

## PROFESSIONAL PRACTICE COMPETENCIES & COMPETENCE

Fundamental principles of professional reliance are that all applied biology professionals meet high professional standards such as competence, expertise and work within their own area(s) of practice and level(s) of competency. A competency is more comprehensive than skill set(s) alone, it is measurable, assessable and verifiable.

The College of Applied Biology (the College) uses a competency framework of seven (7) Professional Practice Competencies (figure 1.0) each with their own key indicators, and a competence continuum (figure 2.0) to align registrants' skills, capabilities, knowledge and competence with their professional practice. The intent of the competency framework, key indicators and competence continuum is to provide the College (the regulator), registrants, employers and the public with clear and consistent expectations and an understanding of what is required of an applied biology professional that is registered and certified by the College.

The Competency Framework, its Key Indicators and the Competence Continuum:

- ◆ Were developed to ensure that College registrants meet and maintain high level practice and competence standards to uphold and protect the public interest;
- ◆ Encompass the required credentials through the registration process to become a College registrant ; and
- ◆ Ensure registrants maintain and enhance the required credentials through the Continued Education, Audit and Practice Review Programs.

Figure 1.0 Professional Practice Competencies.



The College uses the following key indicators (KIs) in each Professional Practice category to assess and verify that a professional meets the minimum competency level requirement: Competent (Figure 2.0). College applicants and registrants are required to demonstrate and maintain competence in at least one (1) key indicator in each Professional Practice Competency category during the Registration, Audit and Practice Review processes.

#### Records/Data Management & Informatics



1. Demonstrate knowledge of records management and information.
2. Implement policies and protocols relating to records management and informatics in their practice.
3. Respect for confidentiality in their practice.

#### Professional Accountability



1. Demonstrate an awareness of scope of practice and limitations.
2. Take responsibility for their work and work of others' (if applicable).
3. Exercise skills in applied biology and other professional skills as required for work to be undertaken.

#### Communication



1. Communicate written and oral information in a clear, concise, and comprehensible manner.
2. Communicate and acknowledge the value of alternative views and hypotheses.
3. Demonstrate the ability to communicate effectively with specialist and non-specialist audiences, colleagues, clients and others.

#### Scientific knowledge & Concepts



1. Demonstrate knowledge of scientific information and concepts.
2. Incorporate relevant scientific knowledge and concepts in their practice.
3. Use knowledge and scientific understanding to improve the application of existing and emerging scientific concepts, knowledge or technology in their practice.

#### Laws, regulations & policy



1. Incorporate regulatory and policy requirements in their practice.
2. Implement regulatory and policy requirements in their practice.
3. Demonstrate knowledge of: a) regulatory and policy requirements as a regulated professional; b) Demonstrate knowledge relevant to their practice.

#### Standards & Practices



1. Demonstrate knowledge of standards and practices relevant to their area of practice.
2. Incorporate standards and practices in their practice.
3. Implement standards and practices in their practice.

