



College of  
Physiotherapists of  
Manitoba

# IN TOUCH

## SPECIAL EDITION Newsletter

### EDITOR'S NOTE

This special edition newsletter is being sent to all members and students to provide an update on recent registration changes approved by Council. It is important to note that these changes will become effective in January 2016.

### THE CHANGE

The change involves new graduates who will be practicing physiotherapy during the period of time between the passing of the first part of the Physiotherapy Competence Examination (PCE), otherwise known as the multiple choice examination, and completion of the OSCE or Part 2 of the PCE.

Currently, new graduates must find a mentor in order to register on the Examination Candidate Register. An agreement must be signed by the mentor and it is up to the new graduate to make contact with the mentor for guidance on practice.

The change that has been approved by Council is that commencing January 2016, the mentorship model will no longer be in place. Instead, a new graduate will need to practice **under the supervision of a physiotherapist** until receiving the results of the OSCE or Part 2 of the PCE.

### WHY THE CHANGE?

In 2011, the Canadian Alliance of Physiotherapy Regulators completed a five year in depth study into the use of supervision in regulatory entry to practice matters at a national level. This included graduates in many different fields, including health care and specifically physiotherapy. The consultants made recommendations to all of the physiotherapy regulators in Canada to transition to a supervisory model, rather than that of mentorship. The primary concern for the Colleges is safety of the public.



## WHY THE CHANGE CONT'D

The study also indicated that ten of 11 physiotherapy regulators already have some form of supervision in place for new graduates. Manitoba is one of the last provinces to initiate supervised practice for all new graduates. Currently, our model requires supervised practice only when the new graduate fails the OSCE.

Compared to other Canadian physiotherapy education programs, Manitoba has consistently had failures of both parts of the PCE. One goal of supervised practice is to provide additional support to new graduates after they complete their physiotherapy education program to enhance their opportunity to pass the OSCE component of the PCE.

Entry level new graduates are not distinguished as not fully licensed. The public does not know that the new graduate has not completed all requirements for full registration. Adding supervised practice for new graduates is a means to better inform and protect the public.

## THE DETAILS

**Clinical supervision** is a formal process of professional support and learning which enables individual practitioners to develop knowledge and competence, assume responsibility for their own practice and enhance consumer protection and the safety of care in complex clinical situations. According to the British Chartered Society of Physiotherapy, one of the principles of clinical supervision is that it involves a supervisor and a practitioner or group of practitioners reflecting on and critically evaluating practice. (Supervision in Physiotherapy Regulatory Entry to Practice Matters Project. Final Summary Report page 7, Draft June 8, 2012).

**Duration of Supervision:** At a minimum, the period of supervision should be set for as much time as is needed for the applicant to receive confirmation of successfully completing the OSCE or clinical component of the PCE.





## THE DETAILS CONT'D

**Supervisor eligibility:** The supervising physiotherapist must:

- Be a registered physiotherapist with CPM on the Active Practice Register.
- Hold an unrestricted license (e.g. not be subject to conditions on his/her license, or subject to fitness to practice proceedings or orders).
- Have no conflict of interest (e.g. no relationship to the new graduate).
- Have a minimum of three years of experience in independent practice in Canada.
- Be able to assess the quality of the work performed (e.g. be working in the same area of practice) and
- Have the same employer as the supervisee.

Note: The final approval of the supervisor and the site rests with the regulatory authority, being the College of Physiotherapists of Manitoba and the Board of Assessors of CPM.

**Evaluation Monitoring:**

- A new graduate may have more than one supervisor (can have up to three) as long as there is one supervisor with the primary responsibility for formal evaluations. The supervisor must assess the supervisee within the first 30 days of the period of supervised practice to determine an appropriate level of supervision. Supervisors should consider arrangements for ongoing monitoring and a progress report given to the supervisee during longer periods of supervision so the level of supervision can be adjusted accordingly. A formal evaluation (ACP) should be completed at the end of the period of supervision and sent to CPM. The final evaluation should be provided to the supervisee prior to him/her taking the OSCE.

**Supervision Approach and Responsibilities:**

The supervision approach in entry to practice situations must ensure safe delivery of physiotherapy services and the prevention of any undue risk of harm to the public. Since the supervisee has not yet been deemed competent to practice independently, it is the supervisor's responsibility to monitor the activities of the supervisee using both direct and indirect methods of observation. It is also the responsibility of the supervisor to assess the supervisee within the first 30 days of the period of supervised practice to determine an appropriate supervision plan.



## THE DETAILS CONT'D

The specific methods and level of supervision will vary depending on the supervisor's initial and ongoing assessments of the supervisee's level of competency. Examples of methods of supervision can include: direct and indirect observation, chart audits, meetings, case reviews, and feedback from peers and other team members etc. Availability by telecommunications may also be considered in certain circumstances (remote locations).

### **Responsibilities of the supervisor:**

The supervisor is responsible for making arrangements for supervision when not available; ensuring employer comprehension and acceptance of professional obligations regarding supervision; notifying the regulatory authority (CPM) of permanent changes in supervisor; mandatory reporting of incompetence or misconduct; and completion and submission of evaluations as required.

