

## THANK YOU FOR HELPING VALIDATE THE CAREER-SPAN COMPETENCIES!

June 21, 2018

Over the period May 22 - June 12, 2018 we undertook an online survey to assess Registrant opinion regarding the importance of the 14 Career-Span Competencies (CSCs) in TCM practice. The CSCs are intended to serve as a framework for safe, effective and ethical practice, and therefore as a foundation for the Practice Support Program (PSP).

The survey intentionally did not address details of how the PSP will operate, since at this time we were only seeking input from Registrants on the fundamental appropriateness of the CSCs. We certainly received that!

- There were 448 responses to the survey, representing 24% of CTCMA's Registrants.
- Here's what we asked you to do:

*Rate the importance of the behaviour described by the CSC relative to the provision of safe, effective and ethical TCM and acupuncture practice on a scale ranging from 1 (unimportant) to 100 (extremely important).*

All 14 CSCs were rated as *very important* in practice.

Career-Span Competency	Mean Rating	Std Deviation
1. Act with professional integrity	93	13.0
2. Communicate effectively	93	12.8
3. Comply with legal requirements	93	12.5
4. Function in a client-centred manner	92	12.5
5. Work within areas of personal knowledge and skills	92	13.1
6. Maintain a safe work environment	94	11.1
7. Maintain comprehensive records	91	13.1
8. Maintain personal wellness consistent with the needs of practice	91	13.4
9. Manage time and resources effectively	88	15.1
10. Treat others respectfully	93	12.1
11. Practice in a manner consistent with current developments in the profession	90	13.6
12. Use an evidence-informed approach in your work	87	17.3
13. Interact effectively with other professionals	86	16.0
14. Practice in a self-reflective manner	88	16.1

(The margin of error on the above mean scores is better than +/- 4%)

66 survey respondents provided comments about the CSCs and / or the overall approach of the PSP. This will be very helpful as we move ahead with further development.

179 Registrants volunteered to be directly involved as we move ahead - thank you...we'll be in touch!



Although the survey intentionally did not provide details regarding how the PSP will operate, the following was stated:

*The PSP will:*

- *Focus on workplace performance, as described by the CSCs*
- *Be applicable to Registrants in all workplace settings (including those who do not provide direct patient care services)*
- *Recognize and support the development of Registrant abilities across the career-span, beyond entry-to-practice.*

Registrant support for this approach was very strong:

<b>Rate your level of agreement with the following statement: <i>I support this overall approach to the PSP.</i></b>	<b>Strongly agree (5)</b>	<b>Agree (4)</b>	<b>Neutral (3)</b>	<b>Disagree (2)</b>	<b>Strongly disagree (1)</b>
	191	161	76	10	8

**Mean score 4.2**

<b>96% of survey respondents are neutral or above</b>
---

<b>4% of survey respondents are negative</b>
--

**We are excited by the strong level of Registrant support expressed in the survey and we are continuing to actively move ahead with PSP development!**

Based on survey comments, there is one point about the PSP we'd like to clarify.

We made the following statement:

*The PSP will replace the College's current Quality Assurance Program which requires the accumulation of continuing education credits.*

Some people took this to mean that continuing education for Registrants will no longer be important to the College. Nothing could be further from the truth!

CSC #11 speaks to the need to stay current in practice and one important way of doing this is by undertaking continuing education. So continuing education for Registrants will continue to be important, but once the PSP is in operation, coursework will be recognized by a process other than counting hours or units.

