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OCCUPATIONAL COMPETENCY PROFILE

MASSAGE THERAPIST

Approved by the CMTBC Board
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PREFACE

Massage therapists have been regulated health professionals in British Columbia since 1946. At that time massage therapists, physiotherapists and remedial gymnasts were regulated under the (now repealed) *Physiotherapists Act*. In 1995, massage therapists were established as a separate profession under the *Health Professions Act*. The regulatory body is the College of Massage Therapists of BC (CMTBC).

Definition of Massage Therapy

The Health Professions Council of BC has recommended the following scope of practice statement:

The practice of massage therapy is the assessment of the soft tissues and joints of the body and the treatment and prevention of dysfunction, injury, function, to relieve pain and promote health.

Purpose of the Occupational Competency Profile (OCP)

The OCP is an essential tool used by the College to carry out its legal duties, which are at all times to serve and protect the public. By law, this includes “establishing standards of academic or technical achievement and the qualifications required for registration as a member of the College”.

In practice the OCP serves 3 functions:

It defines competencies that new applicants for registration are required to possess. The Registration Examination is designed to assess these competencies.

It establishes the learning outcomes that are required of accredited Schools of Massage Therapy in BC.

It sets out the competency requirements for the transfer into BC of registrants from other regulated provinces, as required by the *Agreement on Internal Trade*.

The OCP defines a minimum standard for entry-to-practice therapists. The competencies listed are not guidelines, but requirements. However they are minimum requirements. As they acquire more experience, practicing massage therapists can, and frequently do, exceed the competencies listed in the OCP. Schools of massage therapy are free to, and often do, teach competencies over and above those specified in the profile.

PREFACE

Value to Stakeholders

The OCP is a public document that serves the following stakeholders:

Students of massage therapy, who can clearly understand what competencies they must acquire to become Registered Massage Therapists.

Schools of massage therapy, who can establish what, as a minimum, they are responsible to teach.

The CMTBC Registration Committee, who can use the profile as a blueprint for the Registration Examination.

Registered Massage Therapists, who can review their own skills, abilities and knowledge for professional development purposes.

Massage therapists from outside of BC, wishing to practice here, who can clearly understand what is expected of them.

The Massage Therapy Association of BC and its members, who can use the document to inform the public, other health professions and third party insurers about the scope of practice, standards and competencies for the profession.

Massage therapists seeking to become a regulated health profession in parts of the country, where they are not yet regulated, who can use the OCP as a tool.

The public of BC, who can become educated about the knowledge, skills and abilities of Registered Massage Therapists.

Development of the OCP

The OCP was developed for two reasons:

To transfer information from the CMTBC Core Curriculum Standard (1997) into a competency-based format.

To review the relevancy of the information to be included in the entry-to-practice standard.

PREFACE

Adjustments, additions and deletions were made to accurately reflect the state of massage therapy practice in BC in 2004. Proposed changes were reviewed by the schools of massage therapy, and by the membership of the CMTBC. Every practicing registrant was invited to review the draft OCP, by completing a survey that was posted on the CMTBC Website. Feedback led to further adjustments in the content of the profile. The OCP is a 'living document' that will be reviewed on a regular basis, with the expectation that, as the profession grows and evolves, further changes will be necessary.

The Culture and Community of Massage Therapy in British Columbia

In this province, massage therapy is fully recognized as part of the mainstream, or conventional, health care community. Payment for the services of massage therapists is included in the provincial government's Medical Services Plan to the same extent as the other allied health professionals – physiotherapists, naturopathic physicians, podiatrists and chiropractors. Massage therapy is also an important part of the emerging 'Complementary and Alternative Health Care' culture. As our society demands a health care system that reflects values of holism, humanism and responsible caring, RMTs are well placed to re-enforce and promote these values.

