



General
Osteopathic
Council

Guidance about Periods of Adaptation – for applicants and educational institutions

What is a period of adaptation?

1. A period of adaptation is a period of supervised practice and/or academic training intended to make up for significant shortfalls which have been identified in an international application to join the General Osteopathic Council (GOsC) Register. These are shortfalls where, in the opinion of the GOsC registration assessors, the international applicant has not met areas of the *Osteopathic Practice Standards*.
2. A period of adaptation is successfully completed when:
 - The supervising institution (usually an osteopathic education institution) is satisfied that the applicant has addressed the shortfalls identified in relation to the requirements of the *Osteopathic Practice Standards*.
 - The supervising institution should also be satisfied that any additional issues identified during the period of adaptation, which are related to the *Osteopathic Practice Standards*, are addressed.
3. A successfully completed period of adaptation will enable an applicant to continue to the next stage of the GOsC registration process.

How is a period of adaptation organised?

4. A period of adaptation would normally take place within an osteopathic educational institution (OEI) which offers qualifications recognised by the General Osteopathic Council (GOsC). A list of these institutions is available at: <http://www.osteopathy.org.uk/practice/becoming-an-osteopath/training-courses/>
5. The applicant should discuss the record from the GOsC identifying the areas of practice where the *Osteopathic Practice Standards* have not been demonstrated sufficiently. The applicant and OEI should explore the development of an individual learning plan, taking into account the applicant's previous experience in the field and the findings identified from the GOsC to help the applicant to meet these standards.
6. The length of the period of adaptation would be agreed between the applicant and the OEI and should enable the applicant to demonstrate that they practise

in accordance with the *Osteopathic Practice Standards*. Periods of adaptation should normally take no longer than three years. The precise length of time should be agreed between the applicant and the supervisor. If at the end of the planned period the requirements have not been met, this may be extended at the discretion of the supervisor.

7. The applicant should be supervised by a registered and practising osteopath. In clinical settings, clinical responsibility rests with the supervisor.
8. The finding and the funding of the period of adaptation is the responsibility of the applicant. The GOsC is not able to assist applicants to find or fund a placement.

Guidance for osteopathic educational institutions offering a period of adaptation

9. There is no obligation on an organisation to provide a period of adaptation.
10. However, if osteopathic educational institutions (OEIs) can assist, this can be beneficial to both the applicant and also the organisation. The applicant benefits by gaining familiarity and experience within contemporary UK settings and working practices, as well as being able to progress towards GOsC registration – if successful. The supervisor and the institution can benefit because the activity of supporting and supervising an applicant in completing a period of adaptation could be a useful opportunity to develop their teaching and mentoring skills, which could be of wider benefit to the employer. This might also be a useful part of CPD activity for the supervisor.
11. A formal requirement is that the supervisor must be a registered osteopath. Appropriate insurance should also be in place. However, as with any other aspect of professional practice, the person must have sufficient experience and training to take on the role. This might include experience of teaching, supervising or mentoring others. It might also include experience of assessing performance. The supervising registrant must also be familiar with the *Osteopathic Practice Standards*.

A note for supervisors

12. It is the responsibility of the applicant to find and arrange their period of adaptation. They have to ensure that they arrange the experience they need to address the shortfalls identified in the GOsC assessment in order to meet our *Osteopathic Practice Standards*.
13. However, supervisors have an important role to play in supporting and supervising applicants who are undertaking a period of adaptation.
14. A supervisor's role will be to provide support and supervision to help an applicant achieve our standards. This might include teaching, mentoring and supervised practice, in a similar way as a supervisor might help and support students.

15. Before a supervisor begins their role, they will need to see a copy of the record of assessment which is sent to the applicant from the GOsC. This will state the areas in which there are significant shortfalls in the applicant's knowledge and skills, to assist the supervisor in structuring a placement to meet these needs.
16. The supervisor should meet with the applicant before the adaptation period begins to discuss the record of assessment and to agree how to assess the shortfalls identified in the GOsC record of assessment in order to meet the *Osteopathic Practice Standards*.
17. In addition, the supervisor may find that there are areas not included in the GOsC record of assessment where they feel that the applicant needs additional experience in order to meet the *Osteopathic Practice Standards*. This is discussed further below.

