



# Scope of Practice

HEALTH PROFESSIONALS COUNCIL

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## INTRODUCTION

Scope of practice is a familiar concept which health care professions use in the context of professional regulation. The scope of professional practice for Allied Health Professionals outlines the range of roles, functions, responsibilities and activities which a registered allied health professional is educated, competent and has authority to perform.

An individual's scope of practice will change and evolve as he or she progresses in his or her career, gains experience, acquires and develops additional skills and furthers his or her professional education.

To carry out the additional skills, the practitioner needs to undertake further training. For more complex skills, the training should be approved by Council and include some form of formal assessment.

The scope of practice of an individual Allied Health Professional is influenced by:

- The individual's education, knowledge, professional experience, currency (recentness) of practice and skills.
- National and international guidelines, policies and evidence
- The individual's practice setting

Within health care facilities, an individual's scope of practice is usually specified in his or her job description. The individual's scope of practice may be more specifically defined than that of the profession.

Answering the following questions may help the individual determine whether he or she is acting within his or her scope of practice:

- Is it in the best interest of the patient?
- Is it within the scope of practice for my profession (legislative, professional association guideline documents)?
- Is it accepted practice within my profession?
- Is there organisational support (e.g. guidelines, within job description, management approval)?
- Is it within my own scope of practice (Do I have education preparation and clinical practice? Am I competent and confident to perform the task safely?)

If the answer to any of the above questions is "no" or "not sure", the Allied Health Professional should carefully consider his or her next steps as he or she may be acting outside his or her scope of practice.

Professional practice must always be based on local and internationally accepted principles of professional conduct. Allied Health Professionals are reminded that they should always

ensure that whatever they choose to do or not to do is in line with the general principles of health care ethics<sup>1</sup> as outlined below.

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<sup>1</sup>Adapted from WMA International code of Medical Ethics



## **Duties of the Allied Health Professional in General**

### **An Allied Health Professional shall**

- always exercise his/her independent professional judgment and maintain the highest standards of professional conduct.
- respect a competent patient's right to accept or refuse treatment.
- not allow his/her judgment to be influenced by personal profit or discrimination.
- be dedicated to providing competent health care and service in full professional and moral independence, with compassion and respect for human dignity.
- deal honestly with patients and colleagues, and report to the appropriate authorities those practitioners who practice unethically or incompetently or who engage in fraud or deception.
- not receive any financial benefits or other incentives solely for referring patients or prescribing specific products.
- respect the rights and preferences of patients, colleagues, and other health professionals.
- recognize his/her important role in educating the public but should use due caution in divulging discoveries or new techniques or treatment through non-professional channels.
- certify only that which he/she has personally verified.
- strive to use health care resources in the best way to benefit patients and their community.
- Seek appropriate care and attention if he/she suffers from mental or physical illness.
- respect the local and national codes of ethics.

## **Duties to Patients**

### **An Allied Health Professional shall**

- always bear in mind the obligation to respect human life.
- act in the patient's best interest when providing care.
- Owe his/her patients complete loyalty and all the scientific resources available to him/her. Whenever an examination or treatment is beyond the practitioner's capacity, he/she should consult with or refer to another health care professional who has the necessary ability.

<ul style="list-style-type: none"> <li>• <b>respect a patient's right to confidentiality. It is ethical to disclose confidential information when the patient consents to it or when there is a real and imminent threat of harm to the patient or to others and this threat can be only removed by a breach of confidentiality.</b></li> </ul>
<ul style="list-style-type: none"> <li>• <b>in situations when he/she is acting for a third party, ensure that the patient has full knowledge of that situation.</b></li> </ul>
<ul style="list-style-type: none"> <li>• <b>not enter into a sexual relationship with his/her current patient or into any other abusive or exploitative relationship.</b></li> </ul>
<b>Duties to Colleagues</b>
<b>An Allied Health Professional shall</b>
<ul style="list-style-type: none"> <li>• <b>behave towards colleagues as he/she would have them behave towards him/her.</b></li> </ul>
<ul style="list-style-type: none"> <li>• <b>NOT undermine the patient-care giver relationship of colleagues in order to attract patients.</b></li> </ul>
<ul style="list-style-type: none"> <li>• <b>when necessary, communicate with colleagues who are involved in the care of the same patient. This communication should respect patient confidentiality and be confined to necessary information.</b></li> </ul>

Over and above what is described in the scope of practice, each health care professional has a duty to

- inform the patient of the proposed treatment or investigation
- inform him/her of adverse effects associated with the intervention and the risks associated with not following through with the proposed intervention
- determine whether there are any contraindications to the proposed intervention

## ACUPUNCTURE

### ACUPUNCTURIST

Acupuncture and related techniques include all of the allied traditional and modern diagnostic, treatment, and therapeutic methods of the Chinese/Asian healing arts.

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#### SCOPE OF PRACTICE

**"Practice of acupuncture"** means the insertion and removal of acupuncture needles, the application of heat therapies to specific areas of the human body, and traditional oriental adjunctive therapies. Traditional oriental adjunctive therapies within the scope of acupuncture may include manual, mechanical, thermal, electrical, and electromagnetic treatment and the recommendation of oriental therapeutic exercises.

"Practice of acupuncture" ***does not mean:***

- Osteopathic medicine and osteopathic manipulative treatment;
- "Chiropractic" or "chiropractic adjustment" or therapies allowed as part of the practice of chiropractic or chiropractic adjustment;
- Physical therapy or therapies allowed as part of the practice of physical therapy. It is not intended nor shall it be interpreted that the practice of acupuncture constitutes the practice of medicine.

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#### PROHIBITIONS

Acupuncturists shall not

- prescribe, dispense, or administer a legend drug nor administer an injection of a substance.
- identify himself or herself as a doctor or physician.
- Utilise western medical diagnostic tests and procedures, such as magnetic resonance imaging, radiographs (X rays), computerized tomography scans, and ultrasound.

## ACUPUNCTURE TECHNICIAN

Acupuncture technicians are health professionals who practice basic acupuncture under the direct and indirect supervision of an acupuncturist.

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### SCOPE OF PRACTICE

- Assist the acupuncturist in specific treatment of patients referred
- Carry out set techniques such as cupping, massage, needle removal and other procedures as per instructions and under the direct and indirect supervision of the acupuncturist
- Carry out needle insertion techniques under the direct supervision of the acupuncturist
- Follow documented treatment plans or protocols developed by the acupuncturist within the limitation of scope
- Explain procedures to clients and provide advice and reassurance when necessary
- Demonstrate or share information with clients, families, and staff regarding basic health needs
- Assist with departmental operations such as preparing materials, scheduling activities and appointments, performing checks and stocktaking, and maintenance of equipment

## AUDIOLOGY

### AUDIOLOGIST

Registered audiologists are uniquely qualified to provide a comprehensive array of professional services related to the prevention of hearing loss and the identification, assessment, diagnosis, and treatment of persons with impairment of auditory and vestibular function, and to the prevention of impairments associated with them. Audiologists serve in a number of roles including clinician, therapist, teacher, consultant, researcher and administrator.

Audiologists are independent practitioners who provide services in hospitals, clinics, schools, private practices and other settings in which audiology services are relevant.

### SCOPE OF PRACTICE

Audiologists perform the following if adequately trained and indemnified:

#### IDENTIFICATION

- Develop and oversee hearing screening programs for persons of all ages to detect individuals with hearing loss
- Perform speech or language screening, or other screening measures, for the purpose of initial identification and referral of persons with other communication disorders

#### ASSESSMENT AND DIAGNOSIS

- Perform assessment using standardized testing procedures and appropriately calibrated instrumentation to diagnose hearing and vestibular abnormality
- Ensure regular calibration of instruments
- Perform diagnosis of hearing and vestibular abnormality

#### TREATMENT/ HABILITATION & REHABILITATION

- Evaluate, fit, and verify amplification devices, inclusive of assistive listening devices
- Determine the appropriateness of amplification systems for persons with hearing impairment and evaluate benefit
- Provide counselling and training regarding the use of amplification systems
- Conduct otoscopic examinations, clean ear canals and remove cerumen
- Take ear canal impressions
- Dispense hearing aids and other amplification systems
- Provide audiological treatment for persons with tinnitus and vestibular disorders
- Provide pre- and post-surgical assessment, follow-up and rehabilitation

- Maintain implant hardware and software
- Provide counselling pertaining to hearing loss

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### **HEARING CONSERVATION**

- Design, implement and coordinate industrial and community hearing conservation programs;
- Counsel on use of hearing protection and employee education;

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### **INTRAOPERATIVE NEUROPHYSIOLOGIC MONITORING**

- Administer and interpret electrophysiological measurements of neural function;

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### **RESEARCH**

- Design, implement, analyse and interpret the results of research related to auditory and balance systems.

## AUDIOLOGY TECHNICIAN

Audiology Technicians are a registered allied health professionals who help audiologists to treat patients/clients with hearing and balance-related health problems. After appropriate training and demonstrated competency, audiology technicians perform tasks that are prescribed, directed and supervised by an audiologist. All trainings conveyed to audiology technicians shall be well-documented and the technicians should be able to demonstrate duty-specific competencies. Some duties and responsibilities will require direct and indirect supervision.

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### SCOPE OF PRACTICE

- Assist in the audiological identification, assessment, and diagnosis of individuals with impairment of auditory and vestibular function under the supervision of a registered audiologist
- Improve access to patient care by increasing availability of audiological services
- Perform equipment maintenance
- Perform hearing aid repair
- Perform neonatal screening
- Prepare patients for electrophysiological and vestibular testing
- Participate in implementation of hearing conservation programmes
- Maintain records
- Assist in clinical research

## EAR MOULD TECHNICIAN

Ear Mould Technicians are registered allied health professionals who are tasked to make and fit customized ear moulds for hearing aids. Ear Mould Technicians shall engage only in those duties and responsibilities that are planned, designed and supervised by an Audiologist. All trainings conveyed to ear mould technicians shall be well-documented and the technicians should be able to demonstrate duty-specific competencies.

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### SCOPE OF PRACTICE

- Make ear moulds utilizing specialized and dedicated instruments according to patient's audiological profile provided by a registered Audiologist;
- Modify and repair ear moulds under the directive of the Audiologist;
- Perform minor repairs to hearing aids;
- Assist in stock taking;
- Document patient record.



## BIOMEDICAL ENGINEERING

### BIOMEDICAL ENGINEER

Biomedical engineering (BME) is the application of engineering principles and design concepts to medicine and biology for healthcare purposes (e.g. diagnostic or therapeutic).

Biomedical engineers work with doctors, therapists, laboratory personnel and researchers to develop systems, equipment and devices in order to solve clinical problems. They play a central role in installing, adjusting, maintaining, repairing, and providing technical support for biomedical equipment.

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#### SCOPE OF PRACTICE

The scope of practice for biomedical engineers is likely to change over the course of their career due to changes in technology and also due to advancement in training and development. Biomedical engineers should not carry out any task that they have not been trained to do or have the necessary skills and competence to undertake.

Biomedical engineers may perform the following:

- Design and develop medical diagnostic and clinical instrumentation, equipment, and procedures, using the principles of engineering.
- Teach biomedical engineering or disseminate knowledge about the field through writing or consulting.
- Research engineering aspects of biological or chemical processes.
- Adapt or design computer hardware or software for medical science uses.
- Diagnose and interpret bioelectric data, using signal processing techniques.
- Interpret design or operational test results.
- Evaluate the safety, efficiency, and effectiveness of biomedical equipment.
- Evaluate characteristics of equipment or systems.
- Manage teams of engineers by creating schedules, tracking inventory, creating and using budgets, and overseeing contract obligations and deadlines.
- Supervise engineering or other technical personnel.
- Advise and assist in the application of instrumentation in clinical environments.
- Write documents describing protocols, policies, standards for use, maintenance, and repair of medical equipment.
- Install, adjust, maintain, repair, or provide technical support for biomedical equipment.
- Calibrate scientific or technical equipment.
- Install instrumentation or electronic equipment or systems.
- Keep documentation of service histories on all biomedical equipment.

- Maintain operational records or records systems.
- Advise hospital administrators on the planning, acquisition, and use of medical equipment.
- Conduct training or in-services to educate clinicians and other personnel on proper use of equipment.
- Train personnel on proper operational procedures.
- Conduct preventative maintenance on equipment.

## BIOMEDICAL ENGINEERING TECHNICIAN (BMET)

Biomedical engineering technicians (BMET) or biomedical equipment technicians are typically electro-mechanical technicians who ensure that medical equipment is well-maintained, properly configured, and safely functional. Biomedical engineering technicians are responsible for the inspection, maintenance and repair of medical equipment used by health-care professionals to ensure that the equipment used to diagnose, treat, and monitor patients' medical conditions is working in a safe, functional and reliable manner.

### SCOPE OF PRACTICE

- Diagnose and correct equipment malfunctions (Repair or replace defective parts) of assigned units/Health Centres under the supervision of a biomedical engineer
- Install, commission and test medical equipment and apparatus to ensure functional qualities, specifications, and standards under the supervision of a biomedical engineer
- Perform planned preventing maintenance on equipment and systems under the supervision of a biomedical engineer
- Periodic calibration and safety testing of medical equipment to ensure accurate and reliable results/output of each equipment
- Maintain accurate records (job of, spare parts log etc.)
- Report all equipment malfunction

## BIOMEDICAL LABORATORY SCIENCES

The practice of medical laboratory technology is the performance of laboratory investigations on the human body or on specimens taken from the human body and the evaluation of technical sufficiency of the investigations and their results. Medical laboratory technology is thus the collection and handling of laboratory specimens, analysis of specimens and the interpretation of quality-control data to verify the accuracy and precision of test results for use by health-care practitioners in diagnosis, treatment and prevention of diseases.

### BIOMEDICAL SCIENTIST

The Biomedical Scientists' scope of practice is the area of their profession in which they have the knowledge, skills and experience to practice lawfully, safely and effectively, in a way that meets standards and do not pose any danger to the public.

