



**CORE COMPETENCIES REFERENCE MANUAL FOR PHYSIOTHERAPY  
TECHNOLOGISTS TO PRACTISE IN ZAMBIA**

**CORE COMPETENCIES & MINIMUM STANDARDS**

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## **QUALIFICATION AND RESPONSIBILITIES**

**Title of the programme:** Diploma in Physiotherapy (D.PT)

**Key accountability for the job:** First line contact with patient in healthcare setting

### **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 to be registered with the Health Professions Council of Zambia, this bulletin provides an outline of the core competencies and minimum standards for registrants who have completed the D.PT or its equivalent, seeking registration as medical practitioners in Zambia.

## **2.0 EXIT EXAMINATIONS AND AWARD OF THE DIPLOMA 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 D.PT or equivalent is also designated as a pre-service qualification for Physiotherapy Technologists. 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 Physiotherapy Technologist.

## **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 2<sup>nd</sup> Council and the 3<sup>rd</sup> 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 Physiotherapy Technologists 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 Physiotherapy technologist’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:-

1. Knowledge,
2. Skills
3. 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 Physiotherapy Technologists 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, physiology and anatomy 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 standards for the role as a Physiotherapy Technologist

#### **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 Physiotherapy Technologist to be compassionate and empathetic in caring for patients and to be trustworthy and truthful in all their professional dealings.

## 5.0 CORE COMPETENCIES: PHYSIOTHERAPY TECHNOLOGIST

<b>DOMAIN: KNOWLEDGE</b>		
<b>COMPETENCY</b>	<b>COMPETENCY STATEMENT</b>	<b>SUBCOMPETENCIES</b>
PATIENT ASSESSMENT	<ol style="list-style-type: none"> <li>1. Graduates should have knowledge of anatomy, physiology, pathology, pharmacology relevant to patient assessment</li> <li>2. Understanding of diagnostic procedures</li> <li>3. Knowledge of signs and symptoms of common diseases and injuries managed by physiotherapists</li> </ol>	<p><b>Graduates should be able to have basic knowledge in:</b></p> <ol style="list-style-type: none"> <li>1. Clinical judgment</li> <li>2. Current knowledge, theory, and professional judgment</li> </ol>
PATIENT TREATMENT	<ol style="list-style-type: none"> <li>1. Graduates should possess knowledge of clinical reasoning theories necessary for patient treatment</li> <li>2. Ability to know principles of subjective and objective evaluation of clients</li> </ol>	<p><b>Graduates should be able to have basic knowledge in:</b></p> <ol style="list-style-type: none"> <li>1. Principles of Physical Agents and Mechanical Modalities</li> <li>2. Physiotherapeutic techniques</li> </ol>
MANAGEMENT	<ol style="list-style-type: none"> <li>1. Graduates should demonstrate basic knowledge in management and leadership theories</li> </ol>	<p><b>Graduates should have knowledge in:</b></p> <ol style="list-style-type: none"> <li>1. Health care settings</li> <li>2. Change management</li> <li>3. Risk management</li> <li>4. Physiotherapy leadership</li> </ol>

ENTREPRENEURSHIP	<ol style="list-style-type: none"> <li>1. Demonstrate knowledge and values of entrepreneurship in physiotherapy practice</li> </ol>	<p><b>Graduates should have knowledge in:</b></p> <ol style="list-style-type: none"> <li>1. Ability to plan for career growth.</li> <li>2. Show attitudinal change that will lead to self motivation</li> </ol>
<b>DOMAIN: SKILLS</b>		
PATIENT ASSESSMENT	<ol style="list-style-type: none"> <li>1. Should demonstrate ability to examine and evaluate patients, and make a provisional diagnosis</li> <li>2. Should develop a treatment programme where physiotherapy is indicated</li> </ol>	<p><b>Graduates should be able to posses skills in:</b></p> <ol style="list-style-type: none"> <li>1. Decision making</li> <li>2. Patient assessment</li> <li>3. Plan for physiotherapy management</li> </ol>
PATIENT TREATMENT	<ol style="list-style-type: none"> <li>1. Should establish physiotherapy goals.</li> <li>2. Should apply intervention procedures in a manner that enhances the client's safety and comfort</li> </ol>	<p><b>Graduates should be able to posses skills in:</b></p> <ol style="list-style-type: none"> <li>1. Different therapeutic procederes and their principles</li> <li>2. Basic Manual Therapy Techniques</li> </ol>

