

APPENDIX G: Discipline Information Sheets

Audiology

What are Audiologists?

An audiologist is an independent, professional provider of primary hearing health care, who specializes in the prevention of hearing loss and in the identification, assessment, diagnosis, management, and treatment of hearing and balance disorders. Audiologists hold a master's or doctoral degree in audiology from an accredited university, and are, in most provinces, licensed or otherwise governed by a regulatory body.

- 1) Identification
- 2) Assessment and Diagnosis
- 3) Habilitation and Rehabilitation
- 4) Hearing Conservation
- 5) Intraoperative Neurophysiologic Monitoring

What do Audiologists do?

Audiologists serve in a number of roles including clinician, diagnostician, therapist, educator, consultant, researcher, and administrator. They provide clinical and academic training to students in audiology and related fields such as medicine, by teaching about hearing and hearing loss, the prevention of hearing loss, and the rehabilitation of those with hearing loss. They provide information and training on hearing to other professions, including psychology, social work, education, and other related professions, and to business and industry. They develop and oversee hearing conservation programs for both occupational and recreational noise exposure. They may serve as expert witnesses within the boundaries of forensic audiology.

Audiologists provide services in hospitals, private practice, rehabilitation centres, public health settings, schools, government agencies and other environments in which audiological services are relevant.

Where do Audiologists Work?

The scope of practice of audiologists is defined by the training and knowledge base of those who are licensed or otherwise regulated to practice audiology. The central focus of the profession of audiology is on human hearing, both normal and impaired, and its relationship to disorders of communication. Because of their potential relationship to auditory impairments, a secondary focus of audiology is on vestibular or balance disorders. Areas of practice may include the following:

Professional Associations

Canadian Academy of Audiology
<http://www.canadianaudiology.ca>

College of Audiologists and Speech-Language Pathologists of Ontario <http://www.caslpo.com/>

Education and Preparation

All Audiology programs are at the Masters level and require a 4 year undergraduate degree for admission. There are 2 year and 3 year programs at 5 universities across Canada in both English and French.

- University of British Columbia
- University of Western Ontario
- Dalhousie
- University of Montreal
- University of Ottawa

Child and Youth Worker

What are Child and Youth Workers?

The Child and Youth Worker Program involves six fifteen-week semesters; the first, third and fifth semesters consist of classroom work on campus and the second, fourth and sixth semesters consist of field placement experiences.

What do Child and Youth Workers do?

The Child and Youth Worker is a mental health professional who is part of an interdisciplinary team that serves children, adolescents and their families. Since a fundamental component of the role of the Child and Youth Worker is developing and maintaining a therapeutic relationship, a crucial part of their job is creating a nurturing environment. This therapeutic relationship enables them to provide experiences to meet the client's needs in daily living. They develop meaningful relationships because of the ongoing, intimate contact and, subsequently, are present to provide support and counselling when the client needs it. They also help manage inappropriate and/or destructive behaviour, including verbal aggression. If necessary, they may be physically involved in controlling their client's behaviour. Additionally, they are the source for appropriate role modelling, general supervision and management of behaviour and counselling. As the Child and Youth Worker must be available when needed by the client, shift work and weekend duty are the norm.

Types of relationships that are demanded of the C.Y.W. are ones that challenge the individual emotionally, mentally and physically. Consequently, self-awareness and emotional maturity are crucial characteristics of a Child and Youth Worker. While the C.Y.W. is trained to work in a variety of community agencies, she/he is expected to share a common set of values which includes a commitment to the rights of children and families.

Field placement is a highly emphasized component of the Child and Youth Worker Program. It provides an opportunity for the student to practise, in a supervised situation, newly acquired knowledge and practical skills working directly with children and youth.

Where do Child and Youth Workers Work?

The first field placement is in an elementary school, working both individually and in groups with children between the ages of 4 and 13 years. The placement hours are from 8:30 am - 4:00 pm, Monday to Friday. The second and third placements will be in settings that focus on the management, counselling and/or specialized programming for emotionally disturbed children, adolescents or young offenders, and, in some cases, their families.

Professional Associations

Ontario Association of Child and Youth Counsellors
<http://www.oacyc.org/>

Education and Preparation

Child and Youth Workers need a high school diploma along with completion of a community college or university program in child and youth care. They need experience working with children either as a volunteer or in a summer or part-time job. Other useful skills include first aid and CPR training.

Dental Assistant

What are Dental Assistants?

Dental Assistants are health care professionals that contribute to oral health care in many ways.

Dental Assistance: How is Works

There are two levels of dental assistants: Level I Dental Assistants and Level II Dental Assistants.

Level I Dental Assistants, or chair-side assistants, are involved with:

- Preparation of work area
- Handling instruments
- Exposing, processing, and mounting of radiophotographs
- Performing simple laboratory procedures
- Minor surgical assistance
- Patient education

Level II Dental Assistants, or Intra-oral Dental Assistants, are involved with:

- Level I Dental Assistance
- Dental radiography
- Mechanical polishing
- Taking preliminary impressions
- Application of topical anesthetics
- Whitening of coronary portion of teeth

Other Dental Assistant roles include:

- Preventative Dental Assistant
- Dental Receptionist
- Treatment Coordinator

Education and Preparation

Dental Assistance programs are offered as a one-year program in colleges throughout Canada.

