



AUSTRALIAN
PHYSIOTHERAPY
COUNCIL

INTERNATIONAL PHYSIOTHERAPY PRACTICE THRESHOLDS

The International physiotherapy practice thresholds describe threshold competence for initial and continuing practice as a physiotherapist and provide a reference point for assessment within the Australian Physiotherapy Council's international accreditation process.

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Introduction

The Australian Physiotherapy Council

The Australian Physiotherapy Council is an independent, not-for-profit organisation with recognised long-standing expertise in physiotherapy education, accreditation and assessment. Working across national and international contexts, the Council supports high-quality physiotherapy education and safe, effective practice by accrediting physiotherapy programs in Australia and internationally, and assessing internationally qualified physiotherapists seeking to practise in Australia.

Background to the International physiotherapy practice thresholds

The International physiotherapy practice thresholds are an adaptation of the Physiotherapy practice thresholds developed by the Physiotherapy Board of Australia (PhysioBA) and the Physiotherapy Board of New Zealand (PBNZ). Between 2012 and 2015, PhysioBA and PBNZ worked together to develop and publish the Physiotherapy practice thresholds in Australia and Aotearoa New Zealand.

The International physiotherapy practice thresholds have been adapted for specific use within the Council's international accreditation processes. They do not include information about licensing or requirements to practice in any specific jurisdiction and are intended to support assessment across a range of education and accreditation contexts.

Purpose of the International physiotherapy practice thresholds

The International physiotherapy practice thresholds describe threshold competence for initial and continuing practice as a physiotherapist and provide a reference point for assessment within the Council's international accreditation processes.

Format of the International physiotherapy practice thresholds

The International physiotherapy practice thresholds arrange key competencies within seven integrated and thematic roles: Physiotherapy practitioner, Professional and ethical practitioner, Communicator, Reflective practitioner and self-directed learner, Collaborative practitioner, Educator and Manager/leader. Although the International physiotherapy practice thresholds arrange key competencies within separate roles, the Physiotherapy practitioner role is central to physiotherapy practice in any context, and, as practitioners, physiotherapists integrate the other roles in the International physiotherapy practice thresholds with that central role as they apply to the context of the physiotherapist's practice.

The International physiotherapy practice thresholds expand on each of the seven roles at three levels:

1. Role definition	2. Key Competencies	3. Enabling components
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‘Role definition’ describes the essential characteristics of physiotherapy practice encompassed by the corresponding key competencies. When combined, the seven role definitions describe the essential characteristics of competence for physiotherapists.

‘Key competencies’ are described for each role. The key competencies are the practices necessary for a physiotherapist to safely and effectively perform the central role of physiotherapy practitioner in a range of contexts and situations of varying levels of complexity, ambiguity and uncertainty. An individual should demonstrate threshold competence for all key competencies relevant to their field of practice.

‘Enabling components’ describe the essential and measurable characteristics of threshold competence for the corresponding key competency. Threshold competence requires an individual’s practice to comprise all the enabling components for the corresponding key competency.

The language used in the international physiotherapy practice thresholds describe behaviours that characterise threshold competence in practice. Each key competency and enabling component is prefaced by the words ‘physiotherapists are able to’.

The key competencies and enabling components embed the complex conceptual, analytical and behavioural elements that integrate foundational abilities, such as the knowledge, skills, attitudes, values and judgements, that may be learnt in entry-level programmes.

International physiotherapy practice thresholds and accreditation of physiotherapy education

The International physiotherapy practice thresholds are not accreditation standards but are a reference point for the threshold competence for initial registration and continuing practice as a physiotherapist. The language used in the international physiotherapy practice thresholds describe abilities in practice. The International physiotherapy practice thresholds do not explicitly identify the corresponding foundational abilities (knowledge, skills, attitudes, values and judgements) that may be learnt in entry-level programmes at the level of task-oriented elements that, in isolation, do not assure threshold competence in practice.

Concept of threshold competence

‘Threshold competence’ is used here to describe the competence level needed for safe and effective practice. This is based on the premise that competence levels can be described on a continuum. The threshold represents the point on the continuum that delineates a minimum acceptable level of competence to practise as a physiotherapist. This level is described as ‘threshold competence.’

