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## FOREWORD

The Board (MRTB) hereby presents the professional code of Ethics/Practice Core Standards of Proficiency for Registrants of Medical Rehabilitation Therapists (Registration) Board of Nigeria.

The Standards in this document are vital tools for the Board as it seeks to protect the public by ensuring that its Registrants are qualified and effective in their practice, as well as providing the individual Registrant with a useful self-assessment tool enabling him to ensure that he sets, evaluates and maintain high standards of practice.

Several rounds of consultations with the Board's Gazette (Decree 38 of 1988 now Medical Rehabilitation Therapists Act, M9 LFN 2004) and other similar publications on standards for health professionals nationally and internationally, x-ray the processes of development of these standards. Strict adherence to these standards remains the responsibility of the Board and if there are questions, concerns or suggestions about the contents, endeavour to contact the Board through the Board's e-mail address [mrtb@mrtbnigeria.org.ng](mailto:mrtb@mrtbnigeria.org.ng), [mrtbnigeria@hotmail.com](mailto:mrtbnigeria@hotmail.com) or visit our website [www.mrtbnigeria.org.ng](http://www.mrtbnigeria.org.ng) or the Board's Secretariat Medical Rehabilitation Therapists (Registration) Board of Nigeria, Central Medical Library Compound, Yaba Lagos.

## **2. INTRODUCTION**

### **2.1 Regulator and Registrant**

#### **The Medical Rehabilitation Therapists (Registration) Board of Nigeria (MRTB)**

established by Decree 38 of 1988, now Medical Rehabilitation Therapists Act, M9 LFN 2004, for the regulation and control of training and practice of Physiotherapy, Occupational Therapy, Speech and Audio logy Professions in Health Section in Nigeria for the regulation and control of training and practice of Physiotherapy, Occupational therapy, Speech Therapy and Audiology Professions in the Health sector in Nigeria and in licensor of all practitioners of the above-mentioned professions herein referred to as the Regulator of these professions while registered members are herein addressed as the Registrants. The regulator hereby puts on record the following guiding principles to regulate and control professional practice of its Registrants.

### **2.2 Summary of Guidelines for Professions being Controlled/Regulated by the Medical Rehabilitation Therapists (Registration) Board of Nigeria (MRTB)**

The profession must:

- a. Cover a discrete area of activity displaying some homogeneity i.e. profession's scope of practice.
- b. Apply a defined body of knowledge.
- c. Practice based on evidence of efficacy.
- d. Have at least one established professional body which accounts for a significant proportion of that professional group.
- e. Operate a voluntary register.
- f. Have defined routes of entry to the profession.
- g. Have independently assessed entry qualifications.
- h. Have standards of Conduct, Performance and Ethics.
- i. Have fitness to practice procedures to enforce.

## 2.3 Statutory Functions of the Board (MRTB)

The major statutory functions of the Board are as follows:

- a. Determining what standards of knowledge and skill are to be attained by persons seeking to become registrants of the relevant professions.
- b. Raising those standards from time to time as circumstances may permit.
- c. Conducting examinations in the relevant profession and awarding Degree or Diploma certificates to successful candidates as appropriate and prescription of fees to be paid in respect thereof.
- d. Regulation and control of professional practice of Physiotherapy, Occupational Therapy, Speech Therapy and Audiology in Nigeria either hospital-based or otherwise.
- e. Accreditation of academic and clinical Programmes, hospitals and clinics for Medical Rehabilitation training and practice in the country.
- f. Infiltrating discipline and decorum into the profession, elimination of quackery and protection of the rights of the individual Registrants accordingly.
- g. Production and maintenance of up-to-date register for the registrants under the Board.
- h. Conducting Induction Programmes to admit fresh graduands into Medical Rehabilitation Professions.
- i. Organizing refresher courses in form of Continuing Education for the manpower development of Medical Rehabilitation professional nationwide.
- j. Performing other functions conferred on the Board by Decree 38 of 1988 now Medical Rehabilitation Therapists Act, M9 LFN 2004.