Completion of the National Dental Assisting Examination Board (NDAEB) examination will certify accreditation for practice of Dental Assistance.

Licensure

Dental Assistants are not regulated under the Regulated Health Professions Act, 1991.

Licensing and registration is available through the National Dental Assistants Examination Board. There are both written and clinical applications portions of the evaluation.

Professional Associations

The Canadian Dental Assistants' Association (CDAA) is dedicated to improving promote growth and education in the field of Dental Assistance.

The Ontario Dental Assistants' Association (ODAA) is an organization involved in the regulation of Dental Assistants in Ontario. The ODAA are working towards regulation of Dental Assistants, and they may require completion of the NDAEB examinations for membership, depending on assistance level.

Resources

Ontario Dental Assistants' Association:

www.odaa.org

Canadian Dental Assistants' Association:

www.cdAA.ca

National Dental Assisting Examination Board:

www.ndaeb.ca

Dental Hygienist

What is Dental Hygiene?

Dental Hygienists are self-regulated health care professionals that are involved in maintaining good oral health care, with a focus on public education.

What do Dental Hygienists Do?

Dental Hygiene is evidence-based, and involves the collaboration with other health care professionals to obtain optimal oral health.

Dental Hygienists are responsible for a variety of areas, including:

- + Health Promotion
- + Education
- + Clinical Therapy
- + Research

Administration

The Dental Hygiene process involves assessing, planning, implementing, and evaluating common situations in oral health.

Where do Dental Hygienists Work?

Dental Hygienists work in a variety of settings:

- + Educational Institutions
- + Public or Community Health Care
- + The Military
- + Primary Health Care Facilities
- + Forensic Labs
- + Consulting Firms
- + Research Labs
- + Regulatory Bodies

Education and Preparation

There are degree and diploma programs in the field of Dental Hygiene.

In Ontario, college programs of 2 years in length will result in the diploma completion.

The Commission of Dental Accreditation of Canada approves Dental Hygiene programs in Canada.

Licensure

Dental Hygienists are regulated under the Regulated Health Professions Act, 1991 and the Dental Hygiene Act, 1001.

In Ontario, The College of Dental Hygienists of Ontario regulates licensure.

Professional Associations

The Canadian Dental Hygienists' Association is a not-for-profit organization that represents over 14 thousand dental hygienists across the country. The CDHA focuses on national standards of practice in education, research, and regulation.

The Ontario Dental Hygienists Association is a non-profit organization that represents over 65% of the dental hygienists in the province. Their focus is to establish policy and direction.

Resources

The College of Dental Hygienists of Ontario:
www.CDHO.org

The Ontario Dental Hygienists' Association:
www.odha.on.ca

The Canadian Dental Hygienists Association:
www.CDHA.ca

Dentistry

What are Dentists?

A dentist is an individual who practices dentistry. Dentistry is the examination, diagnosis, treatment, planning or care of conditions within the human oral cavity or its adjacent tissues and structures.

What do Dentists do?

Dentists diagnose, prevent, and treat problems with teeth or mouth tissue. They remove decay, fill cavities, examine x rays, place protective plastic sealants on children's teeth, straighten teeth, and repair fractured teeth. They also perform corrective surgery on gums and supporting bones to treat gum diseases. Dentists extract teeth and make models and measurements for dentures to replace missing teeth. They provide instruction on diet, brushing, flossing, the use of fluorides, and other aspects of dental care. They also administer anesthetics and write prescriptions for antibiotics and other medications.

Dentists use a variety of equipment, including x-ray machines; drills; and instruments such as mouth mirrors, probes, forceps, brushes, and scalpels. They wear masks, gloves, and safety glasses to protect themselves and their patients from infectious diseases.

Where do Dentists Work?

Most Dentists work in private practice. Dentists in private practice oversee a variety of administrative tasks, including bookkeeping and buying equipment and supplies. They may employ and supervise dental assistants, dental receptionists.

Dentistry-Areas of Practice

Most dentists are general practitioners, handling a variety of dental needs. Other dentists practice in any of nine specialty areas:

- 1) *Orthodontists*, the largest group of specialists, straighten teeth by applying pressure to the teeth with braces or retainers.
- 2) The next largest group, *oral and maxillofacial surgeons*, operates on the mouth and jaws.
- 3) The remainder may specialize as *pediatric dentists* (focusing on dentistry for children);
- 4) *periodontists* (treating gums and bone supporting the teeth);
- 5) *prosthodontists* (replacing missing teeth with permanent fixtures, such as crowns and bridges, or with removable fixtures such as dentures);
- 6) *endodontists* (performing root canal therapy);
- 7) *public health dentists* (promoting good dental health and preventing dental diseases within the community);
- 8) *oral pathologists* (studying oral diseases);
- 9) *oral and maxillofacial radiologists* (diagnosing diseases in the head and neck through the use of imaging technologies).

