



# **MENTORSHIP AND SUPERVISION PROGRAMS**

## **FOR REGISTRANTS ON THE EXAMINATION CANDIDATE REGISTER**

College of Physiotherapists of Manitoba  
Mentorship and Supervision Program

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## **DEFINITIONS**

# **MENTORSHIP PROGRAM**

The College of Physiotherapists of Manitoba adopted the practice of mentorship for graduates of recognized Canadian physiotherapy programs following successful completion of the written component of the Physiotherapy Competency Examination (PCE). The registration issued in this program will be time limited. Applicants who choose to work before completion of the Objective Structured Clinical Examination (OSCE) must work under mentorship.

## **Registration Requirements for a New Graduate**

Graduates from an accredited Canadian physiotherapy program are required to complete the written and practical components (OSCE) of the Physiotherapy Competency Examination for registration in the province of Manitoba. New graduates must successfully complete the written portion of the PCE to be eligible for registration on the Examination Candidate Register and the mentorship program. Following the successful completion of the written component, the OSCE component must be completed within a 2 year time period. If the candidate does not successfully complete the OSCE, the registration to practice on the examination candidate roster under mentorship will be withdrawn and the candidate will be placed under supervised practice. Upon successful completion of the OSCE the physiotherapist will be eligible for registration on the Active Practice Register.

## **Objectives of the Mentorship Program**

1. To provide the new graduate with the opportunity to continue learning prior to the OSCE.
2. To facilitate a greater understanding of safety and ethical issues in physiotherapy practice.
3. To increase the new graduate's confidence in his/her clinical practice.
4. To promote effective communication between patients, colleagues and members of the health care team.
5. To facilitate networking within the profession.

## **Guidelines for the Mentorship Program**

1. The new graduate is responsible for obtaining a mentor, and forwarding to the CPM the completed mentorship agreement.
2. The role of the Mentor is as an advisor not a supervisor. The mentor does not assume responsibility for the new graduate's actions and no performance evaluations are required. Charts do not need to be co-signed.
3. The Mentor must be a Manitoba registered physiotherapist, ideally with 2 years of experience. The Mentor need not be at the work site of the new graduate but experience has shown an on-site mentor to be of more value. A new graduate may have more than one mentor at any given time.
4. The Mentor should discuss any unsafe practices that they may become aware of with the Registrar of CPM.
5. Patient confidentiality must be maintained by the Mentor and Examination candidate.
6. The new graduate under the mentorship program is responsible for making contact arrangements in accordance with the mentorship program. The new graduate under mentorship determines the frequency of contact between the two parties. If the new graduate changes Mentors, he or she must notify the College so a new agreement can be developed.
7. Both parties in the mentorship agreement may be asked to provide evaluation of the program.

# **SUPERVISED PRACTISE PROGRAM**

The College of Physiotherapists of Manitoba adopted the Supervised Practise Program for international candidates or re-entry candidates following successful completion of the written component of the Physiotherapy Competency Examination (PCE). New Canadian graduates who are unsuccessful in passing the OSCE component and who choose to work must work under the supervised practice program. The registration issued in this program will be time limited. Applicants who choose to work before completion of the OSCE must work under the Supervised Practise Program.

## **Registration Requirements for international and re-entry candidates**

International and re-entry candidates must successfully complete the written portion of the PCE to be eligible for registration and for the Supervised Practice Program. The Supervised Practice Program and its requirements are to be completed within a two-year time period. If the candidate does not complete all components of the PCE, the registration to practice under supervision will be withdrawn. Upon successful completion of the OSCE, the physiotherapist is eligible for registration on the Active Practice Register.

