

CONTINUING COMPETENCY PROGRAM DIRECTION

Current and updated as of: March 19, 2015

6.1 The Continuing Competency Program: Overview

POLICY

Legislative Requirements

The *Regulated Health Professions Act* (RHPA) gives the College Council the authority to develop regulations defining a Continuing Competency (CC) Program.

In the RHPA every Registrant of the College is required to participate in the CC Program.

Section 87 (1) A council must establish, by regulation, a continuing competency program to maintain the competence of the members and to enhance the practice of the regulated health profession. The program may provide for, but is not limited to,

- a) Reviewing the professional competence of members;
- b) Requiring members to participate in programs intended to ensure competence; and
- c) Conducting practice audits in accordance with this Act.

Overview of the CC Program

As self-regulating professionals, physiotherapists are required to demonstrate competence throughout their careers. To support and promote these efforts, and as part of its mandate to protect the public interest, the College has established a CC Program to assist Registrants in applying knowledge, skills and attitudes to ensure ongoing competence. The CC Program consists of three components (see Figure 1). What follows here is a synopsis of the Continuing Competency Framework for the College of Physiotherapists of Manitoba.

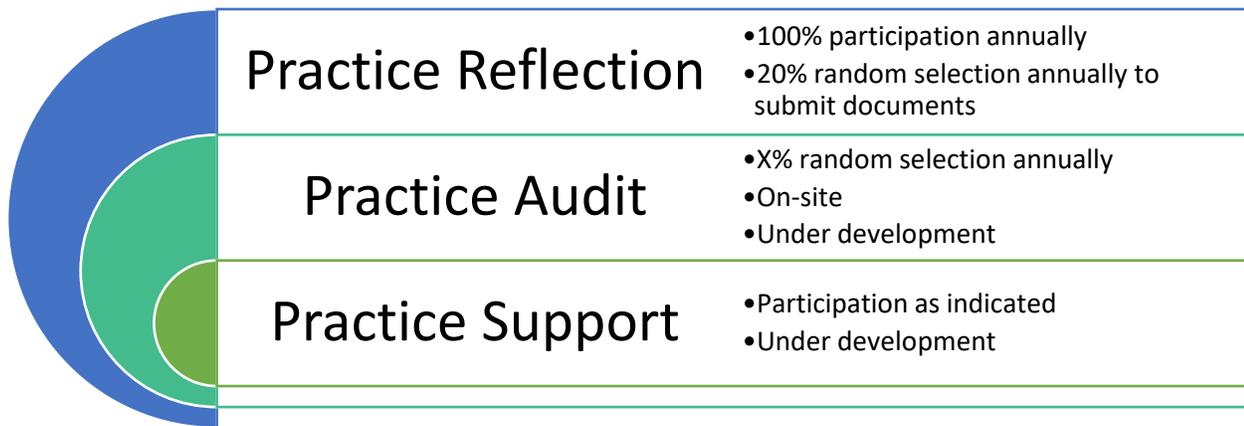


Figure 1 Continuing Competence Framework

Practice Reflection

The first component of the Continuing Competency Framework is **Practice Reflection** and its assessment.

Goal: To promote self-assessment, professional accountability and practice reflection to continuously improve the quality of professional performance.

The assessment of Practice Reflection will allow physiotherapists to demonstrate that they:

- are competent practitioners
- engage in continuing professional development activities
- are motivated and self-directed in increasing knowledge and/or skills
- promote and ensure ethical standards in practice
- adapt practice as required to maintain competency
- are committed to continue learning for the duration of a career in physiotherapy.

Tool: Professional Portfolio

Registrants who hold an Active Practice License will demonstrate ongoing competence by creating and maintaining a Professional Portfolio. Maintaining a Professional Portfolio will provide:

- an educational experience for the physiotherapist
- a method of setting learning goals
- evidence of reflection and integration of learning
- a method of tracking learning over time
- a method of demonstrating ongoing competence
- an historical perspective of a physiotherapists career.

Learning Goal sheets, Activities Tracking Sheets, and Accomplishment Statement sheets are mandatory items in the professional portfolio.

Practice Audit

The second component of the Continuing Competency Framework is **Practice Audit**,

Goal: To allow Registrants to demonstrate competence while providing a positive learning experience.

Tool: Onsite Assessment Tool applied face-to-face either in person or through a web-based mechanism.

Registrants are required to participate in a Practice Audit if they are selected randomly from the register or the Registrant is selected by other criteria specified by the Committee.

The Practice Audit is a formal statute-directed, college-designed process that allows Registrants to showcase their competence, growth and development. The Practice Audit is designed as a positive learning experience that assists individual Registrants. It is anticipated that each Registrant holding an Active Practice license will participate in this component once every five to ten years minimum.

Practice Support

The third component of the Continuing Competency Framework is **Practice Support**.

Goal: To support Registrants in deficient areas of clinical practice as identified through the Practice Audit process.

Tools: Specified continuing education and/or remediation completed independently or in combination with a Practice Support Coach.

Only those Registrants in clinical practice who have been identified in the Practice Audit component as requiring enhancement of knowledge, judgment, skills and/or abilities, and those who request assistance will become involved in the Practice Support program process.

Results of the Practice Audit are used to develop goals and a plan to address identified deficiencies. Registrants are supported throughout the process, from self-assessment to implementation of their learning plan.