

# Fitness to Practice Conductive Education

## Scope and Purpose of Document

This publication reflects our commitment to support conductors to become, and remain effective, safe, qualified practitioners. In this document, we aim to identify the main requirements for entry to the profession and help conductors to develop good practice and behaviour from the very beginning of their studies/ work in the UK. This document acts as a framework for students and staff in knowing the requirements relating to behaviour and fitness to practice through academic and vocational studies. This document also acts as a guideline for conductors and CE centre managers to support and develop fitness for practice; the Professional Conductor Association (PCA) has no authority to mandate these expectations.

This document is relevant for qualified conductors and supports registration with the PCA as the professional, statutory and regulatory body (PSRB) for conductors working in the UK. Conductors registered with the PCA are required to undertake a minimum of 25hrs Continuing Professional Development (CPD) every year. Ability to achieve this, also relates to your ongoing 'fitness to practice'. This document should be considered in light of the CPD publication (<https://www.cepeg.org.uk/resources/publications/pca-continual-professional-development>, currently being updated)

Fitness to practice is the responsibility of both the conductor, and their employer. This document serves to highlight;

1. Issues that may impact the training of conductors and assistants
2. The potential benefits and challenges of recognising the need to be 'fit to practice'
3. How consideration of the concept of 'fitness to practice' may help development of their own practice and that of the team.
4. The role of the employer
5. The link between Fitness to Practice with CPD

## Information to Employers

This document serves to support both the employer and the conductor, by setting out guidelines and identifying times at when greater consideration to 'fitness', rather than 'attendance' is more relevant. With this in mind, consideration of the need to support the conductor's professional development is highlighted.

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### **1. What is Fitness to Practice?**

Being 'fit to practice' means being competent, responsible and having the characteristics needed to work in a particular profession. As a qualified professional, the conductor has a duty to ensure that they are fit to practice in their chosen professional context. In assessing their fitness to practice, they need to consider their skills and ability, character and behaviour, physical and emotional health, resilience and wellbeing.

Fitness to practice reflects the alignment of the individual to the professional context and vice versa e.g. the 'fit' of the individual with the team, their ability to connect and build relationships, as well as motivation to learn and develop in line with the requirements of the role. There is recognition that the conductor is professionally competent, however awareness of their 'fitness to practice' requires them to recognise their own capabilities and needs e.g. taking responsibility to ensure their own physical, emotional and cognitive health and well-being. As a guideline in relation to professional 'fitness', the PCA code of Practice, together with the PCA Professional Standards, are the reference points for all conductors and employers.

The PCA Code of Practice, which serves to inform conductors, their employers and service users, is summarised below:

### **2. Professional Code of Practice**

The Code of Practice has its foundation in the ethos and philosophy of conductive education (CE). Importantly this requires conductors to embrace the following.....

1. An understanding of CE as a pedagogy leading to an educational view of motor disorders
2. A belief all humans have a capacity to adapt and change
3. An understanding this change is brought about through interactions between the conductor and service user
4. An optimistic and forward-looking attitude

More specifically, the conductor must:

1. Protect the rights and promote the interests of participants and carers.
2. Strive to establish and maintain the trust and confidence of participants and carers.
3. Promote the independence of participants while protecting them as far as possible from danger or harm.
4. Respect the rights of service users while seeking to ensure that their behaviour does not harm themselves or other people
5. Uphold public trust and confidence in conductive education and services based upon the work
6. Be accountable for the quality of your work and take responsibility for maintaining and improving your knowledge and skills.

This code should influence both development of practice, and 'flag' situations in which fitness to practice may be compromised.

### **3. Concerns**

Who may raise concerns regarding 'fitness to practice'?

1. The conductor themselves
2. Their employer
3. Their colleagues
4. Their participants and carers

What type of situations/ concerns may fall under fitness to practice?

- Significant changes in physical and/ or emotional health
  - e.g. Recovery from injury/ hospitalisation
  - Desire and willingness to continue to learn
  - Pregnancy (has its own legal protections)
  - Impact of ageing
  - Change in long-term physical/ emotional health problems
  - The potential or real impact of any of these upon the conductor, their participants, carers or colleagues.
- Misconduct
- Lack of professional competence
- Conviction/ caution
- Decision made by a other professional

Identification of these situations serves to act as a starting point for the conductor to self-reflect upon their ongoing ability to function within the guidance provided by the Professional Standards and their own job description, as well as function as a starting point for discussion between the conductor and employer.

Discussion does not mean the conductor is not 'fit to practice' rather that identification of the 'problem' enables explicit opportunity to find a solution so that the conductor remains able to practice within the professional guidelines, where considered both possible and desirable.

#### **4. Disability and Fitness to Practice**

If the conductor has a defined disability, they will still be expected to adhere to the Code of Conduct, and their professional work will also have to meet the requirements of the PSRB, i.e. the PCA Professional Standards.

If their disability develops or is identified during their employment, or if they knew about the disability before starting work, but it becomes worse and needs new or revised adjustments, they and/or their employer may consider the following.

- What could reasonably be done to make it easier for them to continue working?
- Could they be putting themselves or others at risk of harm by continuing in their current professional role?
- If they informed their employer about the disability prior to their employment.

The Professional Body has no power to ensure the conductor's ongoing employment, or to demand that they de-register. Any issues would have to be resolved with the employer, in the context of the Code of Conduct and the Professional Standards Document.

#### **5. Relevant Documents**

<https://www.cepeg.org.uk/resources/publications/pca-code-practice-conductors>

<https://www.cepeg.org.uk/resources/publications/professional-standards-conductors-uk>

#### **6. Other resources of help**

<https://www.hcpc-uk.org/concerns/what-we-investigate/fitness-to-practice/>

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