Professional Associations

The Canadian Dental Association
<http://www.cda-adc.ca/en/>
 Dental Industry Association of Canada
<http://www.diac.ca/>
 The Ontario Dental Association
<http://www.oda.on.ca/>

Licensure

Dentists must be licensed to practice dentistry in Canada. Dental licensure is a provincial responsibility. Each province/territory has a dental regulatory authority/licensing body that establishes regulations and requirements for the licensure of general practitioners within their jurisdiction.

Education and Preparation

There are certain basic pre-dental education courses (maths and sciences) that must be completed before enrolment in dental school. Each requirement differs from school to school. You should know that one admission requirement for all Canadian dental schools are the submission of Dental Aptitude Test (DAT) scores.

Dietitians

What are Dietitians?

A dietitian is a health professional who has a Bachelor's degree, specializing in foods and nutrition, as well as a period of practical training in a hospital or community setting. Many dietitians further their knowledge by pursuing a Master's or Doctoral degree.

What do Dietitians do?

Typically dietitians working in a hospital or health care institution will have a job title that uses the term "dietitian" and will focus on clinical care of the patient or manage the food service. Dietitians working in community settings will typically have a job title that uses "nutritionist" and focus on healthy eating and wellness at various stages of the lifecycle.

Dietitians-Areas of Practice

- **Clinical Dietitians** identify nutrition problems and assess the nutritional status of patients; develop care plans and monitor the effectiveness of nutrition interventions; and counsel patients on special diet modifications.
- **Public Health Nutritionists/Dietitians**
- **Dietitians working in Community Health Centres or Aboriginal Health** assess the nutritional needs of populations; identify community nutrition problems; and develop health promotion strategies, nutrition education programs and healthy eating resources. They work with individuals and groups to improve their nutritional well-being; prevent nutrition-related disease; increase access to food and enhance personal control of health
- **Administrative Dietitians**
- **Consulting Dietitians**
- As well as these, dietitians are involved in business and industry, government, education, and research.

Where do Dietitians Work?

Typically dietitians working in a hospital or health care institution will have a job title that uses the term "dietitian" and will focus on clinical care of the patient or manage the food service. Dietitians working in community settings will typically have a job title that uses "nutritionist" and focus on healthy eating and wellness at various stages of the lifecycle.

Most people think of dietitians working primarily in a hospital or a food service setting. However, with increased consumer interest in healthy eating and the explosion of information technology, the role of the registered dietitian has evolved beyond the stereotypical "institutional" focus. Dietitians are essential members of the health care team and practice in a wide range of diverse workplaces.

Professional Associations

Dietitians of Canada
<http://www.dietitians.ca/>

College of Dietitians of Ontario
<http://www.cdo.on.ca>

Licensure

Dietitians who have met national standards for education and training and who are members of the provincial regulatory bodies can use one of the following designations -- RD, PDt or RDt (or the French equivalent Dt.P.).

The title "Registered Dietitian", "Professional Dietitian", and "Dietitian" are protected by law -- through provincial legislation -- so that only qualified practitioners who have met education qualifications can use that title.

Education and Preparation

There are a lot of accredited programs throughout Canada in each province. The Dietitians of Canada website has a listing of each of the programs offered and where they are offered. After this, students are required to complete an internship program.

Dietetic Internship is a formalized learning program in which academic knowledge gained in a university program is applied in practice-based settings. Settings include hospitals, Long Term Care facilities, Health Units, and food industry. Dietetic internships/practicum programs are accredited by Dietitians of Canada. Program length varies but is usually 40 to 45 full-time weeks.

Nursing

What is Nursing?

Nursing is an autonomous, self regulated health care profession concerned with providing care and promoting, maintaining and restoring holistic health for individuals and communities.

What Do Nurses Do?

The role of the registered nurse is to provide health care to individuals, families, and communities. Nurses provide services designed to promote health, prevent illness, and achieve optimal recovery from or adaptations to health problems. These services include:

- Assessment of patients and families health status and needs: physical, emotional, psychological, and social
- Monitoring of patients health status, response to treatment, ability to provide self-care, coping with chronic illness, and function in relation to activities of daily living.
- Coordination of client care with the patient, family, physicians and other health care professionals through development, and implementation of individualized plans of care
- Collaboration with patients to implement a variety of interventions designed to manage pain, improve function, maximize independence, provide education, strengthen coping strategies, and improve access to community resources.
- Administration, monitoring and education for patients and families about medications
- Evaluation of treatment outcomes and revised patients plans of care accordingly
- Advocacy for patients and families with the health care facility, the community, and the legislative arena
- Practice from an evidence-base and undertake research in order to improve health practices.

(Adapted from Association of Rheumatology Health Professionals s on The Role of the Registered Nurse in the Management of Rheumatoid Disease, 2002).

Where do Registered Nurses work?

Registered Nurses provide care in a variety of health care settings including: hospitals, ambulatory clinics, private practice, rehabilitation centers, home care agencies, public health units, and long-term care facilities.

Education & Preparation

New nursing students are currently required to graduate from a 4-year program with a Bachelor of Science in Nursing.

Upon completion of the BScN program, applicants must successfully complete the Canadian Registered Nurse Examination through the College of Nurses of Ontario.

The Exam is a series of multiple choice and short answer questions.

