

ASK THE PRACTICE ADVISOR

The Continuing Competency Program and Re-deployment

Question:

I have been re-deployed working in COVID contract tracing and at testing sites in our area. As I am not performing my regular PT duties, do I still need to complete the Continuing Competency Program? If so, how will I ever meet the essential competency requirements for the mandatory domain Collaboration, when I am not providing my regular PT service to clients?

Practice Advisor Response

As a practicing PT, I do honestly appreciate the extra challenges all our members have recently faced with the added stress of COVID. This however does not change the need for our members to prove their commitment to providing outstanding care to Saskatchewan residents, maintain their competence and meet the requirements of the SCPT Continuing Competency Program (CCP).

The SCPT's Continuing Competency Program is based on the National Practice Advisory Groups (NPAG) competency profile. The NPAG profile describes 7 Competency Domains each with a list of associated Essential Competencies that apply to Physical Therapists throughout their career span. An Essential Competency is an ability that a Physical Therapist must possess to practice safely and effectively.

The 7 Competency Domains are:

- Physical Therapy Expertise
- Communication
- Collaboration
- Management
- Leadership
- Scholarship
- Professionalism

I would suggest your re-deployment would fit well within this year's mandatory domain Collaboration: *As collaborators, physiotherapists work effectively with others to provide inter- and intra-professional care.*

Collaboration Essential Competencies:

- 3.1 Promote an integrated approach to client services
- 3.2 Facilitate collaborative relationships.
- 3.3 Contribute to effective teamwork.
- 3.4 Contribute to conflict resolution.

Your participation easily meets at least 2 of the 4 essential competencies. Just consider the hours of working with others during your redeployment. I am sure you will be able to think of ways you have met these competencies as part of this team.

If you choose to use your COVID experience to complete the requirements for the Mandatory Domain Collaboration you must choose and complete a Task.

- Letter from professional organization or from a health care team member indicating participation in a collaborative setting.
- Performance Review
- Case Study
- Participation in or delivery of a course, lecture, workshop, seminar, or similar activity
- Evidence of supervising PT students
- Participation on a committee
- Positive Self Reflection

Possibly having a team member provide a short letter confirming your collaborative participation as a member of the COVID team would be appropriate.

In these challenging times, consider Positive Self Reflection. Looking back on the struggles you faced moving forward in the covid world may assist you in recognizing the important role you have had in meeting the unexpected needs of Saskatchewan residents, engaging with new team members, and collaborating with other professionals to provide effective care.

As you reflect, consider how redeployment has enhanced your future PT practice. You have demonstrated that the foundation of knowledge and skills a PT possesses will evolve to meet the needs of our clients and the general population. You have used your knowledge and skills to meet client's needs, advance our scope and further garner respect for our profession.

Possibly you will translate your new experiences into your future practice by fostering teamwork in a stressful situation, successfully meeting another personally challenging change in



your work life and being more aware of opportunities to advance the PT scope of practice into areas previously not evident.

Thank you for your excellent question. If you have further questions or would like help completing the requirements of the CCP, email the practiceadvisor@scpt.org.

(For a sample of documents using this COVID redeployment example for meeting the mandatory Domain Collaboration, see the SCPT website under the Continuing Competency Program tab).