



ACOT

ALBERTA COLLEGE *of*
OCCUPATIONAL THERAPISTS



Introduction to the Standards of Practice (SoP) and Code of Ethics (CoE) Refresh Project



Presentation Overview

- Standards of Practice (SoP) and Code of Ethics (CoE) Refresh Project – Why now?
- Current State and Future State – What is the desired outcome?
- Achieving the Desired Outcome – Refresh Working Groups and Steering Committee



Honouring Traditional Territories



ACOT staff and OTs registered to practice in our province are doing so on and from the traditional and current homelands of diverse Indigenous peoples – all of whom have lived and travelled here before us and signed treaties and agreements to share the land we live, thrive and gather on.

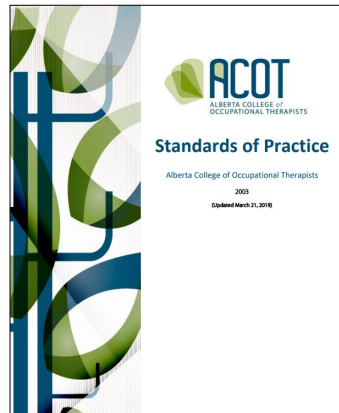


Legislative Requirements

Health Professions Act (HPA) Section 3(1) – A College

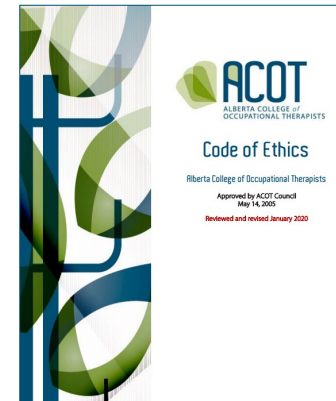
(c) – must establish, maintain or enforce standards for registration and of continuing competence and standards of practice of the regulated profession

*(d) – must establish, maintain and enforce a **code of ethics***



Standards of Practice (SoP)

The minimum expectations for the practice of a profession



Code of Ethics (CoE)

Sets out the ethical principles governing the conduct of registrants of a profession



Refresh 2022 - 3 main reasons

1

Bill 46 *Health Statutes Amendment Act (2020 No.2)* which amends the *Health Professions Act*

- Items moving from regulation to standards of practice
 - Continuing Competence Program requirements
 - Competence Assessments (CCP Review & Evaluation and Practice Visits)
- The list of Restricted Activities is moving from *Government Organization Act* to the HPA
- Section 1.6(1) states *"No person shall perform a restricted activity or a portion of it on or for another person unless:*
 - (b) there are standards of practice adopted by the council of the college respecting*
 - (i) how a regulated member performs the restricted activity*
 - (ii) who may be permitted to perform the restricted activity under the supervision of a regulated member, and*
 - (iii) how a regulated member must supervise persons who provide restricted activities*



Refresh 2022

2

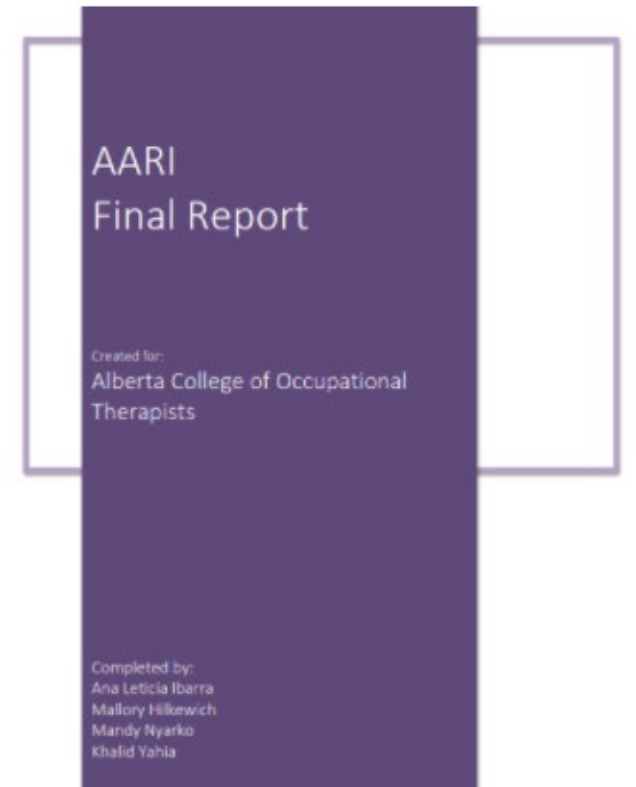
Direction in ACOT's Acting Against Racism and Intolerance Report to:

