



NEWFOUNDLAND AND LABRADOR COLLEGE OF PHYSIOTHERAPISTS
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CONTINUING COMPETENCE COMMITTEE REPORT - JUNE 2023

Committee members: Michael Kay, Tom Farrell, Tracy Penney, Nicole Peters, Sonja Hoskins, Lisa Durnford, Brooke Wiseman

We are now in the process of the third Portfolio review. Overall, the response has been both timely and positive. There is one outstanding Portfolio.

The CCC welcomes comments, questions and feedback which we try to respond as quickly and directly as possible.

In 2022-2023 I was not able to send out an individual letter to everyone, we are working to improve this aspect of the Continuing Competence review process.

Part 1 of the Portfolio has been overall well done. Many submissions include extensive use of references and individuals provide an in-depth review and analysis, these would be considered comprehensive.

The actual goal setting section (Part 2) remains a voluntary submission only. Nevertheless, it is considered a valuable part of the portfolio. Goals give direction, purpose, heighten performance and determine priorities to list just a few benefits. Registrants were advised to utilize a SMART model in writing them: the specific nature of goals means you know exactly what you are striving for, including measurable criteria, and might answer the question: how will I know when I have reached my goal? Assessors review Part 2 as part of the portfolio but do not score.

Part 3 Continuing Education Hrs remains a mandatory section and provides an insight into the range of evidence utilized in work and clinical practice. Assessors are having difficulty with hours that exceed 200hrs – usually because the submission includes the total duration of the placement. While these hours should be included in an employment performance review they are not what is being requested for our Competency Review. References utilized in the reflection could be included. Registrants can list other areas of self-directed education. These may include formal presentations, educational events, courses, providing education, or research. Regular work tasks such as rounds, team meetings, the full duration of a student placement, the length(weeks/hours) of a mentorship, or volunteer trainer for sports team would not be accepted as competency hours. As a result some hours would not be approved for the purpose of Continuing Competence.

At this time the requirement is 200 hours over 5 yrs. The Committee recognizes that there may be years, when an individual's continuing education hours might be lower than that person's usual average. The expectation of the CCC is that continuing education and references identified in Part 3 would have relevance to clinical practice area, specific goals or work role.

The primary goal for the college is protection of the public and the portfolio assessment is part of that commitment. It ensures that physiotherapists are taking steps to maintain skill and knowledge.

Results:

75 portfolios requested

This year we have had to adjust the expectation that everyone will receive a letter detailing comments and scores until we can implement a new procedure.

Physiotherapists should consider the following:

Registered physiotherapists should keep their portfolios up to date all the time, not just when a formal review is anticipated.

Should the CAC be involved in a review; a copy of your portfolio could be requested.

Webinars, ZOOM events, CPA Congress, other Congress events(IASP, CPS..) and courses are common important sources of education. These are valuable and can certainly be included as part of your submissions.

Registered Physiotherapists are responsible for knowing the requirements to maintain their licence and registration.

Aside from the requirement to submit the CCC a copy on request; using and building your portfolio has inherent value in reflecting on your practice and planning for the future. The hope of the CCC and Council is that individuals will make the best use of the tool and develop it to their unique needs.

Physiotherapists have to be registered to practice and each member signs the declaration statement on the application for registration/renewal indicating they will maintain their professional portfolio. The portfolio and subsequent assessment is an important part of maintaining your licence.

Thank you to my fellow committee members for taking time to serve on the committee and carry out reviews to make meaningful change to the portfolio evaluation system.

Michael Kay

Michael Kay, Chair of the Continuing Competence Committee