Resources

College of Nurses of Ontario: www.cno.org

Registered Nurses of Ontario: www.rnao.org

Canadian Nurses Association: www.can-nurses.ca

Ontario Nurses Association: www.ona.org

Licensure

Operating under the Regulated Health Professions Act (1994) and the Nursing Act (1991), The College of Nurses of Ontario (CNO) is the governing body for the 140,000 registered nurses (RNs) and the registered practical nurses (RPNs) in Ontario, Canada.

The College regulates nursing to protect the public interest and sets requirements to enter the profession, establishes and enforces standards of nursing practice, and assures the quality of practice of the profession and the continuing competence of nurses.

The nursing profession has been self-regulating in Ontario since 1963.

The College works in partnership with employers, educators and government so that everyone in Ontario benefits from quality nursing services.

Professional Associations

Registered Nurses of Ontario (RNAO): Represents RNs practicing in Ontario. It lobbies for healthy public policy, promotes excellence in nursing practice, increases nursing involvement in shaping the health care system, and influences decisions affecting nurses and the public.

Canadian Nurses Association (CNA): The national professional association for Canadian nurses. A member of the RNAO is automatically a member of the CNA.

Ontario Nurses Association (ONA): The bargaining agent certified by the Ontario Labour Relations Board. ONA negotiates collective agreements which set wages, benefits and working condition for its members. It advocates on behalf of its member and the public health care system through communications with employers, the government and the public.

Occupational Therapy

What is Occupational Therapy?

Occupational therapy is a health profession concerned with promoting health and well-being through occupation. Occupation refers to everything that people do during the course of everyday life (CAOT Position Statement on Everyday Occupations and Health, 2003). The primary goal of occupational therapy is to enable people to participate in the occupations which give meaning and purpose to their lives. Occupational therapists have a broad education that provides equips them with the skills and knowledge to work collaboratively with people of all ages and abilities that experience obstacles to participation. These obstacles may result from a change in function (thinking, doing, feeling) because of illness or disability and/or barriers in the social, institutional or and physical environment (Adapted from the World Federation of Occupational Therapists, 2004).

What Do Occupational Therapists Do?

An occupational therapist (OT) works with anyone who is having difficulty doing the activities that are important to them. OTs define occupation as everything that a person does each day, within each of the following categories:

1. self-care (getting dressed, bathing, cooking and eating).
2. leisure (hobbies, sports, social activities).
3. productivity (paid or unpaid work, housework and school).

How Does Occupational Therapy Work?

Occupational therapy began in large psychiatric asylums and tuberculosis sanatoriums. Post World War I, the profession expanded greatly to assist injured veterans, both physically and mentally, to reintegrate and regain their occupations in civilian life. Occupational therapists use a systematic approach based on evidence and professional reasoning to enable individuals, groups and communities to develop the means and opportunities to identify, engage in and improve their function in the occupations of life. The process involves assessment, intervention and evaluation of the client related to occupational performance in self-care, work, study, volunteerism and leisure.

Occupational therapists may assume different roles such as advising on health risks in the workplace, safe driving for older adults, and programs to promote mental health for youth. Occupational therapists also perform functions as manager, researcher, program developer or educator in addition to the direct delivery of professional services

Occupational therapists are generally employed in community agencies, health care organizations such as hospitals, chronic care facilities, rehabilitation centres and clinics, schools; social agencies industry or are self-employed. Some occupational therapists specialize in working with a specific age group or disability such as arthritis, developmental coordination disorder, mental illness, or spinal cord injury.

Professional Associations

The Canadian Association of Occupational Therapists
<http://www.caot.ca/>

The Ontario Society of Occupational Therapists
<http://www.osot.on.ca/>

Education & Preparation

Trained OTs must have:

- Graduated from an accredited university program with either a baccalaureate degree or a Master's degree in occupational therapy.
- Successfully completed a minimum of 1000 hours of fieldwork education.
- Successfully passed the certification examination administered by the Canadian Association of Occupational Therapists or met provincial registration qualifications.

Maintained their competency to practise based on their provincial regulatory requirements. Occupational therapists must be registered with their provincial regulatory organization in order to legally practise occupational therapy in Canada.

Occupational Therapists must be registered with the College of Occupational Therapists (COTO) in order to practice and use the title "Occupational Therapist" in Ontario.

Prepared by Laura Bryant, January 2007

Personal Support Worker

What is Personal Support Work?

Personal Support Workers are involved in many health care services in Ontario.

These services include:

- + Home management
- + Personal Care
- + Family Responsibilities
- Social and Recreational Activities

What do Personal Support Workers Do?

Personal Support Workers will help with the individual needs of each client.

Examples of services would include:

- + Shopping
- + Meal Preparation
- + Mobility
- Routine Activities

Where do Personal Support Workers Work?

Personal Support Workers work in a variety of settings including:

- + Group homes
- + Hospitals
- + Educational facilities
- + Patients' homes
- + Long-term care facilities
- Supportive house settings

Education and Preparation

Personal Support Worker training is offered at the college level, and consists of fourteen modules. This training is based on the publications by the Ontario Community Support Association.

Completion of the first seven modules results in the role of a Personal Assistant, where the patient wishes to direct their own care.

