

Moving Forward on the Continuing Competence Program

Kathy Corbett, Registrar

In early 2009, the college board approved a new framework to guide future decision-making about the college's Continuing Competence Program development and implementation. The framework situates continuing competence as one area of activity within a broader quality assurance program. This is important as recent amendments to the *Health Professions Act* provide a new obligation for the college to establish and maintain a quality assurance program.

The college's present continuing competence program includes three elements: (1) competence maintenance and ongoing development, (2) competence assessment and (3) competence improvement. Registrants will be familiar with the competence maintenance or the "tell us" element, where registrants reflect on their practice and complete a self appraisal of their practice based on the essential competencies of practice (self-assessment tool), and establish professional development plans to implement over the course



of the following year. A declaration provided by February 15th each year confirms compliance with continuing competency requirements and is a condition for renewal of annual registration.

It is noteworthy that since the implementation of the college's first element (competence maintenance and ongoing professional development) in 2006, new findings on the role of self-assessment in professional regulatory continuing competence programs have emerged (Regehr & Eva, 2006).

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The mission of the COTBC

...is to protect the public by regulating, advocating and advancing safe, ethical and quality occupational therapy practice in British Columbia.

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Our Mission is to protect the public by regulating, advocating and advancing safe, ethical and quality occupational therapy practice in BC.

Registration Reinstatement Information GO ↻

Code of Ethics Poster Order Form GO ↻

Provide Feedback on Client Information Guideline GO ↻

2009 Accomplishments and Our New Year Ahead

Heather Gillespie

As the New Year is upon us and we contemplate our resolutions, it is also fitting to review the past year and our accomplishments. Occupational Therapy Month is a time when we have the opportunity to spotlight the occupational therapy profession to our clients, our colleagues and the public, reinforcing that we are self-regulating under the *Health Professions Act*, and that each occupational therapist in our province is accountable to the public through COTBC. We can also highlight the unique skills that occupational therapists bring to our comprehensive health care teams.

Also in October, coinciding with the British Columbia Society of Occupational Therapists (BCSOT) and the COTBC Annual General Meetings, the college was represented at a Visioning Day organized by BCSOT to create a vision for occupational therapy in BC. Eight strategies were developed, along with a commitment to work together to bring the vision to life.

In the past few months, I was delighted to see that occupational therapy was featured in two different Canadian magazines. I made this discovery while participating in one of my most favourite leisure activities — relaxing with the latest publications that highlight fashion and food. In the money section of the September 2009 issue of *Chatelaine*, financial guidance is offered to a “soon-to-be” graduate of the master’s program in occupational therapy at the University of Manitoba, who plans to work in a private rehabilitation clinic. The September 2009 issue of *More* (Canada’s Magazine celebrating women over 40) features a full-length article on Sarah Doherty, the 49-year-old BC woman who successfully climbed Mount Kilimanjaro with the use of only one leg. She lost her right leg following an accident at age 13. As she described the need to “always adapt things” to regain her independence, the article describes that “Doherty didn’t know it at the time, but she was laying the groundwork for her current career as an occupational therapist. She now does for clients what she has always done for herself – find ways to help them get on with their daily lives after a disabling illness or

As we begin to celebrate the 10th anniversary of the college in BC, we need to take pride in our profession.

injury.” (p. 103) Those of you who attended the 2009 CAOT Conference in Ottawa will have witnessed the launching of the new children’s book *You, Me and My OT* written by Paulette Bourgeois. Paulette is a graduate of the 1974 occupational therapy class at the University of Western Ontario and is the author of the Franklin the Turtle children’s series. CAOT hopes that *You, Me and My OT* will be found in school libraries across Canada, another way to engage the public in what we do.

While we all understand that the role of COTBC is to protect the public, it is beneficial for the public to have an improved understanding of who we are as health professionals. Seeing occupational therapy highlighted in arenas other than our own professional groups helps with this understanding, and provides insight into our responsibilities and focus.

Although Occupational Therapy Month has passed, I encourage each of you to invite your colleagues and managers to take a few moments to view the COTBC website to discover the many documents and guidelines, and to become familiar with the registrant requirements. As we begin to celebrate the 10th anniversary of the college in BC, we need to take pride in our profession.

