



Date: May 7, 2008

To: All Schools, Members and Stakeholders

From: Deborah Worrada, Registrar & Executive Director

Subject: Registered Massage Therapist (RMT) Job Analysis (Role Delineation) Study Completed in support of RMT Program Update

Ongoing Research and Psychometric Support Undertaken in support of the College of Massage Therapist Registered Massage Therapist Credential, Online Job Analysis Survey data results scheduled to be implemented into programming January 1, 2009.

The College of Massage Therapists of Ontario (the College), the regulatory body dedicated to excellence in protecting the public, serving its members, and promoting the highest possible quality of the practice of massage therapy in a safe and ethical manner is pleased to announce the completion of the latest phase of its extensive-ongoing research and psychometric study supporting the Registered Massage Therapists (RMT) credential.

The educational programme recognizes the professional level of Massage Therapists practicing in the province, and reflects the comprehensive nature of the knowledge, skills, and abilities required of those serving in the field today. To qualify for the RMT credential, a candidate must have performed 500 hours of direct client care in the previous 3 years or finished a recognized massage therapy program within the previous 3 years. RMTs are required to maintain a principal place of practice in Ontario, hold liability insurance for at least \$2,000,000 per occurrence, and hold Canadian citizenship, landed immigrant status, or a valid employment authorization. All RMTs are required to uphold and practice according to the College's Standards of Practice, the Code of Ethics, and all Regulations related to practice. To earn the title of RMT, candidates must pass a comprehensive written and performance (Objectively Scored Clinical Evaluation – or OSCE) examination.

The need to document the changes taking place within the profession, and the need to insure that client care is state-of-the-art in relationship to technique and practice are being addressed by this research study and psychometric review, which included the conduct of a full-scale Job Analysis Study. This Study invited the participation of a random sample of RMTs from within the province, to collect their opinions about exactly what it is that this province's massage therapists do on-the-job in order to practice ethically, effectively, and competently.

The first phase of the Job Analysis included an extensive research study into the role of the massage therapist in Ontario, using a comprehensive approach to develop an exhaustive list of tasks and behaviours to be included on the Job Analysis Survey. Documents used in this

research included core competency documents, Standards of Practice, textbooks, performance appraisals, job definitions, Regulations, and curriculum-related documents such as journals, texts and study guides. The Job Analysis Advisory Panel members were recruited from the population of RMTs representing the full diversity of background, experience, education, geographic representation, training, and practice setting reflective of today's community of Massage Therapists in Ontario. The College is grateful to all the volunteer participants for their invaluable service to this enterprise.

These RMT subject matter experts were asked to perform a comprehensive analysis of the role of today's RMT. They worked together to evaluate the exhaustive list of the knowledge, skills and abilities required of competent practice, eliminating tasks that were obsolete and including new tasks that represent innovations and advancements in the profession. This list was carefully evaluated and analyzed and was translated into the online survey.

The respondents were asked to review an exhaustive list of tasks that would potentially impact the RMT role and to rate each task according to how critical it was to competent practice. Respondents were also asked about task performance frequency, which was considered in the data analysis. Respondents provided demographic information, which allowed for the survey results to be analyzed by sub-group responses, insuring that the results were meaningful across practice, region, and experience levels of practitioners. This step also allowed the College to understand the impact of practice settings, experience, geographic setting, etc., on the role. All respondent information was completely confidential.

The results of the Job Analysis have been used to provide continued support for the legally defensible foundation of the RMT programme, by further translating the results of the survey into the RMT Examination Content Outlines. This support establishes a critical link between test scores and competency, specifically, that the scores derived from the RMT examinations demonstrate *content validity* (job-relatedness) and pass and fail certification decisions are based on what competent professionals do on-the-job.

The release of the updated content outlines and pending launch of the updated examinations is being phased in to allow current student/candidates to complete their educational and testing cycle under the current examination content outlines. Furthermore, candidates just beginning their education will be supported in their transition to the new content outline, as curricular adjustments are made at the massage school/programme level. It is a firm policy of the College to maintain maximum transparency in the registration process, as balanced with the need to safeguarding the security of the registration examinations.

