

Work Plan 2007-2008



Vision for the Office of the Provincial Paediatric Therapy Consultant

- *BC will be the province of choice for paediatric therapists*
- *Paediatrics will be a desirable practice area for Occupational Therapists, Physical Therapists and Speech Language Pathologists*

Guiding Principles for the Office of the Provincial Paediatric Therapy Consultant

The emphasis of objectives and activities of the Office of the PPTC is the recruitment and retention of therapists in paediatric settings, in order to:

- *Support timely access to therapy services for children in BC*
- *Support the delivery of comprehensive, co-ordinated, and effective paediatric therapy services in all communities of BC*
- *Support the delivery of therapy services that are responsive to the unique needs of children, families, and their communities, including the potential influences of cultural, ethnic, socioeconomic, geographic and linguistic factors*
- *Promote the strengthening of publicly funded paediatric therapy programs*

Page	I. Work plan Objectives 2007-2008 Summary
2	1. Provide a meaningful voice for Paediatric Therapists across British Columbia to inform decision-making processes that affect child, family, and community outcomes.
5	2. Promote recruitment initiatives within physical therapy, occupational therapy and speech language pathology disciplines.
7	3. Support initiatives that foster retention of therapists working in paediatric settings by developing collaborative partnerships that encourage the creation of positive work environments and proactive human resource practices.
12	4. Promote Manageable Workloads for paediatric therapists by developing guidelines for caseloads and waitlists.
13	5. Develop an appropriate role for Therapy Assistants to support the delivery of paediatric therapy services.
13	6. Provide communication and networking opportunities throughout British Columbia for paediatric therapists.
14	7. Deliver professional development opportunities in all 5 provincial regions.
14	8. Explore innovations to engage students in paediatric settings.
15	9. Support a comprehensive provincial mentoring strategy for therapists by utilizing professional expertise within this province.
15	10. Ensure timely communication of information between the Provincial Consultant and the Provincial Steering Committee, and other relevant parties.

II. Background

The Provincial Paediatric Therapy Consultant will work under the direction of a Provincial Steering Committee comprised of paediatric therapists and government representation. This position is part of an interdisciplinary approach to address issues in therapy services for children in British Columbia, particularly recruitment and retention of paediatric therapists. The Provincial Consultant will work with therapists, provincial therapy councils, service providers and stakeholders, consumers, and the Ministry of Children and Family Development, using a collaborative consultation approach. The vision for this position is to make ***British Columbia the province of choice for paediatric therapists*** so as to significantly enhance therapy services available to children and families in BC.

As the Provincial Paediatric Therapy Consultant will collaborate with many partner groups and organizations, the following provides an overview of initiatives that are relevant to the Consultant's work plan.

III. Work Plan Objectives, Activities, and Current relevant contextual factors

Objective #1. Provide a meaningful voice for Paediatric Therapists across British Columbia to inform decision-making processes that affect child, family, and community outcomes.

ACTIVITIES

Consult and collaborate with ministry staff; Provincial Advisors for IDP, AIDP, SCDP, Children First; Employers; Early Intervention and School-Age therapy service providers, and other community members
Consult and collaborate with other provincial ministries regarding recruitment and retention initiatives for paediatric therapists
Consult and collaborate with the paediatric therapy councils, the professional associations, and regulatory colleges to inform the work plan.
Participate in therapy specific provincial initiatives Program Logic Model Guidelines Program brochures, presentations
Presentations of Early Intervention and School-Age therapy programs and activities of the Office of the PPTC to relevant and interested audiences
Advisory Network teleconferences: system of information exchange

Potential Activities to consider:

- Support the development of a funding allocation formula for EIP & SAT where the distribution of funds centrally and regionally addresses community needs.
- Advocate for a comprehensive provincial funding model that ensures that children who require therapy services have access. – Conduct an analysis of impact of multiple funding sources on service availability.

- Consider analysis of impact of current funding streams and program policies on service availability and functional status of children (ie. Individualized funding, At-Home Program) and suggest approaches to strengthen public programs.
- Building momentum for Paediatric Therapy Initiatives: host forum that would bring together wide audience (ie. AN members) to increase engagement in process of developing strategic action.

