

Continuing Education & Competence

What is continuing education & competence

The ongoing ability of a health care provider to integrate and apply the knowledge, skills, judgement, required to practice safely and ethically in their profession.

How is competence maintained?

- Competence is maintained through an ongoing reflective practice evaluation of professional learning activities where new knowledge is integrated into current practice for the expressed purpose of improving massage practice and client outcomes

Ongoing Reflective Evaluation

Learning Activity

Reflective Evaluation

Apply Learning to Practice

Reflective Evaluation

Improved Practice & Client Outcome

Reflective Evaluation

What is a professional Learning activity?

Any learning activity which results in the acquisition of new massage knowledge leading to:

- A greater understanding of the RMT Standards of Practice & Code of Ethics
- Enhanced massage therapy practice or
- Improvement in client outcomes

Why reflect on our Standards & Code of Ethics?

- Learning activities should reflect elements of the Standards of Practice and/or Code of Ethics because these represent the minimal expectations of safe and competent practice of RMTs in PEI
- To maintain Therapist competence specific to a practice setting, learning activities should be directly related to massage therapy and the current practice environment

What is reflective practice?

Reflective practice is a continual process where the MT analyzes and evaluates their own professional experiences as a means of personal learning

Reflective practice helps the MT to identify what was important about new information learned from an experience so they can apply it in future similar situations

What is the Goal of Reflective Practice?

Reflective practice or self-reflection is to help MT's gain insight into their overall practice

Reflective practice helps MT's think about their practice, learn and apply new knowledge so they continue to make safe and competent treatment decisions

Why is reflective Practice Important?

Reflective practice is a critical component of continuing competence because competence cannot be maintained if there is no ability to understand and apply new knowledge in the practice setting

This speaks to life-long learning which is different than entry-to-practice requirements set by regulators.

When do I Reflect?

Most MT's engage in reflective practice when they encounter a new or challenging situation or when they are self-assessing their learning or practice needs

However, MT's can engage in reflective practice at any time

How do I reflect?

The Process is personal
and can include:



How do I Reflect on my massage practice?

The following are helpful reflective questions to ask oneself

1. What does a competent RMT need to know?

Compare your current practice to a list of practice standards to identify any learning needs and compare a current practice issue to an experience.

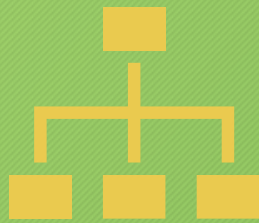
2. What would a competent Massage Therapist do?

Compare a current practice issue to an experience to make a practice decision about the current issue. Evaluate your ongoing learning. What else do I need to learn to remain competent?

Why is CEC Important?

- Continuing Competence is an essential component of professional learning.
- Public interest is best served when RMT's constantly improve their application of knowledge, skills, and judgement.
- Continuing education & competence promotes good massage therapy practice, assists in preventing poor practice, and contributes to the quality of massage practice and best possible client outcomes.
- Aids RMT's to acquire and develop new knowledge to support safe, competent, ethical practice.

CMTPEI Continuing Education Program (CEC)