Standards of Practice (SoP)

- Amend to apply gender neutral language
- Include a SoP relating to equity, anti-racism and cultural safety
- Work with Indigenous OTs to determine integration and acceptance of cultural models of practice within all of the SoP

Code of Ethics (CoE)

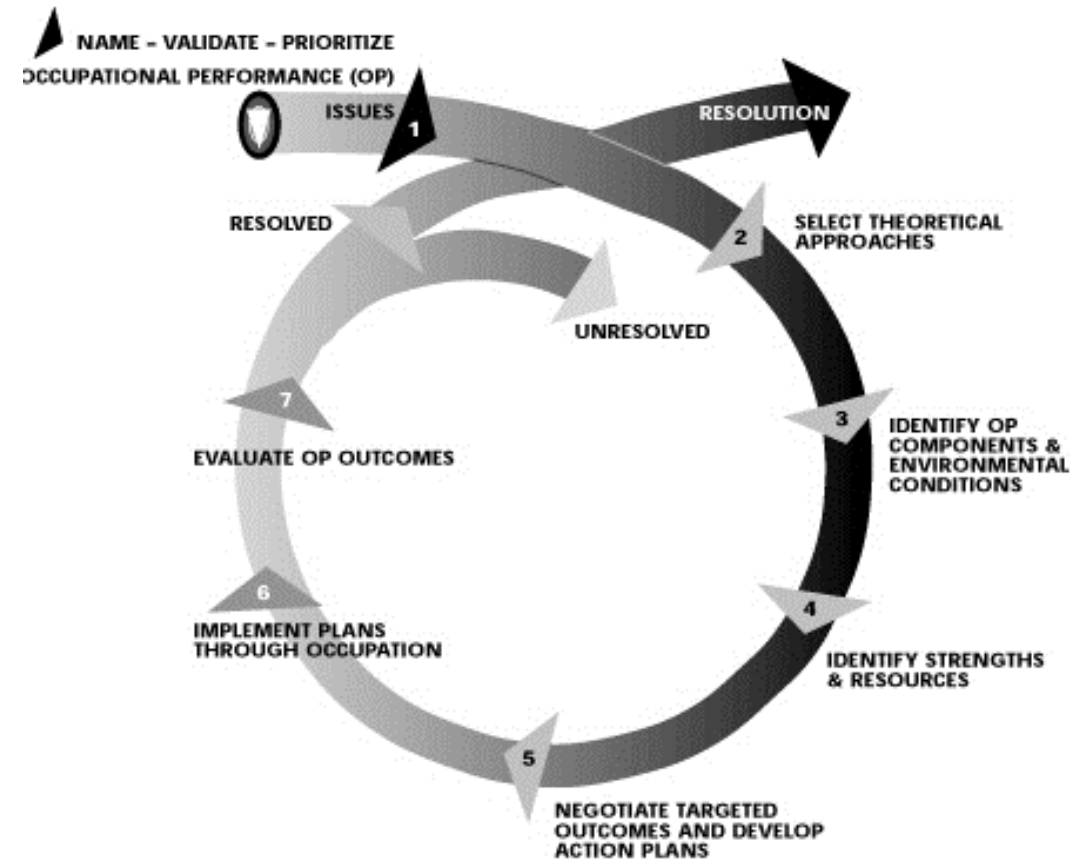
- Amend the CoE (and the Interpretation Guide) to apply gender neutral language
- Include a new CoE indicator under the principle of Respect
- Update CoE examples to include social and cultural identities of the OTs and clients in the scenarios



Refresh 2022

3 Our SoP and CoE are due for a refresh:

- Originally approved in 2003 (with development starting in the late '90's early '00's)
- They reflect and refer to the concepts of OT practice of the time (i.e., models, frameworks, profiles, competencies)



Occupational Performance Process Model (from *Enabling Occupation* 1997)