CMTBC Vision Statement

The College of Massage Therapists of BC will act in the interests of the public and its membership while taking a leadership role in the advancement of massage therapy. In partnership with other jurisdictions and health professionals, we will promote high educational standards, continued competency, public education, research and practitioner accountability. Massage therapy will be nationally recognized as a safe and effective health care profession.

CMTBC Mission Statement

The College of Massage Therapists of BC serves and protects the public and its membership by regulating the profession of massage therapy in BC in accordance with the duties and objects set out in the Health Professions Act. We believe in personal integrity, administrative fairness and professional accountability.

ORGANIZATION AND STRUCTURE OF THE COMPETENCY PROFILE

This document lists the occupational competencies (job skills) required of the entry-to-practice massage therapist in British Columbia.

The Specific Competencies are organized under the headings of Competency Areas and General Competencies as follows:

Competency Area 1. Professional and Legal Responsibilities

1. Maintain knowledge of professional issues.
2. Maintain professional communication and relationships.
3. Display professional conduct.
4. Utilize professional business practices.
5. Comply with medico-legal responsibilities.

Competency Area 2. Fundamentals of Care

1. Maintain patient and therapist safety.
2. Assess patient.
3. Apply background knowledge and critical thinking processes in patient management.
4. Assist patient with pain and stress management.
5. Adjust treatment approach relative to patient's developmental stage of life.
6. Promote patient wellness.

Competency Area 3. Modalities and Techniques

1. Conduct Swedish massage techniques.
2. Conduct fascial techniques.
3. Conduct therapeutic exercise.
4. Conduct joint mobilization.
5. Conduct muscle balancing techniques.
6. Conduct hydrotherapy.
7. Conduct heat therapy.
8. Conduct cryotherapy.
9. Conduct therapy using physical agents.
10. Conduct radiant therapy.
11. Summarize and explain mechanical vibration therapy.
12. Summarize and explain acoustic therapy.
13. Summarize and explain electrical stimulation therapy.
14. Conduct lymph drainage techniques.
15. Conduct breast massage.
16. Conduct sensory stimulus-response techniques.
17. Conduct cranio-sacral mobilization.
18. Conduct visceral mobilization.

ORGANIZATION AND STRUCTURE OF THE COMPETENCY PROFILE

19. Conduct strapping and taping.

ORGANIZATION AND STRUCTURE OF THE COMPETENCY PROFILE

Competency Area 4. Clinical Applications

1. Treat patients with systemic conditions.
2. Treat patients with orthopedic conditions.
3. Treat patients with neurological conditions.
4. Treat patients with post surgery conditions, and conditions involving prosthetics or implants.
5. Conduct athletic treatments.
6. Conduct athletic injury / rehabilitation treatments.

Appendices list the conditions under which massage therapy may be applied. In the context of the Competency Profile, the term *condition* may be defined as "a patient state that affects application of the modalities and techniques of massage therapy". Conditions include, but are not limited to, diseases; injuries; anatomical, physiological, psychological and environmental factors.

Appendix 1. Systemic conditions

Appendix 2. Orthopedic conditions

Appendix 3. Neurological conditions

Appendix 4. Conditions involving post surgery, prosthetics and implants

Appendix 5. Athletic conditions

Appendix 6. Physical agents and additives

A companion document to the Competency Profile, the CMTBC Standard for Prerequisite Knowledge is under development. The Standard for Prerequisite Knowledge will list essential background knowledge that is required of massage therapists in areas such as:

Anatomy and Physiology

Ethical / legal theory and principles

Kinesiology

Neuroanatomy and Neurophysiology

Nutrition

Pain & Stress

Pathology

Pharmacology

Public Health and Prevention

Research Methods and Statistics

Self-Care and Management

Surgery

DOMAINS AND LEVELS OF LEARNING

The Specific Competencies in the profile encompass the three domains of learning originally identified by Benjamin Bloom in 1964, and still in common use by educators:

- Knowledge (the cognitive domain)
- Skill (the psychomotor domain)
- Behaviour (the affective domain).

