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# COTBC Quality Practice Webinars

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**What You Need to Know about COTBC's New Currency Requirement**

**— Deputy Registrar Cindy McLean**



QUALITY PRACTICE WEBINARS

# New COTBC Currency Requirement



Cindy McLean  
Deputy Registrar



# Thank you to Registrants



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# Outline

## Background

- ① Bylaw Revisions –  
Related to Currency Hours and Re-entry
- ② Implications for Registrants
- ③ College Action
- ④ Questions & Answers



# Outline

## Questions to Answer:

- ① What is Currency and why is it important for practice?
- ② What is the new Currency requirement ...
- ③ Why did the currency requirement change?
- ④ Do I have sufficient practice hours to meet the new currency requirement



# Outline

## Questions to Answer, continued:

- ⑤ What other activities/methods can I use to accumulate currency hours for 2018 renewal only?
- ⑥ Process to submit application for consideration of alternative methods of accumulating currency ?
- ⑦ If I don't meet currency, what happens?  
(College Re-entry Program)
- ⑧ College resources for information & assistance



# What is the Role of the College?

- To serve and **protect the public**
- Exercise powers and discharge responsibilities in the **public interest**

(Section 16, Health Professions Act )



# Where does COTBC get its authority?

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This Act is current to November 2, 2017

See the Tables of Legislative Changes for this Act's legislative history, including any changes not in force.

## **HEALTH PROFESSIONS ACT** **[RSBC 1996] CHAPTER 183**

Through legislation each  
College is established

### *Health Professions Act*

## **OCCUPATIONAL THERAPISTS REGULATION**

**Note:** Check the Cumulative Regulation Bulletin 2015 and 2016 for any non-consolidated amendments to this regulation that may be in effect.