Enabling Occupation:
AN OCCUPATIONAL THERAPY PERSPECTIVE

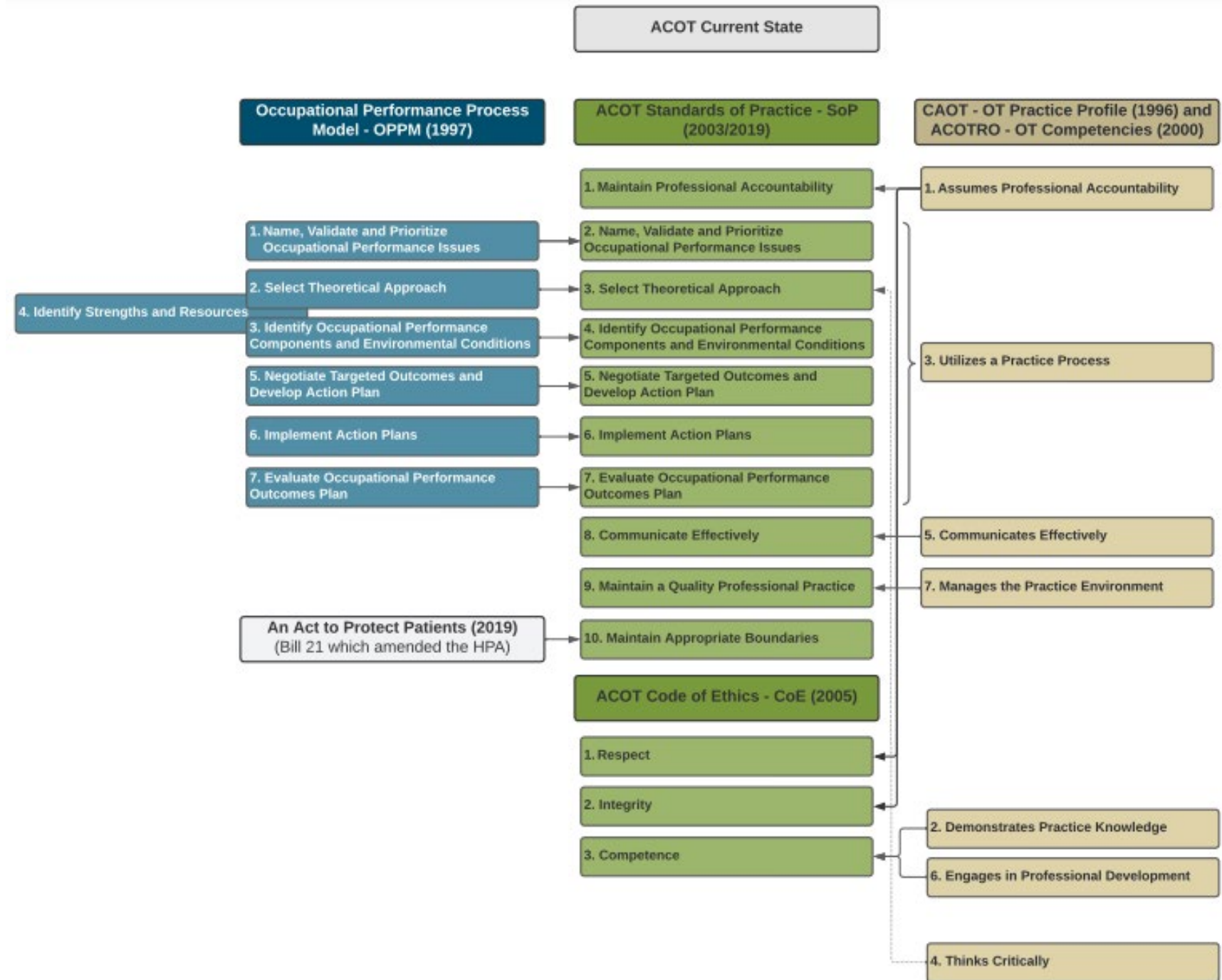


REVISED EDITION

Canadian Association of Occupational Therapists



Current State



What do Other Colleges have as SoP?

