



**CORE COMPETENCIES REFERENCE MANUAL FOR A PHYSIOTHERAPIST TO
PRACTICE IN ZAMBIA**

CORE CURRICULUM & MINIMUM STANDARDS



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QUALIFICATIONS AND RESPONSIBILITIES

Title of the programme: Bachelor of Science in Physiotherapy (BSc.PT)

Key accountability for the job: First line contact with the patient requiring physiotherapy

Primary roles and responsibilities:

1. Provision of services to individuals in order to develop, maintain and restore maximum movement and functional ability throughout the lifespan
2. Refer clients to appropriate levels of health care
3. Be actively involved in participating in managing public health strategies
4. Carry out administrative roles in managing departments or programmes

1.0 INTRODUCTION

The Health Professions Council of Zambia (HPCZ) is a statutory body that was established by the Health Professions Act No. 24 of 2009. The Act renames and continues the existence of the Medical Council of Zambia established by the Medical and Allied Professions Act of 1977. The Health Professions Act No. 24 provides for the registration of health practitioners and regulation of their professional conduct; provides for the licensing of health facilities and the accreditation of health care services provided by health facilities; and provides for the recognition and approval of training programmes for health practitioners.

Following the issuance of the guidelines for introduction of licensing examinations for health professionals registered with the Health Professions Council of Zambia, this bulletin provides an outline of the core curriculum and minimum standards for registrants who have completed the BSc.PT or its equivalent, seeking full registration as medical practitioners in Zambia.

2.0 EXIT EXAMINATIONS AND AWARD OF THE DEGREE OF BACHELOR OF SCIENCE IN PHYSIOTHERAPY BY TRAINING INSTITUTIONS

Training institutions, private or public (local and foreign), approved by the Health Professions Council of Zambia are mandated to examine and graduate their students under their own seal and authority as prescribed by the HPCZ act number 24 of 2009. The BSc.PT or its equivalent is also designated as a pre-service qualification for Physiotherapists. Accordingly, a holder of this qualification will be required to take and pass the HPCZ licensing examination to qualify for registration with the Council as a Physiotherapist.

3.0 LICENSURE EXAMINATIONS BY THE HEALTH PROFESSIONS COUNCIL OF ZAMBIA

A person shall not practise as a health practitioner, unless that person is registered as a health practitioner in accordance with the Health Professions Act No. 24 of 2009. In the exercise of its functions under this Act, the 2nd Council and the 3rd Council of the Health Professions Council of Zambia instituted Licensure Examinations to help maintain standards given the emergence of multiple public and private training institutions. This “Bulletin of Information on the Core Competencies and Minimum Standards for the Licensing Examinations for Physiotherapists to Work in Zambia” binds all parties regulated under this Act. Examination fees for licensure examinations, as prescribed by the Council, are payable to the Health Professions Council of Zambia as part of the eligibility to sit licensing examinations.

The HPCZ Licensing Examination assesses a Physiotherapist’s ability to apply knowledge, concepts, and principles, and to demonstrate fundamental patient-centred skills, that are important in health and disease and that constitute the basis of safe and effective patient care. The HPCZ Licensing Examination includes, but is not limited to, theoretical and clinical examinations which complement each and the other components as prescribed in the curriculum for which this

programme was approved. No component is a stand-alone in the assessment of readiness for medical practice in Zambia.

The candidate will be assessed under three domains, namely:-

- Knowledge,
- Skills
- Attitude.

The above domains will be assessed by means of a theory exam comprising of multiple choice questions followed by a practical examination.

The five main **subject areas** (assessed under all three learning domains) for Physiotherapists in Zambia are:

1. Paediatrics and Child Health
2. General/ Internal Medicine
3. ICU/Obstetrics & Gynaecology
4. Orthopaedics/ trauma
5. Research

Other subject areas prescribed by the curriculum such as Social Sciences, pathology, health promotion, leadership and management will only be assessed as cognitive domain in the theory paper. The overall expected outcomes of the licensure examination is to ensure that the candidate will meet the minimum expectations for the role as a Physiotherapist.