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#### SCOPE OF PRACTICE

##### Biomedical scientists

- Recognize appropriate and inappropriate selection of all laboratory tests
- Determine when "backup" methods need to be initiated
- Evaluate quality control measures and institute appropriate corrective action within established guidelines
- Evaluate and calculate quality control statistics to assess accuracy, reproducibility and validity of current laboratory methods
- Identify technical, instrumental, and/or physiologic causes of unexpected test results
- Develop solutions to problems based on knowledge, patient diagnosis and instrument performance
- Correlate abnormal laboratory data with pathologic states to determine validity and/or whether follow-up tests should be done
- Provide advice on interpretation and significance of results, giving consideration to clinical information and limitations of tests.
- Integrate and relate lab data generated by various lab sections in making judgements regarding possible discrepancies
- Ensure accurate advice is communicated where necessary and this is documented according to procedures
- Work with pathologists to establish critical level values and develop acceptable criteria
- Interact with other health care workers to solve problems and interpret patient lab results within the framework of medical science.
- Inform physicians concerning details and limitations of lab procedures

- Write procedures according to prescribed format.
- Develop safety and waste management procedures
- Assist with professional development of staff.
- Supervise laboratory personnel as assigned
- Develop and utilize research skills
- Contribute to resolution of conflicting decisions / interpretations within the laboratory
- Evaluate and validate new methodologies and clinical laboratory technology.
- Review current literature relating to new or improved procedures and make recommendations for adoption where appropriate
- Develop and implement new tests as required
- Identify and suggest standards of practice
- Implement changes in response to technology and laboratory procedures.
- Instruct patients, new technicians, biomedical students, residents and peers regarding laboratory testing as required.
- Assist in determining requirements for further research in consultation with appropriate personnel. Prepare and review reports

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#### ADDITIONAL SKILLS

With adequate training, biomedical scientists may perform venipuncture to obtain blood samples for testing.

## BIOMEDICAL TECHNOLOGISTS

Biomedical Laboratory Technologists are responsible for their individual professional practice and conduct. They possess a high degree of scientific knowledge and understand the theories, techniques and clinical applications associated with medical laboratory analyses, and apply these skills and scientific knowledge to current practice.

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### SCOPE OF PRACTICE

#### Biomedical Technologists

- Ensure quality and timeliness of patient test results by investigating problems involving specimen collection, result reporting and turnaround time
- Recognise appropriate and inappropriate selection of all lab tests
- Determine when "backup" methods need to be initiated
- Evaluate and interpret test results within position requirements
- Report abnormal results within position requirements and seek advice when necessary
- Differentiate technical, instrumental and/or physiological causes for unexpected test results
- Recognise appropriate and inappropriate selection of basic laboratory testing
- Report test results appropriate to role.
- Ensure reference intervals and/or reported comments on results are communicated where necessary and this is documented according to procedures
- Ensure results and/or reports are stored according to regulatory requirements
- Ensure reports are disposed according to regulatory requirements and privacy and confidentiality is maintained
- Analyse laboratory computer applications to manage data
- Determine quantities of blood and blood products to be held by the laboratory
- Calibrate laboratory instruments within requirements of position to ensure accuracy
- Ensure safety protocols for equipment are maintained and risk assessments are performed if deviation to normal safety protocols
- Maintain records/documentation and monitor for any updates. They follow relevant guidelines for method/manual content. They communicate requirements for laboratory resources to appropriate personnel.
- Assist in establishing and maintaining appropriate communication with internal and external suppliers.
- Communicate and maintain confidentiality in relation to service delivery
- Prepare and present continuing education lectures and conferences for lab personnel
- Train laboratory personnel in new technology and laboratory procedures

- Assists in evaluation and selection of new equipment.

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#### ADDITIONAL SKILLS

With adequate training, biomedical technologists may perform venipuncture to obtain blood samples for testing.

## BIOMEDICAL LABORATORY TECHNICIAN

Biomedical laboratory technicians work under the direction of a registered medical laboratory scientist or technologist or other appropriately registered health practitioner.

### SCOPE OF PRACTICE

#### Biomedical Laboratory Technicians

- Ensure that specimen meet correct identification and labelling requirements
- Ensure that specimen is collected as per collection instructions
- Ensure that the correct specimen is available for testing
- Ensure that transport requirements for tests are met and notify appropriate staff if this is exceeded and/or results are compromised
- Determine acceptability of samples within established guidelines
- Match specimen and documentation upon receipt in the laboratory
- Notify of patient identification errors
- Notify of sub-optimal specimen
- Prioritize assignment of test requests according to established guidelines
- Coordinate general workflow and reorganizes to suit changes in priority
- Prepare specimens for analysis
- Perform standard laboratory techniques under supervision
- Operate laboratory instruments appropriate to role
- Perform quality control procedures using established protocols
- Troubleshoot instrument problems using established procedures and perform preventative and corrective maintenance and repair on laboratory equipment appropriate to role.
- Perform some non-automated and automated laboratory techniques appropriate to role
- Enter results and quality control data according to laboratory protocols
- Perform preliminary evaluation of quality control and refers data to scientific staff
- Recognise and refer abnormal results
- Follow documented procedure in dealing with rejected results.
- Ensure patient identification is traceable at all steps of testing process
- Observe principles of data security / patient confidentiality
- Follow procedures to ensure communication of results occur in a timely manner and documents the process
- Ensure proper functioning of laboratory equipment
- Prepare, label, handle and store reagents according to requirements
- Perform new procedures as directed
- Perform quality assurance relevant to laboratory role

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## ADDITIONAL SKILLS

With adequate training, biomedical technicians may perform venipuncture to obtain blood samples for testing.



## EMERGENCY SERVICES

### EMERGENCY MEDICAL TECHNICIAN

Emergency Medical Technicians (EMT) provide basic and limited advanced emergency medical care and transportation for critical and emergent patients who access the emergency medical system. They possess the knowledge and skills necessary to provide patient care and transportation.

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#### SCOPE OF PRACTICE

EMTs render the following services:

- Conduct scene size-up and performs triage.
- Take appropriate medical history, perform initial, focused, and on-going patient assessment.
- Maintain patient logs
- Ensure appropriate handing over of patient's facility based staff
- Provide ordinary reasonable care for ill and /or injured persons.
- Assume primary patient care responsibility in an ambulance patient compartment while on call.
- Utilize EMS communications equipment in accordance with accepted radio and telephone procedures.
- Perform advanced first aid techniques.
- Perform respiratory assistance utilizing oral and nasal airways, ventilation devices, and/or oxygen
- Apply suctioning techniques to clear airways
- Perform endotracheal intubation
- Place nasogastric tube
- Apply dressings and bandages
- Apply splints and spinal immobilization devices
- Provide care for obstetrical emergencies including assisting in childbirth
- Utilize automated external defibrillators (AED), electrocardiograph monitors and 12-lead electrocardiograms.
- Perform IV cannulation
- Administer oral glucose, salbutamol respiratory solution, oxygen, and certain IV fluids namely Dextrose, Sodium chloride, Ringer's lactate, Glucose/saline, Gelatine based colloids.
- Administer approved medication/solutions authorized verbally and in writing after consulting a medical officer.
- Monitor, record and interpret vital signs
- Ensure medical evacuation of patients to medical settings

- Participate in activities aimed to sensitize general public on issues relating to Emergency Medical Care.
- Provides health information to patient, family, and staff.

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#### ADDITIONAL SKILLS

- With adequate training, Emergency Medical Technicians assist and manage patients in hyperbaric oxygen therapy chambers

### DIALYSIS THERAPY TECHNICIAN

Dialysis therapy technicians perform various functions and play multiple roles, ranging from equipment repair and maintenance, to dialyzer reprocessing, vascular access monitoring as well as direct patient care. Dialysis technicians are also required to assist their patients with any physical or mental concerns they may have before, during or after the procedure. They may also perform a number of other duties such as measurement of vital signs under the supervision of a doctor or a nurse.

---

#### SCOPE OF PRACTICE

Dialysis Technicians, undertake the following if trained, competent and indemnified:

- Keep full patient records, before, during and after each dialysis;
- Perform inspection and maintenance of haemodialysis machine before, during, and after procedures;
- Monitor blood pressure and weight of patients;
- Perform fluid removal rate and blood flow rate calculations and adjustments;
- Initiate, manage and terminate dialysis procedure;
- React to a number of emergency situations in a trained manner such as performing CPR for a patient going into cardiac arrest, etc.
- Sanitize the dialysis location after a procedure.
- Prepare dialyzing solution as per the requirement of the patient.
- Adjust machine parameters from time to time as per the needs of patients;
- Perform cannulation for patients undergoing haemodialysis.

## HEALTH PROMOTION

### HEALTH PROMOTION OFFICER

Health promotion is the process of enabling people to increase control over, and to improve, their health through enhancing wellness and preventing the development of health problems. Health promotion officers focus on the prevention of diseases through various projects and activities.

---

#### SCOPE OF PRACTICE

Health Promotion Officers can undertake the following if trained, competent and indemnified:

- Identify and collect data, analyse services and community needs to assess and strengthen current health promotion programs;
- Assist with the implementation of new programs and activities based on current needs and monitor progress towards accomplishing specific program objectives;
- Direct and serve as coordinators for program activities, liaise with other ministries, departments, NGOs and organizations in the implementation of health promotion campaigns;
- Undertake community outreach programs and liaise with other sectors of the community to develop health promotion activities;
- Assist with the coordination of activities for health-related days;
- Coordinate and pass on accurate health-related messages on radio programs, TV spots, adverts and health programs;
- Ensure proper health-related messages are communicated using Information Education and Communication (IEC) materials.

## HEALTH STATISTICS

### HEALTH STATISTICIAN

Health statisticians develop or apply statistical theory and methods to collect, organize, interpret, and summarize health statistics to provide usable health indicator information. They report results of their statistical analysis using graphs, charts, and tables and are responsible in identifying trends and relationships within the data.

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#### SCOPE OF PRACTICE

- Identify patterns, trends, and relationships within data
- Present health statistical reports and data visualizations for diverse audiences
- Extract data from existing sources
- Provide strategic recommendations/predictions and highlight any health data limitations
- Develop and maintain statistical tools, databases and programs
- Regularly monitor data quality
- Design surveys or experiments to collect data

## MEDICAL IMAGING

### COMPUTED TOMOGRAPHY TECHNOLOGIST

Computed Tomography Technologists independently perform or assist the physician in the completion of diagnostic, therapeutic, interventional and fusion computed tomography procedures. Computed Tomography Technologists perform computed tomography procedures and related techniques, producing data at the request of and for interpretation by a licensed independent practitioner.

Computed Tomography Technologists function as delegated agents of the physician and do not practice independently.

#### SCOPE OF PRACTICE

Computed Tomography Technologists can undertake the following if trained, competent and indemnified:

#### PATIENT INFORMATION ASSESSMENT & EVALUATION:

- Assess factors that may negatively affect the procedure, such as medications, allergies, patient history, insufficient patient preparation
- Evaluate lab values prior to administering contrast media, beginning interventional procedures or fusion imaging.
- Verify that informed consent for applicable procedures
- Prepare patients for procedures
- Identify and remove items that may affect patient's safety, damage the equipment or affect the image quality

#### PATIENT EDUCATION AND COMMUNICATION:

- Provide accurate explanation and instructions at an appropriate time and at a level the patient and their care providers can understand regarding side effects of medication and procedures.
- Refer questions about diagnosis, treatment or prognosis to a licensed medical officer.

#### ANALYSIS AND DETERMINATION OF PROCEDURE PLAN FOR CONDUCTING THE DIAGNOSTIC EXAMINATION

- Select the most appropriate and efficient action plan after reviewing all pertinent data and assessing the patient's abilities and condition.

- Employ professional judgment to adapt imaging and therapeutic procedures to improve diagnostic quality and therapeutic outcomes.

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#### IMPLEMENTATION OF PROCEDURE PLAN FOR CONDUCTING THE DIAGNOSTIC EXAMINATION

- Identify, prepare and/or administer medications as prescribed by a licensed practitioner.
- Use a power injector for administration of medication when a line catheter or port specifically for power injectors is available following manufacturer guidelines regarding infusion rate and pressure.
- Use technical factors according to equipment specifications to minimize radiation exposure to the patient while maintaining image quality.
- Determine optimum placement of electrocardiogram (ECG) electrodes and correctly identifies ECG wave trig
- Administer first aid or provide life support during emergency situations or patient distress
- Post process data for interpretation
- Evaluating images for technical quality and ensuring proper identification is recorded.
- Verify archival storage of data as appropriate

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#### ADDITIONAL SKILLS

Computed Tomography Technologists may acquire additional skills to perform the following:

- Perform venepuncture as prescribed by a licensed practitioner.
- Start, maintain and/or remove intravenous access as prescribed by a licensed practitioner.

## DIAGNOSTIC MEDICAL SONOGRAPHER

Diagnostic Medical Sonographers provide patient care services using ultrasound diagnostic procedures. Sonographers perform the ultrasound examination that creates the images needed for diagnosis at the request of a licensed practitioner.