College	#	Example of Standards
Physiotherapy Alberta	23	Client Assessment, Diagnosis, Interventions; Collaborative Practice; Competence; Consent; Legislative Responsibilities, Privacy/Confidentiality, Documentation and Record Keeping, Performance of Restricted Activities, Sexual Abuse and Misconduct, etc.
Alberta College of Speech Language Pathologists and Audiologists (DRAFT)	4 (with 19 sub-standards)	Service Delivery (evidence-informed practice, client assessment and intervention, communication, virtual care); Professional Responsibility/Accountability (use of title, privacy/confidentiality, informed consent, conflict of interest); Practice Management (safety & risk mgmt, documentation and information mgmt, clinical supervision); Sexual Abuse and Sexual Misconduct
College of Occupational Therapists of Ontario (COTO)	12	Acupuncture, Assessments, Consent, Conflict of Interest, Infection Prevention and Control (IPC), Prevention of Sexual Abuse, Professional Boundaries, Psychotherapy, Record Keeping, Supervision of Students/TAs, Use of Title (also point to national Competencies document)
College of Occupational Therapists of British Columbia (COTBC)	6	Infection Prevention and Control (IPC), Consent, Professional Boundaries, Preventing Sexual Misconduct, Conflict of Interest, Managing Client Information (also point to national Competencies document)
College of Occupational Therapists of Nova Scotia (COTNS)	8	Informed Consent, Virtual Care, Supervised Practice, Social Media, Record Keeping, Conflict of Interest, Scope of Practice, Assigning Service Components to Support Personnel (also point to national Competencies document)
CORU – Health & Social Care Regulator (Ireland)	5	Common to all health and social care professions regulated under CORU - Professional Autonomy & Accountability; Communication, Collaborative Practice and Teamworking; Safety & Quality; Professional Development; Unique to each profession - Professional Knowledge and Skills



Future State

COMPETENCIES FOR OCCUPATIONAL THERAPISTS IN CANADA

Canadi

Competencies for Occupational Therapists in Canada (2021)

Domain A: Occupational Therapy Expertise

We facilitate occupations

- A1 Establish trusted professional relationships with clients
- A2 Use occupational analysis throughout practice
- A3 Determine clients' needs and goals for OT services
- A4 Assess occupational participation
- A5 Develop plans with clients to facilitate occupational participation
- A6 Implement OT plan
- A7 Manage the assignment of services to assistants and others

Domain B: Communication and Collaboration

We listen share and work with others

- B1 Communicate in a respectful and effective manner
- B2 Maintain professional documentation
- B3 Collaborate with clients, other professionals and stakeholders

Domain C: Culture, Equity and Justice

We respect and continue to learn about traditions and ways of doing

- C1 Promote equity in practice
- C2 Promote anti-oppressive behaviour and culturally safer, inclusive relationships
- C3 Contribute to equitable access to occupational participation and occupational therapy

Domain D: Excellence in Practice

We aspire to always do our best and improve our performance

- D1 Engage in ongoing learning and professional development
- D2 Improve practice through self-assessment and reflection
- D3 Monitor developments in practice

Domain E: Professional Responsibility

We serve our clients, respecting rules and regulations

- E1 Meet legislative and regulatory requirements
- E2 Demonstrate a commitment to minimizing risk

Domain F: Engagement with the Profession

We help our profession grow so that collectively we help society

- F1 Contribute to the learning of occupational therapists and others
- F2 Show leadership in the workplace
- F3 Contribute to the development of occupational therapy
- F4 Show leadership in the profession throughout career

Will point to the 2021 Competencies from within the Professional Accountability standard

Future Vision for ACOT's SoP (TBD)

Professional Responsibility/Accountability

Preventing Sexual Abuse and Sexual Misconduct

Continuing Competence/Competence Assessments

Restricted Activities

Commitment to Equity and Cultural Safety

TBD

TBD

TBD

TBD

TBD

etc...

Future Vision for ACOT's CoE

1. Respect

2. Integrity

3. Competence

Required (either via HPA, Bill 46 or AARI Report)

TBD based on input from Registrants and other Key Partners

AARI Report changes and others based on input from Registrants and other Key Partners



Other Possible Standards?

Informed
Consent?

Client
Assessment
and
Interventions?

Supervision
of Support
Personnel?

Client Records+
Documentation
and Record
Keeping?

Communication?

Privacy and
Confidentiality?

Safety and Risk
Management?

Others?

Infection
Prevention
and Control?

Professionalism?