College of Occupational Therapists of British Columbia

## **BYLAWS**

*Effective October 2, 2017*

Bylaws created under  
authority of the HPA



Background  
Served Us Well Overtime

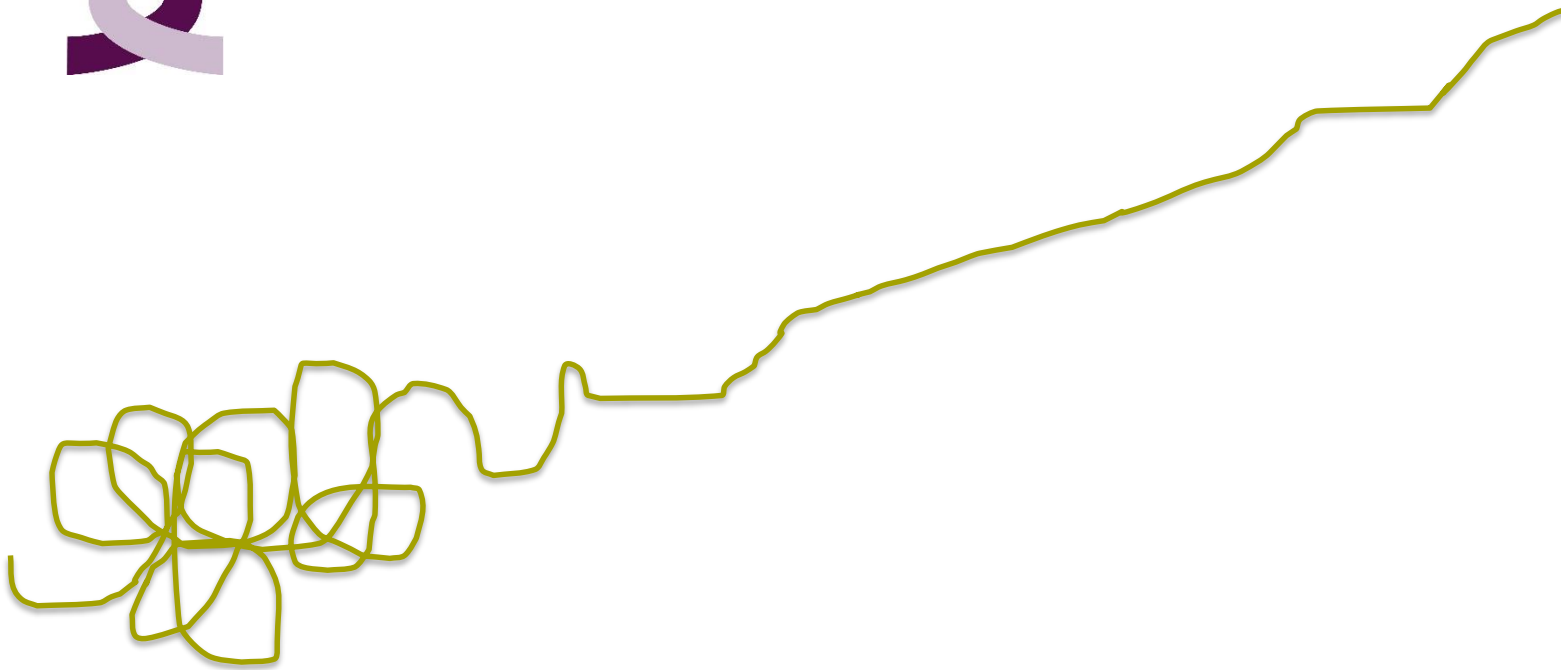
**2016-2017**





# Purpose of the Bylaw Revisions

- ✓ Bring in line with the amendments to *Health Professions Act*
- ✓ Ensure alignment of COTBC governance and operations
- ✓ Bring in line where relevant with other **BC Health Regulators & our labour mobility obligations**
- ✓ Create readiness for future regulatory direction



**.... more like this! ... but we made progress.**

Bylaws posted on the website for 3 month consultation March 13, 2017 and filed with the Ministry of Health August 3, 2017. Came into force October 2, 2017.



# Bylaws Changes Pertinent to Currency



# Currency

Concept of currency

History: OT & ACOTRO

Literature

Peer Consensus

2000 requirement → 2017 requirement



# What is Currency?

Relevance to task  
performance

Expectation of the public

Expectation of government

Expectation of the regulatory  
authority



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# Being current in the practice of the profession of OT

Your OT practice needs to reflect this currency



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# Currency is Linked to Competence

Currency & Competence

Currency = hours of practice

Currency supports competence.



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# Currency Requirements

New registrant application form...

<b>Currency Hours</b> This section must be completed each year of registration	
<input type="checkbox"/> In the immediate past three years, I have worked at least 600 hours	<input type="checkbox"/> I completed an approved re-entry program in the past 18 months
<input type="checkbox"/> I graduated within the past 18 months	<input type="checkbox"/> I do NOT meet any of the above currency requirements and require a review
<p>Please provide employment information, if applicable, to reflect your most recent practice hours. If required, please attach a separate page to indicate how you meet the currency hours requirement.</p>	

Renewal and reinstatement forms...

<b>Currency Hours</b> This section must be completed each year of registration	
<input type="checkbox"/> In the immediate past three years, I have worked at least 600 hours	<input type="checkbox"/> I completed an approved re-entry program in the past 18 months
<input type="checkbox"/> I graduated within the past 18 months	<input type="checkbox"/> I do NOT meet any of the above currency requirements and require a review



# Canadian OT Regulation and Currency Requirements



Agreement on Internal Trade (AIT) to meet and for Project work:

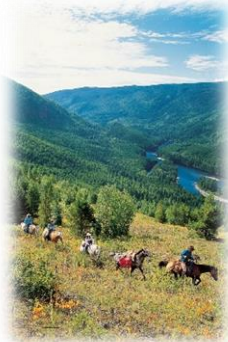
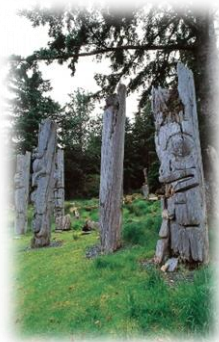
Mutual Recognition Agreement, LMSA



# Provincially



Self-regulation for the profession of Occupational Therapy in BC.



Thru the Proclamation of the OT Regulation and College Bylaws in force 2000.



# Currency – Key Changes in Bylaws

## 2000 Bylaws:

“Completion of at least 600 hours of service within the scope of practice of the profession in the 3 years immediately preceding date of application for registration **or** completion of at least 1000 hours of service within the scope of practice of the profession in the 5 years immediately preceding date of application for registration.

