

Development of a competency register for unregulated health care providers on an acquired brain injury in-patient rehabilitation unit

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Context: Unregulated Health Care Providers including rehabilitation assistants/rehabilitation therapists (RhT) work under the direction and supervision of Regulated Health care providers, such as registered nurses, registered physiotherapists, occupational therapists and speech and language pathologists. In the inpatient ABI rehabilitation unit, RhT's provide care and treatment to patients post ABI in the following domains: medical, psychological, behavioral, physical, cognitive, communication and social. In Ontario, rehabilitation assistants are not registered with a regulatory body and do not have a standard level of training and education or a mandatory education requirement.

Objective: This Continuous Quality Improvement (CQI) project set out to define core and clinical competencies for RhTs and describe the accountabilities to the Regulated Health Care Professional. The competency register supports staff professional development, and

identification of learning objectives, as well as a guide for new staff orientation.

Methods: An interdisciplinary working group was formed and developed a 2 part Competency Tool consisting a) Core competencies for all staff regardless of discipline b) Discipline specific competencies. The competency tool is based on best practices and is in alignment with the role and scope of practice of RhTs on the ABI unit. A formal process was followed to include and categorize the competency items: a) Brainstormed items for inclusion; b) Created an affinity diagram of all the brainstormed items; c) Put all the items in to competency statements; d) 2-3 reviewing cycles; e) feedback from individual disciplines; f) edits and approval.

Conclusion: A formal multi-use competency document was created with staff input for RhT's in an ABI setting.

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