

Resolutions for consideration by CMTBC Board

1. *Prior Learning Assessment and Recognition* – moved by Jamie Johnston, RMT

Whereas massage therapy is a designated health profession under the *Health Professions Act*;

And whereas the College of Massage Therapists of British Columbia regulates the profession of massage therapy in BC in accordance with the *Health Professions Act*, the Massage Therapists Regulation and the bylaws of the College;

And whereas that the College's legislative mandate is to protect the public interest and to ensure that registered massage therapists in BC deliver safe, ethical and effective treatment;

And whereas the *Health Professions Act* states that a duty and objective of the College is to establish the conditions or requirements for registration of a person as a member of the College;

And whereas the *Health Professions Act* also states that the bylaws of a college may establish conditions or requirements for the registration of a person as a member of the college, including the standards of academic or technical achievement necessary for registration;

And whereas the *Health Professions Act* further states that the bylaws of a college specify the academic or technical programs that are recognized by the college as meeting a standard established under paragraph m (1) of the *Health Professions Act*;

And Whereas the *Health Professions Act* confers discretion on the registration committee, in satisfying itself under section 20 of the Act that a person meets the conditions or requirements for registration as a member of the college, to consider whether the person's knowledge, skills and abilities are substantially equivalent to the standards of academic or technical achievement and the competencies or other qualifications established under paragraph (m) of the Act, and to grant registration on that basis;

And whereas there are individuals from jurisdictions outside of British Columbia and/or Canada seeking to become Registered Massage Therapists in British Columbia;

And whereas there are individuals from within British Columbia and other jurisdictions who have obtained registration or credentialing in fields or occupations with similar competencies to those held by an entry to practice RMT in British Columbia;

And whereas these individuals who wish to seek prior learning assessment recognition based on work, experiential learning, and/or formal education in a related field may be eligible to be assessed by massage therapy experts against the learning outcomes established for a recognized massage therapy program in British Columbia using methods such as challenge examinations, oral interview/exam, portfolio assessment, and/or performance evaluation (lab and/or clinical);

And Whereas the 2017 Annual Report of the College of Massage Therapists of British Columbia shows that of 27 PLAR Candidates only 4 successfully passed the registration examination;

And Whereas it appears that the current CMTBC PLAR Process is only a paper review of the credentials obtained by an individual and a paper review of the learning outcomes provided in the initial educational program completed by a candidate;

And Whereas other health regulatory organizations in both British Columbia and across Canada have developed PLAR processes which include a self-assessment readiness tool in order that candidates understand the requirements for employment in British Columbia as a Registered Massage Therapist and have a clear understanding of what they are required to know and to do;

And Whereas these self-assessment readiness tools outline the competencies, knowledge and skills that they must have to function as a registrant of the College;

And Whereas individuals who have completed a self-assessment readiness tool have an improved perspective of how their current skills, knowledge and education aligns with those required of a BC Massage Therapist Graduate;

And Whereas the results of a self-assessment may lead an individual to seek remedial upgrading prior to making application to the College;

And Whereas, in order that an individual who is a graduate of a Massage Therapy program from a non-regulated province or who is an international graduate or who is from a field of study or occupation with similar competencies of a BC RMT must pay a fee of \$1600 to the CMTBC for the opportunity to be proceed through the CMTBC's PLAR process;

And Whereas the fee of \$1600 is a substantial investment for any candidate;

And Whereas this fee is in addition to the fees required for the registration examinations;

And Whereas candidates should have the opportunity to make an informed decision as to level of success they may have in passing the registration examinations;

And Whereas the results provided in the College's 2017 Annual Report show a poor percentage of success by PLAR candidates;

NOW, THEREFORE, BE IT RESOLVED THAT the College of Massage Therapists of British Columbia develop a robust Prior Learning Assessment and Recognition process that includes a self-assessment readiness tool in order that potential candidates are better informed as to the competencies expected of them in practice which would improve the understanding of the scope of knowledge and skills required of these candidates in order improve the success of PLAR candidates when writing the registration examination;

AND FURTHER that the College move towards a similar PLAR process as provided to candidates in health occupations such as physiotherapy, occupational therapy, nursing in order to ensure that those writing the College's registration examination truly meet the entry to practice requirements of the profession.