## 2017 Bylaws:

Successful completion of at least 600 hours of service within the scope of practice of the profession in the 3 years immediately preceding date of the application for registration ~~or, completion of at least 1000 hours of service within the scope of practice of the profession in the 5 years immediately preceding...~~



# What's changed in 15 years?

## Government expectation:

- **Federal :** LMSA currency requirement
- **Provincial:** demonstrating competence throughout career

## Public expectation

## Employer expectation

## Regulatory & COTBC expectation



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# What does the Literature say about Currency

Glover Takahashi, Salsman, Cutcliffe: *Best Practice in definition of an process for determining currency for IEOTs (2016)*



- consistent definition of and process for determining currency
- ensure that public protection is considered when exploring options and implications of currency
- educate ACOTRO members on issues about practice currency



# What does the Literature say about Currency

Canadian Alliance of Physiotherapy Regulators:  
*Supervision in Regulatory Entry to Practice Matters*  
Project (2012)



- referenced in discussions respecting **'currency' and practice**
- Scoping review: considerations respecting entry to practice for various groups of Physical Therapists: new graduates, re-entry candidates, IEPTs.
- Strengths and needs of these groups during re-entry
- Other professions: (architecture, engineering, law, pharmacy)



# What does the Literature say about Currency

*CPTBC Skills Retention and Decay and the Implications for Policies and Practices to Assure the Competence of Practitioners (2000)*



- Links the topic of currency to skills retention, skills decay and professional competence; broached the topic of currency, skills retention and decay



# Skills fade overtime

General Medical Council in the United Kingdom, *Skills fade: a review of the evidence that clinical and professional skills fade during time out of practice, and of how skills fade may be measured or remediated, 2014*



- *Impact on professional performance and competence of taking ‘time away from practice’?*
- *What factors influence and mitigate ‘skills fade’?*
- *What are regulators doing?*



# Skills fade overtime

Alper, B. Ehlich, A. *How Much does Practice-Guiding Medical Knowledge Change in One Year?*, 2012 (United States)



**Objective:** *to measure the proportion of core practice-driving medical knowledge that changes in one year.*

**Conclusion:** *more than 20% of core information guiding clinical practice is changed within one year based on new evidence or guidelines.*



# Role of Consensus Opinion

- ACOTRO determined that 600 hours in the past 3 years was a fair and reasonable currency standard.

If an individual does not meet this ‘currency standard’, → triggers a regulatory College to have a closer look (for COTBC this means supervised practice in a re-entry program).



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# Do I have enough hours?

## New Requirement:

Six hundred (600) hours of service within the scope of practice of the profession in the last three (3) years

For renewal in June 2018, include hours worked in the scope of practice of the profession from...

July 1, 2015 – June 30, 2016

July 1, 2016 – June 30, 2017

July 1, 2017 – June 30, 2018



# What can 600 hours in three years look like?

Only count hours acquired while registered as practising.

Examples that meet the currency requirement:

- ✓ **If full-time** = approximately 1700 hours in the last year
- ✓ **If part-time** in .5 position = approximately 860 hours in the last year

## Currency Calculator

Use this calculator to confirm or estimate if you have met, or will meet, the currency requirement of 600 hours with the scope of practice of the profession in the past 3 years.

July 1, 2017 - June 30, 2018

Hours per Day Days per Week Weeks per Year

7.5

5

46

Total Currency For Year

**1725.00**

July 1, 2016 - June 30, 2017

Hours per Day Days per Week Weeks per Year

7.5

3

39

Total Currency For Year

**877.50**

COTBC.org/ Registration / Currency Hour Requirements / Currency Calculator



# What can 600 hours in three years look like?

Only count hours acquired while registered as practising.

*If part-time and less than .5*

You may still have enough over 3 years (e.g., 6 hours/week for 46 weeks/year for 3 years = 828 hours).

Currency hours may change overtime if your employment situation changes.

Use our currency calculator.

