

# The Advanced Musculoskeletal Physiotherapy Clinical Education Framework

Important Statement: IMPLEMENTATION AND USE

## Development of the Advanced Musculoskeletal Physiotherapy (AMP) Clinical Education Framework (CEF)

The AMP CEF was developed to support the competency requirements of physiotherapists working in AMP roles across the outpatient and emergency department setting of public health services in Victoria. It should be utilised alongside the AMP Operational Framework and align with the defined scope of practice and operational guidelines endorsed by the health service where the CEF is being implemented.

The CEF is just one component of ensuring good clinical governance and should not be used in isolation without these supporting policies and guidelines in place. The development of the AMP CEF was funded by the Victorian Department of Health and Human Services. Any use, modification or replication of the AMP CEF should cite the Victorian Department of Health and Human Services.

## Purpose of the AMP CEF

The AMP CEF was developed specifically to address the skills and knowledge required by physiotherapist working in AMP roles that were **not** traditionally included in the undergraduate physiotherapy degree **AND** the post graduate Masters of Musculoskeletal Physiotherapy (coursework).

***'The main component of the CEF is a competency based training and assessment program which requires physiotherapists recruited to work in these roles to have met the following selection criteria: enrolment or completion of a post graduate Masters in Musculoskeletal Physiotherapy and a minimum of 7 years of clinical experience working in the musculoskeletal physiotherapy area of practice.'***

If physiotherapist fails to meet these minimum requirements then assessment of competency equivalent to the standard of a Masters of Musculoskeletal Physiotherapy or the Australian Physiotherapy Association Titling via the experiential pathway is **strongly recommended before** the individual commences the competency based training and assessment program in the AMP CEF. In the situation this is not undertaken the health service should be aware of, and accept the associated risks with recruitment of physiotherapists who are potentially not suitably qualified for the role.

## Implementation of the AMP CEF

The use of competency based training and assessment programs to date have not been routinely used by physiotherapists in the public hospital setting. Consequently, we recommend where possible the involvement of someone within the health service who has completed a TAE Certificate IV in Training and Assessment to provide oversight during the implementation.

Additionally, consultation with key stakeholders is required to determine the methods of competency assessment and criteria established as to who is appropriate to be an assessor (for example: the use of senior medical or physiotherapy staff). Please note whilst there is flexibility in the training and methods of assessment that can be used by health services we ask that the performance criteria of the competency standard **not be altered** as this provides the consistent benchmark against which all advanced musculoskeletal physiotherapists are assessed. It may be that some performance criteria are not appropriate for some AMP roles and therefore do not need to be included (e.g. hospitals with only adult services will not require demonstrate they have addressed performance criteria relating to paediatrics). Assistance from other health services familiar with implementing the AMP CEF may be required when implementing the framework for the first time. Documentation detailing all aspects of the competency based training and assessment program should be formalised, transparent, dated and signed off by the relevant authority, and stored electronically for future verification.

Successful implementation of the AMP CEF is dependent on understanding how competency based training and assessment programs work, ensuring the physiotherapists being recruited are suitably qualified before they begin, and the respecting the importance of a rigorous and robust competency assessment with credible assessors that is well documented.

#### **CHECKLIST TO CONSIDER PRIOR TO IMPLEMENTATION OF THE AMP CEF:**

- Operational guidelines have been developed to address all aspects of Clinical Governance – the AMP CEF is not to be utilised in isolation without policies and procedures in place
- Scope of practice for the AMP role has been clearly defined and endorsed by the health service and the AMP CEF tailored accordingly
- Physiotherapists recruited to the roles meet the selection criteria
- If physiotherapists recruited to AMP roles do not meet the selection criteria the health service accepts the possible risks associated with this and recognises additional competency assessment equivalent to the Masters qualification is recommended
- The integrity of the AMP CEF is upheld by the appointment of credible assessors who meet the requirements to assess – initially this may require the support of external health services
- Involvement of a health professional with Cert IV qualifications in Training and Assessment within the health service is recommended to assist with implementation
- A documentation trail of all aspects of the competency based training and assessment program should be maintained to support transferability and recognition of competency attainment between health services
- The AMP CEF is a resource available for use by any health service – to maintain the integrity and robust process it is important it is implemented in the way intended. When using, modifying or replicating any part or all of the AMP CEF please use the following citation: The Victorian Department of Health and Human Services 2014: Advanced Musculoskeletal Physiotherapy Clinical Education Framework.