		<ul style="list-style-type: none"> <li>3. Indications and contr-indications of therapeutic Modalities</li> <li>4. Basic Principles of Physical Agents and Mechanical Modalities</li> </ul>
COMMUNICATION SKILLS	<ul style="list-style-type: none"> <li>1. Should be able to speak clearly and concisely</li> <li>2. Should be able to simplify technical terms to patients</li> <li>3. Should be able to converse in a language the patient/client is conversant</li> <li>4. Should be able to provide the client with relevant information throughout care</li> </ul>	<p><b>Graduates should be able to possess skills in:</b></p> <ul style="list-style-type: none"> <li>1. Communication methods</li> <li>2. Interpersonal skills</li> <li>3. Communicate respectfully</li> <li>4. Communicate with patients irrespective of differences in beliefs, values and cultural practices</li> </ul>
RESEARCH SKILLS	<ul style="list-style-type: none"> <li>1. Able to search for relevant literature</li> <li>2. Able to write patients reports</li> <li>3. Able to present patients to peers and other Health practitioners</li> </ul>	<p>Graduates should possess skills in :</p> <ul style="list-style-type: none"> <li>1. Literature search</li> <li>2. Critiquing scientific writing</li> <li>3. Power point presentation</li> <li>4. Basic statistics</li> </ul>



MANAGEMENT	<ol style="list-style-type: none"> <li>1. Should be able to deal with colleagues, clients, health care professionals and members of the public</li> <li>2. Should plan, organize, monitor and evaluate</li> <li>3. Should act in a manner that respects client uniqueness, diversity and autonomy</li> <li>4. Should recognize potential conflict, and respond constructively.</li> <li>5. Should maintain confidentiality of records and data.</li> </ol>	<p><b>Graduates should be able to possess skills in:</b></p> <ol style="list-style-type: none"> <li>1. Motivating</li> <li>2. Problem solving</li> <li>3. Team building</li> </ol>
ENTREPRENEURSHIP	<ol style="list-style-type: none"> <li>1. Should demonstrate knowledge and values of entrepreneurship in physiotherapy practice</li> <li>2. Should plan for career growth by building entrepreneurial competences,</li> <li>3. Should be self-motivated and able to generate of business ideas</li> </ol>	<p><b>Graduates should possess skills in:</b></p> <ol style="list-style-type: none"> <li>1. Self motivation</li> <li>2. develop business ideas and Opportunities</li> </ol>
<b>DOMAIN: ATTITUDE</b>		

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

## 6.0 BLUEPRINT WEIGHTING

### THEORY

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

### PRACTICAL EXAMINATION

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

## 7.0 CORE PROCEDURES

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 images
	4	Perform specific special tests for the purpose of differential diagnosis:
	5	Interpretation of basic 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	Tissue manipulation
	2	identify common ailments attended to by physiotherapists
	3	able to manage a group of patients with different problems
	4	able to conduct group exercises
	5	Hands-on physiotherapy techniques
	6	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 pre and postnatal exercises
Orthopaedics/ Trauma	1	Immobilising( POP, splinting, arm sling, skin traction etc)
	2	Joint mobilization
	3	Perform Bandaging
	4	Muscle strengthening techniques
	5	
Research Skills	1	Understand basic research in physiotherapy
	2	Literature search
	3	Basic understanding of scientific articles