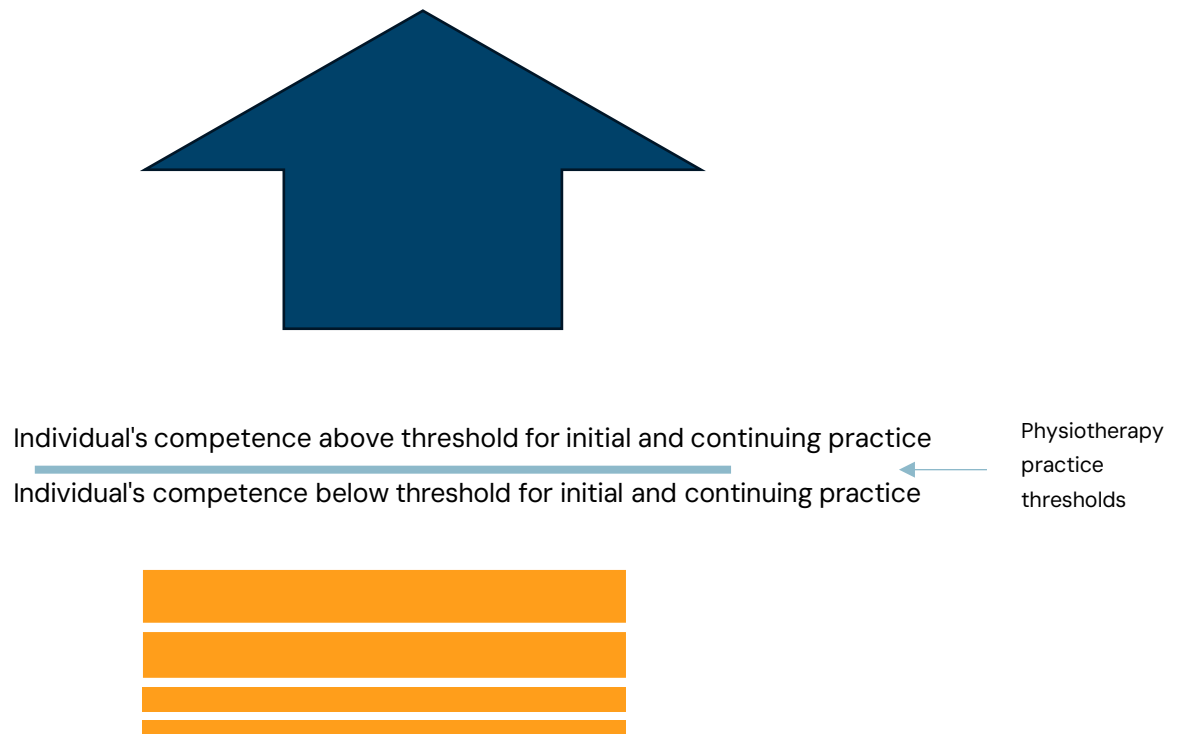


Figure 1: Continuum of threshold competence

Figure 1 illustrates the concept of a line on the competence continuum delineating 'threshold competence'. The purple arrow represents the competence on the continuum above the threshold. The red area represents gradations of competence on the continuum below the threshold. The line labelled 'physiotherapy practice thresholds' is the lower margin of the purple arrow – that is, the minimum level of competence to practise as a physiotherapist.

Threshold competence is often referred to as "entry-level" competence and is described from the perspective of an individual wishing to enter practice from below the line representing threshold competence. This approach often describes competence in the context of the regulatory requirements for graduates of education programmes to enter practice. Entry-level competence described from this perspective frequently comprises task-oriented statements that identify the foundational abilities (knowledge, skills, attitudes, values, and judgements) acquired in entry-level programmes during development of the key competencies necessary to practise as a physiotherapist at the time the competencies are written.

Rather than describing competence from the perspective of an individual wishing to enter practice from below the line representing threshold competence, the International physiotherapy practice thresholds describe physiotherapy practice at the line representing threshold competence. This perspective defines competence in the context of practice as a physiotherapist and is applicable to a range of contexts. These contexts include physiotherapy practice across various settings and different chosen fields of practice.

The International physiotherapy practice thresholds use key competencies and enabling components to describe threshold competence. The key competencies and enabling components take into account

the complex conceptual, analytical and behavioural elements that integrate competent performance of observable abilities into physiotherapy practice relevant to the key competency. The foundational abilities, such as the knowledge, skills, attitudes, values and judgements, that may be learnt in entry-level programmes are integrated in the abilities described by the key competencies and enabling components of the International physiotherapy practice thresholds.

Maintenance of competence

The Physiotherapy practice thresholds are relevant throughout a physiotherapist's career. They describe the minimum level of competence that all physiotherapists should maintain for continuing practice.

The Australian Physiotherapy Council recognises that each physiotherapist's level of competence and chosen field of practice may change over time. Physiotherapists may focus on a particular client group or area of physiotherapy specialisation, or work in roles that do not involve direct client care, such as research, education or management. The fields of physiotherapy practice will also change as new roles emerge in an evolving health-care environment.

Physiotherapists should continue to demonstrate at least the minimum level of competence described by the International physiotherapy practice thresholds in the context of their chosen field of practice. If a physiotherapist wants to change their chosen field of practice, they need to first ensure they can demonstrate at least the minimum level of competence described by the International physiotherapy practice thresholds in the context of their changed field of practice.

A physiotherapist practising below threshold competence may pose a risk to the public.

Essential components of threshold competence

The behaviours listed below are essential components of threshold competence for initial registration and continuing practice as a physiotherapist. These behaviours apply across the key competencies and enabling components but are described below to avoid repetition.

Physiotherapists should always:

- behave professionally and ethically
- consider each client as a whole, adopt client-centred and family focused (where relevant) approaches and prioritise safety and respect for diverse populations
- obtain the client's informed consent before acting and acknowledge the inherent power imbalance in the physiotherapist-client therapeutic relationship
- reflect on their practice, recognise the limits of their clinical expertise and competence and take timely action to effectively manage risk in their practice
- use evidence-based practice to support clinical decision-making
- integrate knowledge of pathology, anatomy, physiology and other core biomedical sciences relevant to human health and function, encompassing cardiorespiratory, musculoskeletal, neurological and other body systems, within the context of physiotherapy and the client's needs.

International physiotherapy practice thresholds and assessment of competence

The key competencies and enabling components describe abilities that can be assessed in practice and provide a reference point of threshold competence that can be applied across a range of contexts of practice. The International physiotherapy practice thresholds framework does not 'deconstruct' the key competencies or enabling components into task-oriented performance criteria or examples of evidence that reflect the context of current education in a specific country/territory. In an educational context, these abilities may be 'deconstructed' into task-oriented performance criteria relevant to the foundational abilities integrated at the threshold competence level.

