

**Agenda Item 7**

**Enclosure 5**

**Paper RC 14 / 03**

# **REGISTRATION COMMITTEE**

**TEST OF COMPETENCE**

**From : the Executive**

**FOR DISCUSSION**

## **Executive Summary**

A framework Test of Competence is being developed from the generic Standards of Proficiency. The test is being developed this way in order to give registration assessors flexibility in assessing potential registrants, because the registration assessor can adapt each part of the test to the profession they represent and relate the test to each individual's skills and experience.

Further, the framework ensures that all assessors will be applying a common approach to each assessment, thereby treating each applicant equally.

**Draft common framework for test of competence**

<b>Standards of Proficiency</b>	<b>Test of Competence</b>
<b>1 Expectations of a health professional:</b>	<b>1 Expectations of a health professional:</b>
<b>1a Professional autonomy and accountability</b> The registrant must be able to:	<b>1a Professional autonomy and accountability</b>
<ul style="list-style-type: none"> <li>understand and practise within the legal and ethical boundaries of their profession;</li> </ul>	<p>1. What are the implications for a "professional title" working with patients in relation to the "name of legislation".</p> <p>Comment: The applicant should be expected to demonstrate an awareness of the role of a "professional title" in the provision of services to patients in relation to specific legislation.</p> <p>2. What are the legislative acts you would consider relevant to a "professional specific" intervention in a "XXX" setting.</p> <p>Comment: The applicant would be expected to demonstrate knowledge of the main provisions of relevant legislation.</p> <p>Legislation examples include:</p> <ul style="list-style-type: none"> <li>the Mental Health Act (1983)</li> <li>the Disability Discrimination Act (1995)</li> <li>the National Health Service and Community Care Act (1990)</li> <li>Settings could include: community care, acute care, psychiatric care (as appropriate for the applicant).</li> </ul>
<ul style="list-style-type: none"> <li>practise in a non-discriminatory manner;</li> </ul>	<p>Outline the factors that are relevant to a "profession title" in ensuring practise is conducted in a fair and non-discriminatory manner</p> <p>Comment: The applicant should be able to demonstrate respect for the values, customs and beliefs of individuals and groups from diverse circumstances and recognise the needs of patients and clients who lives are affected by disability.</p>

<ul style="list-style-type: none"> <li>• maintain the principles and practise of confidentiality and informed consent;</li> </ul>	<p>1. Describe how a “professional title” might ensure the confidentiality and security of information acquired in a professional capacity.</p> <p>Comment: The applicant should be able to demonstrate respect for patient and client confidentiality and identify ethical issues in day to day practice.</p> <p>2. Outline ways in which a “profession title” might ensure that individuals are informed about and give their consent to proposed treatment plans and choices that may be available to them.</p> <p>Comment: The applicant should be able to demonstrate the importance of providing opportunities to patients/clients for information that facilitates their understanding and acknowledges choice and individual preference.</p>
<ul style="list-style-type: none"> <li>• exercise a professional duty of care;</li> </ul>	<p>Comment on the role of a “professional title” their capacity to participate in care provision and accept responsibility the effective and efficient management of that care.</p> <p>Comment: The applicant should be able to demonstrate the importance of providing safe and effective care and appropriate responsiveness to the changing needs of services and patients/clients and acknowledge the boundaries of the professional relationships.</p>
<ul style="list-style-type: none"> <li>• recognise the limits of their practise and seek advice and guidance as and when appropriate;</li> </ul>	<p>Identify a situation in which a “profession title” would need to assess the scope of their personal professional competence and outline what actions would be likely to result from this.</p> <p>Comment: The applicant should recognise and acknowledge the limitations of their own abilities and recognise situations which require referral to a registered practitioner.</p>

<ul style="list-style-type: none"> <li>recognise the need for effective self-management of work/case load and practise accordingly;</li> </ul>	<p>Describe how a “profession title” would prioritise work/case load and the focus of activities.</p> <p>Comment: The applicant should demonstrate an understanding of:</p> <ol style="list-style-type: none"> <li>assessing the needs of the groups and individuals with whom one is working</li> <li>identifying those whose health and social well-being is most at risk and who are in need of support</li> <li>considering the evidence of effectiveness in meeting the needs of groups and individuals who are most at risk</li> <li>referring and delegating to different groups and individuals</li> <li>altering managers and other agencies to difficulties and issues in service direction and delivery and resources.</li> </ol>
<ul style="list-style-type: none"> <li>recognise the obligation to maintain fitness to practise;</li> </ul>	<p>Describe how a “professional title” might identify and contribute to their own professional development needs.</p> <p>Comment: The applicant should be able to demonstrate a commitment to the need for continuing professional development and personal supervision activities in order to enhance knowledge, skills, values and attitudes needed for safe and effective practice.</p>
<ul style="list-style-type: none"> <li>Show commitment to career-long self-directed learning that promotes professional development for maintaining and enhanced quality of service.</li> </ul>	<p>Outline your views on self-directed learning and how these might be carried out by a “profession title”.</p> <p>Comment: The applicant should be able to demonstrate an understanding of the need to update and enhance their knowledge and skills. The “profession title” must have the capacity to adapt and change and be able to identify the need for change and to initiate it. An applicant might outline the following initiatives:</p> <ol style="list-style-type: none"> <li>identifying one’s own professional development needs by engaging in activities such as reflection in and on practice</li> <li>developing a personal development plan which takes into account personal, professional and organizational needs</li> <li>sharing experiences with colleagues and patients and clients in order to identify the additional knowledge and skills needed to manage unfamiliar or professionally challenging situations</li> <li>taking action to meet any identified knowledge and skills deficit likely to affect the delivery of care within the current sphere of practice.</li> </ol>
<p><b>1b Professional relationships</b> The registrant must be able to:</p>	<p><b>1b Professional relationships</b></p>

