

REHABILITATION COMPETENCY FRAMEWORK INFORMATION SHEET

What is the Rehabilitation Competency Framework?

The World Health Organization (WHO) Rehabilitation Competency Framework (hereon referred to as the Framework) captures what people delivering or supporting rehabilitation do (activities), and the behaviors, knowledge and skills (competencies) that enable quality care and service delivery. The Framework covers activities and competencies across the areas of rehabilitation practice, professionalism, learning and development, management and leadership, and research.

Why was the Rehabilitation Competency Framework developed?

In many countries, the rehabilitation workforce is underequipped to meet population needs. As countries seek to scale up the production of rehabilitation workers, the Framework is a key tool to help ensure they have the competencies necessary to deliver quality care across the scope of rehabilitation interventions needed by the population. The Framework is aligned with WHO's strategic approach to workforce competencies and has been developed in parallel to other competency frameworks used to address similar workforce challenges, such as the WHO Global Competency Framework for UHC.

Who does the Rehabilitation Competency Framework apply to?

The Framework is linked to all of the interventions of the WHO Package of Rehabilitation Interventions and is not specific to any country, health condition, setting, or profession, with the intention of having relevance to the entire rehabilitation community. Rather than being linked to a particular length of education or training, the activities and competencies of the Framework are described across four levels of performance. These capture the evolution of a rehabilitation worker from working with close oversight and direction (level 1), to working autonomously and innovatively (level 4). This allows the Framework to be applicable to any rehabilitation worker, such as a community health worker, physiotherapist or physical and rehabilitation medicine doctor.

Rehabilitation

is an essential part of health care
and is integral to achieving universal
health coverage. In many parts of the world,
the need for rehabilitation vastly surpasses
workforce capacity. A concerted effort is needed
to strengthen rehabilitation workforce availa-
bility, accessibility, acceptability and quality,
especially as rising prevalence of noncommu-
nicable diseases and ageing populations
increase population needs.

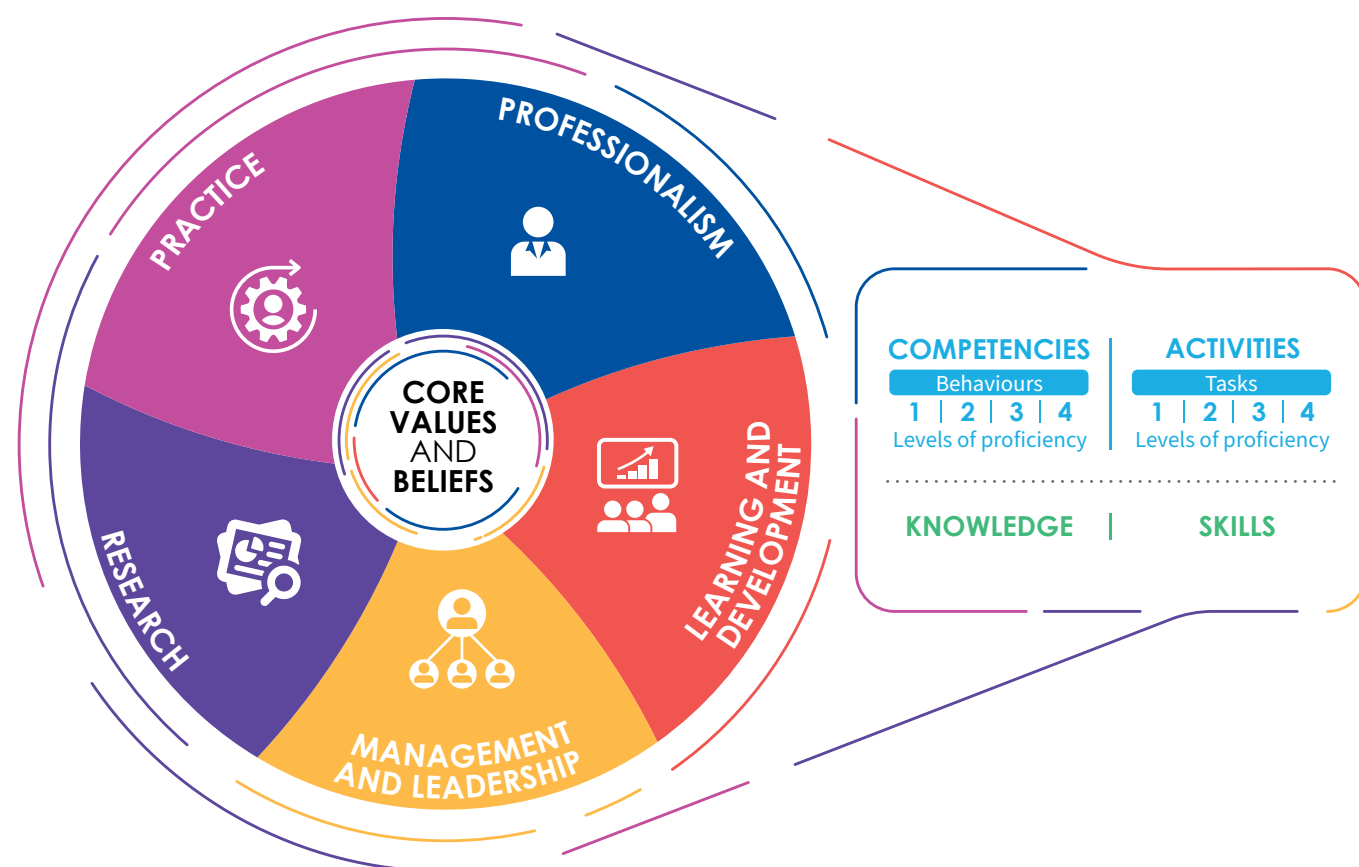
How will the Rehabilitation Competency Framework be used?

Through an 'adopt and adapt' approach, the Framework can be used as a reference to create context-specific competency frameworks that reflect the needs and priorities of the local population and rehabilitation community. These local frameworks may be used by a variety of rehabilitation stakeholders for multiple purposes:

- Professional associations and educators may use competency frameworks to establish standards, design education and training courses, and strengthen regulation for the rehabilitation workforce.
- Employers and service managers may use competency frameworks for purposes such as recruitment, performance appraisal, and supporting professional development.
- Service users may refer to competency frameworks to determine the expected behaviors of rehabilitation workers.

In its current form, policy makers and other workforce strategists may use the Framework to facilitate communication between the education, health and labour sectors, and to support rehabilitation workforce evaluation and planning at a national or sub-national level.

Overview of the Rehabilitation Competency Framework



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