Completion of all fourteen modules classifies the role of a Personal Support Worker and the ability to work with clients with a variety of needs.

Licensure

There is currently no licensure, as Personal Support Workers fall under the unregulated health worker category.

Certain colleges offer exit examinations in the completion of the program.

Professional Associations

The Ontario Community Support Association supports and promotes not-for-profit health and social services.

The OCSA has provided a curriculum for training community health workers in Ontario.

Resources

Ontario Community Support Association:
www.ocsa.on.ca

Physical Therapy

What is Physical Therapy?

Physical Therapy is a primary care, autonomous, self-regulated, client-focused health profession dedicated to:

- improving and maintaining functional independence and physical performance
- preventing and managing pain, physical impairments, disabilities and limits to participation
- promoting fitness, health and wellness

What Do Physical Therapists Do?

- provide assessment, treatment and education for a wide range of health problems to ensure clients make the most of their lifestyles
- recommend the best way to treat problems with muscles, bones and joints, circulatory, respiratory or nervous systems
- advise clients on ways to prevent potential health problems from occurring before they arise
- assist Canadians of all ages, from babies to the elderly, in preventing and managing the effects of congenital diseases, illness, chronic diseases, neurological conditions, accidents and the stresses and strains of everyday life

Physical Therapy - How It Works

- Physical Therapists work in partnership with individuals of all ages in a variety of settings to break down barriers impeding physical function
- Physical Therapy includes, but is not limited to:
 - Assessment
 - Clinical Impression (Physical Diagnosis)
 - Treatment Planning in the context of prognosis
 - Treatment Implementation
 - Evaluation of Outcomes
 - Education of clients, the public & other health care professionals
 - Consultation
 - Research
 - Administration
- Physical Therapy involves using a variety of techniques to help muscles, joints, heart and lungs work to their full potential

Education & Preparation

- Physical therapy students currently require a 4-year BSc degree prior to registration in a Masters Entry-Level Program
- The 2-year program at The University of Western Ontario incorporates 6 terms of academic coursework as well as 1160 hours of clinical experience
- Upon completion of the MPT program, applicants must successfully complete both the written and practical components of the Canadian Physical Therapy National Examination to be licensed to practice
- A provincial Jurisprudence Education Program must also be successfully completed prior to registration with a provincial regulatory college

Resources

Canadian Physiotherapy Association: www.physiotherapy.ca

Ontario Physiotherapy Association: www.opa.on.ca

College of Physiotherapists of Ontario: www.collegept.org

Licensure

- In Ontario, practising Physical Therapists must be registered with the College of Physiotherapists of Ontario (CPO)
- The CPO is a not-for-profit organization dedicated to regulating the practice of Physical Therapists in the public interest
- The College has been helping to ensure that patients receive safe, effective physical therapy care since 1955
- By ensuring that Physical Therapists meet educational standards and are competent and sensitive to the needs of their patients, the College sets the standard for the delivery of safe, effective and ethical services by Physical Therapists
- Under the authority of the Regulated Health Professions Act and the Physiotherapy Act, the College:

Develops regulations and by-laws

Sets Standards for Practice for entry into the profession

Specifies guidelines for the Code of Ethics
Develops programs to enhance the practice of Physical Therapists in Ontario

Administers a Quality Management Framework to ensure continuing competency

Demonstrates accountability to the public by investigating complaints, conducting hearings and implementing disciplinary action

- Physical Therapists have been granted two controlled acts, spinal manipulation and tracheal suctioning, and are permitted to perform these acts as well as any other form of rehabilitation that they are appropriately trained to do
- non-physical therapists can not use the title "physiotherapist" or "physical therapist" or perform the two controlled acts unless they are members of a profession that has also been granted the controlled act(s)

Professional Associations

- The Canadian Physiotherapy Association (CPA) is the voluntary organization representing more than 9,500 members and students across the country
- CPA provides leadership and direction to the Physical Therapy profession, fosters excellence in practice, education and research and promotes high standards of health in Canada
- The Ontario Physiotherapy Association is a provincial branch of the CPA
- OPA is committed to leadership in Physical Therapy through the provision of advocacy, professional development and career support services for its members, enabling them to be successful in their careers and in providing quality Physical Therapy services to the citizens of Ontario

Physicians

What is a Physician?

Medicine is a self-regulated, autonomous, client-focused health profession dedicated to the health and well being of their patients.

“Physicians possess a defined body of knowledge, clinical skills, procedural skills and professional attitudes, which are directed to effective patient-centred care. They apply these competencies to collect and interpret information, make appropriate clinical decision, and carry out diagnostic, and therapeutic interventions. They do so within the boundaries of their discipline, personal expertise, the healthcare setting and the patients’ preferences and context. Their care is characterized by up-to-date, ethical, and resource-efficient clinical practice as well as with effective communication in partnership with patients, other health care providers and the community. The Role of Medical Expert is central to the function of physicians and draws on the competencies included in the Roles of Communicator, Collaborator, Manager, Health Advocate, Scholar and Professional” (Frank, J.R. [Editor], 2005, The CanMEDs 2005 Physician Competency Framework, p.9).

What Do Physicians Do?