A Formal & Structured
Process

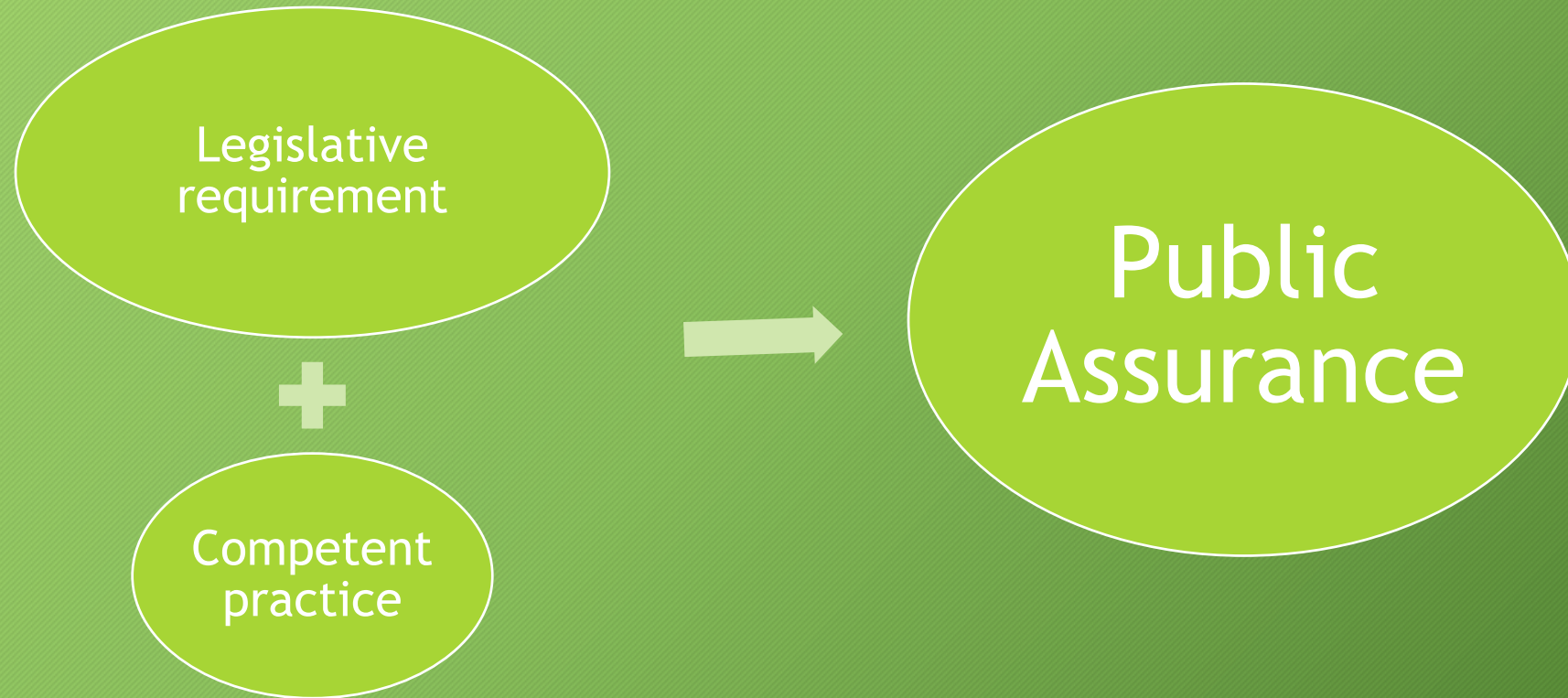


Quality Assurance



Public Protection

Why is CEC Necessary?



CEC Program Connection to Standards & Ethics

- MTs assess learning goals based on the professions Standards of Practice & Code of Ethics as these are directly related to the performance of a therapists' practice
- Assist the College to objectively evaluate a therapists learning plan & reflection.

CMTPEI CEC Program

Implementation 2022-23

Required for 2023 registration renewal

Is a yearly requirement of renewal

CMTPEI CEC 2022 Registration Renewal

Write the online Jurisprudence Exam

Identify Goals and learning plan for 2023 registration renewal

New Therapists registered in Feb-May 2022 are exempt as they already did online version

CMTPEI CEC Framework

1. Self-Assessment of Competencies

2. Develop & Implement Learning Plan

3. Reflect Impact on Practice/
Evaluate outcomes

4. Audit Process

1. Individual Self-Assessment of Competencies

- Every Therapist must conduct & document an assessment of their individual competence yearly.
- The self-assessment must use the Standards of Practice and Code of Ethics as a reference point and be relevant to the individuals practice environment.
- Therapist can use the CMTPEI assessment tool as a guide

CMTPEI Self-Assessment Tool

- CMTPEI has a [Self-Assessment](#) resource which can guide therapists.
- To complete the self-assessment, reflect on each assessment questions and rate accordingly.
- Create a Learning Plan to address any of the areas that rated lower than others.
- The Self-Assessment resource can be used over a 5 year period so comparisons can be made at each assessment period.

CMTPEI Self-Assessment Resource

- The Self-Assessment resource is designed to stimulate personal and thoughtful reflection. How does a therapist's practice relate to the profession's Standards of Practice and Code of Ethics.
- It is during a self-assessment process that a therapist will recognize a knowledge gap and begin to take action to address it.
- Keep the completed self-assessment in a personal file at home for easy reference.

2. Implement a Learning Plan/Learning Activities

- Learning Plans MUST include 2 goals with objectives and projected timelines.
- Learning activities must describe the impact on therapist and client outcomes.

Learning Plan Continued...

- Learning can take place in a variety of formal (on-line learning modules, courses or in-services) or informal (staff meetings, consulting/mentoring or participation in committees) settings.
- Learning activities must reflect the RMT Standards of Practice or; Code of Ethics.
- Apply specifically to massage therapy practice.
- Mandated employer education such as WHIMIS, hand hygiene, CPR certification are NOT applicable to CEC.

Implementation Continued...

Learning Plan

- Is the blueprint for how learning needs will be met over the upcoming year.
- MUST include 2 learning goals with objectives and timelines.
- Must include a reflective evaluation describing impact on client outcomes.