Within each domain a simplified stratification of levels of learning has been utilized. Levels are distinguished through the use of progressively more complex action verbs, as follows:

Domain	Level	Descriptor	Action Verbs	Notation
Knowledge				
	Level 1	Remember information	define, describe, identify	K1
	Level 2	Comprehend and apply information	explain, modify, relate, summarize	K2
	Level 3	Analyse, synthesize and evaluate information	design, differentiate, interpret, organize	K3
Skill				
	Level 1	Perceive and act	recognize, respond, show	S1
	Level 2	Imitate, perform mechanically, perform complex patterns	apply, perform	S2
	Level 3	Adapt and organize	adapt, combine, design	S3
Behaviour				
	Level 1	Receive and respond	accept, practice, use	B1
	Level 2	Value	justify, initiate, select	B2
	Level 3	Organize and internalize	discriminate, integrate	B3

For each Specific Competency, the relevant action verb(s), domain(s) and level(s) of learning have been identified. This provides a guide to complexity and depth for both education and assessment.

be assumed.

For example, in the Knowledge domain, a competency statement based on the verb "interpret" implies competence in terms of "identify" and "summarize".

AREA 1 PROFESSIONAL AND LEGAL RESPONSIBILITIES

General Competency	#	Specific Competency	Action Verbs	Domain/Level
1. Maintain knowledge of professional issues.				
	a	Describe the development of massage therapy as a profession on a global basis.	describe	K1
	b	Describe the development of massage therapy as a regulated profession in British Columbia.	describe	K1
	c	Summarize the scope of practice of massage therapy in British Columbia.	summarize	K2
	d	Summarize the role of massage therapy within the conventional and complementary / alternative health care systems in Canada.	summarize	K2
	e	Distinguish between the role of the regulatory body and that of the professional association.	summarize	K2
2. Maintain professional communication and relationships.				
	a	Utilize professional oral communication.	relate, apply, initiate	K2 S2 B2
	b	Utilize professional written communication.	relate, apply, initiate	K2 S2 B2
	c	Utilize medical terminology in both oral and written communication.	relate, apply, select	K2 S2 B2
	d	Communicate in manner appropriate to patient's ability to understand.	design, apply, integrate	K3 S2 B3
	e	Interview patient to obtain relevant information regarding case history and condition.	design, apply	K3 S2
	f	Maintain professional boundaries in relationship with patient.	analyze, apply, discriminate	K3 S2 B3
	g	Maintain appropriate professional interactions with other health care providers.	relate, adapt, integrate	K2 S3 B3
	h	Identify personal and interpersonal sources of conflict.	interpret	K3
	i	Apply conflict resolution strategies as appropriate.	relate, apply, integrate	K2 S2 B3
	j	Contribute to an effective, collaborative atmosphere in group settings.	relate, adapt, integrate	K2 S3 B3
3. Display professional conduct.				
	a	Maintain professional appearance.	describe, recognize, practice	K1 S1 B1
	b	Maintain personal hygiene.	describe, recognize, practice	K1 S1 B1
	c	Verify patient's understanding of and consent for treatment.	explain, apply, initiate	K2 S2 B2
	d	Differentiate between personal and professional beliefs and behaviours.	analyze, select	K3 B2
	e	Maintain patient privacy.	relate, respond, select	K2 S1 B2
	f	Maintain patient confidentiality.	relate, select	K2 B2
	g	Display unconditional positive regard toward patients independent of cultural differences.	relate, integrate	K2 B3
	h	Display unconditional positive regard toward patients independent of age, gender and sexual orientation.	relate, integrate	K2 B3