Desired Outcome of the Refresh Project

A set of SoP and CoE which:

- ✓ Encompass the aspects of **ethical and competent** OT practice; applicable to all OTs regardless of clinical/non-clinical role, practice area/practice setting
- ✓ Are **clear and understandable** to members of the public, registrants and other key partners (post-secondary institutions, employers, etc.)
- ✓ Address the requirements listed in the **HPA, and Bill 46**
- ✓ Address the recommendations in the **Acting Against Racism and Intolerance Report**
- ✓ **Don't duplicate content** in the core competencies document except when needed to clarify or describe province-specific and/or ACOT- specific requirements
- ✓ Align with, but are **not bound by, profession-specific concepts** (which can become obsolete and are not always understood by members of the public)



Steps to Achieve the Outcome

- Jurisdictional Scan and Literature Search: see findings in the Refresh 2022 Part 1 Report ← **Completed Dec 2021**
- Initial Consultation: see findings in the Refresh 2022 Part 2 Report ← **Completed Apr 2022**
- SoP/CoE Refresh Steering Committee and Working Groups: to develop performance expectations/indicators for each new and amended SoP and CoE ← **May-Dec 2022**
- Follow-up Consultation: to provide feedback on content developed by the Working Groups - as per requirements in HPA s113(1) ← **Summer/Fall/Winter 2022** (each SoP/CoE will be sent out for review as it is ready)
- Submission to government: for review and feedback from other Colleges ← **Dec 2022** (except Competence and Restricted Activity SoP which have to be ready to go Summer/Fall 2022)
- Refinement as per Feedback, Adoption and Implementation ← **TBD** (anticipated launch Spring 2023 with incorporation into Continuing Competence Program Self Assessment for 2024-25 Registration Renewal)

ACOT COUNCIL

Drafts of SoP and CoE must be circulated to registrants (and anyone else Council considers necessary) for review and comment prior to submitting to the Minister.
Council has authority under the HPA to adopt the new SoP and CoE once the comments from the Ministry are considered and incorporated as appropriate. The new Bylaws can be adopted by Council without external review.

Ministry of Health

GOVERNANCE COMMITTEE (GC)

Will undertake Bylaws Refresh

REFRESH STEERING COMMITTEE (RSC)

Additional Sub-Working Groups as necessary (i.e., for Restricted Activities)

Standards of Practice Working Group (SoP WG)

Code of Ethics Working Group (CoE WG)

REFRESH PROJECT MANAGER

Supports and Guides RSC, WGs and GC

Regular connection and collaboration with the broader AARI Committee and Indigenous OTs throughout all stages of the SoP/CoE Refresh work





CONTINUING COMPETENCE

RECEIVE COMPETENT CARE

MEETING CCP REQUIREMENTS

CCP RESOURCES

CCP REVIEW AND EVALUATION

PRACTICE RESOURCES



RECEIVE COMPETENT CARE

Regulating competent and ethical occupational therapy services has been and will always be ACOT's primary focus.

Each and every occupational therapist, as a member of the College and is responsible for managing their own professional practice within the College's Standards of Practice, Code of Ethics and the Competencies for Occupational Therapists in Canada.

The Standards of Practice and Code of Ethics are undergoing a refresh in 2022, see below for details.

In order to practice occupational therapy in Alberta, all occupational therapists must meet all of the registration requirements including maintaining the required number of practice hours and completion of continuous learning activities.

Occupational therapists are expected to continually improve their skills. Advancing their knowledge and skills is essential to meet the demands of changing practice environments and diverse client needs. The Continuing Competence Program (CCP) uses a reflective practice approach where OTs assess and reflect on how their practice adheres to the College's Standards of Practice, Code of Ethics and the core competencies. Each year they set goals and select learning activities to achieve those goals. Throughout the year, they reflect on and record how the learning activities undertaken have enhanced or evolved their practice.

Registrants must complete all components of the CCP prior to renewing their practice permit each year. See the Meeting CCP Requirements page for more details on what is included in the ACOT CCP.

STANDARDS OF PRACTICE (SOP) AND CODE OF ETHICS (COE) REFRESH 2022

Consultation sessions have now concluded – watch for the findings report coming in May 2022.

SoP/CoE Refresh Background Documents

Part 1: Jurisdictional Scan and Literature Search

Part 2: Findings and Recommendations from Engagement

Click on the Continuing Competence Tab of the ACOT website

Scroll to the SoP/CoE Refresh 2022 section – project updates will be posted here.





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QUESTIONS?

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