Watch for further news as we prepare to celebrate our profession and our college in 2010. ■

Changes in the COTBC Board

Beginning February 1, 2010 three new board directors will replace longstanding members: Jillian Rihela (2003-2010), Caroline Ehmann (2004-2010), and Jennifer Glasgow (2004-2010). Both Jillian and Caroline served as chair from 2005-2006 and 2006-2008 respectively, as well as serving on several college committees. Their knowledge and experience of occupational therapy practice and context from management perspectives will be greatly missed. Jennifer was the college vice chair from 2008-2010 and has expressed an interest in continuing to serve, as registrant member, on the Continuing Competence Committee. Her experience on the board will help create a continuity of purpose and direction to the committee's work. Likewise, Caroline hopes to continue with the Inquiry Committee.

New Board Directors

While there was a slate of four nominees and an election was underway, one of the nominees withdrew from the election on November 27, 2009 which resulted in three nominees for three positions. Darlene Russell regrettably withdrew from the election as she may be moving from BC and would not be able to fulfill the obligations required for the college.

New board members are supported in their new role through a comprehensive orientation program and attending the January board meeting as observers to 'see a meeting in action'. We appreciate their willingness to take on this important role.

Nazneen (Naz) Chow, Richmond

Graduating from UBC in 1991, Naz has practised occupational therapy for 18 years. In 1994 she began her work in private practice and three years later established Optimum Therapy Rehabilitation Services Inc. in the Lower Mainland. Her practice interests include Community Brain Injury Rehabilitation, Mental Health, and Life Care Planning. She is also a Canadian Certified Life Care Planner through the International Commission on Health Care Certification. Naz joined the COTBC Continuing Competence Committee in 2007 and is looking forward to serving at the board level. She brings extensive experience with her as a present member of the BCSOT Business Relations Advisory Committee, and former society board and committee experience.

Diane Graham, Kelowna

Diane is looking forward to advancing excellence in occupational therapy and protection of the public by serving as a board member. She is a 1982

graduate from the University of Western Ontario with work experience in Alberta, Ontario and British Columbia. Although she has focused a large part of her career in paediatric rehabilitation and school health support services, she has also worked in adult rehabilitation and return-to-work programs in both private and public sectors. She is currently the owner/director of KidsCan Therapy Services in Kelowna.

Diane's executive and committee experience on provincial associations and local community groups is impressive. Most recently she has sat on the BC Ministry of Health's Planning Committee on Autism, was a member of the BC Paediatric OT Executive Council, and is presently a member of the BCSOT Business Relations Advisory Committee. Diane is also involved in clinical teaching, research and guidelines/proposal writing in paediatric occupational therapy.

Helen Turner, North Vancouver

After completing her BScOT degree in South Africa in 1983, Helen practised in a developing country for three years then moved to Canada. Initially she worked in extended care and then entered private practice, where she has worked for 20 years. Her clinical experience is mainly in the provision of community based rehabilitation for clients with catastrophic injuries; a very vulnerable population requiring long-term support for risk management. She has also worked with a range of fee-payers including insurance and government agencies. Helen was recognized as an expert in occupational therapy in the Supreme Court of BC in 2007. Her board/committee experience includes the CAOT Certification Exam Committee, COTBC Standards Committee (Chair, seven years), and Sponsoring

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Connecting through Collaboration

Kathy Corbett

Quality self-regulation more than ever requires attention to the dynamic interplay among the contexts within which we do our work. Over the past year, along with responding to the changes to *Health Professions Act*, much of our work has been directed at meeting the expectations of the federal and provincial governments to eliminate labour mobility restrictions of health professionals. This has included participating in workforce planning initiatives to address such issues as the shortage of occupational therapists.

College registration statistics reinforce the province's continuing reliance on occupational therapists moving to British Columbia from other provinces or from other countries to meet its occupational therapy workforce demands. Last year, just over 29% of new registrants of COTBC received their entry-level training from outside the country.

This reality requires significant participation in collaborative activities to develop consistent and fair qualification recognition processes across jurisdictions and to create supports necessary for successful registration of internationally educated health professionals. COTBC highly values its connections with the Association of Canadian Occupational Therapy Regulatory Organizations (ACOTRO), the Canadian Association of Occupational Therapists (CAOT), the Association of Canadian Occupational Therapy University Programs (ACOTUP) and its provincial partners the British Columbia Society of Occupational Therapists (BCSOT) and the UBC Department of Occupational Science and Occupational Therapy (OS&OT). Highlights on the collaborations related to the labour mobility and workforce planning follow.