- Function effectively as consultants, integrating all of the CanMEDS Roles to provide optimal, ethical and patient-centred medical care;
- Establish and maintain clinical knowledge, skills and attitudes appropriate to their practice;
- Perform a complete and appropriate assessment of a patient;
- Use preventive and therapeutic interventions effectively;
- Demonstrate proficient and appropriate use of procedural skills, both diagnostic and therapeutic;
- Seek appropriate consultation from other health professionals, recognizing the limits of their expertise.(Frank, 2005, p. 10)

As a collaborator it is essential for physicians “to be able to collaborate effectively with patients, families, and an interprofessional team of health professionals for the provision of optimal care, education a scholarship” (Frank, 2005, p. 15)

Medicine - How It Works

Medicine includes, but is not limited to:

- **Assessment**
 - Interview of patient & family
 - Physical examination
 - Ordering and interpretation of investigations
- **Diagnosis & Prognosis**
- **Treatment**
 - Medical
 - Surgical
 - Psychiatric
- **Medical Research**

Physicians have the right to prescribe medicines and perform surgical procedures.

Education & Preparation

1. Undergraduate Degree (most universities)
2. Completion of a 3-4 year accredited medical school
3. Completion of a 2-7 year post-graduate training degree
4. Maintenance of competence (ongoing participation in continuing medical education)

Licensure

All physicians must be a Licentiate of the Medical Council of Canada.

- Successful completion of an accredited medical school
- Successful completion of a two-part medical exam

All physicians must also successfully complete an accredited post-graduate specialty programme.

- Successful completion of a two-part specialty licensing exam

Medical Licensure is granted and maintained by a provincial college.

Specialty Licensure is granted and maintained by a national college.

Professional Associations

Canadian Medical Association
www.cma.ca

Ontario Medical Association
www.oma.org

Ontario College of Physicians and Surgeons
Royal College of Physicians and Surgeons
<http://rcpsc.medical.org>

College of Family Physicians of Canada
www.ccfp.ca

National & Provincial Specialty-specific Associations

Psychiatry

What is Psychiatry?

Psychiatry is a primary care, autonomous, self-regulated, client focused health profession dedicated to:

- improving the prevention, assessment, diagnosis, treatment, and rehabilitation of mental illness
- adopts a medical approach but may take in to account biological, psychological, and social/cultural perspectives
- working both independently and autonomously from communities and hospitals

What Do Psychiatrists Do?

- provide assessment, treatment, and education for people living with mental health problems, which meet the individual needs of each client
- diagnose specific types of mental illness in those suffering mental health problems and recommend appropriate treatment for them.
- work as part of a multidisciplinary team, which may include physicians, psychiatric nurses, clinical psychologists, occupational therapists, psychotherapists, psychiatric social workers, and other mental health professionals
- help ensure that certain clients are cared for in a safe and appropriate manner

Psychiatry - How It Works

Psychiatrists work in a variety of settings in partnership with individuals of all ages who have mental health problems in order to help them obtain healthy cognitive function and maximum independence.

Psychiatry includes, but is not limited to:

- Assessment
- clinical impression (diagnosis)
- treatment planning in the context of prognosis
- treatment implementation
- evaluation of outcomes
- education of clients, the public & other health care
- consultation
- research
- administration

Psychiatrists often view a mental health problem from a variety of perspectives in order to acquire the most complete understanding possible (including pharmacological, psychological, and neurological approaches)

Education & Preparation

Psychiatrists require a MD degree as well as further training in residency for 2-5 years in order to be licensed to practice in Canada.

The psychiatry residency program at UWO incorporates 5 years of training, of which the first year includes months of psychiatry, 6 months of off-service core rotations, and 2 months of electives.

Must pass various exams, including the Medical Council of Canada Qualifying Examination Part II to become licensed to practice psychiatry in Canada

Resources

The Canadian Psychiatric Association www.cpa-apc.org
 The Ontario Psychiatric Association www.eopa.ca
 The Royal College of Psychiatrists www.rcpsych.ac.uk

Licensure

Like all doctors, psychiatrists in Ontario must become registered with The College of Physicians and Surgeons of Ontario (CPSO).

The CPSO is the self-regulating body for the province's medical profession. The College regulates the practice of medicine to protect and serve the public interest. It issues certificates of registration to doctors to allow them to practise medicine, monitors and maintains standards of practice through peer assessment and remediation, investigates complaints against doctors on behalf of the public, and disciplines doctors who may have committed an act of professional misconduct or incompetence

The requirements to become certified with this organization are:

- A medical degree from an accredited Canadian or U.S. medical school or from an acceptable medical school listed in the World Directory of Medical Schools.
- Parts 1 and 2 of the Medical Council of Canada Qualifying Examination.
- Certification by examination by either the Royal College of Physicians and Surgeons of Canada (RCPSC) or the College of Family Physicians of Canada (CFPC).
- Completion in Canada of one year of postgraduate training or active medical practice, or completion of a full clinical clerkship at an accredited Canadian medical school.
- Canadian Citizenship or permanent resident status.

In addition to acquiring a license with CPSO, psychiatrists also must acquire a provincial license that grants them the ability to practice psychiatry.