Relevant Initiatives, Resources, & Contextual Information

Provincial Government

Ministry of Children & Family Development

MCFD has financially supported the following paediatric therapy related initiatives:

Paediatric Therapy Recruitment and Retention Initiatives:

- Professional development opportunities for paediatric therapists
- Development and delivery of a 3-Tier Training Plan for paediatric therapists
- Development and consultation regarding the recommended guidelines from the 2006 Promoting Manageable Workloads for Paediatric Therapists in BC report.
- BC's participation in a national Knowledge Broker research project
- A distance-mentoring pilot project
- Best practice research (e.g. evidence summary including parent and professional handouts)
- Financial support for paediatric student placements in rural communities in BC, and international/inter-professional paediatric placements and International paediatric settings
- Development of alternate models for clinical supervision
- Development and delivery of information on the effective utilization of therapy assistants

Initiatives Related to Therapy Services for Aboriginal Children:

- Development of a First Nations Community-based Speech Language Assistant Program
- SLP training in the use and support of Moe the Mouse (a Theme Box is an innovative early speech and language curriculum box that uses Aboriginal toys and stories to enhance language development in preschool children)
- Expansion of Moe the Mouse training for Aboriginal families, communities, child care and early childhood development service providers
- Development of an inventory of programs and services available to Aboriginal children and youth with special needs (OT, PT, SLP and other services)
- Development and training of a resource for early intervention therapists to help guide their practice with Aboriginal communities, families and children

MCFD Service Plan Goals:

Ministry Service Plan Goals

- 1 The identification and strengthening of effective services for children, youth, families

- and communities in B.C. within a strengths-based, developmental approach.
- 2 The Ministry supports Aboriginal people to design regional models and implement services for Aboriginal children, youth, families and communities.
 - 3 A fully regionalized model of governance and delivery of services.
 - 4 Transform the Ministry of Children and Family Development as an organization to support Goals 1, 2, and 3

Linkage to the Five Great Goals

The Ministry supports government's Five Great Goals for a Golden Decade:

- 1 Make British Columbia the best-educated, most literate jurisdiction on the continent.
- 2 Lead the way in North America in healthy living and physical fitness.
- 3 Build the best system of support in Canada for persons with disabilities, those with special needs, children at risk, and seniors.
- 4 Lead the world in sustainable environmental management, with the best air and water quality, and the best fisheries management, bar none.
- 5 Create more jobs per capita than anywhere else in Canada.

These goals provide an overarching focus and direction for all provincial ministries and agencies. Over the next three years, the Ministry will:

- contribute to Great Goal 1 through early childhood development and child care programming;
- contribute to Great Goal 2 through ActNow BC and other initiatives designed to promote healthy living for children in child care centres and for youth through programs such as life skills training in community centres;
- support Great Goal 3 through:
 - delivery of child welfare services;
 - implementing the Child and Youth Mental Health plan;
 - many cross ministry initiatives;
 - implementing initiatives to assist youth at risk; and,
- support Great Goals 4 and 5 where possible, through its programs and initiatives.

Strategies for achieving ministry goals and objectives are discussed in the Performance Plan section of this Service Plan.

Performance Plan Summary Table

<http://www.bcbudget.gov.bc.ca/2007/sp/cfd/default.aspx?hash=7#sub1>

Provincial Advisors

- Infant Development Programme
- Aboriginal Infant Development Program
- Supported Child Development Program
- Children First Initiative

Objective #2. Promote recruitment initiatives within physical therapy, occupational therapy and speech language pathology disciplines.

