

I. 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.

II. Current relevant contextual factors

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.

1. Provincial Government

Ministry of Children & Family Development

- Beginning in 2005/06, the Ministry of Children and Family Development (MCFD) committed new resources for Early Intervention Therapy, School-Aged Therapy, Infant Development Programs, Supported Child Development, respite services, supports for children with complex health needs and children with sensory impairments. In 2005/06, \$2.325 Million in new funding was allocated to improve access to early intervention and school-aged therapy services. Over the next three years (2006/07 - 2008/09), the ministry has committed additional new resources for early intervention and school-aged therapy services.
- MCFD plan 2005-2008
 - Goal: "...children and youth with special needs achieve their full potential and live as independently as possible within their communities."
 - Objective: Increased access to early intervention and support services to assist families caring for children and youth with special needs.
 - Indicator: Number of children under six with special needs receiving an early intervention therapy within 3 months of a service request.
- Funding for Provincial Therapy Consultant renewed for one year (MCFD, March 2006)
- Children and Youth with Special Needs Branch (MCFD) –
 - Representation on Provincial Steering Committee, and Advisory Network
 - Stated interest in revitalizing paediatric therapy programs
 - Plans for a school-age therapy program review
- New annualized funding (2005/06) for paediatric therapies was distributed to the Regions using a socio-economic model and the MCFD Regions are responsible

for the allocation of these resources within their respective regions. (Consider method to provide all Regional Executive Directors with information regarding paediatric therapies)

- Several project initiatives received funding support from MCFD:
- Centre for Ability received monies to: support the work of the Provincial Consultant for Paediatric Therapists in the development and delivery of multidisciplinary training to therapists in all five regions, the development of a summary report that describes the status of Rehabilitation Assistants in paediatric settings in BC; and the development of an evidence paper on the effectiveness of speech language pathology prevention and early intervention services (in collaboration with the provincial public preschool SLP council).
- Sunny Hill received monies to purchase new outreach equipment and assessments tools, and to purchase equipment and produce materials that will support therapists in their home communities, and a systematic review and evidence summary on an early intervention topic. This OTO includes the distance mentoring pilot project (test and refine materials produced by a PT Masters graduate).
- British Columbia Child Care Society received monies to: develop and publish a resource for early intervention therapists to help guide their practice with Aboriginal communities, families and children; and to produce a training module and provide workshops on this resource guide; and to produce more Moe the Mouse speech and language development curriculum boxes and deliver training workshops on Moe to Aboriginal child care and IDP programs.
- BC Children's Hospital Foundation received monies to purchase augmentative and alternative communication devices for preschool children accessing the 'I Can Talk Too' program at Sunny Hill.
- Money went out to the Child and Family Development regions that manage the early intervention therapy contracts late December 2005 to support capacity building for therapy service providers (e.g., professional development, equipment, assessment tools).
- BC Assoc of Aboriginal Friendship Centres received money to develop a Family/Community Fair module that introduces Aboriginal communities to early childhood development, screening, and services for children and youth with special needs. Funding will also support Aboriginal communities to host Family/Community Fair.

Provincial Advisors

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

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

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

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

Ministry of Health

- Core Services Document – Speech Language Pathology
- Health Human Resource Planning
 - Health Human Resource Advisory Committee (HHRAC)
- Recruitment, Retention, and professional development of health care professionals
- 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