Diagnostic Medical Sonographer functions as delegated agents of the physician and do not practice independently

### SCOPE OF PRACTICE

Diagnostic Medical Sonographers can undertake the following if trained, competent and indemnified:

#### PATIENT INFORMATION ASSESSMENT & EVALUATION:

- Assess factors that may negatively affect the procedure, such as medications, allergies, patient history, insufficient patient preparation
- Verify patient identification
- Verify that the requested procedure correlates with the patient's clinical history and presentation
- Verify that informed consent is available for applicable procedures
- Prepare patients for procedures
- Identify and remove items that may affect patient's safety, damage the equipment or affect the image quality

#### PATIENT EDUCATION AND COMMUNICATION:

- Provide accurate explanation and instructions at an appropriate time and at a level the patient and their care providers can understand regarding side effects of medication and procedures.
- Refer questions about diagnosis, treatment or prognosis to a licensed medical officer

#### ANALYSIS AND DETERMINATION OF PROCEDURE PLAN FOR CONDUCTING THE DIAGNOSTIC EXAMINATION

- Perform the ultrasound or vascular technology procedure under general or direct supervision, as defined by the procedure.
- Consult appropriate medical personnel, when necessary, in order to optimize examination results.
- Confer with the interpreting physician, when appropriate, to determine if contrast media administration will enhance image quality and provide additional diagnostic information



- Require prior written approval from the medical official for contrast media injection.
- Analyse sonographic findings throughout the course of the examination so that a comprehensive exam is completed and sufficient data is provided to the physician to direct patient management and render a final diagnosis.
- Verify archival storage of data as appropriate

## MAGNETIC RESONANCE IMAGING (MRI) TECHNOLOGIST

The practice of magnetic resonance is performed by a segment of health care professionals responsible for the use of radiofrequencies (RFs) within a magnetic field on humans for diagnostic purposes. Magnetic Resonance Technologists (MRI Technologists) perform the magnetic resonance examination that creates the images needed for diagnosis by a licensed independent practitioner.

MRI Technologists function as delegated agents of the physician and do not practice independently.

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### SCOPE OF PRACTICE

MRI Technologists can undertake the following if trained, competent and indemnified:

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#### PATIENT INFORMATION ASSESSMENT & EVALUATION:

- Assess factors that may negatively affect the procedure, such as medications, allergies, patient history, insufficient patient preparation
- Evaluate lab values prior to administering contrast media, beginning interventional procedures or fusion imaging.
- Verify that informed consent for applicable procedures
- Prepare patients for procedures
- Identify and remove items that may affect patient's safety, damage the equipment or affect the image quality

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#### PATIENT EDUCATION AND COMMUNICATION:

- Provide accurate explanation and instructions at an appropriate time and at a level the patient and their care providers can understand regarding side effects of medication and procedures.
- Refer questions about diagnosis, treatment or prognosis to a licensed medical officer.

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#### ANALYSIS AND DETERMINATION OF PROCEDURE PLAN FOR CONDUCTING THE DIAGNOSTIC EXAMINATION

- Employs professional judgment to adapt imaging procedures to improve diagnostic quality outcomes.
- Determines the need for and selects supplies, accessory equipment, positioning and immobilization devices.
- Determines appropriate type of contrast agent

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## IMPLEMENTATION OF PROCEDURE PLAN FOR CONDUCTING THE DIAGNOSTIC EXAMINATION

- Administer contrast agent based on patient age, weight and medical/physical status
- Administer first aid or provide life support during emergency situations or patient distress
- Post process data for interpretation
- Evaluating images for technical quality and ensuring proper identification is recorded.
- Verify archival storage of data as appropriate

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## ADDITIONAL SKILLS

The MRI technologist may acquire additional skills to perform the following:

- Perform venepuncture as prescribed by a licensed practitioner.
- Start, maintain and/or remove intravenous access as prescribed by a licensed practitioner.

## DIAGNOSTIC RADIOGRAPHER

The practice of radiography is performed by health care professionals responsible for the administration of ionizing radiation for diagnostic, therapeutic or research purposes. Diagnostic Radiographers perform radiographic procedures that create images needed for diagnosis at the request of and for interpretation by a licensed independent practitioner (medical officer).

### SCOPE OF PRACTICE

Diagnostic Radiographers can undertake the following if trained, competent and indemnified:

#### PATIENT INFORMATION ASSESSMENT & EVALUATION:

- Review all available patient medical record information to verify the appropriateness of the procedure requested or prescribed
- Assess factors that may negatively affect the procedure, such as medications, patient history, insufficient patient preparation
- Verify that informed consent for applicable procedures
- Prepare patients for procedures
- Identify and remove items that may affect patient's safety, damage the equipment or affect the image quality

#### PATIENT EDUCATION AND COMMUNICATION:

- Instruct patients regarding preparation prior to imaging procedures, including providing information about oral or bowel preparation and allergy preparation.
- Provide accurate explanation and instructions at an appropriate time and at a level the patient and their care providers can understand regarding side effects of medication and procedures.
- Refer questions about diagnosis, treatment or prognosis to a licensed medical officer.

#### ANALYSIS AND DETERMINATION OF PROCEDURE PLAN FOR CONDUCTING THE DIAGNOSTIC EXAMINATION

- Select the most appropriate and efficient action plan after reviewing all pertinent data and assessing the patient's abilities and condition.
- Review lab values prior to administering medication and beginning specialized radiologic procedures.
- Determines and administers appropriate type of contrast agent, based on the patient's age, weight and medical/physical status.

- Verify that exposure indicator data for digital radiographic systems has not been altered or modified and is included in the Digital Imaging Communications in Medicine (DICOM) header and on images printed to media.
- Employ proper radiation safety practices.
- Use technical factors according to equipment specifications to meet the ALARA principle.

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#### IMPLEMENTATION OF PROCEDURE PLAN FOR CONDUCTING THE DIAGNOSTIC EXAMINATION

- Administer contrast agent as appropriate
- Perform additional images that will produce the expected outcomes based upon patient condition and procedural variances.
- Notify the appropriate health care provider when immediate clinical response is necessary, based on procedural findings and patient condition
- Administer first aid or provide life support during emergency situations or patient distress
- Post process data for interpretation
- Evaluating images for technical quality and ensuring proper identification is recorded
- Verify archival storage of data as appropriate

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#### ADDITIONAL SKILLS

Diagnostic Radiographers may acquire additional skills to perform the following:

- Perform venepuncture as prescribed by a licensed practitioner.
- Start, maintain and/or remove intravenous access as prescribed by a licensed practitioner.

### DIETICIAN

Registered Dietitians (RDs) use the most up-to-date public health and scientific research on food, health and disease which they translate into practical guidance to enable populations, communities and individuals to make appropriate lifestyle and food choices. Dietitians are the only nutrition professionals who can work independently in a clinical setting such as hospital or private clinics. Dietitians can also work in the food industry, catering, education, public health, research, publishing, sport and the media.

### SCOPE OF PRACTICE

The scope of practice of dietitians is governed by the theoretical and practical training undertaken and includes:

- **Medical Nutrition Therapy (MNT)** – Unique to Registered Dietitians (RDs) is the qualification to provide MNT which is an evidenced-based application of the Nutrition Care Process (NCP) and involves:
  - Performing a comprehensive nutrition assessment – Involves in-depth individualized nutrition assessment whereby RDs assess the nutrition health needs of patients/clients and develop nutrition-related priorities, goals, and objectives in order to establish and implement nutrition care plans
  - Determining the nutrition diagnosis – identify the aetiology and cause of the health condition
  - Planning and implementing a nutrition intervention using evidence-based nutrition practice guidelines – this is personalized for the individual or group and includes meal plans, medically prescribed (therapeutic) diets and tube feedings, specialized intravenous solutions and specialized oral feedings, and the analysis of potential food and drug interactions
  - Monitoring, evaluating, re-assessment and intervention tailored to manage or prevent the disease, injury, or condition relating to an individual's progress
- **Nutrition counselling** – this is a component of preventative, curative, and restorative health care. It is an ongoing process in which the dietitian works with an individual to assess his or her usual dietary intake and identify areas where change is needed. Some of the techniques commonly used in the counselling process is:
  - motivational interviewing

- patient-centred approaches to empower the client in making sustainable lifestyle changes
- **Nutrition education/ teaching** which includes:
  - Teaching nutrition and dietetics personnel, nutrition technicians, dietetic and nutrition students regularly to update them on the most up-to-date evidence in the field of nutrition and dietetics.
  - Educating and giving practical advice to clients, patients, carers and colleagues to improve their health, prevent and treat diseases and conditions by interpreting the science of nutrition.
  - Evaluating, educating, and counselling in relation to food-drug and drug-nutrient interactions as well as determine appropriate nutrition quality standards in foodservice and nutrition programs.
- **Nutrition Research** is a component of evidence-based practice and is useful for the purpose of demonstrating nutrition outcomes or developing nutrition recommendations for individuals, specific groups, or the public.
- **Supervision and mentoring of** nutrition and dietetics personnel, nutrition technicians, dietetic and nutrition students, and dietetic and nutrition interns in the provision of nutrition care services.

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#### ADDITIONAL PRACTICES OF DIETITIANS INCLUDE:

- Revision and creation of menus or recipes of health care institutions so they correlate with recommended daily nutrient needs of the client/ patient.
- Monitor food service operations or catering services supplying food for health care institutions.
- Participate in policy development in collaboration with other health professionals and relevant stakeholders.

The scope of practice relating to Nutritionists also applies to Dietitians.

## NUTRITIONIST

Registered nutritionists are qualified to provide information about food and healthy eating. They help people achieve optimal health by providing information and advice about health and food choices. Nutritionists work independently in all **non-clinical** settings such as in Government, food industry, research, teaching, sports and exercise industries, in the private sector and Non-Government Organisations (NGOs). Registered nutritionists may be employed within clinical settings such as in hospitals under the supervision of Registered Dietitians.

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### SCOPE OF PRACTICE

The scope of practice for nutritionists includes:

- **Nutrition counselling** – this helps to assess the nutritional health needs of patients/clients and develop nutrition-related priorities, goals, and objectives in order to establish and implement nutrition-related interventions.
- **Nutrition education**, which includes:
  - Health promotion activities namely health talks, production of IEC and BCC materials, as well as media programs to sensitize different population groups about specific nutrition topics.
  - Teaching nutrition-related topics to in-service or pre-service students as well as health professionals.
  - Developing new projects aimed at addressing nutrition specific issues for different population groups in different settings.
  - Targeted individual, group or population based programmes aimed at promoting health and the primary and secondary prevention of diet-related illnesses.

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### ADDITIONAL PRACTICES OF NUTRITIONISTS INCLUDE:

- Assisting the dietitian in the revision and creation of menus or recipes of health care institutions so they correlate with recommended daily nutrient needs of the client/patient.
- Assisting dietitians in the monitoring of food service operations or catering services supplying food for health care institutions.
- Participating in policy development in collaboration with other health professionals and relevant stakeholders.



## NUTRITION TECHNICIAN

Nutrition technicians are support staffs that function under the supervision of a Registered Dietitian or Nutritionist. A wide range of career opportunities is open to nutrition technicians in government, private sector, non-governmental organizations or private sector. The role of the nutrition technician will be influenced by a range of factors including their training, knowledge and competence; workplace policies; the type of work setting and model of care; supervision model; and level of patient acuity.

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### SCOPE OF PRACTICE

Nutrition technicians' scope of practice within health care institutions includes the following:

- Screen patients on admission for risk of under-nutrition and refer to Dietitians for assessment, as per protocol.
- Ensure patients receive appropriate menus according to their oral and fluid status.
- Communicate daily with Dietitians, Nursing Staff and Speech Pathologists regarding variation in patients' oral and fluid status.
- Facilitate and monitor food orders for patients within health care institutions from the current caterer.
- Provide assistance to patients in menu selection in accordance with their oral diet and fluid status, whilst incorporating prescribed nutritional supplements and patient food preference
- Respond to patient consultations conducted by Dietitian/ Speech Pathologist with appropriate menu adjustments at the next meal.
- Maintain documentation regarding patient's food preferences, prescribed supplement drinks, feeding aids required and food charts as requested.
- Assist and encourage patient at mid and main meals to consume food and fluids.
- Liaise with and report to the appropriate Dietitian or Speech Pathologist on patient's dietary intake and satisfaction in a timely manner.
- Ensure the accuracy of patient's diets by auditing plated meals.
- Adhere to current policies and procedures regarding provision of both therapeutic and non-therapeutic diets.
- Report adverse events which compromise patient safety immediately to supervising nutritionist/ dietitian.
- Manage the logistics of and coordinate the provision of enteral feeds and commercial oral nutrition supplements in collaboration with the medical team;
- Apply clinical nutrition/therapeutic diet protocols as delegated
- Assist nutritionists/ dietitians in the development and revision of educational materials

- Participate in quality and research audits and other data collection, under direction of nutritionist/ dietitian.
- Assist in nutrition and dietetic service operations (e.g. printing resources, assisting with simple anthropometry such as weight and height and booking outpatient appointments);
- Assist nutrition and dietetic services in quality improvement activities and research;
- Assist with patient safety (e.g. allergens, texture, food safety);

## OCCUPATIONAL THERAPY

Occupational therapy is a profession that is responsive to consumer needs and to emerging knowledge and research.

“Occupational therapy is defined as the therapeutic use of everyday life activities (occupations) with individuals or groups for the purpose of participation in roles and situations in home, school, workplace, community, and other settings. Occupational therapy services are provided for the purpose of promoting health and wellness and to those who have or are at risk for developing an illness, injury, disease, disorder, condition, impairment, disability, activity limitation, or participation restriction. Occupational therapy addresses the physical, cognitive, psychosocial, sensory, and other aspects of performance in a variety of contexts to support engagement in everyday life activities that affect health, well-being, and quality of life”<sup>2</sup>

Site of Intervention:

Occupational therapy services may be provided to clients throughout the life span in a variety of settings, this may include, but are not limited to, the following:

- Institutional settings (inpatient) (e.g. acute rehabilitation, psychiatric hospital, mental homes, community and specialty focused hospitals, homes for the elderly)
- Home and community settings (e.g. home care, group homes, assisted living, schools, early intervention centres)

## OCCUPATIONAL THERAPISTS

Occupational Therapists are experts at analysing the performance skills and patterns necessary for people to engage in their everyday activities in the context in which those activities and occupations occur. The occupational therapist assumes responsibility for the delivery of all occupational therapy services and for the safety and effectiveness of occupational therapy services provided.

### SCOPE OF PRACTICE

- Strategies selected to direct the process of interventions, such as
  - Establishment, remediation, or restoration of a skill or ability that has not yet developed or is impaired.

