



The National Alliance of
Respiratory Therapy Regulatory Bodies

L'Alliance nationale des organismes de
réglementation de la thérapie respiratoire

National Alliance of Respiratory Therapy Regulatory Bodies National Competency Profile (NCP) Review Update

The *National Competency Profile* (NCP) was developed in 2003 by the consolidation and harmonization of existing competency profiles used by provincial regulatory bodies (CARTA, MARRT, CRTO, and OPIQ) and the Canadian Society of Respiratory Therapists (CSRT). The members of the National Alliance of Respiratory Therapy Regulatory Bodies (National Alliance) have agreed to conduct an extensive systematic review of the NCP every five years. The goal of the review and subsequent revision of the document is to provide an up-to-date profile of the competencies that entry-level respiratory therapists (i.e., therapists within the first 2 years of practice) are expected to be able to perform competently in the workplace. The data collected in this review can be used by the educators to update their curricula and education programs. It will also provide the regulators with guidance regarding the entry-level scope of practice in the profession.

The actual review process has a number of components including the NCP review, the NCP update, a web-based NCP validation survey; data analysis of the survey results; and finally, compilation and approval of the new document. This process began in March 2008 and is anticipated to be completed by June 2009. Below is an update of what has occurred to date.

Steering Committee

In March 2008 a Steering Committee of National Alliance members was created to provide oversight and guidance throughout the project to the consultant, Professional Examination Service (PES), and to the Task Force (see below).

Task Force

In the summer of 2008 an invitation was sent out to all Respiratory Therapists across Canada with the intention of nominating RT subject-matter experts for participation on a Task Force to review and update the NCP. The nominations were reviewed and members of the Task Force were selected by the Steering Committee according to predetermined geographic and area of practice criteria. The 12-member Task Force met in Toronto on September 26 – 27, 2008, and included representatives from New Brunswick, Nova Scotia, Québec, Ontario, Alberta,



Manitoba, Saskatchewan, and British Columbia. In addition to updating the NCP, the Task Force members also reviewed and provided recommendations on the rating scales and assisted with the validation survey. The Task Force members are:

Shelly Brown - New Brunswick
Renee Desrosiers - Québec
Darlene Fetaz - Alberta
Mike Giesbrechth - British Columbia
Karen Hamilton-McNutt - Nova Scotia
Elenore Haywood - Manitoba
Ray Hubble - National Alliance

Elisa Ilic - Ontario
Warren Schrader - Saskatchewan
Allan Shemanko - National Alliance
Diane Soulière - Québec
Ian Summers - Ontario
Patricia-Ann Therriault - Québec
Kim Tilly - Alberta

Pilot Test Group

The Steering Committee has invited 25 RTs to pilot test the survey instrument. The Pilot test, which will be finalized by the end of 2008, involves critiquing and completing a Web-based survey to evaluate the competencies in the profile.

Survey Instrument

Because the output of the study will be used by regulators and educators, two different surveys will be conducted to gather validation evidence with respect to the competencies updated by the project Task Force. One survey will be administered to practicing respiratory therapists across Canada. Participants in this survey will be asked to indicate how frequently they perform each competency and how important it is to patient health and safety. The other survey will be administered to faculty in all respiratory therapy educational programs in Canada. Participants in this survey will be asked to indicate how students should demonstrate the competency: didactic instruction, low fidelity simulation, high fidelity simulation, or clinical practice. The large-scale survey will be conducted in early 2009 and the results of both surveys will be used to identify a final set of competencies that will make up the revised National Competency Profile.

Next Steps

It is anticipated that data analyses of quantitative and qualitative survey ratings, as well as development of recommendations regarding content outline, will be completed in spring 2009. Preparation of the final document and approval by the National Alliance is anticipated to occur in June 2009.

The National Alliance would like to thank PES, the members of the Task Force and Pilot Survey Group members, for their valuable contributions to date.