AREA 1 PROFESSIONAL AND LEGAL RESPONSIBILITIES

General Competency	#	Specific Competency	Action Verbs	Domain/Level
	i	Display unconditional positive regard toward patients independent of medical condition.	relate, integrate	K2 B3
	j	Identify ethical concerns and initiate action as required.	interpret, integrate	K3 B3
	k	Discriminate between therapeutic and non-therapeutic touch.	analyze, apply, discriminate	K3 S2 B3
	l	Discriminate between patient's physical and psychological needs and adapt treatment appropriately.	relate, adapt, discriminate	K2 S3 B3
	m	Evaluate strengths and weaknesses as a therapist.	analyze	K3
	n	Set goals for improvement.	relate, initiate	K2 B2
	o	Locate and evaluate peer-reviewed scientific articles relevant to massage therapy practice.	interpret	K3
4. Utilize professional business practices				
	a	Record and maintain patient history.	relate, apply	K2 S2
	b	Record examination procedures and results.	relate, apply	K2 S2
	c	Record summary of treatment results.	interpret, apply	K3 S2
	d	Maintain records in accordance with CMTBC requirements.	relate, apply	K2 S2
	e	Summarize common business practices associated with massage therapy practice.	summarize	K2
	f	Summarize the implications of proprietorships, partnerships, and corporations as related to massage therapy practice.	summarize	K2
	g	Utilize basic bookkeeping and accounting skills.	relate, apply	K2 S2
	h	Explain effective management strategies relative to operating a business.	explain	K2
	i	Summarize the coverage offered by MSP, WCB and ICBC.	summarize	K2
	j	Perform billing procedures for MSP WCB and ICBC.	summarize, apply	K2 S2
5. Comply with medico-legal responsibilities				
	a	Comply with Health Professions Act.	relate, apply	K2 S2
	b	Comply with MT Regulation.	relate, apply	K2 S2
	c	Comply with CMTBC Bylaws.	relate, apply	K2 S2
	d	Comply with CMTBC Code of Ethics.	relate, apply	K2 S2
	e	Comply with CMTBC Standards of Practice.	relate, apply	K2 S2
	f	Comply with local regulations.	identify, accept	K1 B1
	g	Apply basic legal principles.	relate, select	K2 B2
	h	Write medical-legal reports.	relate, apply	K2 S2

AREA 2. FUNDAMENTALS OF CARE

General Competency	#	Specific Competency	Action Verbs	Domain/Level
1. Maintain patient and therapist safety.				
	a	Apply universal hygiene precautions for infection control and public health.	relate, apply, initiate	K2 S2 B2
	b	Maintain current standard first aid and CPR certifications.	summarize, perform	K2 S2
	c	Utilize transfer techniques as relevant.	relate, perform, initiate	K2 S2 B2
	d	Position patient for selected technique.	relate, perform, initiate	K2 S2 B2
	e	Apply draping as relevant.	relate, apply, integrate	K2 S2 B3
	f	Initiate and maintain informed patient consent regarding treatment.	relate, apply, integrate	K2 S2 B3
	g	Apply relevant biomechanical and postural skills for self-protection.	interpret, adapt, integrate	K3 S3 B3
	h	Apply stress prevention and reduction techniques for self-protection.	relate, apply, integrate	K2 S2 B3
	i	Clean equipment.	describe, apply, practice	K1 S2 B1
	j	Maintain equipment.	describe, apply, practice	K1 S2 B1
2. Assess patient.				
	a	Obtain comprehensive case history.	relate, apply, initiate	K2 S2 B2
	b	Perform comprehensive assessment based on history, observation, palpation, movement, neurological, referred sensation and special tests.	interpret, combine, initiate	K3 S3 B2
	c	Perform functional assessment as relevant.	relate, perform, initiate	K2 S2 B2
	d	Assess posture.	relate, apply	K2 S2
	e	Assess gait.	relate, apply	K2 S2
	f	Formulate differential diagnosis. <i>[Differential diagnosis is the process of utilizing the results of assessments, and comparison of the signs and symptoms of similar conditions, to determine the condition from which the patient is suffering.]</i>	interpret	K3
	g	Assess vital signs (pulse, blood pressure, respiration rate, temperature) and monitor as relevant.	relate, apply	K2 S2
3. Apply background knowledge and critical thinking processes in patient management.				
	a	Design management plan based on clinical findings. <i>[A management plan is an overall plan that guides client therapy; it may include massage therapy treatments as well as (for example) lifestyle changes, home care, or referral to other health care practitioners.]</i>	design, integrate	K3 B3
	b	Discriminate between conditions that are treatable by massage therapy and conditions that require alternate health care intervention.	interpret, discriminate	K3 B3
	c	Recommend consultation of other health care professionals as appropriate.	summarize, respond, initiate	K2 S1 B2
	d	Discriminate between regional and constitutional treatments.	interpret, discriminate	K3 B3