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<sup>2</sup> American Occupational Therapy Association. (2004a). Definition of occupational therapy practice for the AOTA Model Practice Act. (Available from the State Affairs Group, American Occupational Therapy Association, 4720 Montgomery Lane, PO Box 31220, Bethesda, MD 20824-1220.)

- Compensation, modification, or adaptation of activity or environment to enhance performance.
- Maintenance and enhancement of capabilities without which performance in everyday life activities would decline.
- Health promotion and wellness to enable or enhance performance in everyday life activities.
- Prevention of barriers to performance, including disability prevention.
- Evaluation of factors affecting activities of daily living (ADL), instrumental activities of daily living (IADL), education, work, play, leisure, and social participation, including
  - Client factors, including body functions (e.g., neuromuscular, sensory, visual, perceptual, cognitive) and body structures (e.g., cardiovascular, digestive, integumentary, genitourinary systems).
  - Habits, routines, roles, and behaviour patterns
  - Cultural, physical, environmental, social, and spiritual contexts and activity demands that affect performance
  - Performance skills, including motor, process, and communication/interaction skills.
- Interventions and procedures to promote or enhance safety and performance in activities of daily living (ADL), instrumental activities of daily living (IADL), education, work, play, leisure, and social participation, including:
  - Therapeutic use of occupations, exercises, and activities
  - Training in self-care, self-management, home management, and community/work reintegration
  - Development, remediation, or compensation of physical, cognitive, neuromuscular, sensory functions, and behavioural skills
  - Therapeutic use of self, including one's personality, insights, perceptions, and judgments, as part of the therapeutic process
  - Education and training of individuals, including family members, caregivers, and others
  - Care coordination, case management, and transition services
  - Consultative services to groups, programs, organizations, or communities
  - Modification of environments (home, work, school, or community) and adaptation of processes, including the application of ergonomic principles
  - Assessment, design, fabrication, application, fitting, and training in assistive technology, adaptive devices, and orthotic devices, and training in the use of prosthetic devices
  - Assessment, recommendation, and training in techniques to enhance functional mobility, including wheelchair management
  - Driver rehabilitation and community mobility
  - Management of feeding, eating, and swallowing to enable eating and feeding performance

- Application of physical agent modalities and use of a range of specific therapeutic procedures (e.g., techniques to enhance sensory, perceptual, and cognitive processing to enhance performance skills)

## OCCUPATIONAL THERAPY TECHNICIAN

The Occupational Therapy Technician assists in the development and Implementation of Occupational Therapy programmes planned by Occupational Therapist. The OT Technician works under minimal or no supervision in the implementation of Occupational Therapy programmes. He or she may assess patient progress and request changes in the therapy programme.

## OCCUPATIONAL THERAPY ASSISTANT

The Occupational Therapy Assistant assists the Occupational Therapist and Occupational Therapy Technician in the implementation of a planned program of care for the patient/client. He or she may only carry out occupational therapy procedures under supervision of a therapist or technician.

## OPTOMETRIST AND DISPENSING OPTICIANS

### DISPENSING OPTICIAN

Dispensing opticians are registered health professionals who can dispense and fit spectacles and other optical aids, to both adults and children, according to prescriptions written by optometrists and ophthalmologists. Dispensing opticians can also advise patients on the various types of lenses and spectacle frames and how to wear and care for their spectacles.

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#### SCOPE OF PRACTICE

Dispensing opticians can undertake the following if trained, competent and indemnified:

- Provide the public with spectacles, spectacle frames and spectacle lenses intended to correct errors of refraction of the human eye as prescribed by a registered optometrist or ophthalmologist;
- Repair or replace spectacles, spectacle frames and spectacle lenses as prescribed by a registered optometrist or ophthalmologist;
- Take frame and facial measurements, perform fitting of optical appliances; on the prescription of a registered optometrist or ophthalmologist;
- Give advice to patients on lens type, frames and styling;
- Advise partially sighted patients on the use of low vision aids;
- Advise patients when adjustments or repairs to spectacles are needed;
- Keep appropriate patient records.
- Recognise and work within their limits of competence

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#### ADDITIONAL SKILLS

Dispensing opticians can develop the following skills with further training;

- Fit contact lenses and give advice on their care and use;

## OPTOMETRIST

Optometrists are registered health professionals who can perform examination of the human eye to identify presence of defects or disorders in relation to refraction, sensory and oculomotor disorder, dysfunctions and other diseases of the eye as determined by the findings from an oculi-visual assessment and prescribe appropriate treatment.

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### SCOPE OF PRACTICE

Optometrists can undertake the following if trained, competent and indemnified:

- Perform examination of a patient's eyes with the purpose of detecting errors in the vision of that patient;
- Provide appropriate treatment of the errors detected by prescribing spectacle lenses, spectacle frames, prisms or therapeutic or refractive contact lenses, and visual aids or appliances;
- Perform fitting, adjustment and maintenance of spectacle-frames and lenses, contact lenses, visual aids and appliances;
- Establish the perceptive, neural and muscular condition of the visual system and prescribe or provide appropriate visual therapy, therapeutic aids and other optical devices;
- Screening of the visual system for pathological conditions, and the referral of the patient to an appropriate registered medical practitioner for the treatment of those conditions not treatable within the scope of practice of an optometrist;
- Use of diagnostic instruments or devices for the examination or analysis of the human visual system, in order to provide the patient with clear, comfortable and efficient vision;
- Use of medicated eye drops to conduct diagnostic procedures, anaesthetics to perform tonometry, mydriatics for dilation and cycloplegics for refraction.
- Recognise and work within their limits of competence
- Registered Optometrists may sell or supply medicinal products provided it is in the course of their professional practice or in an emergency.
- Provided it is in the course of their professional practice and in an emergency, they may sell or supply eye drops containing not more than 0.5% chloramphenicol or eye ointments containing not more than 1% chloramphenicol.

A registered Optometrist may obtain the following medicinal products by way of wholesale and **not for sale and supply**:

- Amethocaine hydrochloride
- Lignocaine hydrochloride
- Oxybuprocaine hydrochloride
- Proxymethocaine hydrochloride



## ORAL HEALTH

### DENTAL HYGIENIST

Dental hygienists are registered dental professionals who help patients maintain their oral health by preventing and treating periodontal disease and promoting good oral health practice. They carry out treatment direct to patients or under prescription from a dentist.

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#### SCOPE OF PRACTICE

Dental hygienists can undertake the following if trained, competent and indemnified:

- Provide dental hygiene care to a wide range of patients
- Obtain a detailed dental history from patients and evaluate their medical history
- Carry out a clinical examination within their competence
- Complete periodontal examination and charting and use indices to screen and monitor periodontal disease
- Diagnose and treatment plan within their competence
- Process and interpret various film views used in general dental practice
- Plan the delivery of care for patients
- Give appropriate patient advice
- Provide preventive oral care to patients and liaise with dentists over the treatment of caries, periodontal disease and tooth wear
- Undertake supra gingival and sub gingival scaling and root surface debridement using manual and powered instruments
- Use appropriate anti-microbial therapy to manage plaque related diseases
- Adjust restored surfaces in relation to periodontal treatment
- Apply topical treatments and fissure sealants
- Give patients advice on how to stop smoking
- Take intra and extra-oral photographs
- Place temporary dressings and re-cement crowns with temporary cement
- Care of implants and treatment of peri-implant tissues
- Identify anatomical features, recognize abnormalities and interpret common pathology
- Carry out oral cancer screening
- If necessary, refer patients to other healthcare professionals
- Keep full, accurate and contemporaneous patient records
- If working on prescription, vary the detail but not the direction of the prescription according to patient needs

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#### ADDITIONAL SKILLS

Dental hygienists may develop the following additional skills:

- Tooth whitening to the prescription of a dentist
- Removing sutures after the wound has been checked by a dentist

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## PROHIBITIONS

Dental hygienists **do not**:

- restore teeth
- carry out pulp treatments
- adjust unrestored surfaces
- extract teeth

## DENTAL SURGERY ASSISTANT

Dental surgery assistants are registered dental professionals who provide clinical and other support to registrants and patients.

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### SCOPE OF PRACTICE

Dental surgery assistants can undertake the following if trained, competent and indemnified:

- Prepare and maintain the clinical environment, including the equipment
- Carry out infection prevention and control procedures to prevent physical, chemical and microbiological contamination in the surgery or laboratory
- Record dental charting and oral tissue assessment carried out by other registrants
- Prepare, mix and handle dental bio-materials
- Provide chair side support to the operator during treatment
- Keep full, accurate and contemporaneous patient records
- Prepare equipment, materials and patients for dental radiography
- Process dental radiographs
- Monitor, support and reassure patients
- Give appropriate patient advice
- Support the patient and their colleagues if there is a medical emergency
- Make appropriate referrals to other health professionals.

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### ADDITIONAL SKILLS

Dental surgery assistants may develop the following skills:

- Further skills in oral health education and oral health promotion
- Assisting in the treatment of patients who are under conscious sedation
- Further skills in assisting in the treatment of patients with special needs
- Further skills in assisting in the treatment of orthodontic patients
- Intra and extra-oral photography
- Pouring, casting and trimming study models
- Shade taking

Additional skills carried out on prescription from, or under the direction of another registrant:

- Taking radiographs
- Placing rubber dam
- Measuring and recording plaque indices
- Removing sutures after the wound has been checked by a dentist

- Constructing occlusal registration rims and special trays
- Repairing the acrylic component of removable appliances
- Constructing mouth guards and bleaching trays to the prescription of a dentist
- Constructing vacuum formed retainers to the prescription of a dentist

Dental surgery assistants can apply fluoride varnish either on prescription from a dentist or direct as part of a structured dental health programme.

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## PROHIBITIONS

Dental surgery assistants **do not** diagnose disease or develop treatment plans.

## DENTAL TECHNICIAN

Dental technicians are registered dental professionals who make dental devices to a prescription from a dentist.

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### SCOPE OF PRACTICE

Dental technicians can undertake the following if trained, competent and indemnified:

- Review cases coming into the laboratory to decide how they should be progressed
- Work with the dentist on treatment planning and outline design
- Give appropriate patient advice through the dentist.
- Design, plan and make a range of custom-made dental devices according to a prescription
- Modify dental devices including dentures, orthodontic appliances, crowns and bridges according to a prescription
- Carry out shade taking by the chair-side and in the presence of the dentist.
- Carry out infection prevention and control procedures to prevent physical, chemical and microbiological contamination in the laboratory
- Keep full and accurate laboratory records
- Verify and take responsibility for the quality and safety of devices leaving a laboratory.

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### ADDITIONAL SKILLS

Dental technicians may develop the following additional skills:

- Working with a dentist in the clinic, assisting with treatment by helping to fit attachments at chair side.
- Working with a dentist in the clinic, assisting with treatment by:
  - Recording face bows
  - Carrying out intra-oral and extra-oral tracing
  - Carrying out implant frame assessments
  - Recording occlusal registrations
  - Tracing cephalographs
  - Carrying out intra-oral scanning for CAD/CAM
  - Taking intra and extra-oral photographs.

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### PROHIBITIONS

Dental technicians **do not** work independently in the clinic to:

- Perform clinical procedures related to providing removable dental appliances

- Carry out independent clinical examinations
- Identify abnormal oral mucosa and related underlying structures
- Fit removable appliances

Dental technicians **do not** provide treatment for or give advice to patients in the ways that are described under the sections for dental hygienists, dental therapists, orthodontic therapists or dentists.

## DENTAL TECHNOLOGIST

Dental technologists are registered dental professionals who are also qualified dental technicians.

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### SCOPE OF PRACTICE

Dental technologists can undertake the following if trained, competent and indemnified:

- Work with a dentist in the clinic and assisting with treatment by
  - Helping to fit attachments at chair side
  - Taking impressions
  - Recording face bows
  - Carrying out intra-oral and extra-oral tracing
  - Carrying out implant frame assessments
  - Recording occlusal registrations
  - Tracing cephalographs
  - Carrying out intra-oral scanning for CAD/CAM
  - Taking intra and extra-oral photographs.
- Act as a dental laboratory contractor or supervisor or owner of a registered dental laboratory, and employ dental technicians and dental laboratory assistants.
- Review cases coming into the dental laboratory and decide how work plan
- Work with relevant dental clinicians or appropriate clinical professionals on treatment planning and design of custom made devices/appliances for specific patients

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### ADDITIONAL SKILLS

Dental technologists may develop the following additional skills:

- Oral health education
- Re-cementing crowns with temporary cement
- Providing anti-snoring devices on prescription of a dentist
- Removing sutures after the wound has been checked by a dentist
- Prescribing radiographs
- Replacing implant abutments for removable dental appliances on prescription from a dentist
- Providing tooth whitening treatments on prescription from a dentist

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### PROHIBITIONS

Dental technologists do **not**:

- Perform clinical procedures
- Fit custom made devices without the written consent by a relevant practicing dental and medical clinician.
- Provide treatment or give clinical advice to patients.



## DENTAL THERAPIST

Dental therapists are registered dental professionals who carry out certain items of dental treatment direct to patients or under prescription from a dentist.

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### SCOPE OF PRACTICE

Dental therapists undertake the following if trained, competent and indemnified:

- Obtain a detailed dental history from patients and evaluate their medical history
- Carry out a clinical examination within your competence
- Complete periodontal examination and charting and use indices to screen and monitor periodontal disease
- Diagnose and treatment plan within your competence
- Take, process and interpret various film views used in general dental practice
- Plan the delivery of care for patients
- Give appropriate patient advice
- Provide preventive oral care to patients and liaise with dentists over the treatment of caries, periodontal disease and tooth wear
- Undertake supra gingival and sub gingival scaling and root surface debridement using manual and powered instruments
- Use appropriate anti-microbial therapy to manage plaque related diseases
- Adjust restored surfaces in relation to periodontal treatment
- Apply topical treatments and fissure sealants
- Give patients advice on how to stop smoking
- Take intra and extra-oral photographs
- Give infiltration and inferior dental block analgesia
- Place temporary dressings and re-cement crowns with temporary cement
- Place rubber dam
- Take impressions
- Care of implants and treatment of peri-implant tissues
- Carry out direct restorations on primary and secondary teeth
- Carry out pulpotomies on primary teeth
- Extract primary teeth
- Place pre-formed crowns on primary teeth
- Identify anatomical features, recognize abnormalities and interpret common pathology
- Carry out oral cancer screening
- If necessary, refer patients to other healthcare professionals
- Keep full, accurate and contemporaneous patient records

- If working on prescription, vary the detail but not the direction of the prescription according to patient needs. For example: the number of surfaces to be restored or the material to be used.