Professional Associations

Founded in 1951, the Canadian Psychiatric Association (CPA) is the national voluntary professional association for Canada's 4,000 psychiatrists.

The CPA's mission is to forge a strong, collective voice for Canadian psychiatrists and to promote an environment that fosters excellence in the provision of clinical care, education and research.

The CPA upholds and develops the biopsychosocial approach to the practice of psychiatry and promotes research and continuing education of members by establishing and maintaining standards of practice and facilitating maintenance of competence in the practice of general and specialized psychiatry.

The Ontario Psychiatric Association (OPA) is the provincial voice of Ontario's Psychiatrists.

The OPA serves to:

- Facilitate the exchange of scientific information
- Promote the optimal level of professional development and practice
- Advocate for the mentally ill and their families
- Represent members to governments, universities, and other medical associations and promotes where possible the prevention of mental illness and where not possible promotes the highest quality of treatment

Psychology

What is Psychology?

➤ A psychologist studies how we think, feel and behave from a scientific viewpoint and applies this knowledge to help people understand, explain and change their behaviour.

➤ In Ontario, the practice of psychology is the assessment of behavioural and mental conditions, the diagnosis of neuropsychological disorders and dysfunctions and psychotic, neurotic and personality disorders and dysfunctions and the prevention and treatment of behavioural and mental disorders and dysfunctions and the maintenance and enhancement of physical, intellectual, emotion, social and interpersonal functioning.

What Do Clinical Psychologists Do?

➤ Psychologists engage in research, practice and teaching across a wide range of topics having to do with how people think, feel and behave.

➤ Their work can involve individuals, groups, families and as well as larger organizations in government and industry.

➤ Some psychologists focus their research on animals rather than people.

Where Do Psychologists Work?

➤ Some psychologists work primarily as researchers and faculty at universities and at governmental and nongovernmental organizations.

➤ Others work primarily as practitioners in hospitals, schools, clinics, correctional facilities, employee assistance programs and private offices.

➤ Many psychologists are active in both research and practice.

Psychology – Areas of Practice

➤ In Ontario, the regulatory body requires psychologists to declare competence in one or more of the following areas of practice:

- Clinical Psychology
- School Psychology
- Clinical Neuropsychology
- Counselling Psychology
- Forensic Correctional Psychology
- Health Psychology
- Industrial/Organizational Psychology
- Rehabilitation Psychology

➤ Within each practice area, psychologists must also declare which of the following activities and services in that area they wish to declare competence:

- Assessment / Evaluation
- Intervention / Consultation
- Research
- Teaching

➤ In Ontario, Psychologists must also demonstrate competence the controlled act of communicating a diagnosis identifying, as the cause of a person's symptoms, a neuropsychological disorder or a psychologically based psychotic, neurotic or personality disorder.

Professional Associations

➤ In Ontario, there are two psychological associations to which psychologists are encouraged to join:

- Canadian Psychological Association (www.cpa.ca)
- Ontario Psychological Association (www.psych.on.ca)

➤ And they are regulated by a provincial college that they are required to belong:

- College of Psychologists of Ontario (www.cpo.on.ca)

Licensure

The practice of psychology requires a license in the United States, Canada, the United Kingdom, and many other countries.

Registration as a psychologist in Ontario requires the following:

- A doctorate in psychology from a recognized university
- Minimum 4000 hours of supervised clinical practice, of which 2000 hours must be post-doctorate.
- Passing a 60 item provincial written jurisprudence and ethics examination
- Passing a 225 item US-Canada written examination on general knowledge deemed necessary for professional practice of psychology (*Examination for Professional Practice in Psychology – EPPP*)
- Successful completion of an oral examination to determine the candidate's readiness to practice autonomously
- Prior to the completion of the licensure process, a psychologist must demonstrate the minimum required skills and knowledge in each of the following areas:
 - Interpersonal Relationships
 - Assessment & Evaluation
 - Intervention & Consultation
 - Ethics & Standards, and
 - Research

Education and Preparation

- Psychologists typically undergo 6 to 7 years of years post-Baccalaureate supervised education, research, and training
- Most doctoral programmes in professional psychology Canada are accredited by the Canadian Psychological Association
- A standard curriculum must include the following elements:
 - Biological bases of behaviour
 - Cognitive-Affective bases of behaviour
 - Social bases of behaviour
 - Individual differences in behaviour
 - History and systems of psychology
 - Ethics and standards of practice
 - Research design and methodology
 - Statistics
 - Test construction and psychological measurement
 - Psychological assessment
 - Psychological intervention/psychotherapy
 - Consultation
 - Programme development and evaluation
 - Clinical Supervision
 - Human diversity and its impact on psychology
 - Clinical practica placements (4 to 6)
 - Doctoral dissertation
 - One year full-time predoctoral internship

Speech Language Pathology

What is Speech Language Pathology?

Speech Language Pathology is a skilled and autonomous discipline involved in the assessment and treatment of communication and swallowing disorders.

What Do Speech Language Pathologists Do?

Speech Language pathologists assess and manage:

- + Language Disorders
- + Voice Disorders
- + Swallowing Disorders

Cognitive Communication Disorders

Speech Language Pathology: How it Works

Speech Language Pathologists work in a variety of settings, dealing with the treatment of various disorders.

