

Discrepancy between experienced competence and the demands of the profession ?

- a study into the professional experience of newly qualified physiotherapists in Denmark

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Culture chock

- Known from other professions
 - nurses
 - teachers
- Physiotherapy
 - often referred to as a fact, but not very well surveyed

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Danish Education

Danish Bachelor degree in physiotherapy

3½ year full-time study (210 ECTS-points) which includes

28 weeks supervised clinical practice (42 ECTS-points)

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This study

1. What are the expectations from the profession (Competence profile)
2. What are the experience of the newly qualified
3. How does 1) and 2) relate to each other?

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Competence profile The newly qualified

- solves non-complex problems
- follows carefully standards and guidelines
- works regularly
- establishes and takes part in co-operational relations
- organises own tasks
- seeks for information and knowledge
- establishes communication lines

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Objective

- To increase understanding of how the newly qualified physiotherapists settle down in the profession
 - what are the challenges
 - how do they look at themselves as professionals

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Method

- Inclusion
- semi-structured interview
- transcription
- categorizing
 - coding
- condensing

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Results

- The “new” physiotherapists express self-confidence and regard themselves as well qualified for their job
- They have a respectfully critical approach to their more experienced colleagues
- Their clinical reasoning is mainly based on experience obtained in clinical practice during school
- They feel a great professional responsibility towards patient, profession and hospital

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Fields of interest

- Learning strategies
- Relation to the patient
 - Clinical reasoning
 - Self-concept
 - Responsibility
 - Evidence base

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Learning strategies

... about co-operation for instance... it is no problem asking for help... I might be a professional myself.... But those who have worked here a while..... they really know...then they show me how to do.. Well it doesn't always work... not until I somehow do it my own way...

Carina 26

... there are fields where I feel quite confident... I really know the techniques and how to do... I show them how to handle the situation... But then in the afternoon I am joining another team where I am more kind of listening.... and observing....

Peter 29

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Relation to the patient - the dialogue -

... primarily it is about talking with them... they must understand what is going to happen.. the real challenge is the patient who see you as an expert... then the important thing is to make them forget the expert to make them take part....

Tina 25

...when I really felt success ... It was when I took the time to tell the patient what was going to happen and why I did what I did... asked him how he felt about what we did... how he reacted .. which goals he had ... if it made sense to him...

Peter 29

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Relation to the patient

.. I had a feeling that she would benefit from ROK (psychosomatic approach)... but

...then I examined her according to McKenzie..... and I concluded that the extension procedure would be good for her.... ...that is the treatment procedure in this hospital...

Carina 26

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Clinical reasoning is based on

- experience from clinical practice (at school)
- advice from colleagues
- "what seems reasonable"
- clinical guidelines

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Clinical reasoning

... thinking of theory... It took me so long to realize what it meant to me... even though I did not always feel that theory gave me much... I now know that it is a part of me when I treat my patients... but I don't reflect much on it... it is just in there...

Anders 25

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Self concept

- Self-confident
- Competent
- Able to acquire new knowledge
- Reflecting and knowledgeable professionals

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Self concept

... I think ... as a physiotherapist I have pretty much authority... the white clothes... working in this institution .. But my real competence is my belief in my own ability to solve problems... and when I can't ... I am not afraid of asking for help...

Tina 26

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Responsibility

- Towards the patient
- Towards the profession
- Towards the institution

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Evidence based practice

- Necessary for development of physiotherapy
- Practice is held up against evidence
- Practice is based on standards and guidelines

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Evidence based practice

... but I am not a scientist... I am a therapist and what works in the situation is important...be there evidence or not...

Anders 25

... ok .. I know that it is important to have evidence for the effect of the treatment...but I find it as important that I can make it work... see a positive effect... if I can I use it...

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Comment from chief therapist

- ... it is a problem if the therapists are too relaxed about guidelines and standards..... Our reputation and justification as profession are more and less dependent on producing measurable results*

... I don't think they realize how much effort we put into the introduction to secure their settle down in the institution...

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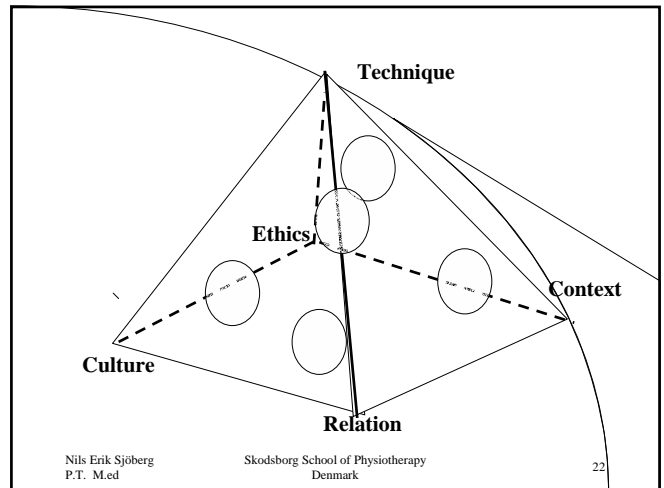
Conclusion

The newly qualified feel confident in their profession - but the profession has done much to reduce the culture shock

- Self-confident, competent, reflecting and knowledgeable professionals with willingness and ability to learn...

To good to be true????

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Aristotle

Episteme	Techne	Phronesis
Theoretical knowledge "Know why"	Technical knowledge "know-how"	To know what is right in the situation
Theoria	Poiesis	Praxis

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