ACTIVITIES
Targeted Recruitment Strategies Report Determine next steps
BC Loan Forgiveness Program Communication Strategy for employers & students
Display Board presentation at National Conferences
Request opportunity to meet with BC OT, PT, SLP students
Investigate methods of reaching students at other Canadian universities
Maintain www.therapybc.ca website for posting vacancies and resumes Employer eligibility criteria and disclaimer Expansion of site Link website to Child Rehab site (Sunny Hill) and CanChild
Review Recruitment and retention guidelines
Advertise www.therapybc.ca in relevant journals and websites

Relevant Initiatives and Resources: Recruitment

BC Loan Forgiveness Program

<http://www.achievebc.ca/bvprd/bc/keyInitiativeHome.do?action=achieveBCUser>

Ministry of Health

- Health Human Resource Planning
 - Health Human Resource Advisory Committee (HHRAC)
- Recruitment, Retention, and professional development of health care professionals

Project Idea: compile relevant information to assist foreign-trained therapists with understanding the process for becoming eligible to practice in Canada.

Canadian Alliance of Physiotherapy Regulators

Physiotherapy Exam Skills Project

http://www.alliancept.org/exams_projects_ESP.shtml

International Network of Physical Therapy Regulatory Authorities (INPTRA)

Physical Therapy regulation on a global stage (May 31-June 1, Vancouver)

Canadian Association of Occupational Therapists

- Workforce Integration Project
- Moving Forward with the Next Steps in Occupational Therapy Human resource Planning: Summary Report (March 2004)

- Background Paper on Occupational Therapy Human Resource Data: Sources, Utilization, and Interpretive Capacity

Canadian Association of Speech Language Pathologists and Audiologists

- Gap Analysis Report: Availability & Accessibility of data to support long-term human resource planning for Speech-Language Pathologists and Audiologists.

Objective #3: Support initiatives to foster the retention of therapists working in paediatric settings by developing collaborative partnerships that encourage the creation of positive work environments and proactive human resource practices.

ACTIVITIES – supporting employers
Develop email contact list of employers of paediatric therapists to facilitate information sharing
Provide periodic updates to employers regarding recruitment and retention initiatives
Provide information and resources for employers regarding hiring therapy assistants, and foreign-trained therapists
Support implementation of equitable human resource practices
Support positive work environments: update recruitment and retention guidelines share ‘Spotlights on Success’
Encourage support for professional development and interprofessional learning and networking
Investigate implementation of staff engagement indicators
Support burn-out prevention practices (ie creative solutions for LOA, flexible work schedules)
Identify Strategies to encourage development of opportunities for advancement
Encourage provision of sufficient equipment, materials, and administrative support for therapists.
ACTIVITIES – supporting therapists and service delivery
Interdisciplinary Collaborative Practice: review challenges to implementing ICP principles: education of ICP value at all levels
Service Delivery Models: literature review of SDM best practices, evidence, outcomes, impacts on student education, and practicing therapists’ job satisfaction
Develop plan for disseminating and increasing awareness of previously conducted research results: consider use of teleconference format; sponsor project to list websites that would be useful for therapists.
Support opportunities for clinicians to participate in practice innovation

Relevant Initiatives and Resources: Employment

BC Association for Child Development and Intervention (BCACDI)

www.bcacdi.org

- Submission to the Select Standing Committee on Finance and Government Services – October 2005

Phase I project “Evaluation of Early Childhood Intervention Service Delivery” completed with proposed evaluation framework for measuring parent perception, service provider perception, and service effectiveness

Other Relevant Initiatives:

Complex Behavioural Developmental Conditions – establishing regional assessment teams

FASD Key Worker contracts in process of being awarded in communities

Early Hearing Screening Program – impacts on availability of intervention

Core Services Document – Speech Language Pathology

Human Early Learning Project: information on typically developing children

University of Northern British Columbia

BC Rural and Remote Health Research Institute – UNBC

National & Provincial Associations (OT, PT, SLP) & Regulatory Colleges

Canadian Physiotherapy Association

- Strategic Plan 2005-2008 (excerpts)

1. Service to members:

Professional Development: explore and implement new and innovative professional development opportunities

Practice resources: identify, provide access to and/or develop practice resources for private and public practice settings

2. Advocacy

Research: promote and disseminate research on the social and economic impact of access to physiotherapy in public and private health care systems.

3. Development of the profession

Health Human Resources: Advance our capacity to address, and respond to health human resource issues, in particular the impact of physiotherapy service delivery models to educational credentials and the role of support personnel

Specialization: Advance the development of a Clinical Specialty Program for physiotherapists in Canada.