Record of Learning Activity

- Reflection on practice specific to learning completed in the previous year.
- Must identify the new knowledge obtained from the activity.
- Must include reflective evaluation describing impact on client outcomes

3. Reflective Practice

- The purpose of reflective practice is to give the therapist the opportunity to think about the overall impact of their learning and to explain how the learning goals have improved client outcomes and enhanced their everyday practice.
- This is the most critical part of the learning plan or activity.

Reflective Practice Framework

- I have increased my competence in:
(Describe your goal)
- By completing the following activities: (learning activities as part of your goal)
- As a result: (identify how your practice has improved)
- This means: (outline how your clients are positively impacted by your learning)
- Performance of side laying draping
 - Attended an in-service on draping techniques
- Worked with a colleague to practice the skills
 - Gained confidence in this skill and can provide appropriate treatment
- Treatment protocols improved as no longer limited in draping skills. This benefits the client in receiving treatment specific techniques

Importance of reflective practice/evaluation

- A reflective evaluation is a critical element of continuing competence because this is where the impact of learning is connected to improvements in practice or client outcomes

4. CEC Audit

- The purpose of the CEC audit is to ensure RMTs are participating in CEC as declared on the annual renewal.
- All College registrants are required to participate in the CEC process, which includes the Audit.
- The rationale- All therapists on the College register are available to practice and as such need to be competent.

Audit Selection Process

- Selection is randomly created from the registrant list in the College database.
- 15% of members will be audited each year.
- Although the selection is random, the College has the authority to direct a registrant to participate in the audit.

Exclusion Criteria

- Not every RMT is eligible for the audit every year.
- Those who may be exempt include:

RMTs entering the profession for the first time

RMTs completing a refresher program

RMTs who have been on leave in the previous registration year due to family or medical reasons

- Generally, RMTs who are exempt from the audit for one year are required to participate in the audit in the next year.

Audit Process

- Selected members are sent an “Audit Package” by email.
- The Audit Package contains:
 - An explanatory letter and instructions regarding what documents to submit for review which are:
 - 1. CEC Questionnaire/Declaration
 - 2. Learning plan with two learning goals
 - 3. Activities completed and reflective evaluation

Audit Process

- Selected registrants for the audit are required to submit their learning documents to CMTPEI within 15 days.
- Registrants that do not submit their completed learning documents by the deadline are re-issued a 15 day registration with terms and conditions that require the registrant to provide CMTPEI additional proof of compliance with the CEC or their registration will be revoked.

Audit Process

- Once received, learning documents are sent to the Audit Committee (the Committee) for review.
- The Committee is made up of 2-3 RMTs on the general register in Prince Edward Island as well as one public representative.
- Generally, the Committee meets each June/July to conduct the audit.

Audit Process- Role of Committee

Review documents for compliance with CEC program. Participation is evidenced by:

- Appropriate learning goals and activities (relates to Standards)
- Implementation within the prescribed time frame, and;
- Evidence the RMT can discuss the impact the learning has had on client outcomes and their individual practice.
- The Committee uses a scoring rubric to ensure consistent review of learning documents.

3 Possible outcomes of the Audit

Compliance with the CEC is verified;

Compliance with the CEC is partially verified, and;

Compliance cannot be verified.

Potential outcome of the Audit

Compliance Partially
Verified

The learning documents lack
enough detail to completely
verify compliance with CEC

RMT is notified and provided
with 15 days to submit
additional info or provide
clarity to the original
submission

Possible outcome of the Audit

No evidence in the learning documents

- RMT is issued a 15 day extension with terms and conditions placed on RMT's registration. RMT may be required to complete additional learning to gain compliance with CEC.
- The most common reason is likely due to a lack of information in the learning plan or the learning plan was never fully developed and could not be reflectively evaluated.

Participation in the CEC is mandatory

- Participation is a mandatory component of registration renewal.
- RMTs choosing not to participate in the CEC will not be able to renew their registration. They will be ineligible to return to the general register without further action to engage in CEC compliance.
- The non-compliance in the CEC will add further steps and fees such as having to apply for re-instatement should the RMTs general registration be revoked and automatic selection for the following audit year.

CEC Structure

- CEC is not meant to be a punitive process, however it is time sensitive.
- Tools & Forms have been developed to assist RMTs in gaining compliance with the CEC program. Ask questions early, you have 12 months to complete if prepared properly.
- CMTPEI staff available to assist RMT's in the process.
- Reflective piece is MOST important. Your learning is linked to improved outcomes and competence.

CEC Structure....

- The audit process is always looking back at your learning plans that have been completed from previous year (like your taxes)
- Learning activities that fall outside of the audit year dates, cannot be included in the consideration of compliance.

Questions



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