## 2.4 Medico-Legacy Implications of Breaching the Standards of Proficiency

- a. Non-Registered members are prohibited by law from holding any appointment in the public or private establishment, body or institution, if the holding of such appointment involves the performance by him in Nigeria of any duty pertaining to the relevant profession for gain
- b. Non-Registered members shall not be entitled to establish a private clinic in Nigeria, in line with section 15[1] of Decree 38 of 1988 now Medical Rehabilitation Therapists Act, M9LFN 2004
- c. Any person, not being registered on the register established under section 7 [i] of Decree No. 38 of 1988, who holds himself to be so registered or uses any name, title, description or symbol calculated to lead any person to infer that he is so registered, shall be guilty of an offence and liable on conviction for a first offence to a fine of not less than N100,000:00 and not more than N150,000.00 or to imprisonment for a term of six months or to both such fine and imprisonment and on conviction for a second or any subsequent offence to imprisonment for a term of not less than one year and not more than three years.
- d. Registrant found guilty of a criminal offence by any court of competent jurisdiction in Nigeria or elsewhere shall be deemed by the Board [MRTB] to have committed an act of gross misconduct and may lose his right to practice temporarily and eventually permanently.
- e. Registrant accused of professional misconduct may face the disciplinary committee of the Board MRTB]. Depending on the gravity of the misconduct, such a Registrant may:
  - [i] lose his right to practice for a stipulated period.
  - [ii] lose his right to practice permanently.
  - [iii] have his name struck off the register
- f. The board shall close down any unregistered Clinics/Hospitals/Institutions or suspend any Medical Rehabilitation Therapy business in any registered clinics, hospitals/institutions where set standards are being compromised and their equipment shall also be forfeited to the Board [MRTB].

## 2.5 BENEFITS OF REGISTRATION

### ONLY CURRENT REGISTERED MEMBERS.

- a. Are entitled to associate with the Board [MRTB] on issues connected with training and practice of the professions.
- b. Will be allowed to participate in compulsory Continuing Professional Development [CPD] Programmes [For a Conferences, Seminars and Workshops, etc.] organized by the onshore and offshore.
- c. Will be allowed to participate in matters related to the promotions of the professionals under the [MRTB].
- d. Will have access to information centrally available to members from the Board on range of Professional, Educational, Legal and Ethical matters.
- e. Will have access to information on job opportunities available locally and internationally and printed guidelines on many topics.
- f. Are qualified to be members of professional bodies of relevant professions and eligible to join clinical interest and employment groups.
- g. Will be entitled to the Board ,s journals, Bulletin, MRTB,s bag, Newsletters, Professional Code of Ethics and Practice,
- h. MRTB,s badge, etc.
- i. Have the right to practice his profession publicly or privately or otherwise in Nigeria.
- j. Shall have direct access to the Board's website.

Sequel to these aforementioned functions of the Board (MRTB), it is expected of every Registrant to comply with the Board's Standards on Conduct, Practice, Ethics and Values, and no person shall practice as a Medical Rehabilitation Therapist in Nigeria except in accordance with the following regulations.

### 3. CORE STANDARDS OF PROFICIENCY FOR REGISTRANTS

#### 3.1. Conditions for Registration

*A person shall be qualified to register as a Medical Rehabilitation Therapist in Nigeria if the following requirements:*

- a.1. must have graduated from professional training in an Institution approved by the Board (MRTB).
- a.2. must have attended the Pre-Induction Seminar and passed the Board's Examinations.
- a.3. must have been Inducted by the Board (MRTB) into the relevant Profession.
- a.4. must have undergone Internship of twelve calendar months in an approved clinical setting other than the Institution of training (as applicable to the profession).
- a.5. must have shown evidence of attendance of at least two (2) relevant Continuing Professional Development (CPD) programs in a year (for renewals only).
- a.6. must be a holder of a previous professional/provisional practicing license.
- a.7. must pay any application fee (s) as may be prescribed from time to time by the Board.
- a.8. be of good character.
- a.9. must satisfy the conditions as may be prescribed by the Board for an annual renewal of license.
- a.10. any applicant that complies fully with the above mentioned requirements shall be issued a Certificate of Registration and is therefore qualified to use the protected titles (NRPT) Nigerian Registered Physiotherapist (NROT) Nigerian Registered Occupational Therapist, (NRST) Nigerian Registered Speech Therapist, (NRCA) Nigerian Registered Clinical Audiologist, (NRPO) Nigerian Registered Prosthetics and Orthotics, (NRC) Nigerian Registered Chiropractors, (NOR) Nigerian Registered Osteopaths.