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## ADDITIONAL SKILLS

Dental therapists can develop the following additional skills:

- Carrying out tooth whitening to the prescription of a dentist
- Placing and removing sutures after the wound has been checked by a dentist

## ORTHODONTIC THERAPIST

Orthodontic therapists are registered dental professionals who carry out certain parts of orthodontic treatment under prescription from a dentist.

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### SCOPE OF PRACTICE

Orthodontic therapists can undertake the following if trained, competent and indemnified:

- Clean and prepare tooth surfaces ready for orthodontic treatment
- Identify, select, use and maintain appropriate instruments
- Insert passive removable orthodontic appliances
- Insert removable appliances activated or adjusted by a dentist
- Remove fixed appliances, orthodontic adhesives and cement
- Identify, select, prepare and place auxiliaries
- Take impressions
- pour, cast and trim study models
- Make a patient's orthodontic appliance safe in the absence of a dentist
- Fit orthodontic headgear
- Fit orthodontic face bows which have been adjusted by a dentist
- Take occlusal records including orthognathic face bow readings
- Take intra and extra-oral photographs
- Place brackets and bands
- Prepare, insert, adjust and remove arch wires previously prescribed or, where necessary, activated by a dentist
- Give advice on appliance care and oral health instruction
- Fit tooth separators
- Fit bonded retainers
- Carry out Index of Orthodontic Treatment Need (IOTN) screening either under the direction of a dentist or direct to patients
- Make appropriate referrals to other healthcare professionals
- Keep full, accurate and contemporaneous patient records
- Give appropriate patient advice

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### ADDITIONAL SKILLS

Orthodontic therapists can develop the following skills:

- Apply fluoride varnish to the prescription of a dentist
- Repair the acrylic component part of orthodontic appliances
- Measure and record plaque indices
- Remove sutures after the wound has been checked by dentist

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## PROHIBITIONS

Orthodontic therapists **do not**

- Modify prescribed arch wires
- Give local analgesia
- Remove sub-gingival deposits
- Re-cement crowns
- Place temporary dressings
- Diagnose disease
- Carry out laboratory work other than that listed above

## PROSTHETICS AND ORTHOTICS

### PROSTHESIST

Prosthetists evaluate patients/clients and custom design, fabricate and fit prostheses for patients that have a partial or total absence of a limb. Their role is to assess, prescribe, design, fit, monitor, provide therapy and educate regarding the use and care of an appropriate prosthesis that serves an individual's requirements.

#### SCOPE OF PRACTICE

##### FORMULATION OF TREATMENT AND PRESCRIPTION

- Implement the prescription formulated by the physician, surgeon or other health professional
- Design the prosthetic intervention, including the socket or body/device interface, suspension and selection of proper components required for treatment.
- Communicate appropriate information to the service user and their family on relief aspects of pre-surgical, post-surgical, medical and therapeutic management of the prosthetic intervention required for treatment.
- Participate in the Multidisciplinary Team discussions to evaluate the service users' needs and goals.

##### FABRICATION, PROVISION AND TREATMENT

- Identify physical and other relevant characteristics that may affect the treatment of the service user.
- Communicate design specifications effectively to ensure correct provision by the device supplier and/or manufacturing technician.
- Conduct the fitting, static and dynamic alignment and initial check-out of devices and where appropriate, the preliminary training of the service user.
- Perform and/or supervise the fabrication of the prosthesis as appropriate
- Document pertinent information in the service user's clinical records

##### EVALUATION AND REVIEW

- Advise the team and participate directly in the final check-out and evaluation of fit, function, cosmetics and comfort.
- Instruct the service user or family in the use and care of the device and provide written information as appropriate.
- Lead follow up, review, maintenance and replacement procedures.
- Assess, record and communicate achieved outcomes in relation to treatment.

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## PARTICIPATION IN TRAINING AND EDUCATION

- Conduct training to other health professional and take part in community programs related to prosthetics

## ORTHOTIST

Orthotists assess and treat physical and functional limitations of persons resulting from illnesses and disabilities including limb amputations; evaluate patients and custom design, fabricate and fit orthoses. The orthotist's role is to assess, prescribe, design, fit, monitor, provide therapy and educate regarding the use and care of an appropriate orthotics that serves an individual's requirements.

### SCOPE OF PRACTICE

#### FORMULATION OF TREATMENT AND PRESCRIPTION

- Conduct the examination and implement the prescription formulated by the physician, surgeon or other health professional.
- Design the orthotic intervention, including the socket or Body/device interface, suspension and selection of proper components required for treatment.

#### FABRICATION, PROVISION AND TREATMENT

- Formulate orthotic designs, including selection of materials and components which may include mechanical or electronic assistive mobility devices, postural management systems and wheelchairs.
- Communicate design specifications effectively to ensure correct provision by the device supplier and/or manufacturing technician(s).
- Conduct the fitting, static and dynamic alignment and initial check-out of devices, and where appropriate, the preliminary training of the service user.
- Perform and/or supervise the fabrication of the orthotics as appropriate

#### EVALUATION AND REVIEW

During the evaluation and review of orthoses provision the practitioner will

- Advise the team and participate directly in the final check-out and evaluation of fit, function, cosmetics and comfort
- Instruct the service user or family in the use and care of the device and provide written information as appropriate.
- Lead follow up/review/maintenance and replacement procedures.
- Assess, record and communicate achieved outcomes in relation to treatment.

#### PARTICIPATION IN TRAINING AND EDUCATION

- Conduct training to other health professional and take part in community programs related to orthotic.

## PROSTHETIC TECHNICIAN

A Certified Prosthetic Technician assists a prosthetist by providing technical support. Certified Prosthetic Technicians fabricate, repair and maintain prostheses. They are proficient with current fabricating techniques, familiar with material properties and skilled in the use of appropriate equipment. The technicians work under the supervision of a prosthetist.

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### SCOPE OF PRACTICE

#### Prosthetic technicians

- Manufacture and repair prostheses under the supervision of a prosthetist using the most suitable materials (including plastics, metals, leather, and carbon fiber).
- Design and create prostheses which match as closely as possible to the missing limb taking into account the client's needs.



## ORTHOTIC TECHNICIAN

Certified Orthotic Technicians assist an orthotist by providing technical support. The certified technician fabricates repairs and maintains orthotics, is proficient with current fabricating techniques, familiar with material properties and skilled in the use of appropriate equipment. The technician works under the supervision of an orthotist.

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### SCOPE OF PRACTICE

#### Certified Orthotic Technicians

- Manufacture orthotics under instruction and supervision of a registered Orthotist using the most suitable materials
- Develop orthotics treatment which may include the provision of a new orthotics, restoration/improvement of function in current orthotics or referral to other health care.

### PHARMACEUTICAL CHEMIST

Pharmaceutical Chemists perform chemical analysis of medicines/pharmaceutical products for quality, efficacy and safety so as to ensure that medicines/pharmaceutical products comply with the required specifications and standards. Pharmaceutical chemist must have exceptional analytical skills and work with a high degree of precision and accuracy.

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#### SCOPE OF PRACTICE

Pharmaceutical Chemists may perform the following services:

- Perform chemical analysis of medicines/pharmaceutical products using various analytical techniques.
- Ensure compliance with quality control, quality assurance, policies and regulations.
- Ensure to follow Good Laboratory Practice (GLP) and Good Manufacturing Practice (GMP) guidelines with respect to work safety and practices.
- Identify and isolate out-of-specifications / non- conforming results and investigate the root cause.
- Direct, coordinate, and advice personnel in test procedure for analysing components and physical properties of materials.
- Develop, improve, and customize products, equipment, formulas, processes, and analytical methods.
- Develop and review Standard Operating Procedures (SOP) for the pharmaceutical laboratory.
- Assist with technical and management requirement of the laboratory as per International organization for Standardization (ISO) standard for testing laboratories.
- Assist analyst/technicians on problematic technical issues and ensuring technical decisions are taken about a particular medicine on time.
- Compile, analyse and validate test results to determine process or equipment operating efficiency and to diagnose malfunctions.
- Prepare test solutions, compounds, and reagents for laboratory analysts to conduct testing of pharmaceutical products.
- Participate in research projects, interpret test results, or develop nonstandard or in-house method of analysis.
- Write technical reports, certificate of analysis for the analysis performed at the Laboratory.

## PHARMACY TECHNICIAN

Pharmacy Technicians are healthcare workers who perform pharmacy related functions such as safe and efficient dispensing of medicines and running of the dispensary services, generally under the supervision of a pharmacist.

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### SCOPE OF PRACTICE

Pharmacy Technicians may perform the following services under the supervision of a pharmacist in a pharmacy:

- The ordering and monitoring of medicine;
- The distribution and control of stock medicines;
- The maintenance of medicine records;
- The re-packaging of medicine;
- The reading and preparation of a prescription, the selection, manipulation or compounding of the medicine, the labelling and supply of the medicine in an appropriate container following the interpretation and evaluation of the prescription by a pharmacist;
- The provision of instructions regarding the correct use of medicine supplied;
- The provision of information to individuals in order to promote health;
- Assist with the compounding, manipulation or preparation of a medicine according to a formula and standard operating procedures approved by the responsible pharmacist.

A person registered in the category pharmacy technician may provide services prescribed above under the indirect personal supervision of a pharmacist: provided that such indirect personal supervision will take place only under the following circumstances:

- The services provided are performed at a primary health care clinic or any other facility as approved by council;
- Written and updated protocols and standard operating procedures are available describing clearly the responsibility of the pharmacy technician and pharmacist under whose indirect personal supervision the pharmacy technician provides the services;
- The pharmacist under whose indirect personal supervision the pharmacy technician provides the services visits the pharmacy technician at the primary health care clinic for purposes of supervision and support. Such visits must be documented.

## PHARMACIST

Pharmacists are qualified professional responsible to prepare, dispense, monitor and evaluate the therapeutic effects of medicines. The pharmacist researches information and provides evidence-based advice and recommendations on medicines and medicine related problems to patients, their carers and other health professionals.

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### SCOPE OF PRACTICE

The following shall be regarded to be services pertaining to the scope of practice of a pharmacist:

- The provision of pharmaceutical care by taking responsibility for the patient's medicine related needs and being accountable for meeting these needs, which shall include but not be limited to the following functions:
  - evaluation of a patient's medicine related needs by determining the indication, safety and effectiveness of the therapy;
  - dispensing of any medicine or controlled substance on the prescription of a person authorised to prescribe medicine;
  - furnishing of information and advice to any person with regard to the use of medicine;
  - determining patient compliance with the therapy and follow up to ensure that the patient's medicine related needs are being met; and
  - the provision of pharmacist initiated therapy;
- The compounding, manipulation, preparation or packaging of any medicine or controlled substance or the supervision thereof;
- The manufacturing of any medicine or scheduled substance or the supervision thereof;
- The purchasing, acquiring, importing, keeping, possessing, using, releasing, storage, packaging, repackaging, supplying or selling of any medicine or controlled substance or the supervision thereof;
- The initiation and conducting of pharmaceutical research and development;
- The promotion of public health;
- The overall administration of the pharmacy, which includes but is not limited to the regulation of pharmacy matters, human resources, or matters relating to processes regarding medicines or controlled substances including procedures and record keeping.

## SERVICES WHICH MAY BE PROVIDED IN THE VARIOUS CATEGORIES OF PHARMACY

### MANUFACTURING PHARMACY

The following services pertaining to the scope of practice of a pharmacist may be provided in a manufacturing pharmacy:

- The manufacturing of any medicine or controlled substance;
- The purchasing, acquiring, keeping, possessing, using, supplying or selling of any medicine or controlled substance;
- The furnishing of information and advice to any person with regard to medicine manufactured by him, her or it;
- The distribution of medicine or controlled substances;
- The repackaging of medicine;
- The initiation and conducting of pharmaceutical research and development; and
- Any other health service as may be approved by council from time to time.

### WHOLESALE PHARMACY

The following services pertaining to the scope of practice of a pharmacist, may be provided in a wholesale pharmacy:

- The wholesale distribution of any medicine or scheduled substance through the purchasing, acquiring, keeping, possessing, using, supplying or selling of any medicine or controlled substance;
- The furnishing of information and advice to any person with regard to medicine distributed by him, her or it;
- The initiation and conducting of pharmaceutical research and development; and
- Any other health service as may be approved by council from time to time

### COMMUNITY OR INSTITUTIONAL PHARMACY

The following services pertaining to the scope of practice of a pharmacist may be provided in a community or institutional pharmacy:

- The provision of pharmaceutical care by taking responsibility for the patient's medicine related needs and being accountable for meeting these needs, which shall include but not be limited to the following functions:
  - evaluation of a patient's medicine related needs by determining the indication, safety and effectiveness of the therapy;
  - dispensing of any medicine or scheduled substance on the prescription of an authorised prescriber;

- furnishing of information and advice to any person with regard to medicine;
- determining patient compliance with the therapy and follow up to ensure that the patient's needs are being met;
- provision of pharmacist initiated therapy;
- The compounding, manipulation or preparation of any medicine or controlled substance;
- The purchasing, acquiring, keeping, possessing, using, supplying or selling of any medicine or controlled substance;
- The re-packaging of medicine;
- The promotion of public health in accordance with guidelines and standards as determined by a competent authority
- The initiation and conducting of pharmaceutical research and development;
- Any other health service as may be approved by council from time to time.