The International physiotherapy practice thresholds framework is not designed as a 'stand-alone' means of measuring competence. The framework supports the establishment of additional performance indicators and rating scales for valid measurement of physiotherapists' competence for different purposes, in different settings and across different chosen fields of practice.

The context of a physiotherapist's practice may not be limited to (and may not include) direct clinical care. Many of the abilities described in the key competencies are required in direct non-clinical relationships with clients. The abilities are also required when registered physiotherapists work in management, administration, education, research, policy development, advisory contexts, regulatory or other contexts that have an impact on safe, effective delivery of health services in physiotherapy. The performance indicators and rating scales for valid measurement of physiotherapists' competence will depend upon the purpose of the assessment of an individual's competence and the context of physiotherapy practice in which the assessment is taking place.

Terms used in this document

A glossary of terms is provided at the end of this document to help the reader's understanding of the content covered here.

Description of physiotherapy

The following description of physiotherapy is adapted from the scope of practice for physiotherapists as defined in Aotearoa New Zealand.¹ While this description provides a general overview of the profession, the scope of physiotherapy practice may vary across countries and territories, reflecting differences in legislation, regulatory requirements, and professional frameworks. Individuals and entry-level education programs should consult relevant local laws and regulatory authority requirements to determine the applicable scope of practice within their jurisdiction.

Physiotherapy provides services to individuals and populations to develop, maintain, restore, and optimise health and function throughout the lifespan. This includes providing services to people compromised by ageing, injury, disease or environmental factors.

Physiotherapy identifies and maximises quality of life and movement potential by using the principles of promotion, prevention, treatment/intervention, habilitation, and rehabilitation. This encompasses physical, psychological, emotional, and social well-being.

Physiotherapy involves the interaction between physiotherapists, patients/clients, other health professionals, families, care givers, and communities. This is a people-centred process where needs are assessed and goals are agreed using the knowledge and skills of physiotherapists.

Physiotherapists are registered health practitioners who are educated to practise autonomously by applying scientific knowledge and clinical reasoning to assess, diagnose and manage human function.

The practice of physiotherapy is not confined to clinical practice and encompasses all roles that a physiotherapist may assume such as patient/client care, health management, research, policy making, educating and consulting, wherever there may be an issue of public health and safety.

¹New Zealand Government Gazette, 18 October 2023,

Scopes of practice vary according to different roles; for example, practitioners, researchers, and managers will all have quite different competence and scopes of practice.

Key features of physiotherapy

Physiotherapists share a culture of professionalism and ethical practice and are generally regarded by their communities as socially responsible, trustworthy, and credible. Throughout their careers, physiotherapists engage in professional development and practice to continuously maintain competence within their chosen field of practice.

Some physiotherapists further develop their chosen field of practice and work in roles that require advanced levels of competence. Many physiotherapists take on responsibilities other than direct client care. They may work in management, administration, education, research, advisory, regulatory or policy development roles and many other roles that have an impact on safe, effective delivery of health services. Physiotherapists are well suited to roles that require critical thinking, reasoned decision-making, advanced communication skills, problem-solving skills, leadership and intellectual capacity for innovative and lateral thinking.

Physiotherapists work in partnership with individuals and populations to optimise their function and quality of life. Physiotherapists promote health and implement strategies to prevent and minimise impairments, activity limitations and participation restrictions including those associated with complex and chronic conditions.

Physiotherapists consider each client as a whole and facilitate each client's self-management. They evaluate each client's environment and recognise personal factors that may affect that client's functioning, disability, and health. Physiotherapists consider these factors and client preferences as part of their evidence-based practice.

Contexts of physiotherapy

Physiotherapists work across a diverse range of clinical and non-clinical settings in urban as well as regional, rural and remote geographical locations.

Contexts of physiotherapy practice and the ways physiotherapists work will change as health workforce roles evolve and new roles and technologies emerge.

The key competencies in the International physiotherapy practice thresholds apply to all contexts of physiotherapy practice, irrespective of setting, location, environment, use of technology, field of practice or workforce role.

Assumptions applying to the International physiotherapy practice thresholds

The International physiotherapy practice thresholds assume that, in addition to demonstrating threshold competence for initial registration and continuing practice in their jurisdiction, all physiotherapists have completed a professional entry-level physiotherapy programme leading to a higher education qualification in physiotherapy. Successful completion of the physiotherapy programme should generally include learning and assessment of all the following foundational abilities:

- knowledge of relevant anatomy, physiology, pathology, other biomedical sciences relevant to human health and function, and psychosocial and other determinants of health encompassing cardiorespiratory, musculoskeletal, neurological, and other body systems within the context of physiotherapy and best available research evidence, and
- knowledge and understanding of theoretical concepts and principles relevant to physiotherapy practice including evidence-based practice, and
- knowledge and understanding of theoretical concepts and principles relevant to physiotherapy practice with clients across the lifespan, from birth to end of life care, who present with one or more problems such as pain and/or impairment or dysfunction contributing to impairment, activity limitations and participation restrictions, and
- knowledge and understanding of theoretical concepts and principles relevant to physiotherapy practice across acute, rehabilitation and community practice in a range of environments and settings, and
- competence to practise as a physiotherapist autonomously as well as a member of an interprofessional team in relevant clinical situations, and
- knowledge and understanding of theoretical concepts and principles relevant to physiotherapy practice in health promotion and facilitation of client self-management strategies to enhance their health and well-being.