July 1, 2017 - June 30, 2018

Hours per Day	Days per Week	Weeks per Year
6	1	46

Total Currency For Year

**276.00**

July 1, 2016 - June 30, 2017

Hours per Day	Days per Week	Weeks per Year
6	1	46

Total Currency For Year

**276.00**

July 1, 2015 - June 30, 2016

Hours per Day	Days per Week	Weeks per Year
6	1	46

Total Currency For Year

**276.00**

Total Currency Hours

**828**

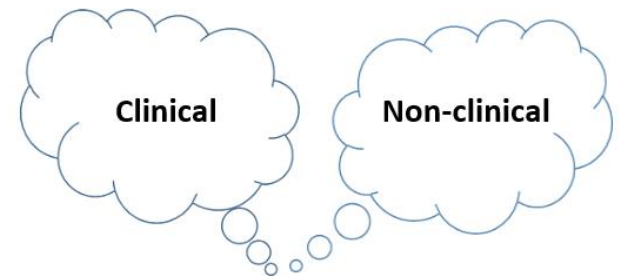


# Question: What if my OT practice is non-clinical?

Occupational therapy practice may be Clinical or Non-clinical.

Both clinical and non-clinical hours may be counted towards currency

Reference: *Essential Competencies of Practice for Occupational Therapists in Canada 3<sup>rd</sup> Ed.*



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# Do I need to provide proof of my worked hours?

## Annual Attestation....

*I hereby certify that the information given by me in this application is true, correct and complete to the best of my knowledge and belief. I acknowledge and provide consent to the College of Occupational Therapists of British Columbia to verify, at its discretion, any information I have provided.*



# COTBC Registration Committee

## Statutory Committee

Mandate: make decisions respecting registration matters

### Members:

- Member(s) of the public
- Registrants representing different areas of practice, geographic locales, years of practice

College staff act as support to the Committee



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## ‘Bridging’ for the 2018-2019 renewal only

Keeping in mind our mandate of public protection, the Registration Committee considered what was fair and reasonable during this transition by reviewing:

- competence/currency literature,
- other Canadian/international regulatory practices
- their experience as practicing OTs and Registration Committee members.

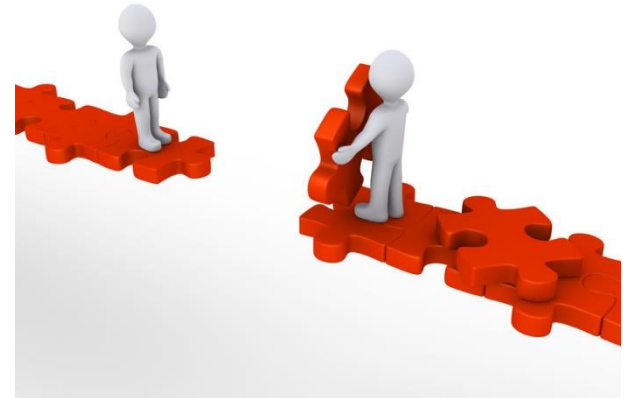


# What else counts during this “bridging period”?

- ✓ Formal Study
- ✓ Informal Study
- ✓ Volunteer Hours

Must be...

- within the Scope of Practice of OT
- acquired while registered as practicing



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# How to Apply to RC for consideration?

Complete 2018 *Currency Hours Review Form* online.

Submissions to be received by March 15, 2018

Submitted forms reviewed by Registration Committee

Decision made by Registration Committee



## 2018 Currency (Practice Hours) Review

### General Information

Requests for Review must be submitted by March 15, 2018 at 4 pm.

Occupational therapists are now required to have 600 practice hours within the scope of practice of the profession in the 3 years immediately preceding the date of registration renewal or their application for reinstatement.

As this change came into effect October 2, 2017, the Registration Committee will consider hours spent in other activities that support your continuing competence and the delivery of safe, ethical, and effective care. These activities may include participation in volunteer work and continuing professional development (both formal and informal study) from July 1, 2015 to June 30, 2018. However, these hours cannot exceed 20%, i.e., 120 hours, of the 600 required hours, and cannot have been accumulated while your registration status was non-practising or cancelled, or while you were participating in a re-entry program.

The Registration Committee will use the following definitions when reviewing your submission.

