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
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
<table>
<thead>
<tr>
<th>Question</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>⑤</td>
<td>What other activities/methods can I use to accumulate currency hours for 2018 renewal only?</td>
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<tr>
<td>⑥</td>
<td>Process to submit application for consideration of alternative methods of accumulating currency?</td>
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<td>⑦</td>
<td>If I don’t meet currency, what happens? (College Re-entry Program)</td>
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<td>⑧</td>
<td>College resources for information &amp; assistance</td>
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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?

Through legislation each College is established

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 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
Being current in the practice of the profession of OT

Your OT practice needs to reflect this currency

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Currency & Competence

Currency = hours of practice

Currency supports competence.
Currency Requirements

New registrant application form...

<table>
<thead>
<tr>
<th>Currency Hours</th>
<th>This section must be completed each year of registration</th>
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<tr>
<td>☐ In the immediate past three years, I have worked at least 600 hours</td>
<td>☐ I completed an approved re-entry program in the past 18 months</td>
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<tr>
<td>☐ I graduated within the past 18 months</td>
<td>☐ I do NOT meet any of the above currency requirements and require a review</td>
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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.

Renewal and reinstatement forms...

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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
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

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.

Alper, B. Ehlich, A. How Much does Practice-Guiding Medical Knowledge Change in One Year?, 2012 (United States)
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).
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
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.
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 3rd Ed.
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.
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
‘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
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
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.
How long is a Competence Confirmation Practicum (CCP)?

Based on how many hours you have practised.

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

• Join us on  
  @OTCollegéBC