4.0 COMPETENCE OUTCOME GUIDELINES

The curriculum must have identified attributes in each educational domain (knowledge, skills and attitude) and present them to guide student learning and assessment by examiners. HPCZ directs Physiotherapists to be compassionate and empathetic in caring for patients and to be trustworthy and truthful in all their professional dealings.

5.0 CORE COMPETENCIES: PHYSIOTHERAPIST

DOMAIN: KNOWLEDGE		
COMPETENCY	COMPETENCY STATEMENT	SUBCOMPETENCIES
PATIENT ASSESSMENT	<ol style="list-style-type: none"> 1. Should have knowledge of anatomy, physiology, pathology, pharmacology relevant to patient assessment 2. Should be conversant and understand diagnostic procedures 3. Should have knowledge of pathology, signs and symptoms of common diseases and injuries managed by physiotherapists 	<p>Graduates should have knowledge in:</p> <ol style="list-style-type: none"> 1. Clinical judgment 2. Current knowledge, theory, and professional judgment
PATIENT TREATMENT	<ol style="list-style-type: none"> 1. Should possess knowledge of clinical reasoning theories necessary for patient treatment 2. Should be conversant with principles of subjective and objective evaluation of clients 	<p>Graduates should have knowledge in:</p> <ol style="list-style-type: none"> 1. Principles of Physical Agents and Mechanical Modalities 2. Physiotherapeutic modalities

MANAGEMENT	1. Should demonstrate knowledge in management and leadership theories	Graduates should have knowledge in: <ol style="list-style-type: none"> 1. Health care settings 2. Human resources 3. Financial resources 4. Crises management 5. Change management 6. Risk management 7. Patient management strategies 8. Physiotherapy leadership 9. Leadership in health care 10. Basic Corporate governance
ENTREPRENEURSHIP	1. Should Demonstrate knowledge and values of entrepreneurship in physiotherapy practice	Graduates should have knowledge in: <ol style="list-style-type: none"> 1. Ability to plan for career growth by building entrepreneurial competences, 2. Show attitudinal change that will lead to self motivation and generation of business ideas
DOMAIN: SKILLS		

<p>PATIENT ASSESSMENT</p>	<ol style="list-style-type: none"> 1. Should demonstrate ability to examine and evaluate patients, leading to making a provisional diagnosis 2. Should develop a treatment plan where physiotherapy is indicated 3. Should be conversant with prognostic outcomes of common health problems where physiotherapy is indicated 	<p>Graduates should be able to posses skills in:</p> <ol style="list-style-type: none"> 1. Critical thinking 2. Decision making 3. Organizing issues 4. Reflective thinking 5. Patient assessment 6. Planningfor physiotherapy management
<p>PATIENT TREATMENT</p>	<ol style="list-style-type: none"> 1. Should establish physiotherapy goals and apply intervention procedures in a manner that enhances the client’s safety and comfort 	<p>Graduates should posses skills in:</p> <ol style="list-style-type: none"> 1. Different physiotherapeutic modalities and their principles 2. Principles in Manual Therapy Techniques and their uses 3. Principles of Electrotherapeutic Modalities and their indications and contr-indications 4. Principles of Physical Agents and Mechanical Modalities

<p>COMMUNICATION SKILLS</p>	<ol style="list-style-type: none"> 1. Should be able to speak clearly and concisely 2. Should have an ability to simplify technical terms to patients/clients for clear understanding 3. Should have an ability to converse in a language the patient/client is conversant with 4. Should be able to provide the client with relevant information throughout care 	<p>Graduates possess skills in:</p> <ol style="list-style-type: none"> 1. Principles and theories of communication 2. Communication methods 3. Impact of culture on communication 4. Interpersonal skills 5. Communicate respectfully 6. Communicate with the awareness of individual differences in beliefs, values and cultural practices 7. Pick body language especially in painful expressions
<p>RESEARCH SKILL</p>	<ol style="list-style-type: none"> 1. Able to formulate research topics and hypotheses 2. Able to write a research proposal 3. Able to conduct a scientific research 4. Able to write a scientific paper for journal submission 	<p>Graduates should be able to possess skills in :</p> <ol style="list-style-type: none"> 1. Research methodology 2. Basic statistics 3. Conversant with data analysis software like STATA and SPSS 4. Critiquing scientific writing 5. Scientific writing