AREA 2. FUNDAMENTALS OF CARE

General Competency	#	Specific Competency	Action Verbs	Domain/Level
	e	Design treatment plan incorporating appropriate factors of application (environmental setting, speed, duration, intensity, frequency, tissue density, patient constitution). <i>[A treatment plan is a plan for applying the modalities and techniques of Massage Therapy, based on client history, assessment and diagnosis.]</i>	design, discriminate	K3 B3
	f	Implement treatment plan.	design, apply, initiate	K3 S2 B2
	g	Design and coach individualized home care program.	design, apply, initiate	K3 S2 B2
	h	Coach patient relative to activities of daily living.	relate, apply, initiate	K2 S2 B2
	i	Apply limitations of treatment inherent in therapist's knowledge and skill level.	relate, initiate	K2 B2
	j	Monitor and adjust management plan according to treatment results.	interpret, adapt, integrate	K3 S3 B3
4. Assist patient with pain and stress management.				
	a	Perform pain assessment, as relevant.	design, adapt, integrate	K3 S3 B3
	b	Recognize clinical presentations of stress.	relate, recognize	K2 S1
	c	Perform respiratory assessment related to pain and stress, as relevant.	design, adapt, integrate	K3 S3 B3
	d	Discriminate between acute, chronic, intractable and referred pain.	interpret, discriminate	K3 B3
	e	Interpret pain and tension cycle specific to patient's presentation of stress.	interpret	K3
	f	Recognize signs of anxiety.	relate, recognize	K2 S1
	g	Recognize signs of depression.	relate, recognize	K2 S1
	h	Recognize signs of eating disorders.	relate, recognize	K2 S1
	i	Recognize signs of delirium.	relate, recognize	K2 S1
	j	Recognize signs of dementia.	relate, recognize	K2 S1
	k	Recognize signs of post traumatic stress disorder.	relate, recognize	K2 S1
	l	Recognize signs of substance abuse.	relate, recognize	K2 S1
	m	Recognize signs of addiction.	relate, recognize	K2 S1
	n	Recognize signs of mood disorders.	relate, recognize	K2 S1
	o	Integrate relaxation techniques into treatment plan.	design, integrate	K3 B3
	p	Apply modalities and techniques to facilitate breathing re-education.	relate, apply	K2 S2
	q	Apply modalities and techniques to facilitate stress reduction.	relate, apply	K2 S2
	r	Adapt treatment plan to assist in treatment of acute pain.	design, integrate	K3 B3
	s	Adapt treatment plan to assist in treatment of chronic pain.	design, integrate	K3 B3
	t	Adapt treatment plan to assist in treatment of chronic hyperventilation.	design, integrate	K3 B3
	u	Adapt assessment and treatment in response to state dependent memory (tissue memory).	design, integrate	K3 B3