Knowledge Translation: Develop knowledge translation strategies that will enhance best and evidence-based practice.

- Position Statement on Clinical Education of Physiotherapy Students
- Position Statement on Determinants of Health
- Position Statement on Health Human Resources Planning
- Position Statement on Physiotherapist Support Personnel
- Position Statement on Health System Waitlist Management

Paediatric Division: potential to assist in offering Prof Dev courses in BC

Canadian Association of Speech Language Pathologists and Audiologists

- Position paper on the use of Telepractice for CASLPA Speech Language Pathologists and Audiologists
- Position paper on Support Personnel in Speech Language Pathology and Audiology 2004 Supportive Personnel Guidelines
- Position paper on Universal Newborn and Infant Hearing Screening in Canada
- Position paper on Cochlear Implants in Children
- Position paper on Speech Language Pathology and Audiology in the Multicultural, Multilingual context
- Caseloads Guidelines Survey Report December 2003
- Gap Analysis Report: Availability & Accessibility of data to support long-term human resource planning for Speech-Language Pathologists and Audiologists.

Canadian Association of Occupational Therapists

- Workforce Integration Project
- Position Statement on Continuing Professional Education
- Position Statement on Access to Occupational Therapy
- Position Statement on Evidence-based Occupational Therapy
- Position Statement on Healthy Occupations for Children and Youth
- Position Statement on Occupational Therapy and Mental Health Care
- Position Statement on Quality Occupational Therapy Services
- Position Statement on Telehealth & Teleoccupational therapy
- Health Promotion and Disease Prevention: A Foundation for the Canadian Health System (2001) A Discussion Paper by the Coalition of Health Professions for Preventive Practice
- Moving Forward with the Next Steps in Occupational Therapy Human resource Planning: Summary Report (March 2004)
- Background Paper on Occupational Therapy Human Resource Data: Sources, Utilization, and Interpretive Capacity

Physiotherapy Association of BC

Scope of Practice

Cost of doing business survey

Public Practice Survey – Group 3: Paediatrics

BC Society of Occupational Therapists

Position Statement on its Role in a Changing Health Care System

BC Association of Speech Language Pathologists and Audiologists

Annual Conference October 13-14, Victoria, BC

College of Physical Therapists of BC

Physical Therapy Support Project: includes reviewing and analyzing current curriculum, obtaining input from registrants, educators, administrators and support personnel through focus groups and web-based feedback. Information from this project may be used to

assist with consideration of regulating individuals who work in the role of Physical Therapy Assistants.

College of Occupational Therapists of BC

Practice Guidelines: Assigning Service Components to Unregulated Support Personnel
New Director of Program Development and Communications

National Initiatives

Enhancing Interdisciplinary Collaboration in Primary Health Care Initiative (EICP)

www.eicp-acis.ca

Definitions used in this initiative:

Collaboration: "...an interprofessional process of communication and decision-making that enables the separate and shared knowledge and skills of healthcare providers to synergistically influence the client care provided" (Way, Jones, and Busing, 2000).

Collaborative Patient-Centred Practice: "...is designed to promote the active participation of each discipline in patient care. It enhances patient and family centred goals and values, provides mechanisms for continuous communication among care givers, optimizes staff participation in clinical decision making within and across disciplines and fosters respect for disciplinary contributions of all professionals" (Health Canada 2003)

Primary Health Care: "involves responding to illness within the broader determinants of health. It also includes co-ordinating, integrating, and expanding systems and services to provide more population health, sickness prevention and health promotion by all disciplines. It encourages the best use of health providers to maximize the potential of all health resources." (Mable & Marriott 2002).