### **3.1.b. Temporary Registration**

- b.1. Foreign Medical Rehabilitation Therapists on temporary employment in Nigeria may be considered for temporary registration
- b.2. Foreign Medical Rehabilitation Therapists on temporary employment in Nigeria must notify the Board [MRTB] of such appointment and apply for temporary registration with the Board.
- b.3. He must hold or have passed examinations necessary for obtaining some qualifications granted by the Board [MRTB].
- b.4. He must undergo three [3] months of thoroughly supervised training under a supervisor appointed by the Board and must pass the Board's Examinations that would be set for him after training.
- b.5. He must show evidence of attendance of at least two [2] relevant Continuing Development Programmes [CPC] in his chosen area of specialty [for renewals only]
- b.6. He must pay any fees prescribed by the board [MRTB]
- b.7. He must be of good character.
- b.8. ' He shall cease to be a registered member upon the expiration of his appointment or termination of the said appointment.
- b.9. He must satisfy the conditions as maybe prescribed by the Board for an annual renewal of license including item b.5

### **1.c. Returner**

Any Registrants that has been out of practice of Medical Rehabilitation Therapy for two [2] consecutive years and above and who wishes to come back shall be regarded by the Board as a Returner Registrant. Therefore, he must fulfill the following conditions:

- c.1. He must undergo a thorough scrutiny by the board if he has been out of practice for [2] years.
- c.2. he must undergo three [3] months period of training organized and supervised .
- c.3. If he has been out of practice for five years or more shall undergo 6 months of thoroughly supervised practice under a supervisor to be appointed bt the board. Such a supervisor must have been on the relevant part of the MRTB,s register, have been in regulated practice for at least 5 years and without any criminal record.



c.4. In addition, he may also undergo other programmes like private study, distance learning or e-learning, etc.. before re-consideration and must also satisfy the requirement stipulated under 3.1.a

c.5. He shall pay a fine stipulation in e1, e2, e3 below.

## **1.d Non-Registered**

D.1 Any practicing Medical Rehabilitation Therapist that is not licensed by the Board [MRTB] shall not be allowed to practice in Nigeria. This is in line with section 15[1] of Decree 38 of 1988, now Medical Rehabilitation Therapists Act. M9 LFN 2004.

D.2 Any practicing medical Rehabilitation Therapist that fails to register with the board or renew his license shall be regarded as a quack and be dealt with accordingly.

## **1.e Absconded Registrant:**

ANY Rehabilitation therapist who travels out of the country without notifying the Board prior to his exit and/or any Medical Rehabilitation Therapist who is practicing medical Rehabilitation Therapist in Nigeria or abroad that fails to renew his professional practicing license for two [2] consecutive years shall be regarded by the board as an absconded Registrant. To re-register him, he must comply with the following conditions:

- e.1 being off MRTB ,s register for two consecutive years shall be re-registered on payment of a fine of N10,000:00 in addition to fulfilling other conditions for registration.
- e.2 being off MRTB's register for over two years but less than five years shall be re-registered on payment of a fine of N25,000:00,in addition to fulfilling other conditions for registration.
- e.3 being off MRTB's register for five years and above shall be re-registered on payment of a five of N50,000:00 in addition to fulfilling other conditions for registration.

## **3.2 Knowledge, Understanding and Skills**

Registrant Must:

- a. Know the key concepts of the biological, physical, social, psychological and clinical sciences which are relevant to his profession.
- b. Know how professional principle are expressed and translated into action through a number of different approaches to meet the needs of his clients.

- c. Have a basic qualification of a Degree or Diploma or equivalent qualification in Medical Rehabilitation Therapy or in the relevant profession from an Institution accredited by the Board[MRTB]
- d. MAINTAIN AT ALL TIMES THE HIGHEST STANDARD OF PROFESSIONAL knowledge and display character that reflects credit to the profession.
- e. Be accountable for his work and take every reasonable opportunity to sustain and improve his knowledge and professional competence.
- f. Avail himself of the opportunities provided by the Continuing Education Programmes of both the Board and the Professional body to improve on his professional knowledge, skill and competence.
- g. Understand the need to establish and maintain a safe practice environment.