The published content outlines are the same documents that are used by RMT subject matter expert question writers, and examination advisory committee members to review and approve the examinations. Furthermore, all test questions and OSCE station tasks are linked to the content outline, and the answers verified by two of the references appearing on the College's RMT approved reference listing. All examinations given after January 1, 2009 will match the new examination content outlines (blueprints) which have also been reviewed and in some areas reorganized by the SME Advisory Committee to insure that the language and organization taxonomy of the outlines are reflective of current practice, and are logical and precise.

In light of these alignments of the content outline the content area weighting of some of the content areas has shifted slightly, meaning that some categories will have greater or lesser emphasis on the new examinations.

Completion of the Job Analysis Survey and adoption of new examination content specifications brings full-circle the goal of the RMT programme – in compliance with International Standards for Fair Testing – of ensuring and documenting the content-validity and relevance of the RMT examinations.

The College's President, Wendy Hunter RMT, noted that the RMT credential continues to provide Ontario Massage Therapists with the ability to demonstrate professional-level competency within all aspects of the regulated health professions' environment. Ms. Hunter noted, "The RMT credential provides the public we serve, government agencies, and officials, with a means of assuring that massage therapists are fully-competent to perform the role in a safe and effective manner. The important research we are undertaking in support of the RMT registration programme reflects the College's commitment to International Testing Standards. These Standards support the fact that Certification is not a static process, but one that must include continuous research and psychometric support to ensure that the RMT title reflects the critical competencies of massage therapists working within the complexities of our diverse practice settings."

Information about the College is available on the website **www.cmtto.com**

The new Content Outlines are attached to this document.

Survey Task Listing for the Role of the Massage Therapists in Ontario

Multiple Choice Examination

December, 2007 – for Implementation January 2009

I. Health Science 40%

- A** Demonstrates an understanding of anatomy and physiology including:
- 1 Anatomical organizational constructs of the human body and homeostasis
 - 2 Chemical, cellular and tissue-level of organization
 - 3 Musculoskeletal system
 - 4 Nervous system
 - 5 Lymphatic and immune system
 - 6 Cardiovascular system
 - 7 Respiratory system
 - 8 Digestive system
 - 9 Endocrine system
 - 10 Reproductive system
 - 11 Urinary system
 - 12 Integumentary system
 - 13 Exercise physiology
 - 14 The physiology/science of manual therapy
- B** Demonstrates an understanding of pathology including:
- 1 Infection, inflammation, immunity and healing
 - 2 Musculoskeletal system conditions
 - 3 Nervous system conditions
 - 4 Lymphatic and immune system conditions
 - 5 Cardiovascular system conditions
 - 6 Respiratory system conditions
 - 7 Digestive system conditions
 - 8 Endocrine system conditions
 - 9 Reproductive system conditions
 - 10 Urinary system conditions
 - 11 Integumentary system conditions
 - 12 Genetic and congenital disorders
 - 13 Neoplasia
 - 14 The pathophysiology and neurophysiology of acute and chronic pain
 - 15 The basic principles of diagnostic medical imaging
- C** Demonstrates an understanding of the physiological response to food sensitivities or allergies
- D** Practices and applies the general principles of kinesiology, including biomechanics
- E** Demonstrates an understanding of nutrition, including the components of a balanced diet, the role of metabolism, the properties and functions of nutrients and alterations in nutritional status
- F** Demonstrates an understanding of substance abuse and addiction
- G** Demonstrates an understanding of the general principles of pharmacology
- H** Demonstrates an understanding of the characteristics, types, benefits and disadvantages of various research designs and analyses, and their applicability to practice

