

## Frequently Asked Questions about the Continuing Competence Program

### **1. Why was this type of program chosen? How does the College propose to assess competence in Physiotherapists with this type of Program?**

The CPM has chosen a program which supports a physiotherapist's efforts to **demonstrate** continuing competence through maintaining a professional portfolio, goal setting, and continuing education rather than a Quality Management Program whereby a physiotherapist would be required to **prove** his/her competence by regularly undertaking a written exam (as done in some other provinces).

It is widely accepted that a single tool that provides reliable, valid, and cost-effective measure of clinical competence does not exist; therefore a combination of evaluation methods is needed. A review of other colleges and disciplines reveals similar programs in place or to be launched across Canada.

### **2. Why did the College not choose a point system or educational credits unit system?**

In 2000 the Regulators reviewed and rejected this option. A number of issues associated with mandatory continuing education were raised. They included:

"First, while members can be forced by registration renewal requirements to participate in education, they cannot be made to learn or apply learning to practice. Second, members may select programs that are unrelated to their practice. Third, formal education activities may be inaccessible to members because of cost and/or geographic issues. Fourth, programs that meet learning needs may not be available. Finally, there is a lack of conclusive evidence that mandatory continuing education is an effective means of maintaining or increasing competence. Mandatory continuing education should be considered as an approach to encourage professional development/ongoing learning but not as a direct measure on continuing competence" (National Framework for Assuring the Continuing Competence of Physiotherapists in Canada 2000).

### **3. Why do practicing physiotherapists have to do this when the employer already evaluates their competence? And why has the College introduced a Continuing Competency Program now?**

The new **Regulated Health Professions Act** requires all regulated health professionals - like the College of Physiotherapists of Manitoba - to establish and maintain a continuing competency program to promote high practice standards amongst registrants. In order to maintain our self-regulated status under the new legislation it is imperative that the College develop a Continuing Competency Program (CCP).

### **4. How can I set goals if I don't know what opportunities I will have to attend courses or what activities will be available this year?**

The goals you set should reflect your own professional development. Reading journals or accessing technology should allow you the opportunity to meet a portion of your goal each year. It is not expected that you accomplish a goal each and every year.

Your goals may change in a year (You change jobs or caseloads). You can submit the new goals and the supporting information with your next years' renewal at registration time. Work on a goal may carry-over from one year to the next. The important part is that work continues on a goal or a new goal is set.

**5. *What happens if the physiotherapist refuses to participate?***

Participation in the Continuing Competency Program can affect your ability to renew your registration with the College of Physiotherapists' of Manitoba.

**6. *Will the Learning Plans be checked to determine if they were implemented?***

Yes, a monitoring system will be established to track the continuing competency activities of practicing registrants. This will occur during the submission of your Portfolio during a random Practice Audit.

**7. *What happens when a physiotherapists' Learning Plan is audited?***

A set number of registered Physiotherapists will be selected on a random basis each year. Using set criteria their goals will be assessed as either "Acceptable" or meets requirements- the member will be notified and no further action is required, or "Unacceptable" does not meet requirements- the member will be notified that they have 45 days to resubmit their goal. The resubmitted goal will be reviewed and all members whose forms continue to be unacceptable would be required to come in and consult with a mentor from the continuing competency committee for assistance in completion of their forms. In addition they may be requested to submit their Portfolio at the same meeting.

**8. *How will information be kept confidential?***

The College of Physiotherapists of Manitoba will develop a procedure, that will ensure the confidentiality of the information. Only the auditor will view your portfolio during the Practice Audit.

**9. *What do I send to the College on an annual basis?***

You will be required to submit two Learning Plans linked to your annual renewal of registration with the College.

**10. *Is it mandatory that I complete the program every year?***

Yes. You will be asked to submit the information in a Practice Audit. As each member can be expected to be audited once in a 5 year cycle, your Portfolio including your yearly submitted Learning Plans (with completed Activity Tracking sheets and Accomplishment Statement sheets for up to the last 5 years) will be audited.

**11. I have not practised this past year, but I am planning to return to work during the middle of this year. Will I be expected to participate in the Program?**

The program is linked to yearly renewal of registration. You will be required to submit your goals at the next renewal cycle.

**12. I have transferred from another province. Will I be expected to participate in the Program immediately?**

The program is linked to yearly renewal of registration. You will be required to submit your goals at the next renewal cycle.

**13. I only work part-time; will I be required to complete the same amount of continuing professional development as a full-time employee?**

All registrants irrespective of whether they work on a full-time, part-time, permanent or casual basis are required to participate in the CCP if they wish to remain registered with the College. The onus is on the individual to select which continuing professional development activities best suits them and will allow them to meet the standards.

**14. I am going on a personal leave this year and have been sent a notice that I have been selected for a Practice Audit. What do I do?**

The college recognises that, occasionally due to unavoidable circumstances, you may need to ask us to defer your audit. This may be for numerous reasons (as a result of illness, family circumstances, or maternity leave).

To request the deferral of your Practice Audit you need to:

- Write to us and ask for a deferral explaining your reasons for why you cannot complete the audit.

We will look at your situation to see whether it would be fair to you, and to others chosen that year, to defer your audit. If your audit is deferred, you will automatically be chosen for audit when your registration is next renewed.

Our deferral process will make sure, as far as possible, that although we are fair to those who cannot participate in the audit, we are still being fair to those who are audited. If you need to apply for a deferral more than once, we will check your application for deferral carefully and will be looking for clear evidence that a deferral is absolutely necessary.

**15. Where do I get more information?**

Contact the College of Physiotherapists' of Manitoba at (204) 287-8502 or check the web site at: <http://manitobaphysio.com/index.html> com for updates.