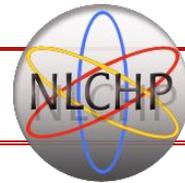


# Making Connections



Sept 2015

Message from the Council Chair

Vol. 3, Fall 2015

The last newsletter edition focused on the relationship between personal behavior and professional conduct and whether they could be separated. As an example, the article asked readers to ponder if given the choice would they receive treatment from a health professional with a criminal conviction, regardless of the nature of that conviction. For many this may not have been an easy question to answer as it required registrants to reflect on, and acknowledge their values.

In this edition we will focus on self-reflection, highlighting the importance of making time to reflect on your practice and taking positive steps to ensure that your practice is up to date and meets the standards of your profession. Self-reflection and self-assessment are key elements of the NLCHP-QA Program.

This newsletter is used to connect with and inform NLCHP registrants of issues relating to health professional regulation. During the past year the NLCHP produced four (4) editions of the *Making Connections* communique. This time we would like to hear your feedback on the content of the communication as well as what suggestions you would have for future editions. Copies of the NLCHP newsletters can be found on [www.nlchp.ca](http://www.nlchp.ca). There is a survey following this newsletter that will take just a few minutes to complete. Please access the survey via link at the end.

If you require additional information or clarification on the content of this communication please feel free to contact staff at the NLCHP office.

Colin Power BSc, MLT

## Reflection, Self-assessment and Critical Thinking

The NLCHP-QA Program builds upon the principles of assessment and uses a continuous quality improvement (CQI) approach to assess competency of registrants. The goal of the NLCHP-QA Program is to address deficiencies, or identify opportunities for improvement in a registrant's practice and to initiate corrective action before harm would come to clients.

In order to meet the goals of the QA program registrants must be **active** participants and must have the maturity and willingness to be honest as they reflect upon their practice. Self-assessment has been advocated and utilized by many health professions as "a sophisticated approach to ensuring

competence” (Asadoorian, 2005).<sup>1</sup> Purposeful reflection is a tool that helps individuals gain self-knowledge and insight and is an essential component of understanding complex problems, issues and concepts.

The *Health Professions Act* requires registrants to participate in continuing education (CE) aimed at maintaining competence in their current area of practice. Keeping abreast of new knowledge in one’s profession is a challenge, therefore it is critical for registrants to seek out and choose educational opportunities aimed to confirm their knowledge and/or address gaps in their current knowledge. Ask yourself the question (reflect on) whether you have routines or rituals in your practice and whether you understand why you carry out those repeated activities. Have you ever questioned if there is new evidence that should be used in your practice? The answers to these questions should be the starting point for you in identifying the type of CE that you require to maintain your competence as a health professional.



**AS A REGULATED HEALTH PROFESSIONAL  
YOU HAVE THE RESPONSIBILITY TO  
PERSISTENTLY QUESTION YOUR PRACTICE.**

As a regulated health professional you have the responsibility to persistently question your practice. Critical thinkers practice the skill of analyzing, applying standards, discriminating information, seeking logical reasoning,

predicting and transforming knowledge. Reflective practice is not only about the best evidence but also involves clinical reasoning and making a clinical judgement given the particular circumstances of the situation. As part of the reflective process, and in an effort to continue to build one’s knowledge, it’s important to engage with colleagues for discussion, questioning and debating issues of common interest, and to build consensus on approaches to care or service delivery within the profession. Collaboration with colleagues and engaging in critical thinking are essential components of professional accountability.

One of the tools that the NLCHP-QA Program and the health professional colleges utilize to assist registrants in ensuring their knowledge is current, is to require registrants to complete mandatory continuing education on particular topics. As you are aware, registrants are now required to complete (for 2015) mandatory on-line education in jurisprudence and the *Personal Health Information Act*, NL (PHIA). In 2016 the QA Committee will require registrants to reflect on, and complete self-assessment questionnaires on privacy and confidentiality as one way of assessing knowledge on an area of practice of major concern to clients. By reflecting on, and completing the self-assessment, registrants may identify opportunities for improvement, and as a regulated health professional will be required to develop a plan to address any issues.

Individuals who enter health care professions generally indicate a desire to care for, or to help others. Understanding your profession standards, continually updating your knowledge and reflecting on your practice is your responsibility as a registered health professional. Activities such as these are ways to maintain engagement in your profession and helps professionals improve their practice. Participation in

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<sup>1</sup> Asadoorian, J. (2005) An Evidenced-Based Model of Effective Self-Assessment for Directed Professional Learning. *Journal of Dental Education*, Dec 2005. Vol. 69, No. 12 pp.1315-1323

such activities often counteracts feelings of burn out in one's profession (Olsen, 2014). <sup>2</sup>The ability to reflect on and identify issues within one's professional work is a learned skill that requires practice.

To assist registrants along the journey of reflection and follow through, the NLCHP- QA Program mandates participation in CE and will encourage registrants to reflect on their practice by completing self-assessment questionnaires. Registrants as members of a self-regulated profession must be **active** partners in the NLCHP-QA Program whose aim is to ensure that a registrant's practice is safe and meets the expectation of the profession and clients.

### Questions to ponder...?

Understanding that there is a rapid advancement of knowledge within a profession, and that participation in CE requires time and effort on behalf of the registrants, please reflect on the following:

Review the CE activities that you have documented and reflect on how you chose the CE activities and if your participation in the CE contributed to the knowledge required to carry out your current job.

Reflect on why you choose a particular education activity.

Were there other CE opportunities and/or activities that would have better prepared you to maintain competence in your current job?

Remember the goal of CE is to ensure that you have the knowledge and the skills to carry out your current job. Does your CE portfolio reflect this principle?

### Your feedback is important.

We would like to hear your feedback as well as what suggestions you have for future editions of *Making Connections*. You may want to review past issues of the newsletter to assist you with the survey and they may be found on the NLCHP website: [www.nlchp.ca](http://www.nlchp.ca) . The survey will take a few minutes to complete. Please click on the following link to access the survey. If you are not able to open this link within the newsletter, please let us know.

<https://www.surveymonkey.com/r/G75Z77Y>

If you require additional information or clarification of the content of this communication please feel free to contact staff at the NLCHP office.

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**Council of Health Professionals (NLCHP)**  
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<sup>2</sup> Olsen, NC (2014) Self-Reflection: Foundation for meaningful nursing practice. Reflections on Nursing Leadership, 2-3-2014, Vol. 39, No. 2.  
[http://www.reflectionsonnursingleadership.org/Pages/Vol39\\_2\\_Olsen\\_Nightingale.aspx](http://www.reflectionsonnursingleadership.org/Pages/Vol39_2_Olsen_Nightingale.aspx)

## The Colleges:

### College of Traditional Chinese Medicine Practitioners and Acupuncturists

#### Newfoundland and Labrador

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Curtis Martin, Chair

## HEALTH PROFESSIONS ACT, 2010

- Support the quality and safety of Health Services;
- Enhance public protection;
- Improve patient safety;
- Strengthen the regulatory system;
- Facilitate patient-centered, interprofessional collaboration and care.