<ul style="list-style-type: none"> <li>recognise professional and personal scope of their practise and make referrals where appropriate;</li> </ul>	<p>Discuss appropriate situations for a "profession title" to consult with other healthcare professionals.</p> <p>Comment: The applicant should be able to recognise their own abilities and limitations, the scope of practice of other health professionals and to refer when necessary.</p>
<ul style="list-style-type: none"> <li>work, where appropriate, with other professionals, support staff and patients/clients/carers</li> </ul>	<p>Discuss the primary role of a "profession title" in relation to providing a service to other health / social care professionals in a "XXXX" setting.</p> <p>Examples of settings could include:</p> <ul style="list-style-type: none"> <li>Community care</li> <li>Acute care</li> <li>Psychiatric care</li> </ul> <p>Comment: Applicants would be expected to be able to demonstrate a knowledge of the role of a "profession title" in relation to other health / social care professionals. The answer should include a knowledge of the services available to patients within the specified setting.</p>
<ul style="list-style-type: none"> <li>contribute effectively to work undertaken as part of a multi-disciplinary team</li> </ul>	<p>Identify the role of a "profession title" within a multi-disciplinary team</p> <p>Comment: Applicants should be able to demonstrate an understanding of effective multi-disciplinary working practices which respect and use the contributions of different members of a team. This should include an understanding of participation in decision-making concerning patients and clients and participation in the review and evaluation of care.</p>

<ul style="list-style-type: none"> <li>demonstrate effective and appropriate skills in communicating information, advice, instruction and professional opinion to colleagues, patients, clients, their relatives and carers;</li> </ul>	<p>Discuss method of, barriers to and the boundaries of effective communication and interpersonal relationships within "profession".</p> <p>Comment: The applicant should be aware of other professionals/relatives/carers relating to the patient's care and outline effective communication mechanisms with these people.</p>
<ul style="list-style-type: none"> <li>demonstrate effective communication throughout the care of the client/patient.</li> </ul>	<p>Describe how a "profession title" would engage in, develop and disengage from patient/client relationships through the use of appropriate communication and interpersonal skills.</p> <p>Comment: Applicant would be expected to recognise the importance of maintaining and, where appropriate, disengage from, professional relationships which focus on meeting the patient's/client's needs.</p>
<p><b>2 The skills required for the application of practise:</b></p>	<p><b>2 The skills required for the application of practise:</b></p>
<p><b>2a Identification and assessment of health and social care needs</b> The registrant must be able to:</p>	<p><b>2a Identification and assessment of health and social care needs</b></p>
<ul style="list-style-type: none"> <li>gather appropriate information;</li> </ul>	<p>Discuss the issues to be considered when carrying out a "profession specific" assessment with a patient that has a "profession specific problem" and outline the areas to be included in this full assessment.</p> <p>Comment: The applicant would be expected to demonstrate an understanding of the "profession specific problem", its course, prognosis, physical /pharmacological treatments and the impact of the social circumstances. A model of practice should be stated.</p>
<ul style="list-style-type: none"> <li>use appropriate assessment techniques;</li> </ul>	
<ul style="list-style-type: none"> <li>undertake or arrange clinical investigations as appropriate;</li> </ul>	
<ul style="list-style-type: none"> <li>analyse and evaluate the information collected.</li> </ul>	