Overview of roles and key competencies

Role	Key competencies
	Physiotherapists are able to:
Role 1: Physiotherapy practitioner	1.1 plan and implement an efficient, effective, safe and culturally responsive and client-centred physiotherapy assessment
	1.2 involve the client and relevant others in the planning and implementation of safe and effective physiotherapy using evidence-based practice to inform decision-making
	1.3 review the continuation of physiotherapy and facilitate the client's optimal participation in their everyday life
	1.4 advocate for clients and their rights to health care
Role 2: Professional and ethical practitioner	2.1 comply with legal, professional, ethical, cultural, and other relevant standards, codes and guidelines
	2.2 make and act on informed and appropriate decisions about acceptable professional, cultural and ethical behaviours
	2.3 recognise the need for, and implement, appropriate strategies to manage their physical and mental health and resilience
Role 3: Communicator	3.1 use clear, accurate, sensitive and effective communication to support the development of trust and rapport in professional relationships with the client and relevant others
	3.2 record and effectively communicate physiotherapy assessment findings, outcomes and decisions
	3.3 deal effectively with actual and potential conflict in a proactive and constructive manner
Role 4: Reflective practitioner and self-directed learner	4.1 assess their practice against relevant professional benchmarks and take action to continually improve their practice
	4.2 evaluate their learning needs, engage in relevant continuing professional development and recognise when to seek professional support, including peer review
	4.3 efficiently consume and effectively apply research and commit to practice informed by best available research evidence and new knowledge
	4.4 proactively apply principles of quality improvement and risk management to practice
	4.5 recognise situations that are outside their scope of expertise or competence and take appropriate and timely action
	5.1 engage in an inclusive, client centred, collaborative, consultative and where relevant culturally appropriate, and responsive model of practice

Role 5: Collaborative practitioner	5.2 engage in safe, effective and collaborative interprofessional practice within the wider health sector
Role 6: Educator	6.1 use education to empower themselves and others and provide knowledge to themselves and others
	6.2 seek opportunities to lead the education of others, including physiotherapy students, as appropriate, within the physiotherapy setting
Role 7: Manager/leader	7.1 organise and prioritise their workload and resources to provide safe, effective and efficient physiotherapy autonomously and, where relevant, as a team member
	7.2 lead others effectively and efficiently within relevant professional, ethical and legal frameworks

Role 1: Physiotherapy practitioner

Definition

As practitioners, physiotherapists integrate the other roles in the Physiotherapy practice thresholds with this central role in their practice context by working in partnership with individuals and populations to optimise their function and quality of life, promote health and implement strategies informed by best available research evidence to prevent and minimise impairments, activity limitations and participation restrictions including those associated with complex, acute and chronic conditions.

Key competencies	Enabling components
Physiotherapists are able to:	Physiotherapists are able to:
1.1 plan and implement an efficient, effective, safe and culturally responsive and client-centred physiotherapy assessment	1.1A recognise and evaluate the social, cultural, personal and environmental factors that may impact on each client's functioning, disability and health 1.1B consider as part of the assessment, implementation and continuation of care, cultural aspects that are relevant to your client through safe communication and response 1.1C demonstrate working knowledge of relevant practice management systems and processes including digital health 1.1D effectively share information and explanations with the client and relevant others about the purpose of physiotherapy assessment, any relevant risks and options 1.1E plan a physiotherapy assessment drawing on applied knowledge of pathology, anatomy, physiology, other core biomedical sciences relevant to human health and function and determinants of health relevant to the client's impairments, activity limitations and participation restrictions 1.1F collect information about the client's prior function, physical abilities and participation and identify the client's expectations of physiotherapy 1.1G incorporate relevant diagnostic tests, assessment tools and outcome measures during the physiotherapy assessment 1.1H analyse the client's response and information gathered during the physiotherapy assessment using clinical reasoning to identify any relationships between assessment findings and modify the assessment appropriately 1.1I reflect on the client's presenting problems and information gathered during the physiotherapy assessment and use clinical reasoning to explore and explain the diagnosis and/or causes of presenting problems 1.1J assist and support the client, other health professionals and relevant others to make informed health-care decisions by sharing information and explanations about the outcomes of the physiotherapy assessment and diagnosis and, where relevant, options for referral to other physiotherapists and health professionals for further investigation 1.1K assist the client and relevant others to understand the risks and rationale for physiotherapy and any referrals to other professionals

Key competencies	Enabling components
Physiotherapists are able to:	Physiotherapists are able to:
1.2 involve the client and relevant others in the planning and implementation of safe and effective physiotherapy, using evidence-based practice to inform decision-making	1.2A effectively share information and explanations with the client, other health professionals and relevant others about the physiotherapy options available across a range of therapeutic approaches and environments to manage the client's presenting problems, and the benefits and realistic expectations of the risks and outcomes associated with each option 1.2B facilitate discussions with the client and relevant others to reach agreed goals of physiotherapy that reflect realistic expectations of the risks and likely outcomes 1.2C involve the client and relevant others in planning and implementing physiotherapy consistent with the agreed goals 1.2D use specific and relevant measures to evaluate a client's response to physiotherapy, and recognise when that response is not as expected 1.2E share information and explanations with the client, other health professionals and relevant others about the client's response to physiotherapy 1.2F work collaboratively with the client, other health professionals and relevant others to review agreed goals and implement appropriate modifications to subsequent physiotherapy to maintain or improve outcomes
1.3 review the continuation of physiotherapy and facilitate the client's optimal participation in their everyday life	1.3A recognise the complex and interrelated factors including social, economic, physical, historical, political, and cultural determinants that may impact on the client, their needs and response to physiotherapy 1.3B engage with the client and relevant others to facilitate the client's optimal participation in their everyday life 1.3C engage with the client and relevant others to develop an agreed plan to review the continuation of physiotherapy, recognize when physiotherapy is not suitable for the client and identify and facilitate access to more suitable options, including referral to other professionals 1.3D when relevant, facilitate the client's transition to a new context, refer for further physiotherapy and link the client to relevant clinical and non-clinical support services 1.3E engage with the client and relevant others to promote health, wellbeing, and client self-management