2. 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

3. 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

Human Early Learning Project: information on typically developing children

4. University of Northern British Columbia

BC Rural and Remote Health Research Institute – UNBC

5. 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

6. 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

7. 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

8. International Resources

-USA, UK, Australia – relevant projects, associations and papers

9. Caseload & Waitlist Initiatives

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

CASLPA

BCASLPA

BC Centre for Ability

Queen's University

10. Recruitment

BC Loan Forgiveness Program

www.therapybc.ca website

Recruitment and retention guidelines

Display Board

Health Sciences Association Working Group: Recruitment and Retention

III. Work plan Objectives 2006

Summary

1. Provide a meaningful voice for Paediatric Therapists across British Columbia to inform decision-making processes that affect child, family, and community outcomes.
2. Promote recruitment initiatives within physical therapy, occupational therapy and speech language pathology disciplines.
3. Develop collaborative partnerships to encourage implementation of proactive and equitable human resource practices, and creation of positive work environments, in order to foster retention of paediatric therapists.
4. Promote Manageable Workloads for paediatric therapists by developing guidelines for caseloads and waitlists, including the determination and implementation of consistent language and definitions.
5. Support the delivery of comprehensive, co-ordinated, and effective paediatric therapy services in all communities of BC.
6. Understand relevant factors, and work towards improving access to therapy services in Aboriginal communities.
7. Research the use of Rehabilitation Assistants to assist in the delivery of paediatric therapy services in British Columbia
8. Develop effective communication and networking opportunities throughout British Columbia for paediatric therapists.
9. Deliver professional development opportunities in all 5 provincial regions.
10. Explore innovations to engage students in paediatric settings.
11. Support a comprehensive provincial mentoring strategy for therapists by utilizing professional expertise within this province.
12. Ensure timely communication of information between the Provincial Consultant and the Provincial Steering Committee, and other relevant parties.

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

<u>ACTIVITIES</u>	<u>TARGET DATE</u>
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	On-going
Consult and collaborate with other provincial ministries regarding recruitment and retention initiatives for paediatric therapists	On-going
Consult and collaborate with the paediatric therapy councils, the professional associations, and colleges to inform the work plan.	Scheduled teleconferences (monthly, bi-monthly, bi-annually)
Therapy specific provincial outcomes Program Logic Model Guidelines Program brochures, presentations	Review in September 2006
Presentations of Early Intervention and School-Age therapy programs to relevant and interested audiences	As requested
Advisory Network teleconferences: system of information exchange	Bi-annual teleconferences

Potential Topics 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)

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.

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

<u>ACTIVITIES</u>	<u>TARGET DATE</u>
Targeted Recruitment Strategies Project – Regional Reports Share findings Determine next steps	May 2006
BC Loan Forgiveness Program Communication Strategy for employers & students	May 2006
Display Board presentation at National Conferences	Attend one conference this year
Request opportunity to meet with BC OT, PT, SLP students	September 2006
Investigate methods of reaching students at other Canadian universities	December 2006
Maintain www.therapybc.ca website for posting vacancies and resumes	Monthly
Advertise www.therapybc.ca in relevant journals and websites	On-going

3. Develop collaborative partnerships to encourage implementation of proactive and equitable human resource practices, and creation of positive work environments, in order to foster retention of paediatric therapists.

<u>ACTIVITIES</u>	<u>TARGET DATE</u>
Develop email contact list of employers of paediatric therapists to facilitate information sharing	June 2006
Provide periodic updates to employers regarding recruitment and retention initiatives.	Quarterly
Support implementation of equitable human resource practices	On-going
Support positive work environments: update recruitment and retention guidelines share ‘Spotlights on Success’	Annually September 2006
Encourage support for professional development and interprofessional learning and networking	On-going
Investigate implementation of staff engagement indicators	October 2006
Support burn-out prevention practices (ie creative solutions for LOA, flexible work schedules)	On-going
Identify Strategies to encourage development of opportunities for advancement	November 2006
Encourage provision of sufficient equipment, materials, and administrative support for therapists.	On-going

4. Promote Manageable Workloads for paediatric therapists by developing guidelines for caseloads and waitlists, including the determination and implementation of consistent language and definitions.

<u>ACTIVITIES</u>	<u>TARGET DATE</u>
Review Final Report for Promoting Manageable Workloads Project	May 2006
Plan for sharing results of the project	May 2006
Post Report & Resources: Definitions (Standard Terminology) Guidelines	June 2006
Examine and consider recommendations from PMW Report	September 2006
Trial Period, Plan for opportunity for feedback	Sept-Dec 2006

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.

5. Support the delivery of comprehensive, co-ordinated, effective paediatric therapy services in all communities of BC.

<u>ACTIVITIES</u>	<u>TIME FRAME</u>
Interdisciplinary Collaborative Practice: review challenges to implementing ICP principles: education of ICP value at all levels	November 2006
Service Delivery Models: literature review of SDM best practices, evidence, outcomes, impacts on student education, and practicing therapists' job satisfaction	August 2006
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.	July 2006
Support opportunities for clinicians to participate in practice innovation	On-going

6. Delivery of therapy services in Aboriginal communities: understand relevant factors, and work towards improved access.

