A Competency Framework

Innovation

Colette Owen Clinical Specialist Physiotherapist
With acknowledgments to Lauren Hogg & Ruth Kent
Learning outcomes:

1. To be able to scope opportunities for creating a competency framework
2. To review methods in engaging staff throughout a project
3. To discuss means of evaluation in workplace development.
Competency is...

“The complex synthesis of knowledge, skills, values, behaviours and attributes that enable individual professionals to work safely, effectively and legally within their particular scope of practice.”

http://www.csp.org.uk/director/careersandlearningcompetence.cfm
The development of competency involves…

• Self-awareness and the ability to self-evaluate

• Recognising and accepting individual responsibility
Drivers:

Increasing band 3 and 4 workforce

Providing high quality service

Cross team cover

Differences in support worker training and evaluation

Investment in staff – training, personal development
Different backgrounds & experiences

Appropriate support

Equalises starting point

Consistency

Competency Framework
# Physiotherapy Assistant Competency Portfolio

<table>
<thead>
<tr>
<th>Name</th>
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</thead>
<tbody>
<tr>
<td>Band</td>
</tr>
<tr>
<td>Area of work</td>
</tr>
<tr>
<td>Date started in post</td>
</tr>
<tr>
<td>Date competency document started</td>
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Section 1
Introduction to the Competency Portfolio

- Introduction
- List of competencies
- Expectations of the Physiotherapy Assistant
- What is 'Competency'?
- Key administration skills
- Yearly updates
- List of resources
LIST OF ALL COMPETENCIES IN THE BOOKLET

CORE COMPETENCY FRAMEWORKS

Numbers 1-10 must be completed prior to commencing the Area Specific Competencies

1. Risk Assessment
2. Patient identification and Readiness to Exercise
3. Professionalism
4. Bed Mobility
5. Transfers and positioning
6. Mobility
7. Stairs Assessment
8. Exercise Programmes
9. Falls Awareness
10. Outcome Measures

(Complete the following if applicable)

11. Splints, orthotic and prosthetic devices
12. Motomed
13. Tilt table and Standing Hoist

AREA SPECIFIC COMPETENCY FRAMEWORKS

14. BALANCE AND VESTIBULAR
15. RESPIRATORY WARDS
16. ORTHOPAEDICS
17. RENAL
18. HYDROTHERAPY
   a. Poolside Cover
   b. Exercise Programmes and Class
19. GROUP EXERCISE
20. VASCULAR
   a. Early Walking Aid
   b. PIRPAG
21. PULMONARY REHABILITATION
   a. Administration
   b. Class
22. CRITICAL CARE (ICU, GCCU, HDU AND LFU)
   a. Manual Techniques
   b. Manual Assisted Cough
   c. Attachments
   d. Range of Movement
   e. Bed Exercises
   f. Rehabilitation
   g. Stretcher Chair
   h. Suction
23. NEUROREHABILITATION
   a. Communication in Stroke
   b. Handling of the Hemiplegic Upper Limb
   c. Symptoms related to Stroke
The Physiotherapy Department aims to provide a supportive environment to facilitate your learning experience. This guidance has been put together to complement Trust / HCPC / CSP guidelines to ensure we all have the same expectations.

It is important for us to know how best to support your development. Please answer the following 2 questions, and read these expectations ready to discuss with your Clinical Lead.

**What is your preferred means of receiving feedback i.e. written, verbal?**

_____________________________________________________________________

_____________________________________________________________________

_____________________________________________________________________

**What is your preferred learning style i.e. how do you learn a new skill and put it into practice?**

________________________________________

_____________________________________________________________________

________________________________________

________________________________________

**Expectation 1: Showing evidence of your own learning:**

1a: It is expected that you will show evidence of your competency through personal reflection, appraisal and completion of competency framework

1b: It is expected that we will undertake formal monthly one hour clinical supervision sessions to consolidate your practice and identify ongoing learning needs. This could be with your line manager or any member of your team. It is the joint responsibility of both yourself and your line manager to ensure this is arranged on a regular basis

1c: We expect you to consistently review your own practice, and to bring evidence of this to your clinical supervision and appraisals (e.g. SWOT, reflective piece, journal review)

1d: We would like to promote an environment of 360° appraisal. For this to work we encourage your honest and objective feedback

1e: It is expected that you will demonstrate a positive and open attitude in response to constructive feedback
## RISK ASSESSMENT

Objective - To be able to identify and assess risk in the clinical setting and implement the necessary strategies to minimise risk

<table>
<thead>
<tr>
<th>INDICATORS OF COMPETENCY</th>
<th>CHECKLIST</th>
<th>EVALUATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demonstrates the ability to identify all potential risks and hazards within their working environment</td>
<td>As per Trust Risk Identification and Assessment Procedure</td>
<td>Observe in clinical setting x3</td>
</tr>
<tr>
<td>Demonstrates the ability to assess risk using the TILE format</td>
<td>As per Trust Risk Identification and Assessment Procedure</td>
<td>TILE flowchart</td>
</tr>
<tr>
<td>Ensure patient is wearing appropriate non-slip footwear where appropriate</td>
<td></td>
<td>Observe in clinical setting x3</td>
</tr>
<tr>
<td>Routinely identifies all drips, drains, oxygen and catheters that may be attached to the patient</td>
<td>TILE and manual handling, infection control (cleaning equipment before and after use)</td>
<td>Induction completed&lt;br&gt;Observed safe working in treatment area x3</td>
</tr>
<tr>
<td>Aware of the crash call procedure and location of the emergency crash trolley</td>
<td>Orientation into clinical area</td>
<td>Orientation completed&lt;br&gt;Able to demonstrate knowledge of crash procedure and show where the crash trolley is located in the Physiotherapy department and relevant clinical areas</td>
</tr>
<tr>
<td>Demonstrates the ability to locate and complete the correct documentation of risk assessment</td>
<td>Completion of TILE in POMR notes &amp; completion of risk assessment form (trust risk identification &amp; assessment procedure) when appropriate.</td>
<td>Notes review x3</td>
</tr>
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showing we care

Guy’s and St Thomas’ NHS Foundation Trust
Evaluation Aim:

To evaluate the value of a competency portfolio for band 3 & 4 Physiotherapy support staff in relation to their role within GSTFT Physiotherapy Department.
Objectives:

• To establish the value of the competency portfolio for band 3 & 4 and qualified staff

• To explore the process of good practice in completing the portfolio through identification of barriers and enablers

• To explore the impact/value on qualified staff of band 3 & 4 staff who have completed the portfolio

• To explore the impact on band 3 & 4 staff who have completed the portfolio
Methodology:

1. Context & Process

2. Reaction

3. Outcome
Learning outcomes:

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