Speech Language Pathology includes, but is not limited to:

- + Assessment of disorders
- + Planning treatment
- + Implementing treatment plans
- + Designing alternative communication strategies
- + Consultation with other health care professionals to assess treatment plans

Research into processes of communication

Where do Speech Language Pathologists Work?

Speech Language Pathologists work in a variety of settings including: hospitals, community health centres, schools, private practices, children's treatment centres, public health units, and preschools.

Education and Preparation

Speech Language Pathology is offered at the Masters Level at nine universities in Canada.

Upon graduation, successful completion of the Canadian Association of Speech-Language Pathologists and Audiologists examination is required to obtain proper certification.

Licensure

The college of Audiologists and Speech Language Pathologists of Ontario regulates the accreditation of professionals following:

- + The Regulated Health Professionals Act, 1991
 - + The Audiology and Speech Pathology Act, 1991
- By-laws adopted by the college

The objectives of these standards include:

- + The regulation of the practice of members
- + The development and maintenance standards of qualification
- + The establishment of professional ethics

The maintenance of programs to allow individual to exercise rights under the Regulated Health Professionals Act, 1991

Professional Associations

The Canadian Association of Speech Language Pathologists and Audiologists supports the needs of Speech Language Pathologists, Audiologists, and supportive personnel in one organization.

The Ontario Association of Speech Language Pathologists and Audiologists is the voice of Speech Language Pathologist and Audiologists in Ontario.

Resources

Canadian Association of Speech Language Pathologists and Audiologists: www.caslpa.ca

The college of Audiologists and Speech Language Pathologists of Ontario: www.caslpo.ca

The Ontario Association of Speech Language Pathologists and Audiologists: www.osla.ca

Social Work

What is Social Work?

Social work is a profession concerned with helping individuals, families, groups and communities to enhance their individual and collective well-being.

. It aims to help people develop their skills and their ability to use their own resources and those of the community to resolve problems. Social work is concerned with individual and personal problems but also with broader social issues such as poverty, unemployment and domestic violence.

What Do Social Workers Do & How does it work?

Social workers provide services as members of a multidisciplinary team or on a one-to-one basis with the client. The duties performed by social workers vary depending on the settings in which they work.

Social workers employed by child welfare agencies (public and private) investigate cases of family violence, child abuse and neglect and take protective action as required. They may recruit foster parents or supervise the placement of children in protective care. Others work on adoption cases.

Many school boards hire social workers to help students adjust to the school environment. They help students, parents and teachers to deal with problems such as aggressive behaviour, truancy and family problems, which affect the students' performance.

In general and psychiatric hospitals, social workers are members of the treatment team. They provide a link between the team and the family as well as with community resources. In these settings they contribute to the care, treatment and rehabilitation of the aged and of physically or mentally ill individuals, as well as the care of disabled persons.

In health and community services centres, social workers are involved in the provision of counselling to individuals or families and in providing services to seniors. Some work as community developers helping citizens to identify their needs and proposing ways of meeting these needs. Others may assist with parent-child relationships and marriage counselling. The services may be offered on an individual basis or in groups.

In the correctional field, social workers may be part of a team concerned with the social rehabilitation of young or adult offenders. They may work as classification officers. Others work as probation officers or as parole officers. Parole officers help ex-prisoners adjust to life in the community while conforming to the conditions of their parole.

Social workers in private practice offer their services on a fee-for-service basis to individuals, families and organizations. Their services include counselling, psychotherapy, mediation, sex therapy, policy and program development, organizational development, and employee assistance programs.

Social workers involved in policy analysis, policy development and planning are usually working in federal and provincial departments or social planning councils. Researchers are found in universities and governments. Others are teaching in universities and community colleges.

Education & Preparation

- Social work education consists of theoretical courses and practical training at the undergraduate or graduate level.
- In most provinces the Bachelor of Social Work is the minimum educational requirement for entry into the profession. Postgraduate education leading to a master's or doctoral degree is also available.
- A four-year undergraduate program is required for a bachelor's degree. Persons who have a Bachelor of Social Work degree may obtain a master's degree after one year of postgraduate studies. Those who have a degree in another discipline would require a two-year postgraduate program in social work to obtain the master's degree in social work.
- The Canadian Association of Schools of Social Work has the responsibility for accrediting university-based social work programs. This association publishes a directory of accredited programs. As admission requirements and program orientation vary among schools, interested persons should consult the directory or communicate with the school of their choice.
- As a preparation at the secondary school level, courses such as economics, social policy, sociology, psychology and philosophy are useful. Voluntary work in a social service agency is a plus.

Licensure

How Social Workers Are Regulated

Social workers are regulated by the *Social Work and Social Service Work Act* under the Ministry of Community and Social Services. This Act requires that anyone who calls themselves, or holds themselves out to be, a social worker, must belong to the Ontario College of Social Workers and Social Service Workers. The initials RSW (Registered Social Worker) appear after their name.

Professional Associations

Canadian Association of Social Workers

- www.casw-acts.ca

Ontario Association of Social Workers

- <http://www.oasw.org/>

Ontario College of Social Workers and Social Service Workers

- <http://www.ocswssw.org>