Canadian Health Services Research Foundation

www.chsrf.ca

Open Grants Competition Project Summaries (ie. "*Managing Continuity of Care for Children with Special Needs in Rural and Remote Parts of Northern Ontario*" J. Bruce Minore/Margaret Boone)

Relevant Themes: Knowledge Translation and Brokers; Healthcare Workplace; Health Human Resources

National Symposium – September 17-19, 2006, Vancouver, BC

Canadian Institute for Health Information (CIHI)

National Rehabilitation Reporting System

Health Canada

A Framework for Collaborative Pan-Canadian Health Human Resource Planning

Centre for Childhood Disability Research (CanChild)

www.canchild.ca

Centre for Excellence Early Childhood Development

<http://www.excellence-earlychildhood.ca/home.asp?lang=EN>

Canadian Association of Paediatric Health Centres
www.caphc.org

Provincial Initiatives

BC Academic Health Council <http://www.bcahc.ca/>
BC Healthy Child Development Alliance (Public Health Association of BC
<http://www.phabc.org/index.php>)
Child & Youth Health Network
Integrating Child, Youth and Family Services in the North West (NWINTG Listserv)
CHILD project

Other Provinces:

Ontario Association of Children's Rehabilitation Services (OACRS)
www.oacrs.com

Initiatives with Aboriginal Component

Success by 6: Aboriginal Early Childhood Engagement Project
Children First
Building Blocks – Aboriginal projects
Leading Edge Endowment Fund & Aboriginal ECD Research Innovation Chairs
Aboriginal Head Start programs (On and Off-Reserve)
Aboriginal Infant Development Programs
Aboriginal Supported Child Development Programs
Human Early Learning Partnership (HELP)
MCFD Community-based Aboriginal Early Childhood Development Initiatives
Aboriginal Family Resource Programs
Aboriginal Child Care Programs & Service Initiatives
(see MCFD ECD report April 2005)

Other Aboriginal Partners

First Nations Education Steering Committee
BC Aboriginal Child Care Society

Projects:

A Guide for Culturally-Focused Early Intervention Therapy Programs for Aboriginal Children and Families in British Columbia (BCACCS) – 2005

Objective #4: Promote manageable workloads for paediatric therapists by developing guidelines for caseloads and waitlists.

ACTIVITIES
Share proposed 4 component approach to promoting manageable workloads: I. Proportion of time for client-specific and non-client specific activities II. Preferred Practice ranges for Monthly Caseloads and Waitlists III. Suggested strategies for managing numbers above preferred practice range IV. Service Delivery Models and Evidence Informed Practice Summaries
Host Regional and Provincial Opportunities (Teleconference, or in-person meetings) to discuss and develop proposed approach
Implement and Trial for determined time-frame
Evaluate Approach and Inform Policy and Practice processes

Topics to consider:

Encourage inter-ministry dialogue regarding the funding of diagnostic assessments (MoH); and funding of therapy intervention (MCFD), and the impact on agency, therapy caseloads, waitlists, and workloads.

Relevant Initiatives and Resources: Caseload & Waitlist Initiatives

MCFD Reportables Templates

Herb Chan: Waiting lists and waiting time for Early Intervention Services for Preschool Children in BC

Objective #5: Develop an appropriate role for Therapy Assistants to support the delivery of paediatric therapy services.

ACTIVITIES
Develop an inventory of activities for therapy assistants, specific to paediatric settings
Develop a document of FAQ regarding the role for therapy assistants
Develop tools to assist employers for hiring therapy assistants
Communicate and collaborate with relevant partners: Therapists Employers Professional Associations Regulatory colleges Educational Institutions – post contact information on website Bargaining Associations

Objective #6: Develop effective communication and networking opportunities throughout British Columbia for paediatric therapists.

ACTIVITIES
Develop communication and networking with: Provincial Staff (MCFD, MoH, MoEd, MAVEd) Regional MCFD CYSN Leads Therapy Councils Advisory Network for Paediatric Therapists Employers
Explore feasibility of Communities of Practice concept (Regional teleconferences, virtual meeting space)
Develop www.therapybc.ca website to include information on: Therapy Councils Practice Standards Provincial Guidelines Links, Resources, & Specialty Information Professional Development Mentorship Programs Student Practicums
Create connections with relevant research projects and networks (ie. BC Healthy Child Alliance; Child and Youth Health Network; NWINTG; Herb Chan; HELP)