MANAGEMENT	<ol style="list-style-type: none"> 1. Should be able to deal with colleagues, clients, health care professionals and members of the public 2. Should be able to delegate, supervise, plan, organize, monitor, control and evaluate 3. Should act in a manner that respects client uniqueness, diversity and autonomy, and is in the client's best interest. 4. Should recognize potential conflict, and respond constructively. 5. Should maintain confidentiality of records and data. 	<p>Graduates should be able to possess skills in:</p> <ol style="list-style-type: none"> 1. Leading/influencing 2. Motivating 3. Problem solving 4. Team building
ENTREPRENEURSHIP	<ol style="list-style-type: none"> 1. Demonstrate knowledge and values of entrepreneurship in physiotherapy practice 2. Should plan for career growth by building entrepreneurial competences, 3. Show attitudinal change that will lead to self motivation and generation of business ideas 	<p>Graduates should be able to possess skills in:</p> <ol style="list-style-type: none"> 1. Self motivation of business ideas 2. Developing business Opportunities 3. Generation of business ideas 4. Network for Enterprise Development

DOMAIN: ATTITUDES		
PROFESSIONALISM	<ol style="list-style-type: none"> 1. Should behave and dress appropriately on duty 2. Perform physiotherapy duties safely, legally, ethically and effectively 3. Should be conversant with health care policies 4. Should promote team work and effective communication 5. Practice management principles and concepts 	<p>Graduates should</p> <ol style="list-style-type: none"> 1. Demonstrate ethically sound practice 2. Practice informed decision making 3. Respect patients privacy in handling matters 4. Practice confidentiality with patient information 5. Demonstrate adherence to code of practice 6. Demonstrate sensitivity to diverse patient groups
COLLABORATION	<ol style="list-style-type: none"> 1. The graduate should show willingness to work with other members of staff and other professionals and be able to respect other people's views 2. Should be responsive to the larger context & system of health care 3. Should effectively call on system resources to provide care that is of optimal value 4. Should co-opt other players and public in the promotion of the profession 	<p>Graduates should be able to:</p> <ol style="list-style-type: none"> 1. Initiate working together 2. Encourage teamwork with other players in rehabilitation 3. Respond positively when invited by other players to work together

6.0 BLUEPRINT WEIGHTING

THEORY

MULTIPLE CHOICE QUESTIONS	WEIGHTING IN %
Basic Sciences	15%
General/Internal Medicine	10%
Paediatrics and Child Health	10%
ICU and Obstetrics & Gynaecology	5%
Orthopaedics/ Trauma	10%
Professionalism	5%
Management/Leadership/Entrepreneurship	5%
Collaboration	5%
Communication Skills	5%
Patient assessment procedures	20%
Patient Treatment procedures	10%
TOTAL	100%

PRACTICAL EXAMINATION

PATIENT ASSESSMENT/ EXAMINATION	WEIGHTING IN %
Patient assessment	50%
Treatment Plan	05%
Treatment application	15%
Theoretical knowledge	10%
Communication Skills	05%
Precautions and Safety	05%
Professional appearance & conduct	05%
Documentation	05%
Total	100%

7.0 CORE PROCEDURES (LIST NOT EXHAUSTIVE)

The following procedures are the minimum standards and a full list could be found in the curriculum

Common Skills (these procedure cut across all the five subject areas mentioned in 4.0)	1	Conduct a relevant history taking in all specific subject areas of the discipline
	2	Conduct relevant Physical Examination in all specific subject areas
	3	Interpret specific radiological, MRI and Scans
	4	Perform specific special tests for the purpose of differential diagnosis:
	5	Interpretation of common laboratory investigation (Blood, urine, stool etc)
	6	Assess, evaluate, diagnose and plan for patient-specific physiotherapy intervention
	7	Recognise the possible adverse effects that may arise due to different physiotherapy modalities
Paediatrics and Child Health	1	be conversant with common ailments in children that may require physiotherapy intervention
	2	identify developmental milestones
	3	identify possible developmental childhood defects
	4	identify neurological complications resulting from CNS defects
General/ Internal Medicine		
	1	identify common ailments attended to by physiotherapists
	2	able to manage a group of patients with different problems
	3	able to conduct group exercises
	4	
5	conversant with the principles of physical agents used in physiotherapy (Electrotherapy)	