ACTIVITIES	TARGET DATE
Establish collaboration with partners interested in determining the current status of services available in Aboriginal communities (i.e., AIDP, IDP, SCDP, FNESC, AACCS)	Begin June 2006
Develop information list of current status, potential for mapping	
Refer to Advisory Network – Aboriginal Projects group for contextual information and potential strategies	Bi-annual teleconferences
Investigate potential strategies Strengthen Community Expertise – (ECE, Rehab. Asst.) Aboriginal Health Professional Recruitment Partnership opportunities (Practice models for regional service delivery)	Progress report by December 2006
Research other regions’ experience with delivering health services in Aboriginal communities, and remote locations	December 2006
Develop cultural competency skills of practicing professionals.	

7. Research the use of Rehabilitation Assistants to assist in the delivery of paediatric therapy services in British Columbia.

ACTIVITIES	TARGET DATE
Conduct inventory of agencies currently using Rehabilitation Assistants including delegated activities, and polices/practices to guide the work of the RA’s	Begin September 2006
Jurisdictional Literature Review: including Professional Associations and Regulatory Colleges initiatives in BC & Canada	
Produce summary report of findings	December 2006
Develop next steps, considerations, and recommendations for use of RA in paediatric settings.	January 2007
Advisory Network – Service Delivery & Aboriginal Projects groups	Bi-Annual Teleconferences

8. Develop effective communication and networking opportunities throughout British Columbia for paediatric therapists.

ACTIVITIES	TARGET DATE
Develop communication and networking with: Provincial Staff (MCFD, MoH, MoEd, MAVEd) Regional MCFD CYSN Leads Therapy Councils Advisory Network for Paediatric Therapists Employers	On-going
Explore feasibility of Communities of Practice concept (Regional teleconferences, virtual meeting space)	October 2006
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	(Dependent upon availability of resources)
Create connections with relevant research projects and networks (ie. BC Healthy Child Alliance; Child and Youth Health Network; NWINTG; Herb Chan; HELP)	On-going

9. Deliver Professional development opportunities in all 5 provincial regions.

ACTIVITIES	TARGET DATE
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.	
To Do:	
Announce program	May 2006
Gather input from therapists/discipline/region (format, topic, presenter, timeframe...)	May 2006
Ensure employer support	June 2006
Determine Format	June 2006
Identify presenter	August 2006
Develop content	
Deliver sessions	Dependent upon regional feedback
Evaluate (Impact, Effectiveness, Satisfaction)	Following delivery of PD opportunity

10. Explore innovations to engage students in paediatric settings.

<u>ACTIVITIES</u>	<u>TARGET DATE</u>
Student Placements Barriers for students Barriers for therapists Barriers for employers Infrastructure for students	On-going
BC Loan Forgiveness Program Communication strategy	May 2006
Presentation/Job Fairs for students	Connect with UBC SRS & SASS Sept 2006
Support an increase in the number of student spaces for therapists in BC	On-going

11. Support a comprehensive provincial mentoring strategy for therapists by utilizing professional expertise within the province.

<u>ACTIVITIES</u>	<u>TARGET DATE</u>
Support opportunities to establish a provincial mentoring strategy	On-going
Knowledge Broker Research Project -	2006-2007
Develop www.therapybc.ca to post reference information and relevant courses/conferences	Dependent upon available resources

12. Ensure timely communication of information between the Provincial Consultant and the Provincial Steering Committee, and other relevant parties.

<u>Service Deliverables</u>	<u>Target Date</u>
[4] The Provincial Consultant, under the direction of the Provincial Steering Committee, will develop, implement and monitor a recruitment and retention workplan for British Columbia.	May 2006
[21] The Provincial Consultant shall facilitate and manage meeting activities of the Steering Committee.	Monthly
[15] The Provincial Consultant will post monthly reports and an annual report on the steering committee website.	Monthly, Annually
The Consultant will also ensure the posting of the minutes of the	

WORK PLAN MAY 2006 – PROVINCIAL PAEDIATRIC THERAPY CONSULTANT

regular meetings on the website.	
[18] The Provincial Consultant shall liaise with MCFD representative regularly on broad based issues and ensure collaborative approach to issues raised.	Quarterly
<p>[23] The Provincial Steering Committee will establish an Advisory Committee to augment the Provincial Steering Committee.</p> <p>Additional committee members to include:</p> <ul style="list-style-type: none"> an executive director of an agency employing Early Intervention Therapists a parent representative a representative from UBC a representative from the Aboriginal Community professional 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>	