1.4 advocate for clients and their rights to health care	1.4A recognise the client's knowledge, experiences and culture are integral to effectively addressing the presenting health issue and/or restoring function 1.4B reflect on cultural factors and respond to the rights and needs of the client and relevant others 1.4C advocate for the client's equitable access to effective physiotherapy, other professionals and services that address their needs as a whole person, acknowledging that access broadly includes availability, affordability, acceptability and appropriateness 1.4D recognise when the client's access to physiotherapy could be improved by resources such as technology and take action to facilitate that access when relevant 1.4E where relevant, advocate for adequate resources to meet service goals and achieve positive outcomes of physiotherapy for their clients
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Role 2: Professional and ethical practitioner

Definition

As professional and ethical practitioners, physiotherapists are committed to standards of behaviour that comply with their legal, professional, and ethical obligations, and managing their physical, spiritual and mental health.

Key competencies	Enabling components
Physiotherapists are able to:	Physiotherapists are able to:
2.1 comply with legal, professional, ethical, cultural, and other relevant standards, codes and guidelines	2.1A understand and demonstrate the implications and responsibilities of being an autonomous practitioner. 2.1B recognise the client's health-care rights and prioritise the client's needs, rights, and interests, including their physical safety 2.1C provide ongoing opportunities for the client to make informed decisions and consent to physiotherapy 2.1D meet their legal, professional, and ethical duties and obligations to clients, other health professionals, relevant others, regulators, insurers and/or funders, and the community more broadly 2.1E deliver care that is holistic free of bias, discrimination, and racism 2.1F complete documentation accurately and legibly using language and formatting that complies with relevant professional and legal obligations 2.1G comply with confidentiality and privacy requirements when sharing the client's health and personal information 2.1H comply with work health and safety obligations relevant to their practice context and the environment 2.1I recognise and respect professional boundaries in professional and therapeutic relationships 2.1J recognise and effectively manage conflicts of interest 2.1K comply with legal and regulatory obligations when dealing with the client's health and personal information, client's health records and other physiotherapy documentation 2.1L recognise inappropriate or unethical health practice and comply with relevant professional and legal obligations 2.1M respond to serious public health events, comply with public health orders and directives of all legal notices and Standards set
2.2 make and act on informed and appropriate decisions about acceptable professional, cultural, and ethical behaviours	2.2A comply with statutory requirements and standards for physiotherapy at all times 2.2B show compassion, empathy and respect for clients, relevant others, and professional colleagues 2.2C recognise and evaluate the socio-cultural and socio-economic factors that may influence client attitudes and responses to physiotherapy. 2.2D display culturally competent and safe practice. 2.2E apply professional ethical principles to decision-making 2.2F practise physiotherapy within the limits of their scope of practice and expertise 2.2G consult, share knowledge, refer or delegate when encountering an issue outside their scope of practice and expertise
2.3 recognise the need for, and implement, appropriate strategies to manage their physical and mental health and resilience	2.3A recognise the impact of stress and fatigue on their physical, mental health and resilience 2.3B seek appropriate guidance and support from relevant others to manage their physical and mental health and resilience 2.3C not knowingly expose the client or relevant others to increased risk associated with their (the physiotherapist's) physical and mental health and resilience

Role 3: Communicator

Definition

As communicators, physiotherapists use written, verbal and non-verbal methods to effectively and respectfully communicate with clients, family, other professionals, communities and relevant others and facilitate gathering and sharing of information as appropriate for the situation or context.

Key competencies	Enabling components
Physiotherapists are able to:	Physiotherapists and are able to:
3.1 use clear, accurate, sensitive, and effective communication to support the development of trust and rapport in professional relationships with the client and relevant others	3.1A seek to have available patient/care giver information related to the service provided 3.1B listen effectively to the client and relevant others and respond appropriately to verbal and non-verbal communication across face-to-face or digital engagement and seek to have available patient/caregiver information related to the service provider 3.1C integrate communication technology into practice within relevant legal, professional, and ethical frameworks 3.1D recognise the culture, level of language and technology proficiency, health literacy and comprehension ability of the client and relevant others and provide communication in accessible formats 3.1E recognise their communication preferences are influenced by environmental factors and their own culture 3.1F recognise and adapt written, verbal and non-verbal communication to reflect the socio-cultural needs, language proficiency, comprehension, impairments, age and health literacy of the client and relevant others
3.2 record and effectively communicate physiotherapy assessment findings, outcomes, and decisions	3.2A record with consent the client's clinical, ethnicity data and relevant cultural needs and other information appropriately, accurately, legibly and in client-centered language as soon as practicable 3.2B subject to any legal obligations, including client consent, discuss physiotherapy assessment findings and outcomes, and share decision-making with relevant parties including other professionals 3.2C provide accurate and relevant information to insurers and other third parties
3.3 deal effectively with actual and potential conflict in a proactive, professional, and constructive manner	3.3A recognise when there is a risk of conflict with the client or relevant others and take timely and appropriate action to effectively manage that risk 3.3B adapt communication to effectively resolve conflict with the client and relevant others through negotiation and cooperation, when relevant 3.3C seek assistance, as appropriate, to mitigate risk of conflict and to resolve conflict with the client and relevant others 3.3D understand the impact of systemic racism and recognise the influence of one's own cultural identity on perceptions of and interactions with clients

Role 4: Reflective practitioner and self-directed learner

Definition

As reflective practitioners and self-directed learners, physiotherapists access best available research evidence to inform their practice and engage in critical reflection and relevant learning to maintain and enhance their professional competence and quality of their practice throughout their career.

