



Mission Statement

The Alberta College of Medical Diagnostic and Therapeutic Technologists exists so that the public is assured of receiving safe, competent and ethical diagnostic and therapeutic care by regulated professionals.

Standards of Practice

Standard Area 6.0

Continuing Competence Program

April 2022

Member Review and Comment



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Standard Area 6.0 Continuing Competence Program

Background

The Alberta College of Medical Diagnostic and Therapeutic Technologists (the College or **ACMDTT**^{*}) is mandated by the *Health Professions Act* (HPA) to protect the public. The HPA requires regulatory colleges to establish a continuing competence program (CCP), which regulated members must complete to renew their practice permits. The College must establish and administer a CCP as a means to provide for its regulated members to maintain competence and to enhance the provision of professional services.

Currently, the HPA requires the CCP to be established in regulation; however, the HPA is being amended to require the CCP to be established in a college's **Standards** of Practice. In the proposed amendments, Part 3, section 50, identifies the legislative authority for regulatory colleges to create Standards of Practice for the CCP. This Standard establishes the minimum requirements for regulated members to comply with the CCP established by the College.

Regulated members on the general register must comply with the requirements of the CCP. Regulated members must apply for renewal of their practice permit annually. As per section 40(2) of the HPA, an application for renewal of the practice permit may be denied or a practice permit may be suspended if the applicant fails to comply with the requirements of the CCP. The HPA is being amended to allow the following conditions to be imposed on a regulated member's practice permit if they fail to satisfactorily comply with the CCP.

- 40.1** Where the registrar, complaints director, registration committee or competence committee imposes conditions on a regulated member's practice permit, the conditions that may be imposed include, but are not limited to, conditions that
- (a)** the regulated member practise under supervision,
 - (b)** the regulated member's practice be limited to specified professional services or to specified areas of the practice,
 - (c)** the regulated member refrain from performing specified restricted activities,
 - (d)** the regulated member refrain from engaging in sole practice,
 - (e)** the regulated member submit to additional practice visits or other assessments,
 - (f)** the member report to the registrar on specified matters on specified dates,
 - (g)** the practice permit is valid only for a specified purpose and time,
 - (h)** the member be prohibited from supervising students, other members or other health professionals, and
 - (i)** the member completes the continuing competence requirements within a specified time.

* Words or terms that are included in the Glossary are identified in the document by bold text upon first mention.

Standard Area 6.0 Continuing Competence Program

A regulated member of the Alberta College of Medical Diagnostic and Therapeutic Technologists demonstrates professional competence through completing the requirements of the Continuing Competence Program (CCP).

As a part of the CCP, a regulated member must complete, in each registration year, a reflective practice review, which includes the following:

- a) A self-assessment of the regulated member's practice against the Standards of Practice governing the member's area of practice.
- b) The development and implementation of a learning plan that follows the member's professional development requirements identified in their personal assessment.
- c) Records of learning activities, including evidence of having completed the required number of learning hours and documented evaluation of how the learning activities undertaken in the learning plan have addressed the professional development requirements identified by the member.

The **Continuing Competence Program Manual** supports this Standard by setting out the policies governing the CCP.

Standard 6.1 Reflective Practice

A regulated member completes, in each registration year, a reflective practice review.

Indicators

To demonstrate this Standard, a regulated member will:

- a. Complete the required number of learning hours annually, in whole or in part, as designated in the Continuing Competence Program Manual.
- b. Complete a self-assessment¹ of their practice against the Standards of Practice governing the member's area of practice.
- c. Develop and implement a learning plan² that follows the member's professional development requirements identified in their self-assessment.
- d. Provide a documented evaluation³ of how the learning activities undertaken in the learning plan have enhanced/alterd their practice.
- e. Complete any required education set out by the College.
- f. Retain a documented record⁴ of the reflective practice review for five registration years from the end of the registration year in which the reflective practice review was completed.

Expected Outcomes

Patients, family/representatives, the public and employers can expect the regulated member to maintain the professional competence required to provide safe, competent and ethical care.

Related Standards

- 2.1 Legislation, Standards and Ethics
- 2.2 Professional Competence

1 Refer to the CCP Manual.

2 Refer to the CCP Manual.

3 Refer to the CCP Manual.

4 Refer to the CCP Manual.

Standard 6.2 Review and Audit

A regulated member who is selected for a review and audit of their reflective practice review must participate in the audit. The review and audit will be conducted in accordance with the rules set out in Continuing Competence Program Manual.

Indicators

To demonstrate this Standard, a regulated member will:

- a. Provide evidence of having met the requirements of the CCP in any or all of the five registration years preceding the request.
- b. Complete, if directed, one or more of the following at their own cost:
 - i. Complete specific CCP requirements and/or professional development activities within a specified time period.
 - ii. Report on specified matters related to the CCP.
 - iii. Correct any problems identified as part of the review.
 - iv. Complete any other requirements set out in the CCP Manual.

Expected Outcomes

Patients, family/representatives, the public and employers can expect the regulated member to maintain compliance with the Continuing Competence Program.

Related Standards

2.1 Legislation, Standards and Ethics

2.2 Professional Competence

Glossary

ACMDTT is the acronym for the Alberta College of Medical Diagnostic and Therapeutic Technologists.

Professional **competence** is the habitual and judicious use of communication, knowledge, technical skills, clinical reasoning, emotions, values and reflection in daily practice for the benefit of the individual and community being served. Competence depends on habits of mind, including attentiveness, critical curiosity, self-awareness and presence. Professional competence is developmental, impermanent and context-dependent.

The **Continuing Competence Program Manual** supports Standard Area 6.0 by setting out the policies governing the CCP, including but not limited to the following:

- a) Information related to a regulated member's participation in the CCP, such as number of learning hours required to be completed in a registration year and the forms to be used for documenting a regulated member's participation in the CCP.
- b) The rules guiding the Competence Committee's review and evaluation of all or part of a regulated member's reflective practice review.

Expected outcomes describe what patients, family/representatives, the public and employers may expect when a member provides services.

Regulated member is a healthcare professional currently registered with the College and:

- i. is eligible for registration as a regulated member as specified in section 33(1)(a) of the HPA and in accordance with the Regulation,
- ii. pays the fees and other charges which are prescribed in the Regulation or by the Council, for licensing and membership,

- iii. includes a previous regulated member whose last day of registration with the College is within the immediately preceding two years.

Self-assessment is a personal evaluation of how an activity has impacted some aspect of the work duties, interactions with patients or colleagues or other areas of professional practice.

A **Standard** is a document that provides requirements, specifications, guidelines or characteristics that can be used consistently to ensure that materials, products, processes and services are fit for their purpose.