New Labour Mobility Support Agreement

This agreement is the outcome of a recent project undertaken by ACOTRO, our national federation of occupational therapy (OT) regulators. Responding to the elimination of labour mobility restrictions between provinces through amendments to the federal/provincial/territorial *Agreement on Internal*

Trade, the ten provincial occupational therapy regulatory organizations (ACOTRO) revised the original 2001 mobility agreement. The new *Occupational Therapy Labour Mobility Support Agreement* provides a method for OT regulators to recognize an occupational therapist's current provincial registration/licensure when he or she is moving to another province. This agreement will ensure COTBC meets its obligations under the directives for supporting full mobility of occupational therapists in Canada. It also includes a commitment to work toward consistency in our quality assurance programs and continuing competence requirements to ensure the safe, ethical and effective practice of BC occupational therapists relocating to another province.

Developing a Common Approach to Substantial Equivalency Assessment for IEOTs

With funds awarded from the BC Ministry of Advanced Education and Labour Market Development, COTBC is spearheading phase two of an ACOTRO project to address the need for inter-provincial consistency in the assessment and recognition of qualifications of internationally educated occupational therapists (IEOTs) seeking licensure/registration in Canada. Building on phase one, *Assessing the Competence of Internationally Educated Occupational Therapists for Practice in Canada: Towards a Common Understanding and an Assessment Toolkit* (COTBC, 2008), phase two is moving forward on developing the assessment

toolkit to determine the substantial equivalency of IEOTS to the competence of the Canadian educated occupational therapist. Phase two has four main outcomes related to assessing the competence of IEOTs including the development and implementation of benchmarks, standards, and assessment tools. Activities for benchmarking are focused on: (1) updating the *Essential Competencies of Practice for Occupational Therapists in Canada*, 2nd Ed. (*Essential Competencies*), (2) describing the Canadian Occupational Therapy Education Benchmark, (3) validating the essential competencies, context and capabilities that need to be assessed for IEOTs, and (4) describing the standard for the substantial equivalency of IEOTs.

Updating the *Essential Competencies* published in 2003 is one of the exciting and key activities in phase two*. Guided by an advisory group comprised of ACOTRO, ACOTUP and CAOT representatives, the revision and validation of a new third edition is nearing completion. The validation survey was sent to 56% of all registered members in all ten provinces, and the results were reviewed by the IEOT – Essential Competencies Advisory Group in early November. Consultants confirmed an acceptable and healthy response rate representing 10% of all registered OTs in Canada; BC shared the highest response rate with Saskatchewan. The survey participants were highly representative of the population of interest (all registered OTs in Canada) with respect to gender distribution, age category, geographic distribution, primary area of practice, employer type and role. The results of the survey indicate a very high degree of endorsement by the survey respondents for the competency statements of the third edition. A final version of the third edition will be reviewed by the advisory group and ACOTRO members in early 2010, with an estimated publication date of Spring, 2010.

The longstanding goal of ACOTRO to have a common approach to a competency-based substantial equivalency assessment across jurisdictions is closer to being realized.

Occupational Therapy Exam Preparation Program (OTEpp) – BC Pilot

College registration statistics confirm BC has a high number of internationally educated occupational therapists (IEOTs) applying for registration, and many applicants request assistance in preparing for the National Occupational Therapy Certification Exam. We were pleased to have had the permission of McMaster University occupational therapy researchers to pilot their Ontario-based Occupational Therapy Exam Preparation Project (OTEpp) in BC. Lead by Sue Baptiste of McMaster University School of Rehabilitation Sciences, their project grant provided for developing and piloting an exam preparation curriculum in Ontario, framed in problem-based learning and delivered using a combination of online technologies, face-to-face sessions, and teleconferences. The Ontario pilot project planned for two cohorts to support IEOTs preparing for the November 2008 and July 2009 sitting of the exam. (For details on the Ontario project visit www.otepp.ca.)