Key competencies	Enabling component
Physiotherapists are able to:	Physiotherapists are able to:
4.1 assess their practice against relevant professional benchmarks and take action to continually improve their practice	4.1A assess risks, quality of physiotherapy and the client's physical, verbal and non-verbal responses to physiotherapy throughout the therapeutic interaction 4.1B reflect on their professional practice, engage in critical questioning of themselves and others and engage in ongoing personal and professional development to maintain and improve professional practice 4.1D reflect on unconscious bias and how that affects engagement with your client, their caregiver and your practice 4.1E evaluate their professional support and guidance needs, and seek appropriate support and guidance to enhance professional competence, and quality of practice 4.1F engage in scholarly physiotherapy practice 4.1G recognise opportunities to contribute to the development of new knowledge through research and enquiry
4.2 evaluate their learning needs, engage in relevant continuing professional development, and recognise when to seek professional support, including peer review	4.2A evaluate their learning needs and gaps in professional competence as health workforce roles evolve and new roles and technologies emerge 4.2B seek opportunities and engage in relevant activities to address their identified learning needs and maximise their learning 4.2C initiate and implement strategies to develop and achieve realistic goals for their professional development in the workplace 4.2D seek, accept, reflect on, and respond appropriately to feedback from others in the practice context 4.2E recognise different forms of bias and associated stereotypes that impact on peoples' health and practice in a sensitive and inclusive manner.

Key competencies	Enabling component
Physiotherapists are able to:	Physiotherapists are able to:
4.3 efficiently consume and effectively apply research and commit to practice informed by best available research evidence and new knowledge	4.3A find, appraise, interpret, and apply best available research evidence to inform clinical reasoning and professional decision-making 4.3B critically appraise, interpret, and apply learning from continuing professional development, clinical data and client responses to physiotherapy 4.3C measure outcomes, analyse clients' responses to physiotherapy and plan modifications to enhance therapeutic outcomes 4.3D advocate for physiotherapy that is supported by best available research evidence
4.4 proactively apply principles of quality improvement and risk management to practice	4.4A recognise when their expertise, competence or culture will potentially create risk or compromise the quality of physiotherapy or expected outcomes, seek appropriate and timely assistance, guidance or professional support and engage in relevant learning to enhance relevant aspects of expertise or competence 4.4B practise in accordance with relevant clinical guidelines and use evidence- based practice to improve quality and minimise risk 4.4C measure and analyse outcomes of practice and implement modifications to enhance those outcomes 4.4D identify, assess, appropriately manage, report on, reflect and learn from risks, treatment injury, near misses and their consequences, adverse events and relevant contributing factors 4.4E recognise barriers to efficiency and effectiveness and facilitate strategies that lead to quality outcomes and improvement
4.5 recognise situations that are outside their scope of expertise or competence and take appropriate and timely action	4.5A reflect on the client's response and seek guidance or assistance to effectively manage the therapeutic interaction 4.5B seek appropriate professional guidance or assistance to effectively manage situations that are outside their scope of expertise or competence

Role 5: Collaborative practitioner

Definition

As collaborative practitioners, physiotherapists work in partnership with clients, their caregiver, relevant health professionals and relevant others to share decision-making and support achievement of agreed goals through inclusive, collaborative, and consultative approaches within legal, cultural, ethical, and professional frameworks.

Key competencies	Enabling components
Physiotherapists are able to:	Physiotherapists are able to:
5.1 engage in an inclusive, client centred, collaborative, consultative and where relevant culturally appropriate, and responsive model of practice	5.1A obtain knowledge from, with and about clients, caregiver, and relevant others 5.1B work effectively, autonomously, and collaboratively with the client, caregiver and relevant others in a way that acknowledges and respects the client's dignity, culture, rights and goals 5.1C collaborate and participate in shared decision-making with the client and relevant others including caregiver as appropriate 5.1D respect opinions expressed by the client, family, other professionals and relevant others 5.1E facilitate discussions with their clients and relevant others to negotiate and make decisions about physiotherapy for their clients 5.1F when appropriate, educate the client and relevant others to implement therapy and monitor client response to that therapy 5.1G actively identify and address barriers to effective interdisciplinary and cross sector collaboration
5.2 engage in safe, effective, and collaborative interprofessional practice within the wider health sector	5.2A identify the key stakeholders relevant to practice 5.2B recognise that the membership and roles of interprofessional teams and service providers will vary, depending on the client's needs and the context of physiotherapy 5.2C collaborate effectively as a member of interprofessional teams that enhance clients' health care by contributing discipline knowledge and participating in collective reasoning and shared decision-making 5.2D consult and share knowledge with professional colleagues, seek guidance, assistance or professional support in situations that are outside their expertise or competence or when outcomes of physiotherapy are not as expected 5.2E gain cooperation and facilitate good respectful working relationships with the client, caregivers, and relevant others 5.2F understand, acknowledge, and respect the roles of others providing care and services

	for the client and work effectively and collaboratively with them
	5.2G make appropriate decisions to delegate responsibility to others
	5.2H accept delegation from, others when it is safe, effective, and appropriate
	5.2I work as part of a client-centered interprofessional team that keeps the client's interests at the centre of the care process and recognises barriers to, and facilitates pathways for, efficient transfer of client care, when relevant
	5.2J collaborate with the intra-professional and interprofessional team to develop, implement, monitor, and update policies and guidelines informed by best available research evidence

Role 6: Educator

Definition

As educators, physiotherapists apply learning principles and strategies relevant to the practice context to facilitate learning by other professionals, students, clients, caregivers, relevant others, funders and/or insurers, communities, and governments.