During the period of adaptation

18. As working practices vary between healthcare settings and member states, it is good practice to offer an orientation and induction phase before the adaptation period begins. This will allow the applicant to become more familiar with local practices such as record-keeping and health and safety requirements.
19. During the period of adaptation, the supervisor may find that there are areas not included in the GOsC record of assessment where it is felt that the applicant needs additional experience in order to meet the *Osteopathic Practice Standards*. Our requirements are flexible enough to allow the supervisor to make decisions about the work an applicant needs to undertake based on the supervisor's own professional experience and knowledge of the applicant.
20. As a registered professional, the supervisor's main responsibility is to patients. The tasks the supervisor asks an applicant to perform will necessarily depend on the supervisor's professional judgement about the applicant's ability to undertake tasks safely and effectively. It will also depend on the policies and protocols of the work place. If the supervisor has concerns about their role or the way an applicant is working during the period of adaptation, they should inform the Principal or Head of Department of the osteopathic educational institution.

Confirming the completion of the adaptation period

21. Once the adaptation period is completed, the osteopathic educational institution (OEI) will need to confirm to the GOsC in writing whether or not the applicant has addressed the deficits identified in the GOsC record of assessment to meet the *Osteopathic Practice Standards*.
22. This letter must include:
 - The full name of the applicant

- The name of the supervisor, registration number and signature
- Where the period of adaptation took place
- The start and end dates of the adaptation period
- A declaration that: 'I have read the original recommendations of the GOsC and I confirm that the applicant has/has not remedied the deficiencies outlined in the GOsC letter dated xx/xx/xxxx and meets/does not meet the *Osteopathic Practice Standards* and therefore has the necessary skills and knowledge to be able to practise safely.'
- Any additional areas identified during the period of adaptation related to the applicant meeting the *Osteopathic Practice Standards* should also be stated; and it should be confirmed whether these have been met/not met.
- The letter should state a recommendation of whether the applicant should/should not be registered, clearly related to the information above.
- The letter must be countersigned by the Principal of the OEI or the appropriate Head of Department.
- The letter forms a recommendation to the Registrar of the General Osteopathic Council.

Further information

23. Further information about the registration process and periods of adaptation is available from the Registration Department of the General Osteopathic Council at: registration@osteopathy.org.uk or 020 7357 6655 x256.

ACKNOWLEDGEMENT

24. We gratefully acknowledge that this draft guidance is drawn heavily from the Health and Care Professions Council, Periods of Adaptation, 2012 available at: http://www.hpc-uk.org/assets/documents/100033E2PeriodsofAdaptationA5_final.pdf and accessed on 26 September 2013. All errors remain our own.



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Annex A

GOsC Registration Assessments for International Applicants

Background

Information for Applicants applying for registration with the General Osteopathic Council is contained on our website at www.osteopathy.org.uk. This website provides accurate information about our process for registration and the information that must be provided by applicants in order to be registered and to practise calling themselves an osteopath in the UK.

In summary, applicants who qualified in an institution outside the United Kingdom (where the education is not, therefore, quality assured by the General Osteopathic Council) must go through the following process to demonstrate that they can practise in accordance with the UK *Osteopathic Practice Standards*.

The Registration Assessment process for international applicants (Non-EU rights)

1. Assessment of Non-UK Qualification – Applicants are asked to provide certified details of the osteopathy qualification obtained, a certified copy of the academic transcript, which outlines the results achieved for each module studied, and a course guideline/handbook which outlines the modules studied. If this is approved, then the applicant may proceed to the Further Evidence of Practice Questionnaire stage. If it is not, then the applicant may choose to use the assessment feedback provided and make another written application, for assessment by different assessors.

2. Further Evidence of Practice Questionnaire – The questionnaire comprises a number of questions related to the applicant's practice. It asks applicants to provide examples of specific aspects of practice where they have taken sole clinical responsibility. They are asked to describe the case histories and clinical presentations, and to submit anonymised copies of clinic records to support the critical discussions provided. The examples should be as recent as possible and ideally within the last two years of practice. The questionnaire provides an opportunity for the applicant to demonstrate their ability to meet aspects of the *Osteopathic Practice Standards* in terms of their:

- theoretical knowledge,
- knowledge of testing procedures and
- how these are used to interpret findings in a clinical situation.

If this is approved, then the applicant may proceed directly to the Assessment of Clinical Performance stage. If it is not, then the applicant may choose to use the assessment feedback provided and make another written application, for assessment by different assessors.

3. Assessment of Clinical Performance (ACP) – The ACP involves the applicant managing two new patients in a clinical setting over a period of three hours. This includes taking a case history, performing any necessary examinations and undertaking appropriate treatment (or referral). The ACP provides an opportunity for an applicant to demonstrate the remaining aspects of the *Osteopathic Practice Standards* in terms of their:

- Case history/communication
- Differential diagnosis/interpretation/clinical reasoning/knowledge base – biomedical sciences and osteopathic principles
- Clinical examination/osteopathic evaluation
- Formation of diagnostic conclusions/treatment and management plans.