When COTBC obtained funding from the Ministry of Health Services, IEOTs living in BC were able to attend a series of courses taught by local clinical instructors in preparation for the July 2009 sitting of the National Occupational Therapy Certification Exam. The BC Cohort Pilot was added to the McMaster project and an advisory group comprised of COTBC, the McMaster researcher, the UBC Department of OS&OT, BCSOT, CAOT, Vancouver Coastal Health and Ministry of Health Services steered the project.

The COTBC pilot funded a project coordinator, six BC instructors to deliver the program, a two-day training session for the BC instructors with a McMaster researcher and a follow-up presentation of the BC results by the McMaster team. On October 27, 2009, McMaster research team members, Sue Baptiste and Elizabeth Steggles, presented the preliminary findings to the BC advisory group and a session for broader stakeholders. COTBC will provide an update

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*As in phase one, nine of the ten members of ACOTRO are involved in phase 2. Ordre des ergothérapeutes du Québec (Quebec OT Regulator) is participating as an interested observer and is providing OEQ experience from a similar project completed in Quebec.

Changes in the COTBC Board ...continued from page 3

Committee for a Royal Canadian Air Cadet squadron (Vice-Chair, two years). Helen's leadership skills and interests include quality improvement, program development, competency review and clinical mentorship.

Tanya Boudier, Prince Rupert

Tanya was elected to the COTBC Board in November 2008 and attended her first meeting in late January 2009. She brings her knowledge of the needs of clients and occupational therapists in the North, having worked since 2006 at the Prince Rupert Regional Hospital. Prior to this Tanya

worked in the Lower Mainland for two years in geriatric rehabilitation. She presently works in complex care and outpatients where she advocates for changes that will reduce extended wait times for equipment trials. In 2007, Tanya initiated a Falls Harm Reduction pilot project which has resulted in improved resident care, and she is currently working on an equipment rental program.

Tanya credits her experience as a member of the Quality Assurance Committee with enhancing her understanding of the important role the college plays in ensuring safe, competent ethical service provision to the public. ■

Building the Team

As we move into 2010 and the responsibilities of COTBC increase due to changes in the Health Professions Act and other pressures, it is important that resources are available to develop the supports and programs needed to ensure that occupational therapists in BC continue to practice safely, ethically and effectively.



New Deputy Registrar

In October 2009 we announced the appointment of Susan Mulholland to the new position of Deputy Registrar. Susan has a long history of service to the profession, most recently as Associate Professor and Academic Coordinator of Clinical

Education for the Department

of Occupational Therapy at the University of Alberta, a position she held since 1999. In addition to her research in fieldwork education, she also explores concepts related to the interaction between individuals and their physical environment, and those settings that facilitate or impede performance of healthy occupations.

Susan's research and other accomplishments reveal a constant theme of communication and collaboration that will be invaluable as she assumes responsibilities in the areas of registration, client relations and standards.

Registrar Kathy Corbett is delighted to have Susan join the team at the college. She brings exceptional qualifications including experience as a member of an OT regulatory board, program evaluation and policy development. Her previous role in developing clinical education and supported

fieldwork also demonstrates her strong connection with issues registrants experience in everyday practice.

Susan assumed her responsibilities on January 4, 2010, reports directly to the registrar and works four days a week.



Communications Director and Project Coordinator

After a brief hiatus, Mary Clark has returned to work part-time in assisting us with communications and the development of programs and practice supports. Mary has over 25 years of experience in communications in both for-profit corporations and non-profit

societies, including occupational therapy and other health organizations as well as consumer groups. While not consulting on college projects, she is a Clinical Assistant Professor at UBC in the Department of OS&OT, working in the Master of Rehabilitation Science program. Here she is an instructor and coordinator of special projects responsible for the design, delivery and evaluation of online graduate-level courses in clinical reasoning and decision making, writing for health professionals, and program evaluation and development.



Administrative Team

Our dedicated office management team has been with the college for many years. Executive Assistant Jill Langridge and Administrative Assistant Darlene Hay provide extensive support to staff, board, committees and registrants, and ensure the smooth operation of the college's business.

Consultants



Dr. Susan Glover Takahashi has been working extensively with the college to develop the Continuing Competence Program. An accomplished researcher and project leader with considerable expertise in the development of competency profiles, she is the principal of SGT & Associates Consulting which

provides client-focused support in the areas of competency assessment, educational design, and organizational effectiveness.