### 3.3 Professional Relationships

*Registrants must;*

- a. obey all lawful directives of his employers.
- b. disobey all directives considered unlawful whether from a professional point of view or otherwise.
- c. give genuine advice on all professional issues from time to time.
- d. refuse to train or give instructions to anybody or group who is not a member of Medical Rehabilitation Therapist Board except for students of Board's accredited institutions.
- e. maintain an exemplary life style i.e. must not be involved in an infamous conduct and must be well dressed in and out of office.
- .. f. must comply with the dress codes issued by the Board [MRTB] while on duty or classrooms, seminar rooms, examination rooms or generally in a hospital's environment. The dress codes are as follows:  
The white over-all shall be the standard dress code for both sexes and shall be worn upon:  
A shirts and ties on pair of trousers for males.
  - b. smart tops e.g blouses on below-the-knee but above-the-ankle long skirts for female.
  - c. smart gowns for females
  - d. smart tops e.g blouses or shirts on female-styled trousers.
- g. not demand gifts, favours or hospitality from a patient, or relatives of a patient who is to be or who has been in his care as a condition for service.
- h. not take alcohol, pollutants or tobacco or be under the influence of narcotic drugs when on duty or likely to be called on duty.
- i. not abuse any privileged relationship with the patient or a privilege access to his properties.
- j. have due regard for the customs values and religious belief of the patient.

- k. comply with the laws of the country, state and local council where he works.
- L notify the board of any changes in his registration particulars within a reasonable time to enable the Board effect any necessary changes therein.
- m. registrant may enlist to work at clinic owned by a Medical Rehabilitation Therapist and Non- medical Rehabilitation Therapist provided that such a Registrant.
  - [i] shall be adequately involved in policy-making and management and
  - [ii] the clinic is constructed and equipped to ensure high quality patient care.

## **4. PROFESSIONAL AUTONOMY AND ACCOUNTABILITY.**

### **4.1 Expectations of registrant.**

Registrant must:

- a. be able to practice within the legal and ethical boundaries of his profession.
- b. Be able to practice in a non-discriminatory manner.
- c. Be able to exercise a professional duty of care
- d. Be able to maintain confidentiality and obtain informed consents.
- e. Know the limits of their practice and when to seek advice.
- f. Recognize the need for effective self-management of workload and be able to practice accordingly.
- g. Understand the obligation to maintain fitness to practice.

### **4.2 Professional Attributes**

**Registrants must:**

- a know the professional and personal scope of his practice and be able to make referrals [where and when necessary].
- b. be able to work, where appropriate, in partnership with professionals, support staff, patients, and their relatives and carers.
- c. be able to contribute effectively to work undertaken as part of a multidisciplinary team.
- d. understand the need for effective communication throughout the care of the patient.
- e. at all times respect the rights and dignity of the patient.
- f. keep himself informed of developments within his profession.
- g. be able to refuse to treat a patient, if following assessment such refusal is deemed to be in the patient best interest and particularly when such treatment is contra-indicated.

### **4.3 Professional Responsibilities.**

Registrant must

- a. Co-operate with one another to maintain and enhance the standards of the profession.
- b. Report any unethical, incompetent or illegal practice to the appropriate professional authorities i.e. the Board [MRTB] or professional body.

- c. Must not support, endorse or promote the sale of goods related to the treatment of patients while in clinical practice.
- d. Not advertise for the purpose of obtaining patients or promoting his own professional advantage, but notification of practice arrangement in the press is permissible.
- e. Registrant may use the media to inform the public of practice arrangements and validated qualifications from time to time.
- f. Registrant may write to registered Medical Practitioners and relevant organizations in order to draw their attention to his name, address and qualifications or to the fact that his services are available.
- g. Contribute to the planning and development of service which enable individuals to achieve optimum health.

## **5. THE BASIC REQUIREMENTS FOR PROFESSIONAL PRACTICE**

### **5.1. Identification and Assessment of Health and Social Care Needs.**

#### **Registrants Must:**

- a. Be able to gather appropriate information.
- b. Be able to use appropriate assessment techniques.
- c. Be able to undertake or arrange clinical investigations as appropriate.
- d. Be able to analyze and evaluate information collected.

### **5.2 Formulation and delivery of Plans and Strategies for Meeting Health and Social Care Needs.**

#### **Registrants must:**

- a. Be able to use research, reasoning and problem-solving skills.
- b. Be able to draw on appropriate knowledge and skills in order to make professional judgments.
- c. Be able to formulate specific and appropriate managements
- d. Be able to conduct appropriate diagnostic or monitoring procedures, treatment, or other actions safely and skillfully.
- e. Be able to maintain adequate records of the patient's conditions, treatments and progress.