### **Responsibilities of the supervisee:**

The supervisee may be in either a part-time or full time position. The supervisee is accountable for his/her actions and will have the same requirements for liability insurance as a full registrant. The supervisee is also responsible for notifying the regulatory authority of a permanent change in the primary supervisor. The supervisee is responsible for obtaining informed consent from the patients for his/her involvement in the patient's treatment. The supervisee must also identify him or herself as per the use of title and credentials policy (4.23).

### **Evaluation:**

The evaluation tool to be used by the supervisor is the Assessment of Clinical Performance Tool (ACP). The College of Physiotherapists of Manitoba is responsible for monitoring the evaluations of supervisee(s) having performance issues identified during the supervised practice, or failure(s) of the Physiotherapy Competency Examination (PCE).

The College acknowledges that there are benefits and challenges to this change. Some of the benefits include:

- Consumer safety is enhanced with the opportunity to identify struggling new physiotherapists earlier.
- Liability to the employer is reduced with a structured supervision model to support new graduates.
- New graduates benefit from an easier transition into practice with greater professional support through advice, feedback and direct observation.
- Knowledge, confidence and experience of entry-level physiotherapists will be optimized.

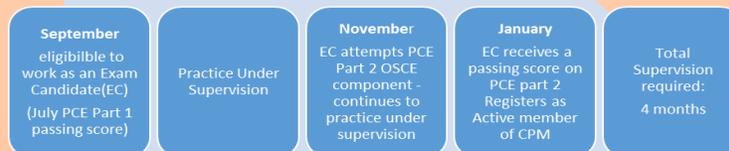


## THE DETAILS CONT'D

- Potential to increase the Manitoba pass rate of the OSCE.
- Entry-level physiotherapists will be encouraged to undertake the OSCE as soon as possible which will benefit the new graduate, the employer, the supervisors and the CPM.

The challenges include:

- The time commitment for the supervisor- direct supervision hours involved (depending on the needs of the physiotherapy graduate), and documentation time (evaluating the new graduate using the new ACP form)
- New graduates will need to work in a setting where they can access a supervisory physiotherapist. This may affect where a new graduate can be employed.
- Employment in rural locations may be challenging with the requirement for initial direct assessment of the physiotherapy graduate to determine an appropriate supervision plan.
- Employers may need to recoup the cost of providing supervision to new graduates.



In conclusion, this is an important step for CPM to take in order to protect the public and support our new graduates in gaining the required experience, knowledge and skills to enter the profession.

### REFERENCES:

Supervision in Physiotherapy Regulatory Entry to Practice Matters Project, Final Summary Report. Prepared for the Canadian Alliance of Physiotherapy Regulators by Parker-Taillon Consulting Inc. June 2012.

### FAQ'S

1. **Do I have to co-sign the supervisee's chart notes?** No, co-signing of all chart notes is not required. However, it is expected that chart notes are reviewed as necessary to ensure competency.
2. **Can the Supervisee work alone? On the weekend? Evenings in private practice alone with an Assistant?** This will vary depending on the capabilities of the new graduate, as assessed by the supervisor. The Supervisee will undergo an initial



## THE DETAILS CONT'D

### FAQ'S Cont'd

- assessment of skills and abilities by the Supervisor and an appropriate supervision plan will be created specifically for that Supervisee. The supervision can be indirect. This may include working alone, on weekends or evenings. **However this is supervised, not independent practice and supervision must still be in place.**
3. **If they make a mistake, is my license on the line or theirs?** Both. As the Supervisor, you are monitoring the new graduate's practice and delegating patients whose requirements are within their competency level. The new graduate also has the responsibility to practice within their level of competency and discuss treatments with the Supervisor.
  4. **Can they bill third party payers independently?** Yes, Supervisees can bill independently.
  5. **Can they work in the community in the patient's home or in isolation a couple of times a week?** See answer to #2 above.
  6. **What is my responsibility to the College- are there progress reports to write? How often?** For the majority of Supervisees, only one progress report will be necessary within the 3-4 month period of supervision. The initial assessment of the Supervisee by the Supervisor does not involve a formal evaluation; its purpose is to formulate a supervision plan. For Supervisees who do not attempt the first sitting of the OSCE after graduation, the supervision period will be longer and require a formal evaluation every 3-6 months, as deemed appropriate by the Supervisor .
  7. **How long do I need to supervise them?** Until the Supervisee receives notice she/he has been successful in passing the OSCE, or until a change of Supervisor is mutually agreed upon by both Supervisor and Supervisee. This change must be reported to the CPM.
  8. **What if I am on vacation during the time they are supervised?** The Supervisor must make arrangements for supervision by another physiotherapist when the Supervisor is not available. This temporary change does not need to be reported to CPM; only PERMANENT changes in Supervisor need to be reported to CPM.
  9. **Are they paid the same amount as a fully qualified physiotherapist?** This is determined by each individual employer, not the CPM.
  10. **What happens if the Supervisee fails the OSCE?** If the Supervisee fails the OSCE, he/she continues on supervised practice. The Board of Assessors of CPM would require the Supervisee to reflect on a plan of action for success on the next OSCE. The plan must be put in writing and sent to the Board of Assessors. The Supervisee must successfully complete the PCE in three attempts within two years of starting the exam process. Failure to meet the deadline means that the person will no longer be able to register with CPM.