Objective #7: Deliver Professional development opportunities in all 5 geographic regions of the province

ACTIVITIES
Intent: learning opportunity and forum to foster communication, partnership, and collaboration amongst practicing therapists; develop a workshop that is relevant to all disciplines, is sensitive to diverse needs of communities, that develops clinical skills and promotes multidisciplinary practice.
<ol style="list-style-type: none">1) Regional Professional Development2) Provincial Update Symposium3) Teleconferences4) Education Grants to attend World Congress of Physical Therapy (WCPT) or American Academy of Cerebral Palsy and Developmental Medicine (AACPDM)
To Do: Announce program Identify therapists in each region to help determine content, format, and location Ensure employer support Determine Format Identify presenter Develop content Deliver sessions
Evaluate (Impact, Effectiveness, Satisfaction)

Objective #8: Explore innovations to engage students in paediatric settings.

ACTIVITIES
Student Placements Barriers for students Barriers for therapists Barriers for employers Infrastructure for students
BC Loan Forgiveness Program Communication strategy
Presentation/Job Fairs for students
Support an increase in the number of student spaces for OT, PT, and SLP's in BC
Coordinate and collaborate with UBC PT Paediatric Placement coordinator; and Sunny Hill Health Centre for Children relevant grant projects
Consider the feasibility of a pilot one-year rotation position in each OT, PT, SLP for new graduates (ie. 3months each @ BCCH, SHHCC, and two communities in BC)

Ministry of Advanced Education

- BC Loan Forgiveness Program for new graduates from therapy programs working in publicly funded paediatric settings (Ministry of Advanced Education, December 2004)
- Possibility of new seats for Occupational Therapy and Physical Therapy at UBC

University of British Columbia

School of Rehabilitation Sciences

Tal Jarus, Division Head, Occupational Therapy

Donna Drynan, Occupational Therapy Student Fieldwork Co-ordinator

Sue Murphy, Interim Head, Physical Therapy

Pat Lieblich, Physical Therapy Student Fieldwork Co-ordinator

School of Audiology & Speech Sciences

David Stapells, Director

Liz McLeod, Speech Language Pathology Student Fieldwork Co-ordinator

- Interprofessional Rural Program of BC (BC Academic Health Council – Health Sciences Committee)
Student teams with representatives from 12 health professions, participate in discipline-specific learning and interprofessional team activities in 12 rural communities in BC.
- Rural & Remote Health Initiative (RRHI)
College of Health Disciplines – proposed BC Network for Interprofessional Education for Collaborative Patient-Centred Practice
BC Rural and Remote Health Research Institute – UNBC
Michael Smith Foundation for Health Research

Objective #9: Support a comprehensive provincial mentoring strategy for therapists by utilizing professional expertise within the province.

ACTIVITIES
Support opportunities to establish a provincial mentoring strategy
Knowledge Broker Research Project – eMentoring Pilot Project
Develop www.therapybc.ca to post reference information and relevant courses/conferences

Objective # 10: Ensure timely communication of information between the Provincial Consultant and the Provincial Steering Committee, and other relevant parties.

Activities
The Provincial Consultant, under the direction of the Provincial Steering Committee, will develop, implement and monitor a recruitment and retention workplan for British Columbia.
The Provincial Consultant shall facilitate and manage meeting activities of the Steering Committee.
The Provincial Consultant will post monthly reports and an annual report on the steering committee website.
The Consultant will also ensure the posting of the minutes of the regular meetings on the website.
The Provincial Consultant shall liaise with MCFD representative regularly on broad based issues and ensure collaborative approach to issues raised.

<p>The Provincial Steering Committee will establish an Advisory Committee to augment the Provincial Steering Committee. Additional committee members to include:</p> <ul style="list-style-type: none">an executive director of an agency employing Early Intervention Therapistsa parent representativea representative from UBCa representative from the Aboriginal Communityprofessional representative from IDP, SCD programs <p>This Advisory Committee will be provided with the minutes of the Steering Committee meetings and be included in the feedback loop. The Advisory Committee will be invited to participate in biannual teleconferences.</p>
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