#### Formal study

Formal Study is a period of structured study that is provided by a person or organization. This can be any type of course or program that is relevant to your practice and occupational therapy. These can be delivered by distance (e-learning) or face-to-face. Examples include, but are not limited to:

- o Post-graduate education resulting in a recognized degree from an accredited program (e.g. Graduate certificate, Masters or PhD);
- o Advanced certification from recognized institutions e.g. sensory integration, hand therapy;
- o Modules, courses or elements currently included in programs run by educational institutions; and
- o Programs offered by regulatory organizations.

#### Informal study

Informal Study is a period of study you structure yourself. Examples include, but are not limited to:

- o Review of COTBC webinars, podcasts;
- o Completion of learning modules;
- o Review of COTBC Practice Standards/Guidelines and Advisory Statements;
- o Critical appraisal of articles in practice publications, blogs, and scholarly journals;
- o Participation in journal clubs; and/or
- o Participation in study groups, practice networks, etc.

#### Volunteer work

Volunteer hours are considered when the work falls within the definition of the practice of occupational therapy as outlined in the governing legislation ([Occupational Therapists Regulation](#)). Depending on the occupational therapist's role this work may include clinical or nonclinical work.



# What happens if I do not have sufficient currency hours for renewal?

- Declare on the Renewal Form that you do NOT meet the College's currency requirement (minimum of 600 hours in the last 3 years)
- Renew as a Provisional Registrant for the purpose of completing a Re-entry Program.

## Currency Hours This section must be completed each year of registration

- ☐ In the immediate past three years, I have worked at least 600 hours
- ☐ I graduated within the past 18 months

- ☐ I completed an approved re-entry program in the past 18 months
- ☒ I do NOT meet any of the above currency requirements and require a review



# What does a re-entry program look like?

**Purpose:** to ensure that the applicant is able to demonstrate the competencies required to practice safely, effectively and ethically.

Varies with individual

- Competence Confirmation Practicum (CCP) supervised by a registrant in the full practising category.
- Refresher or upgrading activities.



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# How long is a Competence Confirmation Practicum (CCP)?

Based on how many hours you have practised.

I am or I have...	Requirement
New grad who didn't initiate practice within 18 months of graduation	300 hours of a CCP in 180 days
Less than 600 hours in past 3 years	150 hours of a CCP in 90 days
No hours in past 3 years but some in the last 5 years	300 hours of a CCP in 180 days
No hours in past 5 years but some in last 10 years	600 hours of a CCP in one year
No hours in the past 10 years	600 hours of a CCP and successful on the National Occupational Therapy Certification Exam (NOTCE)



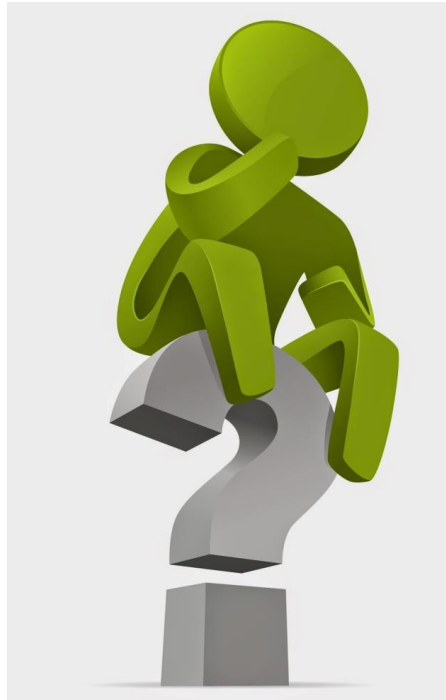
# What is involved in a Competence Confirmation Practicum?

Together you and your CCP supervisor...

- identify where you may need to brush up or upgrade.
- use the *Essential Competencies of Practice for Occupational Therapists in Canada* to identify competencies and performance indicators.
- Submit the plan for approval by the Registration Committee
- Submit completion report for approval by the Registration Committee.



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Questions?

*Thank you for making time for the presentation today*



## THANK YOU FOR LISTENING

- Please fill out the evaluation.
- Recording will be available in 24 hours
- Additional questions? Email [registration@cotbc.org](mailto:registration@cotbc.org)
- Join us on      
@OTCollegeBC