ICU and Obstetrics & Gynaecology	1	Assess unconscious and respiratory patients and determine physiotherapy indications
	2	Perform Postural drainage techniques where indicated
	3	Perform suctioning
	4	plan and conduct effective pre and post-operative chest physiotherapy where indicated
	5	conduct prenatal exercises for expectant mothers
Orthopaedics/ Trauma	1	Immobilising(POP, splinting, arm sling, skin traction etc)
	2	Joint and general Patient mobilization techniques
	3	Perform Bandaging
	4	Muscle strengthening techniques
	5	
Research Skills	1	Identify relevant research areas in physiotherapy
	2	Formulate a research proposal
	3	Collect data, analyze and interpret research results
	4	Research findings dissemination
	5	Manuscript writing
	6	critiquing scientific articles

8.0 REFERENCES MATERIALS - LIST NOT EXHAUSTIVE

<p>BASIC SCIENCES</p>	<p>Dee U.S. Human Physiology: An Integrated Approach. Sixth Edition. ISBN 9780321750075</p> <p>Guyton A.C and Hall J.E (2011). Text Book of Medical Physiology. Twelfth Edition. Saunders Elsevier. ISBN 9780808924005</p> <p>Harrington C.S. (2014). 15th Edition. Muir’s Textbook of Pathology. Taylor and Francis Group. ISBN: 9781444184976.</p> <p>Lumley JSP (1996). Surface Anatomy. The Anatomical Basis of Clinical Examination 2nd Edition. Churchill Livingstone, London.</p> <p>Prescott, et al. (2011) Microbiology 7th Ed. New York: McGraw-Hill.</p> <p>Tortora J, Derrickson B (2014) Principles of Anatomy and Physiology 14th ed. Hoboken, NJ: John Wiley and Sons.</p> <p>Underwood JCE, Hunter J. (2009). General and Systemic Pathology, Churchill Livingstone/Elsevier. 5th Edition. ISBN: 9780443068881.</p>
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Watson T (2008). **Electrotherapy: Evidence-based practice ISBN 97804431011793, 12th Edition**. Churchill Livingstone Elsevier.

<p>ICU/OBSTETRICS AND GYNAECOLOGY</p>	1	<p>Hough A (2001). Physiotherapy in Respiratory Care. A problem-solving approach to respiratory and cardiac management. 3rd Edition. Chapman & Hall London. ISBN-13:9780748740376</p>
	2	<p>Monga A, Dobbs S (2006) Gynaecology by Ten Teachers 18th Edition. London: Hodder Arnold</p>
<p>PAEDIATRICS AND CHILD HEALTH</p>		<p>Marcdante K, et al. (2011) Nelson Essentials of Pediatrics 6th ed. Philadelphia: Saunders Elsevier.</p> <p>Roberta S (2010) Cerebral palsy in infancy, Churchill Livingstone ISBN 9780702050992</p> <p>Stuart p (2013) Tidy's physiotherapy Churchill Livingstone Elsevier ISBN 9780702043444</p>
<p>ORTHOPAEDICS/TRAUMA</p>		<p>Adams JC & Hamblen DI (1990). Outline of Orthopaedics. Churchill Livingstone.</p> <p>Dandy DJ (1998). Essentials of Orthopaedics and Trauma. Churchill Livingstone.</p> <p>Linda C (2013). 101 Trauma Informed Interventions: Activities, Exercises and Assignments to Move the Client and Therapy Forward. ISBN 10: 193612842X</p> <p>Kenneth J.K & Joseph D.Z (2006). Handbook of Fractures. Third Edition. Lippincott & Wilkins.</p>

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