2. *Mandatory On-line Course Accommodation* – moved by Sandra Coldwell, RMT

Whereas massage therapy is a designated health profession under the *Health Professions Act*;

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And whereas that the College's legislative mandate is to protect the public interest and to ensure that registered massage therapists in BC deliver safe, ethical and effective treatment;

And whereas the *Health Professions Act* requires that Ministry of Health for the Province of BC has mandated the College to develop a Quality Assurance Program;

And whereas registrants are mandated by the CMTBC to comply with the provisions of the Quality Assurance Program to continue to meet the registration requirements of the College;

And whereas the College has mandated that ten (10) Professional Development (PD) credits must be obtained through enrollment and successful passing of courses "Social Media Awareness for Massage Therapists" and "Health Care Records: Standard for Patient Records and Privacy Legislation";

And Whereas these courses are only available on-line;

And whereas there are registrants of the CMTBC who are unable to access the on-line courses due to visual disabilities and/or minimal computer literacy, and/or they reside in an area with limited or unavailable internet access;

And Whereas these registrants are entitled to the protection granted by the Canadian Charter of Rights and Freedoms, the Canadian Human Rights Act, and the British Columbia Human Rights Code;

And Whereas the College has demonstrated a lack of accommodation to these registrants by providing minimal or no guidance regarding these needs;

And Whereas the College does not appear to have a policy regarding accommodation provided to those registrants who are disadvantaged due to visual, age, location, or other factors;

NOW, THEREFORE, BE IT RESOLVED THAT the Board of the College of Massage Therapists of BC direct staff to develop a policy and process in accordance with Federal and Provincial legislation as it pertains to accommodating those registrants who are unable to access the mandatory on-line courses required for compliance and continued registration with the CMTBC;

AND FURTHER that the College follow all applicable legislation in addressing the needs of all registrants, particularly where mandated requirements involve learning materials and resources

3. *Prerequisites for Entry into a Massage Therapy Program in BC* – moved by Alison Coolican, RMT

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And whereas that the College's legislative mandate is to protect the public interest and to ensure that registered massage therapists in BC deliver safe, ethical and effective treatment;

And whereas the *Health Professions Act* states that a duty and objective of the College is to establish the conditions or requirements for registration of a person as a member of the College;

And whereas the *Health Professions Act* also states that the bylaws of a college may establish conditions or requirements for the registration of a person as a member of the college, including the standards of academic or technical achievement necessary for registration;

And whereas the *Health Professions Act* further states that the bylaws of a college specify the academic or technical programs that are recognized by the college as meeting a standard established under paragraph m (1) of the *Health Professions Act*;

And whereas many new graduates of recognized massage therapy programs have voiced their concerns that their current programs are too compressed;

And whereas the current programs have eliminated the previous pre-requisites in English language and science;

And whereas most other health profession programs require learners to complete these pre -requisites prior to admission to the program;

NOW, THEREFORE, BE IT RESOLVED THAT the Board of the College of Massage Therapists of British Columbia work with both the Registered Massage Therapists Association of BC and with educational stakeholders to reintroduce pre-requisites including anatomy and physiology as admission requirements to all recognized massage therapy programs in British Columbia.

4. *Revising CEC Requirements within a Cycle and Reinstatement of Clinical Instruction for PD Credit* – moved by Nancy Brock, RMT

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And Whereas that the College's legislative mandate is to protect the public interest and to ensure that registered massage therapist, in BC deliver safe, ethical and effective treatment;

And Whereas Section 16 (2) (e) of the *Health Professions Act* provides that a board may make bylaws, consistent with the duties and objects of a college including bylaws to establish and maintain a continuing competency program to promote high practice standards amongst registrants;

And Whereas Section 19(1) (k.2) of the *Health Professions Act* provides that a board may make bylaws, consistent with the duties and objects of a college under section 16, that it considers necessary or advisable, including bylaws to establish a quality assurance program, subject to the regulations of the minister