#### CONSULTANT PHARMACY

The following services pertaining to the scope of practice of a pharmacist may be provided by a consultant pharmacist:

- The provision of pharmaceutical care with the goal of improving compliance with medicine therapy and which shall be limited to the following functions:
  - evaluation of a patient's medicine regimen with respect to the indications, safety and effectiveness of therapy;
  - the provision of information and advice to any person with regard to the use of medicine; and
  - determining patient compliance with the therapy and follow up to ensure that the patient's medicine related needs are being met;
- The initiation and conducting of pharmaceutical research and development;
- The promotion of public health; and
- Any other health service as may be approved by the council from time to time

#### PRIVATE PHARMACY

The following services pertaining to the scope of practice of a pharmacist may be provided in private pharmacy:

- The overall administration of the pharmacy business, which includes but is not limited to the regulation of pharmacy matters, human resources, or matters relating to processes regarding medicines or controlled substances including procedures and record keeping. The pharmacist in a private pharmacy shall be responsible to council for any act performed by or on behalf of such company or close corporation, including any omission to perform an act required to be performed by or on behalf of such owner which may involve disciplinary action by council, unless he or she can

satisfy the council that the responsibility for such act rests upon the nominee, responsible pharmacist or a pharmacist other than him-, or herself employed by such company or close corporation;

- Ensure compliance with good pharmacy practice;
- Ensure that a responsible pharmacist is appointed for each pharmacy wherein or from which the company or close corporation conducts business;
- Participate in the decision-making process affecting the pharmacy business;
- Ensure that the pharmacy owner complies with all the conditions of—
  - (ownership of such pharmacy business; and
  - registration of the pharmacy;
- Ensure that no person is appointed to perform any act falling outside the scope of practice of the category in which such person is registered or which he/she is not authorised to perform in terms of the Act;
- Only comply with such instructions or orders from management with regard to the pharmacy business of the pharmacy owner which do not amount to a contravention of legislation applicable to such pharmacy business.

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#### EDUCATIONAL INSTITUTION

The following services pertaining to the scope of practice of a pharmacist may be provided in an educational institution:

- Undertake teaching and training of pharmacists and pharmaceutical technicians at a certified institution according to the approved curriculum
- Undertake research activities including but not limited to new drugs discovery, manufacturing technology and formulation of drug products.
- Participate in consultancy work, service to the institution or international health-related organizations, public service and patient care with the aim of improvement in pharmacy practice as well as enhancing therapeutic and health outcomes in patients.

## PHYSIOTHERAPY

Physiotherapy is a scientific, evidence-based, dynamic profession, with a continuously developing scope of practice. The Physiotherapy profession has expanded and diversified in response to ongoing changes in the delivery of health care, in an effort to ensure that all patients/clients have fair and equitable access to a quality Physiotherapy service that remains cost-effective.

## PHYSIOTHERAPISTS

“Physiotherapy” means “Physical Therapy” and “Physiotherapist” means “Physical Therapist”. The World Confederation for Physiotherapy (WCPT) 2012 claims exclusivity to the professional names “physical therapy” and “physiotherapy”. It further asserts that the professional titles “physical therapist” and “physiotherapist” and all abbreviations referring to these titles are the sole preserve of persons who hold qualifications approved by WCPT’s member organizations.<sup>3</sup>

## SCOPE OF PRACTICE

Physiotherapists work as autonomous practitioners, whether they work independently or as part of a multidisciplinary team. Physiotherapists perform the following activities:

- Undertake a comprehensive examination and/or assessment of the patient or client or the needs of a client group, involving history-taking, screening and the use of specific tests and measures
- Evaluate the findings from the examination and/or assessment to make clinical judgments regarding patients or clients
- Formulate a diagnosis, prognosis and plan, which may include
  - therapeutic exercise
  - functional training in self-care and home management
  - functional training work, community and leisure
  - manual therapy techniques (including mobilisation/manipulation)
  - prescription, application, and, as appropriate, fabrication of devices and equipment (assistive, adaptive, orthotic, protective, supportive and prosthetic)
  - airway clearance techniques
  - integumentary repair and protection techniques
  - electrotherapeutic modalities

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<sup>3</sup> World Confederation for Physical Therapy. Policy statement: Protection of title. London, UK: WCPT; 2017. [www.wcpt.org/policy/ps-protection-title](http://www.wcpt.org/policy/ps-protection-title) (Access date 10th March 2017)



- physical agents and mechanical modalities
- patient-related instruction
- coordination, communication and documentation
- Provide consultation within their expertise and determine when patients or clients need to be referred to another professional
- Implement a physiotherapists' intervention/treatment programme
- Determine the outcomes of any interventions/treatments
- Make recommendations for self-management

The scope of physiotherapist practice is not limited to direct patient/client care, but also includes:

- Public health strategies
- Advocating for patients/clients and for health
- Supervising and delegating to others
- Leading
- Managing
- Teaching
- Research
- Developing and implementing health policy at the local, national and international levels

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## ADDITIONAL SKILLS

Physiotherapists may choose to develop certain skills in the area of advanced practice. These skills require extra training beyond those obtained in the undergraduate or immediate post-graduate training. This training is often given by a member of another discipline, i.e. medical practitioner, as these skills may have been previously performed by these professionals.

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## PRACTICE SETTINGS

Physiotherapy is delivered in a variety of settings, which may include, but are not limited to:

- Community based rehabilitation programmes
- Community settings including primary health care centres, individual homes, and field settings
- Education and research centres
- Fitness clubs, health clubs, gymnasias and spas
- Hospices
- Hospitals
- Nursing homes
- Occupational health centres
- Out-patient clinics

- Physical therapist private offices, practices, clinics
- Prisons
- Public settings (e.g. shopping malls) for health promotion
- Rehabilitation centres and residential homes
- Schools, including pre-schools and special schools
- Senior citizen centres
- Sports centres/clubs
- Workplaces/companies

## PHYSIOTHERAPY TECHNICIAN

Physiotherapy Technicians means a technically educated health care provider (Diploma in Physiotherapy) who assists the physiotherapist in the provision of selected physiotherapy interventions. The physiotherapy Technician is the only individual who provides selected physiotherapy interventions under the direction and minimal or no supervision of the physiotherapist.

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### SCOPE OF PRACTICE

In order to accomplish their main objective of assisting with physiotherapy and patient care, Physiotherapy Technicians perform the following tasks:

- Contribute to physiotherapist's effectiveness by identifying patient care issues; providing information and commentary; recommending options and courses of action; implementing physiotherapy directives.
- Assess patient health by interviewing patients; performing physical examinations; obtaining, updating, and studying therapy histories.
- Assess abnormal conditions by reviewing physiotherapist's interpretations of patient evaluations and test results.
- Document patient care services by charting in patient and department records.
- Perform therapeutic procedures by administering manual exercises; instructing, encouraging, and assisting patients in performing physical activities, such as non-manual exercises, ambulatory functional activities, and daily-living activities; and in using supportive devices, such as crutches, canes, and prostheses.
- Instruct and counsel patients by describing therapeutic regimens; giving normal growth and development information; promoting wellness and health maintenance.
- Provide continuity of care by developing and implementing patient management plans.
- Maintain safe and clean working environment by complying with procedures, rules, and regulations; adhering to infection-control policies and protocols.
- Maintain objectives by noting current treatment trends; monitoring actual physiotherapy services rendered to objectives.

## PHYSIOTHERAPY ASSISTANT

Physiotherapy Assistants assist the Therapist and Technician in the implementation of planned programs of care for the patient/clients. They conduct procedures under supervision.

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### SCOPE OF PRACTICE

Physiotherapy Assistant assists in the therapy process by:

- Cleaning and organizing work area and disinfect equipment after treatment.
- Observing patients during treatment to compile and evaluate data on patients' responses and progress, and report to physical therapist.
- Instructing, motivating, safeguarding and assisting patients practicing exercises and functional activities, under direction of medical staff.
- Securing patients into or onto therapy equipment.
- Transporting patients to and from treatment areas, using wheelchairs or providing standing support.
- Confering with physiotherapist and technician to discuss and evaluate patient information for planning, modifying and coordinating treatment.
- Administering certain therapeutic treatment under supervision.
- Recording treatment given.
- Performing clerical duties such as taking inventory, ordering supplies, answering telephone and taking message and filling out forms.

### PSYCHOLOGY

Psychologists are concerned with the scientific study of the behaviour of individuals and their mental processes. They apply psychological principles, encompassing cognitive, social, emotional, behavioural, and physiological aspects, to assist in improving people's wellbeing and functioning, through evidence-based methods. They conduct assessment, diagnosis, prevention, and treatment of problems at an individual, group, organizational, and community level.

This scope of practice document covers the following professional titles:

- Provisional Psychologist
- Practitioner Psychologist
- Practitioner - Clinical Psychologist
- Practitioner - Educational Psychologist
- Practitioner - Counselling Psychologist
- Practitioner - Forensic Psychologist
- Practitioner - Health Psychologist
- Practitioner - Occupational Psychologist
- Practitioner - Sports and Exercise Psychologist
- Practitioner - Community Psychologist

Practitioner Psychologists can provide professional supervision to Provisional Psychologists and other Practitioner Psychologists relating to their respective area(s) of specialisation and expertise.

## PROVISIONAL PSYCHOLOGIST

Provisional Psychologists apply the principles and methods of psychology to work with clients under the (direct or indirect) supervision of a Practitioner Psychologist within the relevant field of practice.

Client groups, types of assessment and intervention used, the nature of other work, and the specific competencies employed will vary based on the Provisional Psychologist's supervisor, employing organisation, and particular work setting, as well as his/her training and experience.

Provisional Psychologists can apply certain assessment and intervention practice skills independently if they have received specific training that qualifies them to do so and are able to demonstrate evidence of competency.

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### SCOPE OF PRACTICE

- Assist in conducting assessment of referred clients to contribute to case formulation and to allow for evaluation of service needs.
- Assist in the delivery of intervention/treatment for clients on an individual or group basis.
- Document information about clients to allow monitoring of treatment progression and assist in the production of psychological reports.
- Consult and collaborate with other professionals and agencies to contribute to and monitor clients' management plans.
- Recognise situations where clients may need protection or other additional services and make referrals or reports as appropriate.
- Undertake care activities to meet individuals' wellbeing needs.
- Conduct background research and develop and deliver capacity-building programmes.
- Assist in the development, implementation, and evaluation of relevant policies and programmes, including those which focus on promoting mental health, prevention, and early intervention at the individual, group, or community level.
- Assist in applied research, adding to the evidence base of practice in a variety of settings
- Advocate for people living with mental health/psychological/developmental problems in the community and their families.

## PRACTITIONER PSYCHOLOGIST

Practitioner Psychologists are registrants that have undertaken accredited postgraduate training in psychology that has equipped them with advanced knowledge of psychology theory and practice competencies that enable them to work with individual clients or groups independently.

Client groups, types of assessment and intervention used, the nature of other work, and the specific competencies employed will vary based on the Practitioner Psychologist's training and experience as well as the employing organisation and particular work setting.

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### SCOPE OF PRACTICE

- Conduct assessment of referred clients to formulate explanations for observed and reported concerns and evaluate their needs.
- Document information about clients to allow monitoring of treatment progression
- Design, deliver, monitor and evaluate interventions for clients on an individual or group basis.
- Produce psychological assessment and treatment progress reports.
- Consult and collaborate with other professionals and agencies to contribute to and monitor clients' management plans.
- Refer clients for additional services when appropriate.
- Contribute to establishing, improving, and evaluating psychology services
- Participate in psychology-relevant policy and programme development, implementation, and evaluation.
- Develop and implement resources relating to assessment and intervention within psychology services and for use by other relevant stakeholders.
- Design, manage, conduct, report on, and supervise research in relevant areas.
- Advocate for people living with mental health/psychological/developmental problems in the community and their families.
- Provide expert evidence and/or opinions

## PRACTITIONER – CLINICAL PSYCHOLOGIST

Clinical psychologists specialize in the assessment, diagnosis, and treatment of psychological and mental health problems. They are involved in designing and implementing a wide range of prevention and mental health promotion programmes. They aim to reduce distress and improve the psychological well-being of clients using evidence-based psychological treatment and research.

### SCOPE OF PRACTICE

- Conduct psychological assessment which will allow for the diagnosis and subsequent treatment of psychological disorders or mental illness across the lifespan.
- Assess client's needs, abilities or behaviours through a variety of methods, including psychometric tests, interviews, and direct observation of behaviour.
- Design intervention/treatment for clients on individual or group basis.
- Conduct individual or group psychotherapy and help people with mental or emotional challenges to settle back into the society.
- Provide intensive stand-by service to clients with acute needs, such as those at high suicide risk
- Keep detailed documentation about clients in order to monitor the progress of treatments.
- Monitor and evaluate the effectiveness of treatment programmes in collaboration with colleagues.
- Produce psychological reports for personal, employment, and legal purposes.
- Attend court proceedings in relation to clients as requested by the Criminal Justice System.
- Consult with external agencies to access additional services for clients.
- Participate in and/or conduct interagency meetings regarding clients' treatment plan, its effectiveness and evaluate clients' progress.
- Develop and introduce resources for use in clinical settings and other agencies.
- Design, manage, conduct, report on, and supervise research in mental health and other relevant areas.
- Participate in health and related policy and programme development, implementation, and evaluation.
- Advocate for people living with mental health/psychological/developmental problems and their families.



## PRACTITIONER – EDUCATIONAL PSYCHOLOGIST

Educational Psychologists apply psychological knowledge and theory derived from research to the area of learning and development, to assist children, young persons, adults and their families regarding their learning, academic performance, intellectual, behavioural, social and emotional development, by using psychological and educational assessments and applying interventions using a range of evidence-based approaches. Practitioner Psychologists who work within the school system may use the title of 'School Psychologist'. They promote educationally and psychologically healthy environments, which foster the development of intellectual, emotional, and social potential in all students, in partnership with educators, families, and other community agencies.