Her recent work involved leading several national occupational therapy regulator projects to develop common tools for assessment of competence for the internationally educated occupational therapist. To date this work, in collaboration with the educators and professional association, has included the updating of *Essential Competencies of Practice for Occupational Therapists in Canada* and the documentation of the educational benchmark for the education of Canadian OTs.

Susan is the Director of Education and Research for Postgraduate Medical Education in the Faculty of Medicine at the University of Toronto. From 2005 to 2007, she was the Director of Testing for the International Medical Graduates Ontario. ■

Email Communication

Early in the New Year, the college will begin to communicate via email with its registrants. Please make sure that your email with the college is up-to-date so you don't miss out on important information and notices.

New Advisory Statement

Providing Access to and Releasing Occupational Therapy Information is included in your mailing with this issue of **instep**. This statement was prepared by the Standards Committee in response to the numerous calls received by the college for clarification regarding registrants' responsibilities in these areas related to privacy legislation. Although it has been available on the college website, we are providing you with a hard copy to store under Tab 5 in your Registrant Information and Resources binder.

Reminder Fees to Increase in 2010

The annual renewal fee for 2010-2011 will increase from \$350 to \$425. The initial application fees will also increase from \$225 to \$300. These are the first fee increases since the college was established. Detailed information was included in a September 2009 mailout to registrants but can also be downloaded from the college website.

If you have any questions regarding the fee increase, please contact the registrar at: 1 (866) 386-6822 or email: kcorbett@cotbc.org.

OEQ Position Statement on the Use of Weighted Covers

The Ordre des ergothérapeutes du Québec (OEQ) published a position statement to assist occupational therapists with guidelines to follow for the safe use of weighted covers as part of an occupational therapy plan. This was translated from French, and is available on the COTBC website under What's New.

Boundaries, Ethics and Professionalism

On October 22, 2009 the Patient Relations Committee made up of representatives from various BC health regulatory organizations (HRO) organized an educational session with Dr. Glen O. Gabbard from the Baylor College of Medicine in Texas. This successful session paves the way for future joint HRO initiatives.

Moving Forward on the Continuing Competence Program

...continued from front cover

Kathy Corbett, Registrar

Current views suggest that there are limits to the role of self-assessment tools in continuing competence programs, and relying on them as the only method to infer continued competence of practitioners may not be sufficient. This view reinforced the committee's original plan for the second element of the college's program which is competence assessment — an objective assessment of continuing competence or the "show" component.

These findings are timely in that another significant consequence of the amendments to the *Act* was the requirement to provide more evidence regarding registrants' continued competence. With the assistance of competence and education consultants, the Continuing Competence Committee spent the first half of 2009 reviewing the literature, comparing various competence assessment tools, and consulting with other regulatory organizations regarding their practices. In September 2009 the committee recommended to the board that the college adopt a key features, case-based assessment tool to measure continued competence of its registrants. The recommendation was approved on September 10 at the college board meeting, along with a directive to communicate the decision to registrants as soon as possible, and encourage participation in the development of the program.

The pre-Annual General Meeting session held on October 24, 2009 focused on this new assessment tool. Dr. Susan Glover Takahashi who is the lead consultant on this project presented the history and complexity of assessing competence of health professionals, the committee members shared their perspectives, and participants were able to try some sample, key feature questions. A similar session was held in Kelowna on November 19. In the New Year, these presentations will be held throughout BC and registrants are encouraged to attend. Feedback from the sessions held to date indicate that participants felt they had a better understanding of what knowledge the assessment

would test. Many participants have also signed up to help with the assessment tool development so that the cases and questions created reflect current occupational therapy practice and are appropriate for assessing safe, ethical and effective practice.

The committee recognizes that no continuing competence program can reasonably assess all aspects of competence. One of the challenges will be to determine which aspects should be included in the assessment component. The committee will explore the challenges practitioners face in continuing their competence, the supports needed and the notion of risks, based on the work done for the Association of Canadian Occupational Therapy Regulatory Organizations (ACOTRO) (Glover Takahashi, McIlroy, & Beggs, 2008) and the College of Physical Therapists of BC (Glover Takahashi, 2008). They will review education and competence literature, COTBC registrant practice questions, trends in complaint data and changes in registrant practice contexts. To understand this better, the consultant uses the healthy heart analogy. She notes that just as we might name a risk to a healthy heart (e.g. diet high in fat) or supports to a healthy heart (e.g., exercise), we aim to develop tools that help registrants understand risks and supports to their own continuing competence.