If the outcome is successful, then the applicant is eligible to apply to join the Register (subject to standard checks such as health and character and payment of fees). If the ACP outcome is not successful then the applicant may wish to reapply.

All applicants are required to go through all three stages of the registration process to demonstrate all the *Osteopathic Practice Standards* as part of their application for registration. This is illustrated in the summary Flowchart - Application to join UK Register of osteopaths: Pathway for applicants with Non-EU Rights Flowchart.

However, there is an exception to this rule for applicants who are able to demonstrate mutual recognition rights. If the applicant is entitled to mutual recognition rights, they may be registered at any stage of the process. Further, applicants entitled to mutual recognition may also take a Period of Adaptation which is discussed further below.

Mutual Recognition Rights (EU Rights)

Under European Union law, if a person is fully qualified to practise a specific profession in one relevant European state, there is a presumption that, in principle, they should be permitted to practise that profession in any other relevant European state. However, if there are substantial differences between the education and training and experience of the applicant and the requirements for the practice of that profession in the host state, the applicant may be asked to demonstrate compliance with the standards in practice or to undertake compensatory measures.

For this purpose, 'fully qualified' means that the applicant meets all of the requirements in order to practise in their home state, whatever they may be. If a profession is regulated in their home country, this may simply mean holding a qualification, and in others there may be a compulsory period of supervised training. In member states where a profession is not regulated, the applicant will need to

prove that they are 'established' in that profession by having practised for at least two out of the last ten years.

In order to claim mutual recognition rights, applicants must demonstrate that they are a national of a relevant European State or have acquired rights (for example through marriage to such a national) and that they are entitled to practise as an osteopath in a relevant European state.

A relevant European state means Switzerland or any of the member states of the European Economic Area (EEA) which are:

Austria	Latvia
Belgium	Liechtenstein
Bulgaria	Lithuania
Cyprus	Luxembourg
Czech Republic	Malta
Denmark	Netherlands
Estonia	Norway
Finland	Poland
France	Portugal
Germany	Romania
Greece	Slovakia
Hungary	Slovenia
Iceland	Spain
Ireland	Sweden
Italy	United Kingdom

The Registration Assessment process for applicants who qualify for mutual recognition rights (EU rights)

- **Review of Qualification:**
 - Some applicants who qualify for mutual recognition rights will demonstrate that their educational qualifications are sufficiently similar to those in the UK. In these cases, applicants will be able to register immediately, subject to

satisfying other requirements of registration such as health and character references and payment of a fee.

- If applicants are not able to demonstrate such equivalence, they will move to the next stage – the Further Evidence of Practice questionnaire.
- **Further evidence of practice questionnaire:**
 - Some applicants who qualify for mutual recognition rights will demonstrate that they practise in accordance with the *Osteopathic Practice Standards* through their Review of Qualification and Further Evidence of Practice questionnaire and they may be able to register at this point (subject to satisfying other requirements of registration such as health and character references and payment of fees).
 - Some applicants will pass this assessment in that they have successfully demonstrated the particular aspects of the *Osteopathic Practice Standards* tested in this questionnaire and will be able to move forward to the next stage, the Assessment of Clinical Performance. (Or they could choose to undertake a Period of Adaptation. The applicant would receive a letter setting out the areas of the *Osteopathic Practice Standards* that still need to be demonstrated. The applicant would then seek to undertake bespoke compensatory measures through a Period of Adaptation by contacting an Osteopathic Educational Institution.)
 - Some applicants will not pass this assessment in that they have not demonstrated aspects of the *Osteopathic Practice Standards* tested in this questionnaire and they will not be able to move forward to the next stage, the Assessment of Clinical Performance. In this case, the applicant will receive a letter providing feedback about the areas of the *Osteopathic Practice Standards* that were not sufficiently demonstrated. In this situation, they will be entitled to seek to undertake bespoke compensatory measures through a Period of Adaptation by contacting an Osteopathic Educational Institution.
- **Assessment of Clinical Performance**
 - Applicants who pass the Assessment of Clinical Performance will be able to be registered immediately on completion of other registration requirements such as health and character checks and payment of a fee.
 - Applicants entitled to mutual recognition rights who do not pass the ACP will still be entitled to undertake a Period of Adaptation.

This is illustrated in the summary Flowchart - Application to join UK Register of osteopaths: Pathway for applicants with EU Rights.