II. Professional Development 20%

- A** Demonstrates an understanding of and practices in accordance with the Regulated Health Professions Act (RHPA), the Health Care Consent Act (HCCA), the Massage Therapy Act (MTA), College By-laws or policies, Code of Ethics, Complaints and Discipline procedures, Quality Assurance requirements, and infection control guidelines including:
- 1 The massage therapy scope of practice
 - 2 Controlled acts
 - 3 Legal requirements concerning privileged communication and client confidentiality
 - 4 Legal requirement to report suspected child abuse or neglect, and suspected elder abuse in nursing homes
 - 5 The Zero Tolerance Policy
 - 6 Legal requirement to report the termination of any health care professional's employment for reasons of professional misconduct, incapacity or incompetence
 - 7 CPR and First Aid requirements
 - 8 Registration requirements
 - 9 Quality Assurance Program requirements, including peer assessment/review
 - 10 Complaints, discipline and fitness to practice rules and regulations
 - 11 Advertising rules and regulations
- B** Demonstrates an understanding and application of the Standards of Practice including:
- 1 Basic safety, hygiene and sanitation
 - 2 Preparing the treatment area
 - 3 Informing the client of fees and payment policies and obtaining agreement to a fee schedule
 - 4 Obtaining, maintaining, updating and retaining client health records
 - 5 Identifying and managing an outbreak of a contagious disease
 - 6 Washing hands and skin surface that will or has come in contact with the client
 - 7 Obtaining consent for assessment and treatment
 - 8 Draping

III. Clinical Science 40%

- A** Supports Public Health Practices by demonstrating an understanding of:
- 1 Allergic reactions to creams, lotions or other treatment materials
 - 2 Public health and its role in disease prevention
 - 3 Disease reporting requirements to the Local Medical Officer of Health as outlined in Ontario Regulation 559/91 under the Health Protection and Promotion Act, 1983
 - 4 The use of protective barriers during treatment as indicated by client condition or treatment type, in accordance with *Preventing the Transmission of Bloodborne Pathogens in Health Care and Public Service Setting*: Public Health Agency of Canada
 - 5 Major communicable diseases and transmission mechanisms
- B** Demonstrates the ability to interview a client and take a health history including:
- 1 Determining questions to discuss with the client to obtain a complete and accurate medical history
 - 2 Evaluating pain or other symptom characteristics
 - 3 Evaluating the general health of each of the physiological systems
 - 4 Identifying conditions beyond the therapist's ability to treat; making referrals when necessary
 - 5 Analyzing client information/responses and establishing a framework for client assessment; determining possible causes and consequences of conditions

- C** Demonstrates the ability to assess and treat a client including:
- 1 Neuro-musculo-skeletal system
 - 2 Cervical spine, head, neck and face
 - 3 Temporal-mandibular joint
 - 4 Thoracic spine and thorax
 - 5 Lumbar spine and abdomen
 - 6 Pelvis
 - 7 Shoulder
 - 8 Elbow
 - 9 Wrist and hand
 - 10 Hip
 - 11 Knee
 - 12 Ankle and foot
 - 13 Posture and gait
 - 14 Compensatory changes
 - 15 Identifying treatment precautions or contraindications, making a referral when necessary
 - 16 Treatment of neuro-musculo-skeletal injuries, conditions, dysfunctions or pathologies, including required treatment modifications
 - 17 Treatment modifications for central nervous system conditions, dysfunctions or pathologies
 - 18 Treatment modifications for respiratory, circulatory, gastrointestinal, and other systemic conditions, dysfunctions or pathologies.
- D** Design a treatment plan that includes consideration of:
- 1 Research findings related to the treatment of a specific condition
 - 2 Assessment and treatment by other health care practitioners
 - 3 Common conditions and impairments, and the principles, goals and outcomes of various treatments
 - 4 Treatment and modality options given health history and assessment findings, the presenting condition, and identified contraindications and precautions
 - 5 Client medications
 - 6 Reassessment to determine treatment plan progress, client status changes, and required treatment plan adaptations
- E** Demonstrates an understanding of the application of modalities and techniques to optimize tissue and systemic health and function including consideration of:
- 1 Acute, sub-acute and chronic stages of healing
 - 2 Stretching techniques
 - 3 Connective tissue techniques
 - 4 Joint mobilization and traction
 - 5 Neuromuscular techniques
 - 6 Lymph drainage techniques
 - 7 Breast and chest-wall massage
 - 8 Pre- and post- athletic event modalities and techniques
 - 9 Hydrotherapy
 - 10 Stress, mood, and anxiety disorders
- F** Applies the general principles of therapeutic exercises including:
- 1 Range of motion
 - 2 Resistance/strengthening
 - 3 Aerobic exercise