## 8.0 REFERENCES MATERIALS

Kindly refer to the list in the curriculum

<p><b>BASIC SCIENCES</b></p>	<p>Guyton A.C and Hall J.E (2011). <b>Text Book of Medical Physiology</b>. Twelfth Edition. Saunders Elsevier. ISBN 9780808924005</p> <p>Harrington C.S. (2014). 15th Edition. <b>Muir’s Textbook of Pathology</b>. Taylor and Francis Group. ISBN: 9781444184976.</p> <p>Tortora J, Derrickson B (2014) <b>Principles of Anatomy and Physiology</b> 14th ed. Hoboken, NJ: John Wiley and Sons.</p> <p>Lumley JSP (1996). Surface Anatomy. <b>The Anatomical Basis of Clinical Examination</b> 2<sup>nd</sup> Edition. Churchill Livingstone, London.</p>
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<p><b>GENERAL/INTERNAL MEDICINE</b></p>		<p>Brimer MA (1995). <b>Clinical cases in Physical Therapy</b>. Butterworth Heinemann.</p> <p>Caroline K, Lynn A.C (2012). <b>Therapeutic Exercise: Foundations and Techniques</b>. Sixth Edition. ISBN 10: 080362574X</p> <p>Gotlin, R. (2010). <b>Sports Injuries Guidebook</b>. ISBN: 10: 0736063390</p> <p>John F, Tim S (2007). <b>Practical Electrotherapy ISBN 9780443068553</b>. Churchill Livingstone.</p> <p>Nicola J.P &amp; Andy Moore (2001). <b>Neuromusculoskeletal examination and Assessment</b>. Second Edition. Churchill Livingstone. ISBN 0-443-07061-X</p> <p>Neumann D., A. (2010). <b>Kinesiology of The Musculoskeletal System: Foundations for Rehabilitation</b>. Mosby, Elsevier. ISBN 978-0-323-03989-5</p>
<p><b>ICU/OBSTETRICS AND GYNAECOLOGY</b></p>	<p>1 2</p>	<p>Hough A (2001). <b>Physiotherapy in Respiratory Care</b>. A problem-solving approach to respiratory and cardiac management. 3rd Edition. Chapman &amp; Hall London. ISBN-13:9780748740376</p> <p>Monga A, Dobbs S (2006) <b>Gynaecology by Ten Teachers</b> 18th Edition. London: Hodder Arnold</p>
<p><b>PAEDIATRICS AND CHILD HEALTH</b></p>	<p>1 2</p>	<p>Roberta S (2010) <b>Cerebral palsy in infancy</b>, Churchill Livingstone ISBN 9780702050992</p> <p>Stuart p (2013) <b>Tidy's physiotherapy</b> Churchill Livingstone Elsevier ISBN 9780702043444</p>



<b>ORTHOPAEDICS/TRAUMA</b>	1	Adams JC & Hamblen DI (1990). <b>Outline of Orthopaedics.</b> Churchill Livingstone.
	2	Dandy DJ (1998). <b>Essentials of Orthopaedics and Trauma.</b> Churchill Livingstone.
	3	Kenneth J.K & Joseph D.Z (2006). <b>Handbook of Fractures. Third Edition.</b> Lippincott & Wilkins.
<b>RESEARCH</b>		Domholdt E (2000). <b>Physical Therapy Research.</b> WB Saunders, Indianapolis.
	2	Jenkins S, Price CJ (1997). <b>The Researching Therapist. Practical Guide to Planning, Performing and Communicating Research.</b> Churchill Livingstone, Perth.
<b>PROFESSIONALISM</b>		<p>HPCZ (2016) <b>Guidelines for good practice in the Healthcare profession – Maintaining Patient Confidentiality.</b> HPCZ Lusaka</p> <p>HPCZ (2016) <b>Guidelines for good practice in the Healthcare profession – Generation and management of patient records.</b> HPCZ Lusaka</p> <p>HPCZ (2014) <b>Professional code of ethics and discipline: Fitness to Practice.</b> HPCZ Lusaka</p> <p>HPCZ (2016) <b>Patients rights and responsibilities.</b> HPCZ Bulletin, Lusaka</p> <p>Swisher D, Krueger-Brophy C (1998). <b>Legal and Ethical Issues in Physical Therapy.</b> Butterworth Heinemann, Tennessee.</p>