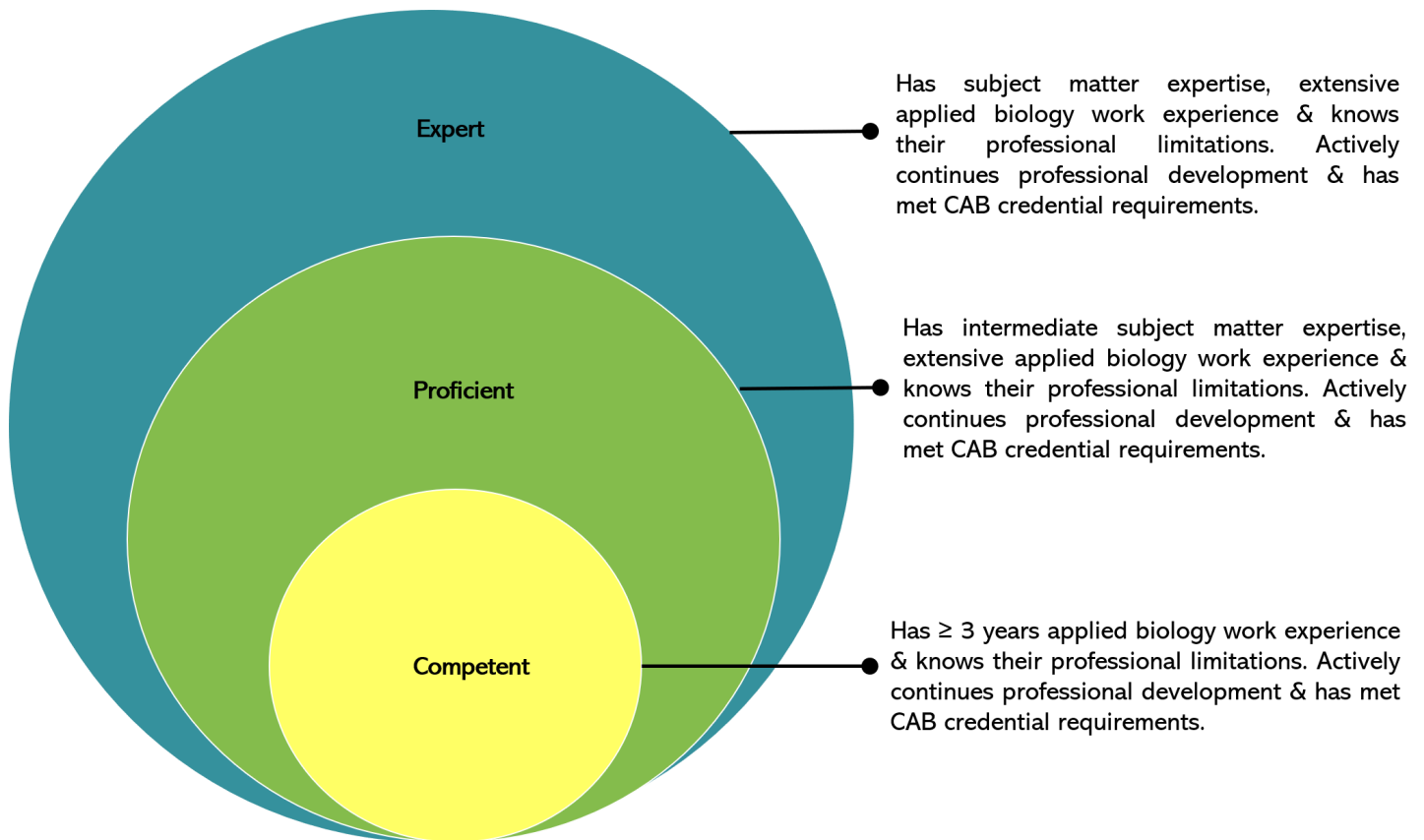
#### Project &/or Work product Management



1. Provide advice, options /solutions, requirements.
2. Demonstrate skills in evaluation of and in drawing conclusions.
3. Demonstrate skills in the scoping, planning and implementing of projects/assignments.

A registrants Professional Practice Competencies and associated competence level (competent, proficient, expert) (Figure 2.0) are acquired through knowledge (education & training), skills and abilities (work experience, professional practice experience) in each of the Professional Practice Competency categories. The two are linked together.

2.0 Competency Continuum.



**During the registration process applicants are required to:**

- ◆ Demonstrate they meet at least one (1) key indicator in each Professional Practice Competency category;
- ◆ Establish they have a minimum competence level of Competent in each competency category; and
- ◆ Provide References who can verify they meet the Professional Practice Competency categories and are competent.

**The College:**

- ◆ Assesses the application using the key indicators and competence level requirements;
- ◆ Verifies the information provided by the applicant through information provided by references; and
- ◆ Determines if the applicant is accepted or not accepted. If not accepted, the College provides information regarding any deficiency(ies) and associated resolution(s).

**A Registrant is required to:**

- ◆ Self-declare their area of expertise and associated competence level with each Professional Practice Competency category;
- ◆ Continue to demonstrate they maintain competence with at least one (1) key indicator in each Professional Practice Competency category through the Audit and Practice Review Processes; and
- ◆ Maintain or enhance their competence and area(s) of expertise through the Continuing Education Program.

**The College:**

- ◆ Assesses and verifies a Registrants Professional Practice Competencies through the Audit and Practice Review processes, using the key indicators, competent level requirements and Continuing Education activities.