- 4 Exercises to improve posture
- 5 Proprioceptive/balance exercise
- 6 Ergonomic training
- 7 Static control, movement and functional rehabilitation
- 8 Stress management techniques

G Designs homecare programs that include:

- 1 Homecare program given health history and assessment findings
- 2 Modification of exercises to maximize benefits
- 3 Therapeutic exercise goals
- 4 Instructions in proper exercise techniques
- 5 Evaluation of exercise effectiveness and goals

111 Tasks

Survey Task Listing for the Role of the Massage Therapists in Ontario

OSCE Examination

December, 2007 – for Implementation January 2009

I. Health Science (weighting range 12-17%)

- A Demonstrates an understanding of anatomy and physiology including the musculoskeletal system
- B Demonstrates an understanding of pathology including conditions of the:
 - 1 Musculoskeletal system
 - 2 Nervous system
 - 3 Lymphatic and immune system
 - 4 Cardiovascular system
 - 5 Respiratory system
 - 6 Digestive system

II. Professional Development (9-14%)

- A Demonstrates an understanding and application of the Standards of Practice including:
 - 1 Basic safety, hygiene and sanitation
 - 2 Obtaining consent for assessment and treatment
 - 3 Draping

III. Clinical Science (73-78%)

- A Demonstrates the ability to interview a client and take a health history including:
 - 1 Determining questions to discuss with the client to obtain a complete and accurate medical history
 - 2 Evaluating pain or other symptom characteristics
 - 3 Evaluating the general health of each of the physiological systems
 - 5 Analyzing client information/responses and establishing a framework for client assessment; determining possible causes and consequences of conditions
- B Demonstrates the ability to assess and treat a client including:
 - 1 Neuro-musculo-skeletal system
 - 2 Cervical spine, head, neck and face
 - 3 Temporal-mandibular joint
 - 4 Thoracic spine and thorax
 - 5 Lumbar spine and abdomen
 - 6 Pelvis
 - 7 Shoulder
 - 8 Elbow
 - 9 Wrist and hand
 - 10 Hip
 - 11 Knee
 - 12 Ankle and foot
 - 13 Treatment of neuromusculo-skeletal injuries, conditions, dysfunctions or pathologies, including required treatment modifications
 - 14 Treatment modifications for central nervous system conditions, dysfunctions or pathologies
 - 15 Treatment modifications for respiratory, circulatory, gastrointestinal, and other systemic conditions, dysfunctions or pathologies.
- C Design a treatment plan that includes consideration of:
 - 1 Assessment and treatment by other health care practitioners

- 2 Common conditions and impairments, and the principles, goals and outcomes of various treatments
 - 3 Treatment and modality options given health history and assessment findings, the presenting condition, and identified contraindications and precautions
 - 4 Client medications
 - 5 Reassessment to determine treatment plan progress, client status changes, and required treatment plan adaptations
- D** Demonstrates an understanding of the application of modalities and techniques to optimize tissue and systemic health and function including consideration of:
- 1 Acute, sub-acute and chronic stages of healing
 - 2 Stretching techniques
 - 3 Connective tissue techniques
 - 4 Joint mobilization and traction
 - 5 Neuromuscular techniques
 - 6 Breast and chest-wall massage
 - 7 Hydrotherapy
- E** Applies the general principles of therapeutic exercises including:
- 1 Range of motion
 - 2 Resistance/strengthening
 - 3 Aerobic exercise
 - 4 Exercises to improve posture
 - 5 Proprioceptive/balance exercise
- F** Designs homecare programs that include:
- 1 Homecare program given health history and assessment findings
 - 2 Therapeutic exercise goals
 - 3 Instructions in proper exercise techniques

50 Tasks