Defining Competence

Working with experts in the field, Susan Glover Takahashi and Jodi McIlroy, the Continuing Competence Committee focused on the factors influencing competence. These include:

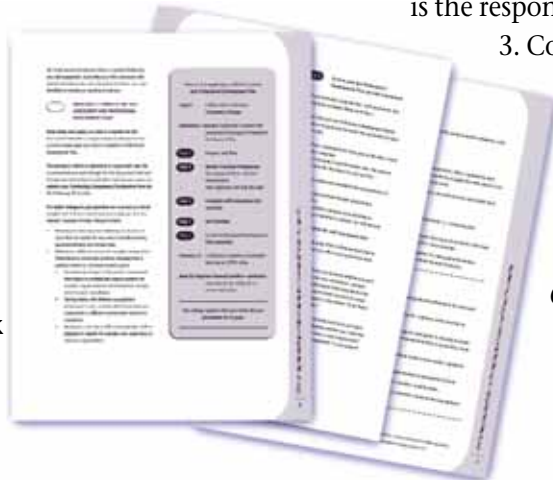
- (1) *the context of practice*, which is the environment where professional activities occur such as populations served, area of practice, practice setting and professional role. These elements of context are interrelated, and impact on which essential competencies are needed for safe and effective practice.

- (2) *the capability of practitioners*, which refers to the physical, mental, emotional and personal facility that enable people to fulfill their professional roles; and
- (3) *the competencies of practitioners*, referring to the clusters of related knowledge, skills and attitudes that affect a major part of their jobs. (Glover Takahashi, 2008)

Next Steps

Within the framework lie the guiding principles illustrated here. These will continue to underpin the development and implementation of the components of the program. Adjustments to the self-assessment tool, and development of the competence assessment and competence improvement elements, will occur over the next two years. The competence assessment and improvement elements will be launched in 2012.

The purpose of the COTBC Continuing Competence Program is to monitor and enhance the continued safe, ethical and effective practice by occupational therapists. We look forward to your feedback as we develop and refine our Continuing Competence Program.



References

- Glover Takahashi, S. (2008). *Blueprint for the College of Physical Therapists of British Columbia (CPTBC) Quality Assurance Program*. Vancouver, BC: CPTBC.
- Glover Takahashi, S., McIlroy, J., & Beggs, C. (2008). *Assessing the Competence of Internationally Educated Occupational Therapists for Practise in Canada: Towards a Common Approach and an Assessment Toolkit*. Victoria, BC: College of Occupational Therapists of British Columbia.
- Regehr, G., & Eva, K. (2006). Self-assessment, self-direction, and the self-regulating professional. *Clinical Orthopaedics and Related Research*, 449, 34-38.

Continuing Competence Program Guiding Principles

1. Public protection is the bottom line.
2. Maintaining and enhancing competence is the responsibility of the registrant.
3. Competence is dynamic.
4. Competence requirements apply to all registrants.
5. Competence varies with the diverse approaches to practice and diversity in practice settings.
6. The program design will reflect quality, balance, fiscal responsibility and fairness. ■

Be Informed!

- Attend one of the sessions on Continuing Competence Assessment. By doing so, you will see what the assessment may 'look like' and what knowledge it may test. Although only two sessions have been held to date, those who did attend felt the sessions helped their understanding of the assessment. Sessions will be posted on the college website, announced through email messages, and circulated through workplaces.
Can't find one near you? Contact the college and we'll provide you with an updated list of dates and locations, and/or plan a session to suit your needs.
- Check the COTBC website for program updates and other news.

Be Involved!

Our consultants are experts in the construction of valid assessment tools but they need the expertise of occupational therapists to write and/or review cases and questions that reflect current occupational therapy practice and that are appropriate for assessing safe, ethical and effective practice. This work will start in the Fall of 2010. If you are interested in participating, please complete the volunteer form found on the college website or phone the college.



following the final analysis of the data and public release of the results by the researchers. The preliminary results are very promising and also identify areas that should be improved. In the meantime, COTBC is preparing its final report to the Ministry, and will make recommendations to the BC government about sustaining the program.