Key competencies	Enabling components
Physiotherapists are able to:	Physiotherapists are able to:
6.1 use education to empower themselves and provide knowledge to themselves and others	6.1A apply adult learning principles to facilitate safe and effective learning and assumption of responsibility by other professionals, students, clients, relevant others, and communities, taking into account, the level of knowledge, health literacy and role of the person they are educating 6.1B support the education of other professionals and physiotherapy students 6.1C educate physiotherapy assistants (where they exist), health workers and relevant others to implement effective and safe therapy 6.1D educate, motivate, and empower the client, and relevant others to manage their health and well-being and implement self-management strategies 6.1E recognise the educational value of learning experiences relevant to the physiotherapy setting 6.1F use education and empowerment strategies to promote and optimise the client's health and well-being
6.2 seek opportunities to lead the education of others, including physiotherapy students, as appropriate, within the physiotherapy setting	6.2A initiate discussion and proactively recognise opportunities to educate others 6.2B facilitate the education of others 6.2C model good practice which can include reflection, cultural competence, and cultural responsiveness 6.2D encourage and motivate others to engage in critical reflection and self-directed learning 6.2E engage with others to initiate and implement strategies to support their professional development

Role 7: Manager/leader

Definition

As managers and leaders, physiotherapists manage their time, workload, resources and priorities and lead others effectively within relevant clinical and professional frameworks.

Key competencies	Enabling components
Physiotherapists are able to:	Physiotherapists are able to:
7.1 organise and prioritise their workload and resources to provide safe, effective, and efficient physiotherapy autonomously and, where relevant, as a team member	7.1A use appropriate strategies to manage their workload safely, effectively, and efficiently and actively seek guidance where required 7.1B use appropriate skills, training, strategies, and knowledge to effectively manage and supervise individuals and groups in their work environment 7.1C recognise and respond appropriately to change, uncertainty and ambiguity in their work environment 7.1D operate effectively across a range of settings, and adapt effectively to changes in the practice context 7.1E adapt and, where relevant, innovate to achieve realistic goals within available resources
7.2 lead others effectively and efficiently within relevant professional, ethical, and legal frameworks	7.2A positively influence workplace culture and practice through strategic thinking, advocacy, critical reflection, innovative problem solving and initiative 7.2B recognise their leadership style and adapt their leadership skills as relevant to the practice context and a positive work culture 7.2C encourage, support, and motivate others to operate ethically, effectively and efficiently in the practice context 7.2D recognise and report risks within the workplace, and work proactively to promote a risk-free environment for clients and relevant others 7.2E advocate, facilitate and, when relevant, lead physiotherapy practice that is informed by best available research evidence, based on client-centered and family approaches, and incorporates safety and respect 7.2F facilitate change informed by best available research evidence when new ways of working are adopted in the practice context 7.2G model the behaviour and qualities expected of others within the relevant frameworks. 7.2H engage and assist others to review and pursue quality practice including steps to modify or remedy any areas identified for improvement.

Glossary

Term	Meaning in the context of the Physiotherapy practice thresholds
Activity limitation	Difficulties an individual may have in executing activities (World Health Organization, 2013).
Advocacy	Means speaking, acting, or writing with minimal conflict of interest to support the interests of a person or group, to promote, protect and defend their rights or seek justice for individuals or groups, in a fashion that strives to be empathetic (adapted from Health Consumers Queensland, 2010).
Appropriate professional behaviour	Includes behaviour that is ethical, non-discriminatory, empathetic, respects socio-cultural differences and is consistent with relevant legislation and regulatory requirements.
Autonomous practitioner	The ability of a reflective practitioner to make independent judgments; open to initiate, terminate, or alter physical therapy intervention. It means the responsibility of the professional to manage their practice independently and to act according to the rules of ethics and the code of professional conduct within a framework of health legislation. (World Physiotherapy Glossary 2022)
Best available research evidence	Means information from valid and clinically relevant research conducted using sound methodology.
Client	May be an individual, a group of individuals, family, a community or an organisation.
Clinical expertise	The proficiency and judgement that individual clinicians acquire through clinical experience and clinical practice (Sackett et al, 1996).
Collaboration	When health practitioners from different professions work together with clients, families, carers, and communities to deliver the highest quality care. Elements of effective collaborative practice include respect, trust, shared decision making, and partnerships (World Health Organization, 2010).
Competence	The ability of a physiotherapist to practise safely and effectively in a range of contexts and situations of varying levels of complexity. The level of an individual's competence in any situation will be influenced by many factors. These factors include, but are not limited to, the physiotherapist's qualifications, clinical experience, professional development, and their ability to integrate knowledge, skills, attitudes, values and judgements.

