

Physiotherapy Specialist Competencies

Competency One (Clinical) – weighted 50%	
Demonstrate and apply advanced knowledge, skills and behaviours to practise within the specialist area.	
Essential Elements	How to achieve the essential element
1.1 Demonstrate and apply advanced assessment processes.	Clinical assessments will be sufficiently comprehensive to achieve a diagnosis and/or management plan consistent with best available evidence. The assessment will be cognisant of the implications of societal, cultural and other determinants that influence the patient's/client's health and lifestyle.
1.2 Demonstrate and apply advanced clinical reasoning and decision making skills.	Advanced clinical reasoning is demonstrated in the form of analytical and non-analytical processing in the assessment and physiotherapy-specific and/or multi-disciplinary management of complex cases. This may include skills in advanced differential diagnostics.
1.3 Demonstrate and apply advanced knowledge in the specialist area.	The Physiotherapy Specialist will demonstrate knowledge of the specialty area from a physiotherapy context, including how such knowledge interacts and overlaps with professional knowledge outside of the physiotherapy context. They will demonstrate specific ways in which this advanced knowledge and skill is applied in practice and shared with other colleagues. Currency of specialist knowledge is maintained through continuing professional development relevant to the specialty area.
1.4 Demonstrate and apply advanced clinical management processes.	Advanced diagnostic and therapeutic skills will be evident through expert levels of communication, collaboration and education of other professionals as part of patient/client clinical management to reach a diagnosis and implement an effective management plan. They will demonstrate patient/client-centred care and recognition of barriers to care, rehabilitation and meeting patient/client goals. Specialist treatment is mindful of internationally accepted guidelines, but may deviate from guidelines based on reasoned extrapolation from current available evidence. They will also demonstrate the ability to identify and manage risks relevant to their client population and specialty area of practice.
1.5 Demonstrate and apply advanced skills and behaviours appropriate to improving healthcare outcomes.	The Physiotherapy Specialist manages and fosters effective professional relationships with physiotherapy colleagues and other members of the healthcare team, including appropriate cultural advocacy for patients/clients. They will promote health and quality of life in keeping with the New Zealand health priorities appropriate to the specialist area. They will demonstrate an understanding of economic, cultural, equity of access and other barriers affecting access to health care especially as it relates to their specialist area of practice. The Physiotherapy Specialist will demonstrate a high standard of verbal and written communication in all aspects of patient care, building trusted and sustained relationships.

Competency Two (Academic) – weighted 25%

Demonstrate an active contribution to the physiotherapy knowledge base in the specialist area.

Essential Elements	How to achieve the essential element
2.1 Critically appraise and synthesise research to inform practice, and	The Physiotherapy Specialist is research enabled and takes an active role in contributing to the Physiotherapy knowledge base.
2.2 Actively participate in the research process.	Examples of these behaviours would be to; formulate a question after synthesising the literature that could be answered by conducting a systematic review and meta-analysis; being involved in a research project through a University where they may be gathering data or performing an intervention; conducting a service evaluation or clinical audit, analysing the results, and implementing change in practice; development of policies, procedures, or care pathways.
2.3 Demonstrate the ability to effect change in practice.	The Specialists will be actively involved in mentoring, clinical tutoring, or teaching on seminars to help prepare and develop the next generation of Physiotherapists to progress along a lifelong career pathway.
2.4 Disseminate research findings.	The Physiotherapy Specialist demonstrates links with relevant academic institutions and demonstrates their involvement in a team that generates and disseminates new knowledge to the profession.

Competency Three (Leadership) – weighted 25%

Practise as a role model for the profession.

Essential Elements	How to achieve the essential element
3.1 Provide leadership and expert advice in the specialist area of practice.	The Physiotherapy Specialist will act as a leader and advisor within the physiotherapy profession, as well as providing leadership, education and/or advice to other health professionals, relevant government agencies and other organisations.
3.2 Provide mentorship to physiotherapists.	They will support and guide physiotherapy colleagues and other health professionals on clinical and professional matters, demonstrating involvement in supervision of physiotherapists and students, and acting as a professional advisor with regard to professional practice issues.
3.3 Contribute to the profession and other relevant organisations.	The Physiotherapy Specialist will have an active involvement in the profession locally and nationally/internationally, demonstrating an ability to work collaboratively with stakeholders; influencing/contributing to relevant policy and strategy processes that impact upon the physiotherapy practice of individuals and/or communities.