



College of Homeopaths of Ontario

163 Queen Street East, 4th Floor, Toronto, Ontario, M5A 1S1

TEL 416-862-4780 OR 1-844-862-4780

FAX 416-874-4077

www.collegeofhomeopaths.on.ca

STANDARDS AND GUIDELINES

TITLE:	COMPETENCE
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Note to Readers: In the event of any inconsistency between this document and the legislation that affects homeopathic practice, the legislation governs.

College publications contain practice parameters and standards which should be considered by all Ontario homeopaths in the care of their patients and in the practice of the profession. College publications are developed in consultation with the profession and describe current professional expectations. It is important to note that these College publications may be used by the College or other bodies in determining whether appropriate standards of practice and professional responsibilities have been maintained.

POLICY

The College of Homeopaths of Ontario (the "CHO") requires proof that each Registrant meets and maintains their professional competency throughout their career. The assessment of competences is based on the latest version of the *Competency Profile for Entry-to-Practice Homeopaths Practising in Ontario*. Registrants are expected to practice within their individual level of competency and to act appropriately when a patient requires care outside of the homeopaths scope of practice or individual level of competence.

INTENT

The intent of this standard is to provide guidance to Registrants on maintaining acceptable levels of competence practice throughout their career.

DESCRIPTION OF STANDARD

1. Each Registrant is responsible for maintaining his or her competence.
2. Each Registrant is responsible for evaluating his or her own educational requirements and meeting those requirements through programs of continuing education.
3. The Registrant shall perform within his or her scope of practice, education and experience.
4. The Registrant will refer or assist patients to find the necessary professional help when the condition of the patient falls outside the registrant's scope of practice, education or experience.
5. The Registrant shall not engage in the practice of homeopathy while his or her ability to do so is impaired.
6. The Registrant shall ensure that he or she meets the quality assurance requirements outlined in the Quality Assurance Regulation and Quality Assurance Program of the CHO.



7. The Registrant shall maintain current knowledge of legislation, standards and policies pertaining to the delivery of homeopathy and general welfare of his or her patients.

RELEVANT COMPETENCIES AND PERFORMANCE INDICATORS

*Note to Readers: The performance indicators listed below each competency are examples of the possible indicators which demonstrate performance consistent with the competency. The list of performance indicators is not exhaustive. For complete information please refer to CHO documents *Competency Profile for Entry-to-Practice Homeopaths Practising in Ontario* (February 27, 2012) and *Performance Indicators* (March 2012).*

- 1.4 Practise safely, ethically, collaboratively and within own level of individual competence. (K,S)

PERFORMANCE INDICATORS

1. Recognize the personal parameters of professional competency and any limitations.
2. Demonstrate knowledge of College of Homeopaths of Ontario regulations guidelines and standards.
3. Describe the processes used to report unsafe, incompetent or unethical practice.

- 1.8 Maintain professional competency through ongoing self-assessment, intraprofessional collaboration and professional development.

PERFORMANCE INDICATORS

1. Demonstrate an understanding of requirements in the Quality Assurance Regulation.
2. Demonstrate ability to set goals to maintain professional competency.
3. Participate in professional development and continuing education.

- 1.11 Demonstrate an understanding of the legal and ethical obligations as it relates to the practice of homeopathy, including those imposed by the *Homeopathy Act, 2007* and the *Regulated Health Professions Act, 1991* and *Standards of Principles of Professional Ethics*.(K)

PERFORMANCE INDICATORS

1. Demonstrate knowledge of the ethical obligation of the noted regulations, standards and guidelines.
2. Demonstrate knowledge of the legal obligation of the noted regulations, standards and guidelines. (i.e., jurisprudence).

DEFINITIONS

For the purpose of this standard the following definitions apply:

Competencies

Competencies mean the specific knowledge, skills, attributes and abilities required of an entry-to-practice homeopath in order to practise safety and ethically.

Homeopath

“Homeopath” means a registrant of the College of Homeopaths of Ontario.



Registrant

A Registrant is a member of the College of Homeopaths of Ontario.

LEGISLATIVE CONTEXT

Registration Regulation

Homeopathy Act, 2007, Ontario Regulation 315/12 Professional Misconduct (Note: This regulation is not yet in force. It comes into force on the day named by proclamation of the Lieutenant Governor.):

8. Attempting to treat a condition that the member knows or ought to know he or she does not have the knowledge, skills or judgment to treat.
9. Failing to advise a patient or the patient's authorized representative to consult another member of a health profession within the meaning of the *Regulated Health Professions Act, 1991*, where the member knows or ought to know that the patient requires a service that the member does not have the knowledge, skills or judgment to offer or is beyond his or her scope of practice.
10. Performing a controlled act that the member is not authorized to perform.
37. Practising the profession while the member's ability to do so is impaired or adversely affected by any condition or dysfunction which the member knows or ought to know impairs or adversely affects his or her ability to practice.

Homeopathy Act, 2007, Ontario Regulation 32/13 Quality Assurance (Note: This regulation is not yet in force. It comes into force on the day named by proclamation of the Lieutenant Governor.):

2. (1) The program shall include the following components:
 1. Continuing education or professional development designed to,
 - i. promote continuing competence and continuing quality improvement among the members,
 - ii. address changes in practice environments, and
 - iii. incorporate standards of practice, advances in technology, changes made to entry to practice competencies and other relevant issues in the discretion of the Council.



Self-Assessment, Continuing Education and Professional Development

5. Every member shall participate in self-assessment, continuing education and professional development activities in order to maintain the knowledge, skills and judgment required to practise the profession in accordance with the standards of practice and ethics set by the College. O. Reg. 32/13, s. 5.

Peer and Practice Assessment and Remediation

7. (1) Each year, the Committee shall select members to undergo peer and practice assessments in order to assess the members' knowledge, skills and judgment. O. Reg. 32/13, s. 7. (1).

RELATED DOCUMENTS

Entry-to-Practice Competencies for Homeopaths Practicing in Ontario, 2012

Performance Indicators March 2012, Transitional Council of the College of Homeopaths of Ontario

#14 Standard of Practice on Principles of Professional Ethics

SOURCE

College of Chiropractors of Ontario, *Standard of Practice Competence, September 1996*