Culture	Can include, but is not limited to, age, gender, sexual orientation, race, socio-economic status (including occupation), religion, physical, mental or other impairments, ethnicity and organisational culture (Physiotherapy Board of New Zealand / Te Poari Tiaki Tinana o Aotearoa, 2011).
Cultural responsiveness	A core concept of client-centred practice that requires the physiotherapist to respond proactively to the healthcare issues of socially and culturally diverse clients and relevant others. (Adapted from State of Victoria, Department of Health, 2009.)
Cultural Safety	Culturally safe practise is the ongoing critical reflection of health practitioner knowledge, skills, attitudes, practising behaviours and power differentials in delivering safe, accessible, and responsive healthcare
Cultural competence	Cultural competence is defined as a set of congruent behaviours, attitudes and policies that come together in a system, agency, or among professionals and enables that system, agency or those professionals to work effectively in cross-cultural situations.
Disability	An umbrella term for impairments, activity limitations and participation restrictions. It denotes the negative aspects of the interaction between a person's health condition(s) and that individual's contextual factors (environmental and personal factors) (World Health Organization, 2013).
Digital Competence	The confident and critical usage of the full range of digital technologies for information, communication and basic problem-solving
Digital Health	The use of digital, mobile, and wireless technologies in health. It is the application of data and information technology to gather, store, retrieve and study to improve processes, services, delivery of patient care and health outcomes.
Digital health practice	A term used to describe health care services, support, and information provided remotely via digital communication and devices.
Enabling components	Describe measurable components of the respective key competency at the level of competence required to practise as. The language used in the enabling components reflects the complex conceptual, analytical, and behavioural elements of threshold competence in practice.
Environmental factors	The physical, social, and attitudinal environment in which people live and conduct their lives. These are either barriers to or facilitators of the person's functioning (World Health Organization, 2013).

Evidence-based practice	Is a problem-based approach where research evidence is used to inform clinical decision-making. It involves the integration of the best available research evidence with clinical expertise, each patient's values and circumstances, and consideration of the clinical (practice) context (Hoffmann, Bennett & Del Mar, 2013, p 14).
Functioning	An umbrella term for body function, body structures, activities, and participation. It denotes the positive or neutral aspects of the interaction between a person's health condition(s) and that individual's contextual factors (environmental and personal factors) (World Health Organization, 2013).
Fundamental legal responsibilities	Obligations arising from legal and regulatory frameworks including, but not limited to, frameworks that apply to health records, work health and safety, privacy, and the physiotherapist's registration.
Habilitation	Refers to physiotherapy in situations when the client's impairments, activity limitations and participation restrictions are associated with delayed or absent development of the associated abilities and function and the goal is to assist a client to learn, maintain or improve their abilities, function, and health.
Health	A state of complete physical, mental and social well-being and not merely the absence of disease or infirmity (World Health Organization, 1946).
Health literacy	A client's knowledge, motivation, and competence to access, understand, appraise, and apply health information to make effective decisions and take appropriate action for their health and health care (Sørensen et al, 2012).
Health worker	Refers to all individuals engaged in actions with the primary intent being to enhance health. This includes those who promote and preserve health, those who diagnose and treat disease, health management and support workers, professionals with discrete and/or unique areas of competence, whether regulated or non-regulated, conventional or complementary (World Health Organization, 2006).
Impairments	Problems in body function and structure such as significant deviation or loss (World Health Organization, 2013).
Informed consent	Informed consent is a culturally sensitive interactive process between a physiotherapist and patient where the patient gains an understanding of their condition and receives an explanation of the options available including an assessment of the expected risks, side effects, benefits and costs of each option and thus can

	make an informed choice and give their informed consent.
Interprofessional practice	Two or more professions working together as a team with a common purpose, commitment, and mutual respect (Dunston et al, 2009).
Key competency	Practise that is necessary for a physiotherapist to safely and effectively perform the central role of physiotherapy practitioner in a range of contexts and situations of varying levels of complexity, ambiguity, and uncertainty. The language used in the key competencies describes abilities in practice and reflects the complex conceptual, analytical, and behavioural elements that integrate foundational abilities in the context of practice. They do not include the foundational abilities (knowledge, skills, attitudes, values, and judgments) acquired in entry level programs to learn the key competencies necessary to practise as a registered physiotherapist.
Mental health	A state of wellbeing in which every individual realises their potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to their community (World Health Organization, 2005).
Participation restriction	Problems an individual may experience in involvement in life situations (World Health Organization, 2013).
Physiotherapy assistant	A health care worker who works under the supervision of a registered physiotherapist and who has a range of skills that allow a physiotherapist to confidently delegate a higher level of tasks than they would to other support workers. (Adapted from Australian Physiotherapy Association, 2008.)
Professional support	Requires the physiotherapist to engage with other professionals, including physiotherapists, to assist the physiotherapist in their professional practice. Support may occur in a range of ways including, but not limited to, seeking advice by referring a client to a more experienced physiotherapist
Relevant others	As relevant to the context, this may be one or more of the following: a physiotherapist, other professional, a professional colleague, a member of the health care team, physiotherapy student, physiotherapy assistant, health worker, carer, family/whānau, community.

Scholarly physiotherapy practice	Requires the physiotherapist to engage in activities so they remain well informed of the literature and new research in their chosen field of practice, including through continuing professional development and interaction with peers, and to use that knowledge within their evidence-based practice.
Simulation	A technique that uses a situation or environment created to allow people to experience a representation of a real event for the purpose of practice, learning, evaluation, testing or to gain an understanding of systems or human actions (Australian Society for Simulation in Healthcare, 2012).
Tele-health	An extension of face-to-face consultation that allows clients, physiotherapists, and relevant others to interact using communication technologies such as email, video or telephone conferencing, and remote transmission of images.
Threshold competence	The level of competence across the specified key competencies required to practise as a physiotherapist.
Wellbeing	A state in which an individual has the physical capacity, mental health, and social resources they need to successfully manage a particular psychological, social and/or physical challenge (Dodge et al, 2012).

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