### SCOPE OF PRACTICE

- Conduct psycho-educational assessment of clients to evaluate cognitive abilities, academic skills, learning aptitudes, emotional development, social skills, and to determine appropriate educational or vocational placement
- Contribute to the diagnosis of relevant disabilities and disorders, including Intellectual Disability, Autism Spectrum Disorder, Specific Learning Disabilities, and Attention Deficit Hyperactivity Disorder
- Consult and collaborate with clients, school personnel, families, and other professionals concerning learning and development, including specific school-related problems of students, the nature of their strengths and needs, their educational implications, and ways to enhance learning
- Produce psycho-educational assessment reports
- Design and apply individual and group interventions targeted to clients' needs, monitor their implementation, and evaluate their effectiveness. This may include direct or indirect work with children and/or assisting adolescents and adults with life transition issues, such as training and career planning and re-structuring, parenting, relationship problems, and coping with a decline in functioning and increasing dependency
- Keep detailed documentation about referred clients to allow for effective intervention planning and follow up, as well as for accountability purposes.
- Develop and provide clients, parents, schools, and other relevant parties with resources relating to specific disabilities/conditions and learning and development needs.
- Contribute to the development of school-wide and system-wide initiatives to make educational institutions more inclusive, conducive to learning, and to facilitate holistic development of individuals.
- Participate in the development, implementation, and evaluation of psychology and education-related programmes and policies
- Design, manage, conduct, report on, and supervise research relating to psychology and education
- Advocate for the development of and access to appropriate services for children, adolescents, vulnerable adults, and their families

## PRACTITIONER – COUNSELLING PSYCHOLOGIST

Counselling Psychologists apply psychological knowledge and theory derived from research to the area of client empowerment and enhancement, to assist children, young persons, adults and their families with personal, social, educational, and vocational functioning by using psychological assessments and interventions, and preventative approaches that acknowledge ecological, developmental and phenomenological dimensions.

### SCOPE OF PRACTICE

- Assess, diagnose, and intervene in clients dealing with life challenges, developmental problems, and mental health issues to optimise psychological well-being
- Formulate a psychological explanation of clients' issues
- Plan and implement therapeutic counselling interventions to clients to assist them with managing stress and conflict, dealing with grief, loss, and trauma, increasing self-esteem and confidence, enhancing personal relationships, managing anxiety, depression, or anger, and cope with disabilities or health problems, among others.
- Assist couples and families to improve communication, build healthy relationships, work together on problems, manage conflict or disagreement, improve parenting skills, and cope with changes in family structure
- Keep detailed documentation about clients in order to monitor the progress of treatments.
- Monitor and evaluate the effectiveness of treatment programmes in collaboration with colleagues.
- Produce psychological reports
- Refer clients to appropriate professionals for further assessment or intervention
- Participate in and/or conduct interagency meetings regarding clients' treatment plan, its effectiveness and evaluate clients' progress.
- Contribute to the development, implementation, and evaluation of relevant programmes and policies
- Advocate for people living with mental health/psychological/developmental problems and their families
- Design, manage, conduct, report on, and supervise psychological research
- Provide expert evidence and/or opinions

## PRACTITIONER – FORENSIC PSYCHOLOGIST

Forensic Psychologists apply psychological knowledge, theory and skills to the understanding and functioning of legal and criminal justice systems, and to conducting research in relevant areas. They often work in criminal, civil and family legal contexts and provide services for litigants, perpetrators, victims, and personnel of government and community organisations.

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### SCOPE OF PRACTICE

- Psychological assessment of individuals who are involved, in one way or another, with the legal system
- Collect and report (both in written reports and oral) evidence of a psychological nature for use in legal and quasi-legal proceedings
- Prepare and present cases for legal proceedings
- Act as an expert witness in court
- Conduct threat assessments, such as for schools and child custody evaluations
- Conduct competency evaluations of criminal defendants
- Conduct assessment for post-traumatic stress disorder
- Provide counselling services to victims of crime
- Participate in the design, delivery and evaluation of intervention and treatment programs for juvenile and adult offenders
- Assist in the screening and selection of law enforcement applicants,
- Contribute to investigations
- Contribute to the development, implementation, and evaluation of relevant programmes and policies
- Design, conduct, report on, and supervise psychological research

## PRACTITIONER – HEALTH PSYCHOLOGIST

Health Psychologists are concerned with understanding the psychological influences on how people stay healthy, become ill, and how they respond to and recover from illness. They focus on areas including health behaviour change, patient-practitioner interactions, health promotion, prevention, and treatment of illness. They investigate the links between psychological and social factors and physical health in order to improve health and prevent illness.

Health Psychologists may specialise in clinical, occupational, community, or public health settings.

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### SCOPE OF PRACTICE

- Work with individuals, groups, and families to understand how their lifestyles and behaviour might impact on their overall health
- Work with clients to help change habits or overcome lifestyle problems that are adversely affecting their health and wellbeing so as to improve physical and emotional health outcomes
- Provide support to clients with managing illness and recovery
- Keep detailed documentation about clients in order to monitor progress
- Monitor and evaluate the effectiveness of interventions in collaboration with clients and colleagues.
- Refer clients to appropriate professionals for further assessment or intervention
- Consult with other professionals within the health and care sectors to promote and facilitate pro-health behaviours and the effective use of treatment for illness
- Provide training for health care professionals to improve their communication skills with patients for better health outcomes
- Work with organisations to help create happier and healthier employees by contributing to workplace policies and counselling individual employees
- Contribute to the design, implementation, and evaluation of relevant policies and programmes
- Design, conduct, report on, and supervise research in areas including the prevalence of diseases in communities and what might cause them, the mental, emotional, and socioeconomic factors relating to health and illness, why people seek health care, and the ways people interact with health care professionals
- Contribute to public health awareness campaigns

Occupational Psychologists (also termed Organisational or Industrial Psychologists in some settings) apply psychological knowledge, theory and practice to the world of work. They work with organizations, teams and individual employees to improve their performance, increase effectiveness and productivity in the workplace, and improve employees' job satisfaction. Organizational psychologists also identify and resolve organizational issues such as sickness absence, high level of work-related stress, and high turnover rates by encouraging team culture, recommending training and promoting health and safety in the workplace.

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### SCOPE OF PRACTICE

- Develop effective performance appraisal programmes and provide training for implementation
- Assess current organizational issues and design effective reward systems
- Assess employee relations issues and design schemes to motivate staff
- Assess organizational health and wellbeing and propose changes to the current system
- Identify organizational training needs, advise on training designs, and conduct training evaluations
- Provide guidance and counselling in career management and for coping with redundancy
- Participate in mediation and dispute resolution meetings
- Analyse job requirements and content to establish criteria for classification, selection, training, design of job descriptions, and other related personnel functions
- Assist in developing, implementing and evaluating selection and recruitment procedures including administration of psychometric testing and designing assessment centres
- Assist in facilitating organizational development and change, including assessing organizations' climate and helping to develop new cultures to achieve specific performance goals
- Advocate for and facilitate leadership, teamwork and communication skills training
- Assist in conducting research and surveys to identify productivity as well as health and safety issues in companies and making recommendations on how these can be improved
- Advise companies about stress prevention and stress management strategies
- Provide training on health and safety issues as well as stress management and work-life balance techniques
- Analyse data, using statistical methods and applications, to evaluate the outcomes and effectiveness of workplace programs

- Design, manage, conduct, report on, and supervise psychological research
- Participate in productivity/ occupational health-related policy development and implementation
- Assist in developing and introducing resources for use in assessing organizational needs
- Assist in developing and evaluating service provision for client organizations

## PRACTITIONER – SPORTS AND EXERCISE PSYCHOLOGIST

Sports and Exercise Psychologists specialize in the psychological factors that influence the performance and participation in sport, exercise and physical activity, and the application of this knowledge to everyday settings. They are interested in how participation in sport, exercise, and physical activity may enhance psychological development, health, and wellbeing throughout the life span. They work with individuals, teams, and organisations involved with sports and exercise.

Practitioners Psychologists in this area typically specialise in either sport or exercise although some work across both fields.

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### SCOPE OF PRACTICE

- Work with individuals and teams to develop and apply the mental and emotional knowledge, skills, and abilities required for excellence in athletic domains, to their own performance
- Assess client needs and abilities, monitoring sporting performance and behaviour
- Develop tailored interventions to assist athletes in preparation for competition and to deal with the psychological demands of the sport
- Implement strategies to help clients overcome difficulties, improve performance, and realise potential
- Equip athletes with mental strategies to cope with, and overcome, setbacks or injuries
- Deliver counselling to individuals and workshops to groups covering issues such as goal setting, self-analysis of performance, visualisation, and relaxation
- Provide counselling to clients who are ill, in poor physical or mental health and who may benefit from participation in more regular exercise
- Devise, implement and evaluate exercise programmes based on the needs of the client
- Refer clients for further assessment and intervention where appropriate
- Work with individuals and organisations to improve athletic contexts to facilitate more effective development, consistent execution, and positive experiences in athletes
- Provide information to coaches, parents, exercisers, fitness professionals, and athletic trainers on the psychological aspects of their sport or activity and assist them to apply this knowledge to improve team cohesion and communication, increase motivation and enjoyment, and enhance performance
- Encourage and assist individuals and groups to adopt healthy exercise behaviours to enhance wellbeing and improve health outcomes
- Work with communities and organisations to facilitate optimal involvement, performance, and enjoyment in sport and exercise

- Contribute to the design, implementation, and evaluation of relevant policies and programmes
- Design, conduct, report on, and supervise research in areas including how exercise is associated with health and wellbeing, and the cognitive, emotional, behavioural, and psychophysiological facilitators and inhibitors of high athletic performance



## PRACTITIONER – COMMUNITY PSYCHOLOGIST

Community Psychologists have specific training and experience in understanding and supporting communities of people, and individuals within communities. They work with identifying and facilitating the strengths and competencies of community members, supporting flexibility, equity and respect for diversity in meeting the needs of different communities. They work as consultants in partnership with groups, organizations and residential communities to achieve their respective goals and aspirations, to solve problems and to prevent or reduce threats to individual and collective wellbeing, and to help people connect and engage in a community.

### SCOPE OF PRACTICE

- Conduct comprehensive and holistic assessment of clients' developmental, cultural, and environmental strengths and challenges
- Conduct community needs and assets assessments
- Evaluate psychosocial environments with respect to aspects such as sense of community, quality of life, social support networks, and resilience
- Assist clients (individuals and groups) to build on their strengths and to identify and make use of available resources
- Provide outreach counselling services that are de-centralised and address community needs
- Develop and conduct evidence-based life skills training for individuals and groups that promotes personal competence
- Provide crisis intervention and crisis counselling to help clients develop more effective and adaptive problem-solving mechanisms
- Negotiate and mediate to manage and resolve conflict
- Carry out empowerment of population groups with specific needs through consultation, coalition-building, and advocacy
- Promote and manage attitudinal and behavioural social change in individuals, systems, organisations, and communities
- Devise and implement change and prevention strategies at multiple levels in order to foster settings that promote competence and wellbeing
- Contribute to the development, implementation, and evaluation of social and community policies and programmes
- Coordinate systems to manage community projects
- Design, conduct, report on, and supervise community research through multiple methodologies and devise action plans that require explicit attention to and respect for diversity amongst people and settings

## PSYCHOTHERAPIST

Psychotherapists use a range of ‘talk’ treatments that can help clients with mental health problems, and emotional and behavioural challenges. They aim to enable patients to understand and explore their feelings and to equip them to cope with difficult situations in a more adaptive way.

Psychotherapists can come from diverse professional training backgrounds and use a range of styles and approaches in their work with individuals, pairs, or groups. The specific interventions used in each case will be based on the psychotherapist’s training and experience, and on the client’s characteristics and needs

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### SCOPE OF PRACTICE

- Assess the needs of clients as well as their interests, resources, and motivations to determine appropriate therapeutic approach
- Plan and implement structured interventions with clients to assist them with becoming more self-aware, managing stress and conflict, dealing with grief, loss, and trauma, increasing self-esteem and confidence, enhancing personal relationships, managing anxiety, depression, or anger, managing life transitions, and progressing towards personal goals, among others.
- Assist couples, families, and other groups to improve communication, build healthy relationships, work together on problems, manage conflict or disagreement, improve parenting skills, and cope with changes in family structure
- Keep detailed documentation about clients in order to monitor their progress and therapeutic outcomes/goals
- Communicate and collaborate with colleagues from other disciplines, including medical doctors, to treat mental health, behavioural, and emotional issues, and to monitor and evaluate the effectiveness of intervention programmes
- Produce reports on assessment and therapy progress
- Identify clients requiring further assessment and intervention services by other professionals and make referrals accordingly
- Contribute to the development, implementation, and evaluation of relevant programmes and policies
- Design, manage, conduct, and report on research which increases understanding of client groups and adds to the evidence base of the profession
- Provide expert evidence and/or opinions about relevant issues

## REGISTERED COUNSELLOR

Registered Counsellors apply knowledge of psychology, counselling and communication skills to work with individuals and groups to assist them in dealing with life situations, problems and crises, and to enhance functioning. They help people to talk about their feelings, think about their choices or their behaviour, and make positive changes in their lives. In so doing, registered counsellors contribute to the overall mental health functioning of their clients.

They may be employed in a variety of counselling settings and contexts, including hospitals, educational institutions, workplaces, community programmes, rehabilitation and addiction treatment programmes, police and correctional services, and civil society organisations.

The interventions used by Registered Counsellors may involve a range of approaches and modalities based on the counsellor's training and experience, and on the client's characteristics and needs.