And Whereas registrants are required to meet the 24 Continuing Education Credits in each two (2) year cycle;

And Whereas the CMTBC in Cycle 10 allowed for up to 9 PD credits to be granted to instructors engaged in the facilitation of learning opportunities within entry to practice massage therapy programs in British Columbia;

And Whereas the CMTBC has from time to time changed the CEC criteria regarding the type and number of credits required in the middle of a CEC Cycle;

And Whereas many registrants who are employed as instructors have relied upon these credits to form a portion of the total credits necessary to meet the Quality Assurance requirements of the College;

NOW, THEREFORE, BE IT RESOLVED THAT the College of Massage Therapists of BC and specifically the Quality Assurance Committee refrain from making Quality Assurance Program criteria changes within an active cycle;

AND FURTHER that the Quality Assurance Committee make a recommendation to the Board amend the current Quality Assurance criteria reinstating the previous provision of recognizing instructional time as a legitimate means in which to obtain Continuing Education Credits for compliance of the College's Quality Assurance Program.

5. *Mid-Cycle Quality Assurance Requirements* – moved by Anne Horng, RMT

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And whereas that the College's legislative mandate is to protect the public interest and to ensure that registered massage therapists in BC deliver safe, ethical and effective treatment;

And whereas the *Health Professions Act* requires that Ministry of Health for the Province of BC has mandated the College to develop a Quality Assurance Program;

And whereas registrants are mandated by the CMTBC to comply with the provisions of the Quality Assurance Program to continue to meet the registration requirements of the College;

And whereas the current Quality Assurance Program course criteria has been modified and changed without proper notification to registrants;

And Whereas these changes have occurred mid-cycle;

And whereas these changes have created confusion and a lack of clarity regarding the steps necessary to be compliant with the CMTBC's QA Cycle 11 requirements;

And Whereas the College has provided minimal notification to registrants regarding these changes;

And Whereas the College has provided minimal guidance to registrants regarding these changes;

NOW, THEREFORE, BE IT RESOLVED THAT the Board of the College of Massage Therapists of BC direct staff to engage in dialogue with registrants and other stakeholders regarding any future changes to the CMTBC QA program criteria;

AND FURTHER that any changes contemplated to the CMTBC's QA program now or in the future not be made mid-cycle.

6. *Practice Consultant Advisor* – moved by Anne Horng, RMT

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And Whereas that the College's legislative mandate is to protect the public interest and to ensure that registered massage therapists in BC deliver safe, ethical and effective treatment;

And Whereas the *Health Professions Act* 16 (1) states that it is the duty of a college at all times to serve and protect the public, and to exercise its powers and discharge its responsibilities under all enactments in the public interest;

And Whereas the *Health Professions Act* 16 (2) (a) states that a college has the following objects which include to superintend the practice of the profession; to govern its registrants according to this Act, and to establish, monitor and enforce standards of practice to enhance the quality of practice and reduce incompetent, impaired or unethical practice amongst registrants;

And Whereas many health regulatory colleges in British Columbia such as the CRNBC, the CPTBC, the CLPNBC, CRPNBC, the COTBC, support the practice of their registrants by providing guidance and direction by way of a practice consultant or advisor;

And Whereas currently registrants inquiring to the CMTBC regarding practice questions are redirected to either the RMTBC or to a legal advisor;

And Whereas questions from registrants in other health professions regarding safe, ethical and competent practice in other health professions are responded to by College staff who are practitioners of that profession;

And Whereas it appears the CMTBC responds to many practice inquiries as being of a legal nature and thus answered by members of the legal profession;

And Whereas the CMTBC provides limited written guidance to its registrants regarding practice issues or concerns related to their practice;

NOW, THEREFORE, BE IT RESOLVED THAT the Board of the College of Massage Therapists of BC direct staff to develop and hire the position of Practice Advisor or Practice Consultant, consistent with the position at other regulatory bodies in British Columbia.

