

Interprofessional Learning or Job Shadowing Experiences for Non-Registrants: A Guide for Manitoba Physiotherapists

Purpose:

This document provides guidance to registrants of the College of Physiotherapists of Manitoba (CPM) about relevant legal and professional obligations while providing interprofessional learning or job shadowing experiences to someone who is not a registrant of CPM.

Guideline:

Physical therapists may receive requests from others to observe physiotherapy practice. These requests may come from a lay person (i.e. an applicant of a physical therapy program or a high school student) or from students in health professional programs such as nursing, medicine, or others.

To encourage and support interprofessional learning or job shadowing experiences physiotherapists providing these opportunities must consider the following:

1. Ensure that the workplace permits a physiotherapist to offer the opportunity to observe their practice. Rules and regulations vary from workplace to workplace.
2. Provide an orientation.
 - Include expectations for professional behaviour, safety precautions, and a confidentiality review.
 - Reinforce the absolute necessity for complete confidentiality throughout the observational experience.
 - Observers must sign a confidentiality agreement which indicates that any breach of the agreement will result in termination of the observational experience.
3. Obtain and document the client/patient's¹ informed consent for each and every encounter that the observer has with them.

¹ The term patient can be interchanged with the term client. "Clients are recipients of physiotherapy services, and may be individuals, families, groups, organizations, communities, or populations. An individual client may also be referred to as a patient. In some circumstances clients/patients may be represented by their substitute decision-makers."

- The observer should not be present during the initial contact with the client, or when asking for consent for them to observe, so the client feels comfortable refusing. This allows the patient to revisit the consent decision.
4. Ensure that the presence of an observer does not interfere with or impede the physical therapist/patient interaction.
 5. Ensure that the observer is identified and introduced accurately (e.g., high school student, nursing student) to prevent confusion with an employee of the clinic or facility, or misrepresentation of their status.

Remember it is the physiotherapist's responsibility to monitor the observer's behaviour and their interactions with the client and at no time should the observer or a client be exposed to risk of harm.

The physiotherapist agreeing to provide this experience is ultimately responsible for their client. The physiotherapist should consider the expectations related to Informed Consent, Privacy and Record Retention, Risk Management and Safety as well as the Code of Ethics to ensure these encounters align with all legislative requirements.

Requests from a regulated health professional or student in a regulated health professional education program

Hands-on learning opportunities can be provided only under these circumstances. The student or observer:

- is either a registrant, a student registrant of a Manitoba (MB) regulatory college or will be eligible for registration with a MB regulatory college upon graduation.
- holds their own liability insurance. Many students will be covered through their education program or another source.
- participates only in activities that are within the shared scope of both the physical therapist and their own profession's competencies and not those that are only within the scope of physical therapy, or that are high risk/rostered activities.

The activities performed must be within the competence of the physical therapist providing the learning opportunity. The Physiotherapist should ensure that the observer is competent and should assess level of risk of each activity in order to ensure public safety.

Requests from a student in a Rehabilitation Assistant (RA), Physiotherapist Assistant (PTA), or Occupational Therapist Assistant (OTA) education program

Hands on learning opportunities can be provided **ONLY** under the following circumstances. The student:

- holds their own liability insurance through their education program.

- participates only in activities that are considered within the competencies of a PTA (Please see the College website for the Essential Competency Profile for Physiotherapist Assistants in Canada 2012)
- performs only those activities that are within the competencies of the physical therapist.

The physiotherapist should ensure that the student is competent and should assess level of risk of each activity in order to ensure public safety.

Requests from a layperson (i.e. high school student, kinesiology student or unregulated professional)

Experiences are limited to observation only (**NO** hands-on learning opportunities). At no point is it acceptable for an observer to operate equipment or to provide care to a patient.

Confirm the liability insurance requirements of the workplace prior to the beginning of the observation period.

Remember that the observer does not have access to a patient's clinical records.