



College of Physiotherapists
of Manitoba

Continuing Competence Program
“Building Confidence Together!”

Program Philosophy and Goals

CONTINUING COMPETENCE PROGRAM

PHILOSOPHY AND GOAL(S) OF THE PROGRAM

The College of Physiotherapists of Manitoba's Continuing Competence Program (CCP) values lifelong learning to promote and ensure competency in physiotherapists.

The program is built on the belief that physiotherapists are

- competent practitioners
- motivated adult learners
- able to select and implement continuing education tools
- self-directed in achieving a change in knowledge and/or skills that becomes reflected in their practice, and
- ethical practitioners.

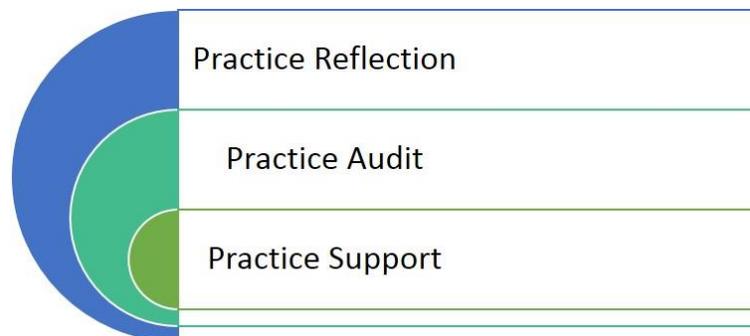
GOAL(S) of the overall program: To promote high practice standards and allow registrants of the College to demonstrate continuing competence. The program supports registrants in maintaining their competence through participation in reflective practice activities and practice audits.

The CCP provides evidence that an individual physiotherapist

- understands and applies legal and ethical obligations
- integrates standards into practice
- conducts self-assessment
- limits practice according to competence
- implements best available evidence, and
- participates in professional development activities throughout their career.

Continuing Competence Program Components

The College of Physiotherapists of Manitoba's Continuing Competence Program consists of three separate components: Practice Reflection, Practice Audit and Practice Support (Figure).



1). PRACTICE REFLECTION

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

The Practice Reflection component allows 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, and
- are committed to continue learning for the duration of a career in physiotherapy.

PROFESSIONAL PORTFOLIO

Maintaining a professional portfolio provides

- 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 regardless of practice area, and
- a historical perspective of a physiotherapist's career.

Contents of a professional portfolio are

- relevant to the physiotherapist
- a tangible product
- feasible in terms of cost and time.

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

2). PRACTICE AUDIT

GOAL: To allow registrants to demonstrate competency while providing a positive learning experience. The practice audit will verify that physiotherapists are competent practitioners.

The Practice Audit component will

- provide an educational experience for the physiotherapist
- be relevant to the physiotherapist's current role(s) and accountabilities
- be applicable to all areas of practice
- be feasible in terms of cost and time
- assess what a physiotherapist does do, and
- be acceptable to the profession.

3). PRACTICE SUPPORT

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

The Practice Support component will address registrant deficits in the areas of physiotherapy-related knowledge, skill and/or judgement that are felt to be necessary to ensure public safety and confidence in the physiotherapy profession in Manitoba.

The Practice Support Program will be individually designed to support the needs of registrants throughout the process, from self-assessment to implementation of a relevant learning plan.