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### SCOPE OF PRACTICE

- Assess the needs of clients as well as their interests, resources, and motivations to determine appropriate therapeutic approach
- Plan and implement structured interventions with clients to assist them with becoming more self-aware, managing stress and conflict, dealing with grief, loss, and trauma, increasing self-esteem and confidence, enhancing personal relationships, managing anxiety, depression, or anger, managing life transitions, and progressing towards personal goals, among others.
- Assist couples, families, and other groups to improve communication, build healthy relationships, work together on problems, manage conflict or disagreement, improve parenting skills, and cope with changes in family structure
- Keep detailed documentation about clients in order to monitor their progress and therapeutic outcomes/goals
- Monitor and evaluate the effectiveness of intervention programmes in collaboration with colleagues
- Produce reports on assessment and intervention progress
- Identify clients requiring further assessment and intervention by other professionals and/or services and make referrals accordingly
- Contribute to the development, implementation, and evaluation of relevant programmes and policies
- Design, manage, conduct, and report on research which increases understanding of client groups and adds to the evidence base of the profession
- Provide expert evidence and/or opinions about relevant issues

## PUBLIC HEALTH

### PUBLIC HEALTH OFFICER

A Public Health Officer (PHO) is a registered allied health professional responsible for enforcement of legislation pertaining to environmental health with the ultimate aim of minimizing health and safety hazards amongst the community. Public Health Officers are vested the authority to implement measures for protecting public health through involvement in various activities such as inspection of food production establishment, investigating alleged cases of public health nuisance and implementing disease control. The roles of Public Health Officers are focused on prevention, consultation, investigation, enforcement and public awareness through educating the community on health risks and sustaining a safe environment.

PHOs are, by standard, knowledgeable on microbiology, risk assessment, environmental health science, food science with accompanying skills and knowledge related to the tracking and control of communicable diseases. They are expected to have strong investigative skills and a thorough knowledge of current legislation pertaining to public health and how to apply such. The PHOs work in partnership with ministries, private organization and members of the community. This group of professionals is employed mostly by government and private organizations to advise and enforce public health regulations.

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### SCOPE OF PRACTICE

The practice of a Public Health Officer includes the following:

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#### PUBLIC HEALTH ENGINEERING

Monitoring of water quality as per relevant regulations and guidelines as follows:

- Collect water samples for laboratory analysis;
- Analyse laboratory results and make recommendations;
- Carry out field tests on public water supply sources;
- Conduct inspections of Community water supplies as part of the public health surveillance programme;
- Provide health education on proper and safe water usage and waste water disposal;
- Carry out surveys in both residential and informal settlements so as to determine the provision of water supply and sanitation in these areas;

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#### FOOD CONTROL

- Sample foodstuff for microbiological and chemical purposes;

- Conduct health promotion and education programmes for food handlers with reference to personal hygiene, sanitizing of food contact surfaces and cleaning procedures and methods, the prevention of food contamination from sources such as soil, water, air, plants, animals and humans;
- Conduct food borne illness investigations;
- Carry out surveys of both formal and informal food trading enterprises for statistical purposes;
- Seize, remove, detain and dispose of unsafe foodstuffs
- Appraise building plans in relation to food safety;
- Conduct farm sanitation monitoring;
- Conduct meat inspection.

## GENERAL PUBLIC HEALTH NUISANCES AND CONTROL

- Draft and prepare notices and reports on public health nuisances;
- Attend to public complaints and enquiries and direct non-specific complaints to the appropriate service unit to attend to;
- Carry out routine public health investigations, including the investigation of complaints relating to:
  - Unsanitary premises;
  - Defective waste water disposal system.
  - Unsanitary refuse management
  - Vectors of diseases and other nuisances;
  - Nuisance caused by keeping of animals and birds including but not limited to:
    - 
    - Poultry keeping;
    - Dogs nuisance;
    - Stables, Piggery and cattle enclosures;
    - Illegal slaughtering.
  - Unhealthy dwelling/buildings: -
    - Poor ventilation and lighting;
    - Inadequate/defective sanitary facilities;
    - Defects relating to walls, floors, ceilings and;
    - Facilities for the disabled.
  - Unhygienic conditions on the property but not limited to: -
    - Overcrowding;
    - Dirty conditions;
    - Unsatisfactory living conditions;
    - Lack of access to basic facilities;
    - Illegal dumping;
    - Derelict motor vehicles;

- Overgrown vacant land and;
- Odours.
- Public and private ablutions facilities, swimming pools, toilets, private sewerage disposal systems (e.g. septic tanks) and sewerage system effluents.
- Accommodation, establishments and institutions.
- Fetes, fairs, exhibitions/shows, public gatherings etc.

#### VECTOR CONTROL

- Conduct regular vector surveys and monitoring programmes and reports thereon;
- Conduct the trapping and poisoning of vectors of diseases;
- Ensure effective destruction and control of rodents, cockroaches, bedbugs, fleas, flies, mosquitoes and other vermin by the correct selection of chemicals, materials and appropriate equipment and;
- Conduct vector control programmes.

#### HEALTH EDUCATION AND PROMOTION AND COMMUNITY DEVELOPMENT

- Identify specific project needs;
- Plan, organize and implement community projects;
- Train specific target groups in the communities and implement “training of trainer” programmes;
- Arrange programmes and campaigns jointly with other departments and the communities, (e.g. clean up campaigns, communicable disease campaigns, etc);
- Arrange and attend community meetings so as to keep communities fully informed about all activities of the department;
- Carry out health education talks at clinics, schools, workplaces and communities on public health-related diseases;
- Carry out health education in terms of common problems, e.g. odours, flies, disposal of waste, etc.

#### COMMUNICABLE DISEASES

- Support district communicable disease surveillance programme throughout all hospitals, clinics, mobile clinics, private medical practices and community health workers and community structures;

- Carry out investigations and follow up on cases of infectious disease and epidemics notified to the department;
- Identify and refer contacts and suspected cases of notifiable diseases to clinics for examination;
- Assist in following up on defaulter patients at clinics, hospitals and community health centres;
- Advise patients, relatives and employers of public health related infectious diseases;
- Deliver talks to different target groups as requested;
- Educate and train volunteers on public health matters related to the scope of practice of Public Health Officers;
- Enforce international health regulations;

#### ENVIRONMENTAL POLLUTION CONTROL

- Assist in investigation of environmental pollution complaints, e.g. air, water, soil, ground and noise;
- Carry out field surveys of industries to determine impacts on specific communities;
- Assist with noise surveys and dealing with community noise complaints;
- Disseminate information to industries and communities concerning environmental pollution;
- Take environmental air, soil and dust samples for analysis to the laboratory.

#### INFORMATION FOR DECISION-MAKING

- Collect public health data for decision-making purposes in one or more of the following fields of activity: -
  - Water quality monitoring
  - Food Control
  - Waste management
  - Health surveillance of premises
  - Surveillance and prevention of communicable diseases
  - Environmental pollution control
  - Port health
  - Vector control
  - Control of hazardous substances
  - Environmental Health Impact Assessment

### SPEECH PATHOLOGIST

Speech pathologists are health professionals trained to assess, diagnose and manage children and adults with speech, language, communication, voice, fluency and swallowing difficulties. Speech pathologists work with people diagnosed with different presentations and conditions, including congenital problems, developmental delays, brain injuries, stroke as well as people with various forms of disabilities where speech, language, communication and swallowing are affected. Speech pathologists have been trained to be autonomous practitioners; who can also collaborate with other professionals when needed, for holistic client care.

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### SCOPE OF PRACTICE

Speech pathologists may perform the following services or acts including, but not limited to:

- Clinical services independent of other professionals such as:
  - Assessment and diagnosis of speech, language, communication, fluency and swallowing disorders
  - Goal setting
  - Treatment/intervention/rehabilitation
  - Counselling on aspects of communication, swallowing disorders and therapy
  - Discharge and resolution planning
  - Client/family or patient/family education and support
  - Documentation
  - Screening and identification
  - Prevention
  - Coordination of care
  - Onward referral to relevant services or agencies
  - Consultation to other health or educational professionals, agency or stakeholders
  - Management (providing strategies and/or modifications or accommodating diverse needs of specific populations)
- Advocate on behalf of clients/patients
- Provide advocacy via involvement in committees, working in groups and health boards
- Provide specialist advice; as well as select, prescribe, design and establish intervention programs and training in the optimal use/maintenance of, for example:
  - Augmentative and alternative communication techniques and strategies
  - Communication technology and software
  - Tracheostomy, laryngectomy and voice prostheses



- Assistive devices (**excluding** any sensory devices used by individuals with hearing and other perceptual disorders)
- Modified diet and fluids
- Interpret assessment (instrumentation) data to inform diagnosis and management of speech, language, communication, voice, fluency and swallowing. The use of assessment tools and interpretation of data may require the assistance of other health professionals depending upon legal requirements and guidelines and the speech pathologist's experience and expertise. Assessment tools/instrumentation may include: (video)fluoroscopy, endoscopy, (nasal)endoscopy, electromyography, stroboscopy and communication technology.
- Address behaviours and make environmental modifications/accommodations that affect communication, voice, swallowing or other upper aero digestive functions (i.e. dietary modification, tracheostomy management)
- Provide services such as hearing screening, auditory training, speech-reading, interpretation of audiological report, speech and language intervention/rehabilitation secondary to hearing loss or central auditory processing disorders.
- Provide services to modify or enhance communication performance (e.g. preventative voice care, accent modification)
- Conduct service management activities such as:
  - Human resource management, including supervision of speech pathology students, speech pathology assistants/technicians, and colleagues, mentoring, and recruitment. Supervision of speech pathology practice may occur as part of a leadership or management role within an organisation or externally through a contractual arrangement with another service provider.
  - Business planning
  - Financial management
  - Physical resources and facilities management
  - Marketing and public relations
  - Quality improvement
  - Education of others (students, staff, carers and significant others and the community)
  - Research
  - Negotiate service delivery models, referral and prioritisation procedure and team processes
  - Serve as expert witnesses in court

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## PRACTICE SETTINGS

Speech pathologists work in a variety of settings, including but not limited to:

- Aged care facilities

- Community Health Service / Healthcare centres
- Rehabilitation Services (including Rehabilitation Centre)
- Community and state agencies
- Corporate settings
- Correctional institutions
- Disability Services
- Early intervention services
- Education setting (Childcare facilities; Preschools; Primary schools; Secondary schools; Special schools and special education units; Language services; Tertiary Settings)
- Group homes
- Hospital settings (Acute; Sub-acute and Rehabilitation Hospitals)
- Individual Homes
- Mental Health Settings
- None profit organisations
- Private clinics/hospitals
- Supported employment
- Universities and research facilities
- Speech pathologists may also provide services via tele practice when appropriate.

## SPEECH PATHOLOGY TECHNICIAN

Speech Pathology Technicians are health professionals who perform tasks prescribed, directed, and supervised by a speech pathologist such as use of assistive technology devices for communication, activities designed to develop pre-language and language skills, oral-motor control for speech production, vocalization and; works with patients/clients who have identified speech and language disorders as well as other disabilities; performs related duties as assigned after following on the job training.

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### SCOPE OF PRACTICE

Speech pathology technicians may perform the following services under the direct supervision of a speech pathologist including:

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#### SERVICE DELIVERY

- Assist with speech, language, and hearing screenings without clinical interpretation.
- Assist during assessment of students, patients, and clients exclusive of administration and/or interpretation.
- Assist with bilingual translation during screening and assessment activities exclusive of interpretation
- Follow documented treatment plans or protocols developed by the supervising speech pathologist.
- Document student, patient, and client performance (e.g., tallying data, preparing charts, records, and graphs) and report this information to the supervising speech pathologist.
- Program and provide instruction in the use of augmentative and alternative communication devices.
- Demonstrate or share information with patients, families, and staff regarding feeding strategies developed and directed by the speech pathologist.

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#### ADMINISTRATIVE SUPPORT

- Assist with clerical duties and departmental operations, such as preparing materials and scheduling activities, as directed.
- Perform inventory checks and maintenance of equipment.

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#### PREVENTION AND ADVOCACY

- Present primary prevention information to individuals and groups known to be at risk for communication disorders and other appropriate groups; promote early identification and early intervention activities.

- Advocate for individuals and families through community awareness, health literacy, education, and training programs to promote and facilitate access to full participation in communication, including the elimination of societal, cultural, and linguistic barriers.
- Support the supervising speech pathologist in research projects, in-service training, public relations programs, and marketing programs.
- Participate actively in professional organizations.

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## PROHIBITIONS

A speech pathology assistant **shall not**:

- Represent himself or herself as a speech pathologist;
- Perform standardized or non-standardized diagnostic tests, formal or informal evaluations, or swallowing screenings/checklists;
- Perform procedures that require a high level of clinical acumen and technical skill (e.g., vocal tract prosthesis shaping or fitting, vocal tract imaging and oral pharyngeal swallow therapy with bolus material);
- Tabulate or interpret results and observations of feeding and swallowing evaluations performed by speech pathologist;
- Participate in formal parent conferences, case conferences, or any interdisciplinary team without the presence of the supervising speech pathologist or other designated speech pathologist;
- Provide interpretative information to the student/patient/client, family, or others regarding the patient/client status or service;
- Write, develop, or modify a student's, patient's, or client's treatment plan in any way;
- Assist with students, patients, or clients without following the individualized treatment plan prepared by the certified speech pathologist and/or without access to supervision;
- Sign any formal documents (e.g., treatment plans, reimbursement forms, or reports; the speech pathologist should sign or initial informal treatment notes for review and co-sign with the supervising speech pathologist as requested);
- Select students, patients, or clients for service;
- Discharge a student, patient, or client from services;
- Make referrals for additional service;
- Disclose clinical or confidential information either orally or in writing to anyone other than the supervising speech pathologist unless mandated by law;
- Develop or determine the swallowing strategies or precautions for patients, family, or staff;
- Treat medically fragile students/patients/clients independently;

- Design or select augmentative and alternative communication systems or devices.

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