Improved Access to Information about Registering and Working in Canada: New Web Portal for Internationally Educated Occupational Therapists

ACOTRO partnered with CAOT and ACOTUP to develop this important web portal at www.gocanadaot.com. Funded by the Government of Canada Foreign Credential Recognition Program, the IEOT Web Portal resulted from the 2007-2008 *Access and Registration Framework* project, where the three partner organizations framed the pathway an IEOT follows to successful registration and integration into the occupational therapy workforce, and identified points where supports are needed for assisting IEOTs to move successfully along the pathway to work in Canada. The IEOT Web Portal addresses the need for a central source of reliable information about entry to occupational therapy practice in Canada. Information and links from the site aim to help an IEOT learn about the registration and regulatory process, the Canadian health care system and the practice of occupational therapy. Podcasts highlight the experiences of IEOTs who are now working in Canada. The web portal will also be a useful resource for employers, settlement agencies and service providers assisting IEOTs to access information about practicing occupational therapy in Canada.

Visit the IEOT Web Portal at www.gocanadaot.com

Building an Occupational Therapy Workforce in BC

The long-standing shortage of occupational therapists in BC has prevented access to occupational therapy services in both urban and rural areas of BC. These services are considered critical to the health and well-being of Canadians,

according to Francine Anne Roy, (former) Director of Health Resources Information at the Canadian Institute for Health Information (CIHI).

The proposed solutions to this problem require accurate data regarding the current supply and how it is changing. COTBC, along with other provincial occupational therapy regulators, has worked with the CIHI to create the National Occupational Therapist Database. CIHI recently published *Workforce Trends of Occupational Therapists in Canada, 2008* which is the third annual CIHI publication focused on the occupational therapy workforce in Canada. This report provides a useful perspective of the supply, demographic, geographic, employment and education of occupational therapists throughout Canada (CIHI, 2009).

Some interesting highlights specific to BC include:

- Although from 2006-2008, the OT workforce appeared to grow by 6.1%, when this is adjusted by the total number of hours worked per week, the overall supply of OTs in BC falls and the supply estimate actually decreases by 11%.
- OTs in BC are older than in the rest of Canada. We have the highest percentage in the 50+ range, which is also more than double the percentage in the 20-to-29 range.
- BC has the second highest proportion of male OTs. (Saskatchewan has the highest.)
- One in five occupational therapists in BC is self-employed.
- Just over half of BC OTs work full-time (58%) and 98% work in urban areas, reinforcing the workforce planning needs for rural and remote services. (CIHI, 2009)

The report is rich in information and has much potential for more analysis by the curious researcher. If you would like to review the entire report, visit: www.cihi.ca and search for the title of the report: *Workforce Trends of Occupational Therapists in Canada, 2008*. ■

Reference

Canadian Institute for Health Information. (2009). *Workforce Trends of Occupational Therapists in Canada, 2008*. Ottawa, ON: Author.

Registration Notes

Online Renewal Option

Our online renewal system allows registrants to update their own profile, complete required renewal information and make payments. We are happy to report that 76% took advantage of the option this year — up from 33% in the first year.

Reminder for Provisional Registrants

A copy of your national exam results must be provided to the college. A fax copy is acceptable. Results must be disclosed before a change to full status can be approved. If you did not pass, you will be required to verify that general supervision remains in place.

Public Register

The college is legally required to maintain a current public register which makes available to the public specific information about a registrant. This includes registration status, name, and business contact information. Each year, the college responds to an increasing number of requests from employers, clients and other organizations to verify a person is registered and is in good standing with the college. The public has the right to know that an occupational therapist is registered and legally able to provide occupational therapy services and use title. Public notification of cancellations of registration is provided as a public service.

We are pleased to provide confirmation of registration at any time. Please contact the college to confirm that a person has been reinstated and is a registrant in good standing with the college. Status may have changed following the date of this publication.

