



College of Physiotherapists of Manitoba

Practice Based Competency Assessment Summary

The Practice Based Competency Assessment (PBCA) is the clinical evaluation chosen by Council in Manitoba. The PBCA is an evaluation of entry to practice competence across several domains. The evaluation consists of chart audits, scored interviews with the candidate and supervisor(s), evaluation of the ACP forms, a Jurisprudence Exam and an evaluation of a practice reflection. Scores are based on standardized expectations, criteria and outcomes. In order to move the Active Register, an Examination Candidate must pass an approved Clinical Evaluation. A candidate will not be eligible to practice physiotherapy in Manitoba if they fail three attempts at a clinical evaluation or exceed 2 years on the Exam Candidate register, whichever comes first.

Scoring

- Candidates must pass 4 of the 5 components AND have an overall score of 80% or higher for an overall pass. It is **mandatory** to pass the candidate interview and the Jurisprudence Examination portions of the assessment for anyone newly registering as an Examination Candidate on or after July 1, 2024. A failing score on the candidate interview or jurisprudence examination would result in an automatic failure.
- Scoring will also consider any red or yellow flags identified in practice. If there are significant safety and practice concerns identified (one red flag or multiple yellow flags) by the evaluator, this may lead to failure of the assessment regardless of the overall score.

Components and Weighting

The Practice Based Assessment (PBCA) will evaluate five (5) components weighted as follows:

1. Candidate Interview: 35% (**Mandatory passing score required**)
2. Supervisor Assessment (ACP form and Supervisor Interview): 15%
3. Chart Audit: 25%
4. Practice Reflection: 5%



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5. Jurisprudence Exam: 20% (**Mandatory passing score required**)(**this component comes into effect for new Examination Candidates registered on or after July 1, 2024**)
**** if registered before July 1, 2024, the Jurisprudence Examination will not be part of the scoring and the Supervisor Assessment will make up 35% of the total score.

Eligibility Criteria for Assessment

1. Applicants must have been registered on the Exam Candidate Register in Manitoba for a minimum of 6 months.
2. Applicants must have successfully completed 1200 hours of supervised practice in Manitoba. These hours must be confirmed using the Request for Verified Practice Hours form submitted directly by the employer.
3. An Examination Candidate cannot apply for the PBCA program if they have any outstanding or unresolved complaints or unresolved discipline proceedings at the time of application. The Complaints process would need to be resolved before the application would be accepted.

Application

1. Applicants meeting the eligibility criteria will submit required information to the CPM office for processing. The **required information** includes the application form, verified practice hour form submitted by all employers and ensuring the 1200 hour ACP on file at the College from each supervisor is less than 4 weeks from the date of application.
2. CPM will verify the application and applicant eligibility within 5-7 business days or receipt of the application. Ineligible applicants will be informed in writing by CPM. Eligible applicants will be asked to submit additional supporting documents for assessment.
3. Applicants **must** pay the associated fee for the PBCA clinical assessment prior to initiating the PBCA program. (fee dependent on year applying – posted on website/application form)

Evaluation Processing

4. Eligible applicants will be assigned a PBCA evaluator(s) and all parties will be asked to declare any potential conflicts of interest.
 - CPM evaluators will be members in good standing with CPM and trained in the assessment tools and methods employed.



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5. After conflict-of-interest provisions are satisfied, the contact information and application documents pertaining to the applicant and their supervisor(s) will be released to the evaluator(s).
 - The current or most recent supervisor listed on the supervisory agreement who has completed the ACP forms is deemed the principal supervisor for participation in the PBCA supervisor related components.
 - If the current supervisory agreement has been in place for less than 6 weeks, then the supervisor listed on the prior supervisory agreement will be asked to participate.
 - The evaluator may contact other supervisors at their discretion.
 - The applicant will be provided instructions to submit the required documents for PBCA within a specified time period.
 - Evaluator(s)/CPM staff will contact the applicant and supervisor to schedule the required interviews. Although every attempt will be made to accommodate schedules, in order to facilitate timely processes, interviews will be carried out as expeditiously as possible.

6. Once the assessments are complete, the evaluator will submit the outcome of the evaluation to the Board of Assessors (BOA). The BOA will make the final decision on provision of active licensure and subsequently contact the applicant regarding the outcome of their assessment.

Evaluation Components

ACP Form

Evaluators will be checking comments for any elements that may be labelled a red or yellow flag and will note areas that do not meet the expected benchmark. Supervisor comments should accompany any lower scores on this form to provide rationale and insight into the Examination Candidate's practice.

Chart Audit

Charts will be audited using a standardized tool based on the applicable practice standards including, but not limited to:

- Record Keeping
- Informed Consent
- Documentation of assessment findings
- Communication
- Collaboration
- Treatment

The applicant will furnish the evaluator with copies of **3 COMPLETE charts** selected in consultation with the practice supervisor. Further details on the chart requirements are



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outlined in the Applicant and Supervisor information provided and online.

Applicant Interview

The purpose of the interview is:

- to evaluate skills and knowledge that cannot be gleaned from other sources
- to allow for a dialogue in the event that clarification is required

Prior to the interview, applicants should review the Applicant Information resource on the website to assist in preparation for the interview including the logistics for the virtual/in person meeting.

Supervisor Interview

The supervisor will be asked general performance questions about any elements not already addressed in other tools and their perception of the applicant's competence at Entry Level.

Jurisprudence Examination

The Examination Candidate will complete an online examination which tests the applicant's knowledge of the legislation and standards that guide the physiotherapy profession in Manitoba. The applicant will have one hour to complete this exam once started and is able to reference the associated standards when completing the test. The Exam database will calculate a score which will make up a portion of the overall PBCA outcome, and the Examination Candidate will receive confirmation this exam has been submitted successfully.

Practice Reflection

A practice reflection submission form will be completed online and reviewed using an objective assessment tool. Further information on how to access and complete this form will be available for the applicant on the website.