<p><b>2b The formulation and delivery of plans and strategies for meeting health and social care needs</b> The registrant must be able to:</p>	<p><b>2b The formulation and delivery of plans and strategies for meeting health and social care needs</b></p>
<ul style="list-style-type: none"> <li>• use research, reasoning and problem solving skills to make judgements/decisions in determining appropriate actions;</li> </ul>	<p>Plan the goals of a “profession specific” intervention for a patient with a “profession specific” illness.</p> <p>Comment: The applicant would be expected to demonstrate an understanding of the specific condition cited, its course, prognosis and physical/pharmacological treatments. A model of practice should be proposed.</p>
<ul style="list-style-type: none"> <li>• Draw on appropriate knowledge and skills in order to make professional judgements;</li> </ul>	<p>Outline the factors important in determining sound professional judgements.</p> <p>Comment: The applicant should demonstrate:</p> <ol style="list-style-type: none"> <li>a) an awareness of using evidence-based knowledge from the professional discipline concerned and related disciplines to select and individualise treatment strategies</li> <li>b) the ability to transfer skills and knowledge to a variety of circumstances and settings</li> <li>c) an understanding of the need to adapt practice to meet varying circumstances</li> <li>d) an understanding of the need to ensure that practice does not compromise the duty of care to individuals or the safety of the public</li> </ol>
<ul style="list-style-type: none"> <li>• formulate specific and appropriate management plans, for meeting needs/problems and setting these within a timescale;</li> </ul>	<p>Discuss the options for a “profession title” to formulate appropriate plans for managing a patient’s care in a particular setting e.g. at home.</p> <p>Comment: The applicant should demonstrate an understanding of assessing the needs of a patient/client, planning, negotiating and agreeing a care plan.</p>
<ul style="list-style-type: none"> <li>• conduct appropriate treatment/therapy or other actions safely and skillfully and in accordance with best/evidence-based practise;</li> </ul>	<p>Select and justify one treatment activity that you would use, based on the best available evidence, to achieve short/long term goals for a patient with a “professional specific” illness.</p> <p>Comment: The applicant would be expected to demonstrate an understanding of the therapeutic value and reasoning behind the selection of the treatment activity. The goals of the therapy should be clearly stated and the activity selected needs to be meaningful to the patient in terms of their current life circumstances, age, culture and prognosis. The treatment activity should be relevant to the attainment of the short/long term goals.</p>



<ul style="list-style-type: none"> <li>• maintain records appropriately.</li> </ul>	<p>Describe the processes for recording all aspects of clinical practice in accordance with medico-legal and patient management requirements.</p> <p>Comment: The applicant would be expected to demonstrate an understanding of appropriate methods for collecting accurate and consistent manual or electronic data and organising and collating that data appropriately.</p>
<p><b>2c The critical evaluation of the impact of, or response to, their actions</b> The registrant must be able to:</p>	<p><b>2c The critical evaluation of the impact of, or response to, their actions</b></p>
<ul style="list-style-type: none"> <li>• monitor and review the ongoing effectiveness of the planned activity and modify accordingly;</li> </ul>	<p>Discuss ways in which a "professional title" might evaluate and revise expected outcomes in accordance with changes in a patient's/client's needs or circumstances.</p> <p>Comment: The applicant would be expected to demonstrate the identification of expected outcomes, including a timeframe for achievement and review in consultation with patients, clients and other health or social care professionals.</p>
<ul style="list-style-type: none"> <li>• audit, reflect on and review practise.</li> </ul>	<p>Outline the method by which a "profession title" would use research and audit to inform and review clinical practice.</p> <p>Comment: An applicant would be expected to be able to demonstrate an understanding of critical appraisal of current research literature, including research methodologies and data analysis.</p>

3. Knowledge and understanding and skills The registrant must be able to:	3. Knowledge and understanding and skills
<ul style="list-style-type: none"> <li>demonstrate an understanding of the key concepts of the disciplines of the biological, physical, social, psychological and clinical sciences that underpin and are relevant to their profession-specific practise;</li> </ul>	<p>1. Outline the causes, mechanisms and effects of "profession specific illness" in relation to the structure and function of the body.</p> <p>Comment: An applicant should demonstrate an understanding of the causes, mechanisms and effects of abnormal structure and function of the body in relation to the "profession specific illness".</p> <p>2. Relate the clinical features which you would expect to find in a patient with "profession specific illness" to the pathological changes of the disease.</p> <p>Comment: An applicant should demonstrate an understanding of the causes, mechanisms and effects of disease processes in relation to the abnormal structure and function of the body.</p>
<ul style="list-style-type: none"> <li>demonstrate an understanding of how professional principles are expressed and translated into action through a number of different treatment and management approaches and how to select or modify approaches to meet the needs of an individual;</li> </ul>	<p>Discuss a "profession specific" service you would provide to a patient with "profession specific" illness.</p> <p>Comment: Applicants would be expected to demonstrate an understanding of the "profession specific" illness, outlining its functional implications and prognosis. A model of practice for a "profession specific" intervention should be cited.</p>
<ul style="list-style-type: none"> <li>demonstrate an understanding of the need for and use of a safe practice environment.</li> </ul>	<p>Discuss how a "professional title" would contribute to ensuring the safe application of professional practice.</p> <p>Comment: The applicant would be expected to demonstrate an understanding of health and safety policies and recognise situations which are potentially unsafe for patients, clients, oneself and others within their sphere of practice.</p>

Sources	Profession	Comments
Occupational Therapy written assessment (Oxford Brookes University)	Occupational Therapists	Used.
Sample examination papers and reading list	Physiotherapists	Used 1 question.
Written assessment for overseas applicants for state registration (University of Huddersfield)	Chiropodists	Not used.
Written assessment for overseas applicants for state registration (Birmingham School	Podiatrists	Not used.

of Podiatry)		
Chiropodists JQAC handbook	Chiropodists and Podiatrists	
NMC – Requirement for pre-registration nursing programmes	Nursing	Used.
NMC requirements for pre-registration midwifery programmes	Midwifery	Used a little.
NMC – Requirements for pre-registration health visiting programmes	Health visitors	Used a little.