Cancelled from the Register in Good Standing

In accordance with the HPA [s. 21 (3)-a] the following individuals were cancelled from the register as of September 1, 2009 by request of the registrant:

Adab, Narges	Collins, Jacquelyn	Lake, Ashlene	Randall, Karen
Altman, Gloria	De Castro, Miguelito	Lakin, Gary	Randerson, Meriel
Andrews, Pamela	Duman, Alison	Lee, Mihwa	Roberts, Christina
Andrews, Jill	Elder, Nadine	L'Green, Michelle	Robinson, Tamara
Barnett, Alan	Evans, David Stephen	Li, Jennifer	Rubis, Kayla
Barrett-La Plante, Vivienne	Fellowes, Sandra	MacMillan, Elizabeth	Sinclair Mark, Emily
Benson, Nicole	Gemmell, Monica	Matthews, Diana	Stalker, Aileen
Blanchard, Julia	Hanson, Kimberley	McNamara, Eileen	Stead, Umilla
Boag, Victoria	Harley, Matthew	Millard, Jane	Stoddard, Barbara
Bovard, Mary Clare	Harper, Lea	Murchison, Adrienne	Sutherland, Roderick
Bridgeman, Linda	Harris, Jocelyn	Nebor, Aisling	Thorne, Kimberley
Campbell, Alana	Haslam, Julie	Newar, Rebecca	Tiedemann, Patricia
Campbell, Michelle	Hausmann, Kathryn	Norton, Kelly	Tinson, Angela
Caron, Stephanie	Hwang, Bella	O'Neill, Maureen	Weaver, Cathryn
Chhabra, Babeeta	Jennings, Jane	Ortiz, Frances	Wessels, Robyn
Chui, Samantha	Kalbun, Mary Linda	Paduano, Kathleen	Wheatley, Jessica
Coates, Monika	King, Maria	Pavel, Gabriel	White, Sarah
Cockburn, Avril	Kokuryo, George	Perks, Nicole	Yatsu, Chiyomi
	Koop, Rebecca	Porter, Danielle	

All individuals named must apply to have their registration reinstated by the college before resuming use of title *occupational therapist* and resuming practice. ■

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General Email **info@cotbc.org**

Registration **registration@cotbc.org**

Web **www.cotbc.org**

2010 Board Members (effective February 1, 2010) Occupational therapists

Jeff Boniface
Tanya Boudier
Naz Chow
Heather Gillespie
Diane Graham
Helen Turner

Public members

Sherry Baker
Vila Nova Carvalho
Carol Williams

Staff

Kathy Corbett
Registrar
Susan Mulholland
Deputy Registrar
Mary Clark
*Communications Director
& Projects Coordinator*
Jill Langridge
Executive Assistant
Darlene Hay
*Receptionist and
Administrative Assistant*



college calendar

Continuing Competency Declaration Forms due at COTBC Office

February 15, 2010

COTBC Board Meetings

January 30, 2010

9:00 a.m. – 5:00 p.m. Victoria

April 16-17, 2010

9:00 a.m. – 5:00 p.m. Victoria

Registrants are welcome at all board meetings.

Please email Jill Langridge (jlangridge@cotbc.org) if you plan to attend.

OTepp: Occupational Therapy Exam Preparation Program

For information on program availability visit www.otepp.ca

Address changes – let us know!

Keeping all your contact information up to date is a critical component of registration. It is your responsibility to ensure your contact information is accurate and current. Up-to-date contact information ensures college mailings are received in a timely manner. Also, COTBC is required under the *Health Professions Act* to maintain a public register. Information on the status of your registration is available to the public by contacting the college. The *Act* mandates that the register include the registrant's name, business address and business telephone number.

The college provides members of the public with your registration status, business address and business telephone number when requests for information are received. If you are self-employed, be advised that business contact information (even if it is the same as your personal contact information) is disclosed on the public register.

Please update your information online or provide it in writing via mail, fax or email message to registration@cotbc.org.

OT West Conference: Building our Occupational Therapy Community

October 22, 2010

Call for papers deadline:
February 28, 2010

Registrant Information Sessions on Continuing Competence Assessment

January 21, 2010, Vancouver

Other sessions are being planned for Victoria, Nanaimo, Fraser Valley, Kamloops, Penticton, Castlegar, and Prince George. If you are interested in attending any of these sessions or would like to set up one in your area, please contact the college.