## **Objectives of the Supervised Practice Program**

1. To provide the candidate with the opportunity to continue learning prior to the OSCE.
2. To facilitate a greater understanding of safety and ethical issues in physiotherapy practice.
3. To increase the candidate's confidence in their clinical practice.
4. To promote effective communication between patients, colleagues and members of the health care team.
5. To facilitate networking within the profession.
6. To provide the candidate with ongoing evaluation
7. To assist the candidate to adapt to current Canadian physiotherapy practice

## **Guidelines for the Supervised Practice Program**

### **Guidelines for the Candidate**

1. The supervisor must be a Manitoba Registered Physiotherapist, ideally with 2 years of work experience.
2. The candidate must seek employment under supervision.
3. The candidate under the supervised practice program is responsible for making arrangements in accordance with the supervised practice program criteria. The candidate works under the direction of the supervisor who must be identified by the candidate to the College.
4. It is the responsibility of the candidate to notify the College if there is a change in the supervisor.

## **Guidelines for the Facility**

1. The supervisor must be a Manitoba registered physiotherapist. The registered physiotherapist should report any unsafe practices with the College Registrar.
2. The supervisor assumes responsibility for the delegation of activities that are within the examination candidate's knowledge, skill and abilities and oversees these activities. Chart notes do not need to be co-signed but should be reviewed initially.
3. Written evaluation by the supervisor is required (Clinical Performance Instrument Evaluation Form). Each clinical rotation requires a written evaluation by the supervisor. These evaluations are to be forwarded to the College Registrar; concerns are to be discussed with the Registrar.
4. There must be one designated facility supervisor identified to the College. For specific clinical settings, other physiotherapists may be assigned to supervise and evaluate the candidate but must report back to the designated supervisor.
5. The Board of Assessors of the College monitors progress of candidates in the supervised practice program and can serve as a resource should problems arise.
6. Both parties in the Supervised Practice Agreement may be asked to provide evaluation of the program.

## **Suggestions for Success in Mentorship and Supervised Practice**

Seek guidance on such topics as:

- The selection of appropriate assessment tools,
- The interpretation of assessment results and subsequent planning for appropriate interventions and discharge,
- Ethical issues,
- Safety concerns,
- Charting systems
- The CPM Practice Standards

Seek guidance from any of your colleagues as appropriate for your needs.  
Call the College of Physiotherapists for clarification as needed.

## **Definitions:**

### **a) International Candidate**

A Physiotherapist who

- 1) received his/her education outside of Canada
- 2) successfully completed the credentialing requirements of the Canadian Alliance of Physiotherapy Regulators
- 3) has successfully completed the written component of the PCE

### **b) Re-entry Candidate**

A physiotherapist who has allowed his/her registration to lapse and no longer meets the criteria of practice hours for re-registration. This candidate has successfully completed the written component of the PCE.

### **c) OSCE**

Objective Structural Clinical Examination

### **d) Clinical Rotation**

An allotted time period spent in one of the major areas of PT practice i.e.: musculoskeletal, neurological, cardio – respiratory.

### **e) Mentor**

A College registered physiotherapist with preferably a minimum of two years of physiotherapy experience, who has agreed to be a contact and resource for the examination candidate.

### **f) New Graduate**

A person who has completed all academic and clinical requirements of an approved Canadian physiotherapy education program. The graduate may or may not have convocated from the university but has successfully completed Part 1 of the Physiotherapy Competency Examination (OSCE)

### **g) Supervisor**

A College registered physiotherapist with a minimum of two years of physiotherapy experience, who has agreed to supervise the practice of the examination candidate.

### **h) Board of Assessors**

The Board of Assessors is a statutory committee of CPM whose mandate is to consider and decide on applications for registration, monitor examination candidates, set requirements for failed candidates and determine eligibility for registration.

**i) CPM Standards of Practice - Definition**

The Standards of Practice is a set of guidelines that College members are expected to follow in order to provide safe and effective care to the public. The Standards of Practice are found in Schedule A (Section 19) of the Regulations in the members Reference Guide.

**j) The Alliance**

The Canadian Alliance of Physiotherapy Regulators is an organization committed to the development and improvement of regulatory standards of practice for physiotherapists. Membership includes 10 provincial members representing the physiotherapy regulators from across Canada with regulatory status of physiotherapists described by provincial legislation.