AREA 2. FUNDAMENTALS OF CARE

General Competency	#	Specific Competency	Action Verbs	Domain/Level
	v	Adapt treatment plan to assist in management of post-traumatic stress disorder.	design, integrate	K3 B3
5. Adjust treatment approach relative to patient's developmental stage of life.				
	a	Apply modalities and techniques in infant massage.	design, apply	K3 S2
	b	Adapt modalities and techniques relative to patient's age.	design, apply, integrate	K3 S2 B3
	c	Apply modalities and techniques in providing massage to geriatric patients.	design, apply	K3 S2
6. Promote patient wellness. <i>[Wellness is a state of optimal health. It is the state in which people can be at their best, or reach their fullest potential, both in the physical sense and also in terms of their general well-being. Massage Therapists provide intervention programs to assist patients achieve wellness.]</i>				
	a	Assess biomechanical ergonomic factors relevant to patient.	relate, apply, initiate	K2 S2 B2
	b	Educate patient on ergonomic adaptations as appropriate.	design, initiate	K3 B2
	c	Promote physical activity.	relate, initiate	K2 B2
	d	Evaluate patient's sleep hygiene. <i>[Sleep hygiene involves establishing and maintaining practices and conditions relative to sleep that promote healthy sleep patterns as well as general health.]</i>	relate, initiate	K2 B2
	e	Make recommendations to improve sleep hygiene.	relate, initiate	K2 B2
	f	Apply modalities and techniques to enhance restorative sleep.	relate, apply	K2 S2
	g	Apply modalities and techniques to enhance patient's stress awareness / tolerance.	relate, apply, initiate	K2 S2 B2
	h	Apply modalities and techniques to facilitate health during the childbearing year.	relate, apply, integrate	K2 S2 B3
	i	Apply modalities and techniques in providing massage to patients in palliative care.	relate, apply, integrate	K2 S2 B3
	j	Enable patient self-care through therapy and education.	design, integrate	K3 B3

AREA 3 MODALITIES AND TECHNIQUES

General Competency	#	Specific Competency	Action Verbs	Domain/Level
1. Conduct Swedish massage techniques.				
	a	Summarize inherent anatomic and physiologic principles.	summarize	K2
	b	Summarize indications.	summarize	K2
	c	Summarize precautions.	summarize	K2
	d	Summarize contraindications.	summarize	K2
	e	Summarize anticipated outcomes of treatment.	summarize	K2
	f	Perform effleurage techniques.	modify, perform	K2 S2
	g	Perform stroking techniques.	modify, perform	K2 S2
	h	Perform petrissage techniques.	modify, perform	K2 S2
	i	Perform skin rolling techniques.	modify, perform	K2 S2
	j	Perform vibration techniques.	modify, perform	K2 S2
	k	Perform percussive techniques.	modify, perform	K2 S2
	l	Perform rocking and shaking techniques.	modify, perform	K2 S2
	m	Perform friction techniques.	modify, perform	K2 S2
	n	Adapt techniques.	design, adapt	K3 S3
2. Conduct fascial techniques.				
	a	Summarize inherent anatomic and physiologic principles.	summarize	K2
	b	Summarize indications.	summarize	K2
	c	Summarize precautions.	summarize	K2
	d	Summarize contraindications.	summarize	K2
	e	Summarize anticipated outcomes of treatment.	summarize	K2
	f	Perform trigger point pressure release techniques.	modify, perform	K2 S2
	g	Perform ice and stretch techniques.	modify, perform	K2 S2
	h	Perform direct strain induction techniques.	modify, perform	K2 S2
	i	Perform indirect strain induction techniques.	modify, perform	K2 S2
	j	Perform stack and load techniques.	modify, perform	K2 S2
	k	Perform shearing techniques.	modify, perform	K2 S2
	l	Perform modified skin rolling techniques.	modify, perform	K2 S2
	m	Perform stripping techniques.	modify, perform	K2 S2
	n	Perform focal tissue unwinding.	modify, perform	K2 S2
	o	Perform neural-fascial positional release.	modify, perform	K2 S2
	p	Perform dural glide.	modify, perform	K2 S2
	q	Perform scar release.	modify, perform	K2 S2
	r	Adapt techniques.	design, adapt	K3 S3

