health care professionals. This made all other health professionals as subordinates with most of the patient care dependent just only on physician not only burdening them with extra work but also affecting the practice of other health professions<sup>3</sup>. However the major reason for conflict is not taking lead but rather it is lack of proper communication. Some other reasons for conflict are lack of knowledge about others roles and responsibilities and about one's own role, differences in goals, personal and professional values, inequality regarding workload and pay packages .Conflict can occur at individual, professional and organizational level. There are different boundaries of every profession that must be respected to maintain a good working environment as boundary crossing causes conflict<sup>4</sup>. Being human and as a social animal people are different in all aspects. Some people do not like working with others for multiple reasons but personal and interprofessional respect should be maintained at any cost for patients benefit<sup>5</sup>.

The most effective way to solve this interprofessional conflict is Interprofessional education (IPE) for removing stereotypes so that the right values and attitudes towards all professions grow

developing a culture of mutual respect<sup>6</sup>. Each and every member of multidisciplinary team should be given equal priority and power to use their own professional skills and each member of the team must be aware of self-regulation, empathy, and positive communication. If any member of multidisciplinary team is not agreed to others point of view he/she should not cross respect limits and should communicate in professional manners<sup>1</sup>. It is suggested that researches should be conducted to know the exact perception of all professionals about interprofessional conflicts and their solutions. The behaviors of clinicians and faculties towards other health professionals and the effective ways to control negative impact should be determined so that this big stone from health care practice can be removed.

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