

**The Learning Company
Communications & Ethics
Class 5**

- A. CMTO Code of Ethics
- B. CMTO Communication / Public Health Standards

Code of Ethics

What is a Code of Ethics?

A Code of Ethics is a statement which expresses the primary ethical values, obligations and goals of the profession. It is a commitment which serves to bear witness to our promise as a profession to uphold the values and ethical obligations expressed in the Code.

Why do we need a Code of Ethics?

A Code of Ethics gives definition to our commitment to practice in ethical terms. As regulated health professionals, we have made a promise to society to accept the responsibility and maintain the trust with which we have been invested.

What does a Code of Ethics do?

It lays out clearly the massage therapy profession's values and explains what they are in terms of what we ought to do in order to protect and promote the public good, and what we must avoid doing in order to prevent harm to the public.

To whom does this Code apply?

Massage Therapists who act as practitioners, educators, researchers, administrators or policy makers are all expected to maintain a commitment to massage therapy values and to follow the principles outlined in this Code.

What is CMTO's Mission Statement?

Paragraphs one and three of the CMTO Mission Statement state:

"The College of Massage Therapists of Ontario protects and serves the public by guaranteeing the competency and quality of services provided by massage therapists through maintenance of Standards and Regulations."

"We will operate in a manner which encourages innovation, and which elicits a sense of pride in the job and commitment to results through the Council. We will dedicate ourselves to improving our performance through focusing on group and individual goal setting, effective performance measurement and regular feedback. We will be guided in all that we do by our primary focus – to protect the public."

What is Massage Therapy?

Massage practice is a therapeutic, integral healing relationship in which the therapist assists the client in restoring, maintaining and enhancing the well-being of the client.

What is the Massage Therapy Scope of Practice?

"The practice of massage therapy is the assessment of the soft tissue and joints of the body and the treatment and prevention of physical dysfunction and pain of the soft tissues and joints by manipulation to develop, maintain, rehabilitate or augment physical function, or relieve pain."

Massage Therapy Competency Standards

Regulated since 1919, massage therapists have been providing safe, ethical care to the Ontario public for years. To become a massage therapist today, a candidate must complete training in the areas of massage theory, anatomy, physiology, pathology, kinesiology, hydrotherapy and remedial exercise related to massage therapy treatment.

General Principles which Guide the Practice of Massage Therapy

Principle I - Respect for Persons

Principle II - Responsible Caring

Principle III - Integrity in Relationships

Principle IV - Responsibility to Society

Standards of Practice

What are Standards of Practice

The College of Massage Therapists of Ontario has developed the Standards of Practice for Massage Therapists. Through the development and use of these Standards the College of Massage Therapists continues to display its commitment to the protection of the public, serving its members, and promoting the highest possible quality of massage therapy practice in a safe and ethical manner.

The Standards of Practice are intended to be generic and have been developed to describe the outcomes of the various tasks the therapist is required to perform within the Scope of Practice. The Standards of Practice describe how well a therapist is expected to perform. How to do each task will be determined by the curriculum developed by the educational programs.

The Standards of Practice form a live and dynamic document that will evolve as changes in practice evolve.

Why have Standards of Practice

The Standards of Practice have been developed as a tool to determine whether a Massage Therapist can do the job at an acceptable level. These Standards will serve as a reference tool for:

- The therapists to better understand their job requirements
- Educators to address as objectives in curriculum design
- Registration (admission to the College)
- Complaints investigation
- Discipline hearings
- Fitness to Practice
- Quality Assurance
- Client relations
- The public, by providing objective standards by which to assess the quality of treatment.

Confidentiality Statement

Massage Therapists are advised that giving information about a client to any person except as required or allowed by law or except to facilitate diagnosis or treatment of a client is considered to be professional misconduct under the Professional Misconduct Regulations.

Accountability for Standards

The Massage Therapist must comply with any requirement as defined in any existing legislation related to the performance of the therapist's job.

The Massage Therapist is only held accountable to meet a Standard if he/she is the person who has performed the task.

Relevant Legislation

Massage therapists are accountable to the following pieces of legislation:

- *Regulated Health Professions Act, 1991 (RHPA)*
- *Massage Therapy Act, 1991 (MTA)*
- *Regulations of the Massage Therapy Act, General (O.Reg. 544/94 as amended), Registration (O. Reg. 864/93 as amended)*
- *Health Care Consent Act, 1996*
- *Personal Health Information Protection Act, 2004*
- *Personal Information Protection and Electronic Documents Act, 2000*

Conditions:

Conditions describe the situation in which the task must be accomplished, including any resources, tools, materials, etc. that are given/available.

Task:

A task is a description of what a therapist is expected to accomplish.

Standard:

A standard is a description of a minimum level of performance one is required to demonstrate in the achievement of a task.

A standard is stated in observable and measurable terms. It must be precise and clear to the therapist who is held accountable for accomplishing it. It must also be clear to the clients and the public (who assess the therapist's ability to accomplish a task as measured by the required standard).

Standards include one or more of the following measures:

- Technical Quality
- Interpersonal Quality
- Safety
- Timeliness

Communication/Public Health Standards

Standard 1 Prepare the Treatment Area

Standard 2 Inform the Client of the Fees and Obtain His/Her Agreement to a Fee Schedule

- Standard 3 Wash Your Hands and Any Skin Surface that Will/Has Come in Contact with the Client
- Standard 4 Interview the Client to Obtain His/Her Treatment Goals
- Standard 5 Risk Identification and Management for an Outbreak of Infectious Diseases
- Standard 6 Obtain, Update and Record the Client's Health History
- Standard 7 Consent
- Standard 8 Determine the Client's Condition by Conducting Assessment/Re Assessment
- Standard 9 Determine if Massage Therapy Treatment is Indicated
- Standard 10 Treatment and Treatment Plans
- Standard 11 Pre / Post Treatment Protocol
- Standard 12 Draping
- Standard 13 Recommend Self Care
- Standard 14 Client Health Record
- Standard 15 Use of Personal Protective Equipment During a Treatment
- Standard 16 Discharge of a Client

Technique Standards

- Standard 1 Introduction to the Standards for Specific Massage Therapy Techniques
- Standard 2 Perform a Stroking Technique
- Standard 3 Perform a Rocking or Shaking Technique
- Standard 4 Perform an Effleurage Technique
- Standard 5 Perform a Petrissage Technique
- Standard 6 Perform a Friction Technique
- Standard 7 Perform a Vibration Technique
- Standard 8 Perform a Tapotement Technique
- Standard 9 Apply Deep Fascial Techniques
- Standard 10 Myo Fascial Trigger Points
- Standard 11 Apply Low Grade Joint Mobilization (Sustained Grade I or II or Grade I or II Oscillations)
- Standard 12 Apply High Grade Joint Mobilization (Sustained Grade II and or Oscillations III and IV Joint Mobilization)
- Standard 13 Perform a Stretch Technique
- Standard 14 Perform an Intra Oral Treatment
- Standard 15 Perform Breast Massage
- Standard 16 Perform Massage to the Chest Wall
- Standard 17 Apply Hydrotherapy

Additional Techniques Standards

- Standard 1 Introduction to the Standards for Specific Additional Massage Therapy Techniques
- Standard 2 Perform an Acupuncture Treatment