7. *Clarity of CMTBC Position on Biopsychosocial Model* – moved by Lizette Tucker, RMT

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And Whereas that the College's legislative mandate is to protect the public interest and to ensure that registered massage therapists in BC deliver safe, ethical and effective treatment;

And Whereas Section 16 (l) (b) of the *Health Professions Act* specifically states it is the duty of a college always to exercise its powers and discharge its responsibilities under all enactments in the public interest;

And Whereas many regulatory colleges across Canada and within British Columbia such as the College of Physical Therapists of British Columbia and the College of Registered Nurses of British Columbia acknowledge the Biopsychosocial Model of Patient Care;

And Whereas improvements in patient-centred care outcomes has been evidenced by various studies related to the use of the Biopsychosocial Model by various health care system stakeholders;

And Whereas the College of Massage Therapists of British Columbia has not to date stated a clear and concise position regarding Registered Massage Therapists in British Columbia practicing within the Biopsychosocial Model;

And Whereas the College of Massage Therapists of British Columbia has to date not confirmed that practicing within the biopsychosocial model is within the current Scope of Practice of a Registered Massage Therapist in British Columbia;

NOW, THEREFORE, BE IT RESOLVED THAT the College of Massage Therapists of BC provide a clear and concise position paper regarding the use of the biopsychosocial model for registrants of the College;

AND FURTHER that the College work with its partner organizations in the Federation of Massage Therapy Regulatory Authorities of Canada (FOMTRAC) to update the current Inter-Jurisdictional Practice Competencies and Performance Indicators for Massage Therapists at Entry-to Practice document to strongly reinforce the need to assess and treat patients within a biopsychosocial model of health;

AND FURTHER that the College update the current CMTBC's Guidelines for Foundational Knowledge in Massage Therapy Educational Programs.

8. *Consultation with Stakeholders* – moved by Damon Marchand, RMT

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And Whereas that the College's legislative mandate is to protect the public interest and to ensure that registered massage therapists in BC deliver safe, ethical and effective treatment;

And Whereas Section 16 (l) (b) of the *Health Professions Act* specifically states it is the duty of a college always to exercise its powers and discharge its responsibilities under all enactments in the public interest;

And Whereas the Legislative Assembly of the Province of British Columbia, Select Standing Committee on Health has identified as a recommendation to develop a health human resources plan, through consultation with a broad range of stakeholders including professional associations and regulators;

And Whereas improvements in the delivery of patient-centred care has been evidenced by increased collaboration by all health care system stakeholders;

And Whereas the College of Massage Therapists has for many years provided minimal consultation with members of the profession or members of the Registered Massage Therapists' Association of British Columbia or directly with Registered Massage Therapists Association of British Columbia representatives

in development and implementation of important documents and legislated requirements such as the Code of Ethics or Standard of Practice documents;

And Whereas the College of Massage Therapists of British Columbia has undertaken to provide feedback through their website after having developed draft versions of practice resources;

And Whereas it is the practice of many other health professions in British Columbia to consult and canvas information from registrants and engage members of the profession from across a wide spectrum of the province on initial development particularly when developing such important documents;

And Whereas it is the practice of many other health professions in British Columbia to consult and canvas registrants and engage members of the profession from across a wide spectrum of practice settings when developing important documents as practice standards and other practice resources;

And Whereas the current development process does not provide for members of the profession or their representatives to be involved in the development of resources important to their practice except after the fact;

And Whereas the current development process appears to lack a collaborative approach;

And Whereas the current development process is not transparent;

And Whereas the current development process appears to be led by members of the profession of law;

NOW, THEREFORE, BE IT RESOLVED THAT the College of Massage Therapists of BC engage in meaningful dialogue and collaboration with members of profession, with members and representatives of the Registered Massage Therapists of British Columbia when developing Standards of Practice or other important practice resources;

AND FURTHER that the Board of the College of Massage Therapists of British Columbia direct staff to engage in on-going consultation with the professional association on all issues of mutual concern regarding but not limited to practice requirements, continuing education requirements, registration requirements in order to provide the best quality of patient-centered care to British Columbians.