



The College of Naturopaths of Ontario



Core Competencies

Introduction

Naturopathic ~~d~~Doctors provide primary and adjunctive health care to people of all ages, focusing on the use of natural therapies to support and stimulate healing processes. Naturopathic ~~d~~Doctors promote health and ~~prevent illness, and~~ diagnose and treat diseases in a manner consistent with the body of knowledge and standards of practice for the profession.

The following Core Competencies articulate the knowledge, skill and judgment required of ~~n~~Naturopathic ~~d~~Doctors at entry-to-practice.

Naturopathic ~~Medical~~ Knowledge

The competent Naturopathic Doctor:

- 1. Integrates naturopathic philosophy, theory and principles with biomedical sciences/scientific training with naturopathic medical knowledge in the care of patients and case management ~~including the assessment, diagnostic and treatment phases.~~**
 - Evaluates and integrates clinical ~~arts and science~~ knowledge within the context of naturopathic principles and philosophy in clinical practice.
 - Formulates diagnoses and treatment plans consistent with naturopathic philosophy and principles.
- 2. Develops, maintains and respects a comprehensive naturopathic ~~medical~~ knowledge base.**
 - Demonstrates knowledge of the history ~~and~~ philosophy and clinical sciences essential to the practice of ~~Naturopathic Medicine.~~
 - ~~Demonstrates knowledge of the clinical arts and sciences essential to the practice of Naturopathic Medicine.~~
 - Demonstrates knowledge of the theory and practice of therapeutics including but not limited to botanicals ~~s medicine~~, homeopathy ~~ey medicine~~, traditional Chinese medicine and acupuncture, pharmaceuticals, physical ~~medicine~~ therapies, clinical nutrition, and lifestyle counselling.
 - Updates knowledge base continuously through the review of relevant research and ongoing continuing education.
- 3. ~~Conducts an~~ Performs a ~~d~~ health assessment, critically evaluates information and to formulates a naturopathic diagnosis.**
 - Gathers information necessary to formulate a naturopathic diagnosis.
 - Incorporates knowledge of the determinants of health and disease into assessment.
 - ~~Formulates diagnoses based on a clinical assessment including but not limited to a medical health history, physical examination and diagnostic testing.~~
understands and as able to interprets results from laboratory tests, physical examination, and other diagnostic tests.

- Integrates the patient's entire health profile, including but not limited to: health history, physical/ examination, diagnostic testing and other relevant patient information, with naturopathic principles in formulating a diagnosis.
- ~~critically Appraises~~ evaluates patient-related information ~~critically~~ in formulating a diagnosis.
- Integrates new information appropriately into clinical reasoning.
- Evaluates, reflects on and amends diagnosis and ~~for~~ treatments based on patient outcomes.

4. Critically evaluates medical information.

Understands, respects and incorporates evidence-based medicine¹ in his/her practice ~~understands and from~~.

- Appraises evidence critically to address clinical questions.
- Integrates new information appropriately into clinical reasoning.
- Evaluates and reflects on patient outcomes.

4. Ensures professional competence through ongoing self-assessment and professional development.

- Integrates learning into practice.
- Recognizes limitations in knowledge, skill, judgment and scope of practice.
- Engages in on-going professional development and learning.
- Understands the significance of research with respect to predicting health outcomes.
- References and employs empirical, literary, peer reviewed and other information sources.
- Self-assesses professional knowledge and skills regularly.
- applies the skills of evidence-informed practice to patient care.

Inter ~~and Intra~~-professional Practice and Collaboration

The competent Naturopathic Doctor:

1. Develops and maintains relationships with other health care professionals in the care of his/her patients.

- Demonstrates an understanding of the scope of practice of naturopathy and other health care professionals.
- Collaborates with others to support health promotion and disease prevention.
- Utilizes community resources in professional practice.
- When authorized by the patient, engages with ~~Collaborates with~~ other health care professionals in the care of his/her patients with regards to referrals, collaboration and co—management of care ~~when necessary~~.
- Supports the mentorship of students and peers

Communication

The competent Naturopathic Doctor:

1. Communicates effectively.

- Articulates information clearly and concisely and in a timely manner, listens actively and responds appropriately.
- Collaborates with patients in shared decision making.

- Provides fulsome information regarding diagnosis, treatment options, and opportunities for patient questions.
 - Communicates appropriately with patients or their authorized representatives, colleagues, other health care professionals, the community, his/her/the regulator, and other legal authorities.
 - Requests from and provides to other health care professionals relevant patient information when authorized.
 - ~~Advances naturopathic principles and philosophy in communication with patients, health care professionals and the public.~~
 - Maintains patients confidentiality and privacy.
 - ~~d~~Displays empathy in patient interactions.
 - Demonstrates sensitivity and respect for cultural patient identity including but not limited to, age, sex, race, ethnicity, disability, religion, social status, gender identity and sexual orientation
 - eEnsures that all communications are professional in nature
- Ensures all advertising and social media content is professional in nature

Patient Care and Health Promotion

The competent Naturopathic Doctor:

1. Exemplifies the principle of doctor as teacher ~~in patient interactions.~~

- Teaches the principles of healthy living with an emphasis on prevention and wellness including but not limited to sustainable health and lifestyle practices, and the significance of environmental and behavioural factors on health and preventative medicine.
- Educates the patient regarding the etiology and development of disease.
- Educates the patient about the contributing factors to disease and dysfunction and the ways in which they impact health.
- Educates the patient about treatment options and their potential risks, benefits, and side effects.

2. Provides safe and effective patient care.

- Provides compassionate, ethical, effective and safe care.
- Utilizes naturopathic therapeutics safely and effectively including botanicals ~~s~~medicine, homeopathy ~~ie~~medicine, traditional Chinese medicine and acupuncture, physical ~~medicine~~therapies, clinical nutrition and lifestyle counselling.
- Identifies, and assesses, and communicates, the safety, efficacy, indications, contraindications, the actions of and interactions between drugs, substances and therapies being used by or provided to the patient.
- Utilizes best practices and best available evidence.
- ~~Communicates a diagnosis.~~
- Creates, implements, monitors and revises ~~effective~~ individualized treatment plans considering clinical outcomes, best practices, and patient needs.
- Clearly dDocuments all discussions, assessments, diagnoses, treatments and interactions related to patient care.
- Recognizes personal limitations, adheres to scope of practice and makes appropriate referrals to other health care professionals when indicatednecessary.
- ~~Engages patients in establishing a long-term strategy for their personal health.~~
- Maintains professional boundaries and refrains from conflicts of interest.

3. Promotes the principles and philosophy of Naturopathic Medicine to patients and the community.

- Promotes naturopathic principles and philosophy.
- Promotes sustainable health and lifestyle practices.
- Educates others on the significance of environmental and behavioural factors on health.
- Promotes a wider acceptance of Naturopathic Medicine in the health care system.

Practice Management

The competent Naturopathic Doctor:

1. Establishes, develops and manages his/her/their practice.

- Practices in a compassionate, ethical and legal manner.
- Is knowledgeable of and complies with regulatory requirements related to practice management including but not limited to: maintaining records, fees and billing.
- Maintains appropriate liability insurance
- Ensures that invoicing, billing and receipts are true and accurate.
- Recognizes, discloses and manages any real or perceived conflict of interest.
- Identifies, assesses, develops and applies strategies and solutions to manage risk in clinical practice
- Engages in short and long term business planning.
- Organizes and manages systems and resources relevant to practice needs.
- Maintains a safe and secure workplace.
- Manages time effectively.
- Recognizes the importance of establishing and maintaining a healthy personal/professional/work-life balance.
- Participates in continuous quality assessment and improvement
- Ensures all advertising and social media content is professional in nature

Education and Learning

The competent Naturopathic Doctor:

1. Ensures professional competence through ongoing self-assessment and professional development.

- Integrates learning into practice.
- Recognizes limitations in knowledge, skill, judgment and scope of practice.
- Engages in on-going professional development and learning.
- Understands the significance of research with respect to predicting health outcomes.
- References and employs empirical, literary, peer reviewed and information technology sources.

Self-assesses professional knowledge and skills regularly.

2. Supports the advancement of Naturopathic Medicine through the development, critical assessment and dissemination of research and information.

Participates in research activities as appropriate for professional practice.

3. Supports the mentorship of students and Members.

- Participates in mentorship as appropriate.

Legislation/Ethics

The competent Naturopathic Doctor:

1. Complies with all relevant laws and regulation.

- Complies with federal, provincial, and municipal legislation, regulations and bylaws.
- Understands and complies with the *Regulated Health Professions Act, 1991*, *Naturopathy Act, 2007* and all College regulations and standards of practice.

2. Demonstrates ethical conduct and integrity in professional practice and personal conduct.

- Practices with integrity and without prejudice.
- Abides by the naturopathic oath.
- Demonstrates accountability for practice decisions.
- Places the protection of the public ahead of self-interest.
- Ensures that all recommendations and actions are in the best interest of the patient.
- Recognizes and addresses ethical issues arising in practice.
- Establishes and maintains appropriate therapeutic relationships and professional boundaries
- Understands and complies with mandatory reporting requirements to the appropriate body/organisation.