AREA 3 MODALITIES AND TECHNIQUES

General Competency	#	Specific Competency	Action Verbs	Domain/Level
3. Conduct therapeutic exercise techniques.				
	a	Summarize inherent anatomic and physiologic principles.	summarize	K2
	b	Summarize indications.	summarize	K2
	c	Summarize precautions.	summarize	K2
	d	Summarize contraindications.	summarize	K2
	e	Summarize anticipated outcomes of treatment.	summarize	K2
	f	Choose equipment and / or environment for chosen therapeutic technique.	relate	K2
	g	Perform contract / relax stretching techniques with and without equipment.	modify, perform	K2 S2
	h	Perform contract / relax / contract techniques with and without equipment.	modify, perform	K2 S2
	i	Perform agonist contraction techniques with and without equipment.	modify, perform	K2 S2
	j	Perform elastic / plastic stretch techniques with and without equipment.	modify, perform	K2 S2
	k	Adapt stretching techniques.	design, adapt	K3 S3
	l	Perform active assisted (AA)ROM with and without equipment.	modify, perform	K2 S2
	m	Perform passive (P)ROM	modify, perform	K2 S2
	n	Perform active (A)ROM	modify, perform	K2 S2
	o	Perform resisted (R)ROM with and without equipment.	modify, perform	K2 S2
	p	Adapt ROM / mobility techniques.	design, adapt	K3 S3
	q	Perform isotonic resistance exercise techniques with and without equipment.	modify, perform	K2 S2
	r	Perform isometric resistance exercise techniques with and without equipment.	modify, perform	K2 S2
	s	Perform isokinetic resistance exercise techniques with and without equipment.	modify, perform	K2 S2
	t	Perform muscle setting exercises.	modify, perform	K2 S2
	u	Adapt resistance / strength exercises.	design, adapt	K3 S3
	v	Perform anaerobic exercise techniques with and without equipment.	modify, perform	K2 S2
	w	Perform aerobic exercise techniques with and without equipment.	modify, perform	K2 S2
	x	Adapt cardiovascular exercises.	design, adapt	K3 S3
	y	Perform active relaxation exercise techniques.	modify, perform	K2 S2
	z	Perform passive relaxation exercise techniques.	modify, perform	K2 S2
	aa	Adapt relaxation exercises.	design, adapt	K3 S3
	ab	Perform static balance exercises.	modify, perform	K2 S2
	ac	Perform dynamic balance exercises.	modify, perform	K2 S2
	ad	Adapt balance exercises.	design, adapt	K3 S3
	ae	Perform static coordination exercises.	modify, perform	K2 S2
	af	Perform dynamic coordination exercises.	modify, perform	K2 S2

AREA 3 MODALITIES AND TECHNIQUES

General Competency	#	Specific Competency	Action Verbs	Domain/Level
	ag	Adapt coordination exercises.	design, adapt	K3 S3
	ah	Perform static functional skill exercises.	modify, perform	K2 S2
	ai	Perform dynamic functional skill exercises.	modify, perform	K2 S2
	aj	Adapt functional skill exercises.	design, adapt	K3 S3
	ak	Instruct patient in auto-mobilization.	relate, apply, initiate	K2 S2 B2
	al	Instruct patient in self-stretching.	relate, apply, initiate	K2 S2 B2
4. Conduct joint mobilization techniques.				
	a	Summarize inherent anatomic and physiologic principles.	summarize	K2
	b	Summarize indications.	summarize	K2
	c	Summarize precautions.	summarize	K2
	d	Summarize contraindications.	summarize	K2
	e	Summarize anticipated outcomes of treatment.	summarize	K2
	f	Assess joint to determine grading.	modify, perform	K2 S2
	g	Assess joint to determine restrictions and accessory / linear motion.	modify, perform	K2 S2
	h	Perform passive range of motion techniques.	modify, perform	K2 S2
	i	Perform traction techniques.	modify, perform	K2 S2
	j	Perform oscillation techniques.	modify, perform	K2 S2
	k	Perform sustained glide techniques.	modify, perform	K2 S2
	l	Perform distraction techniques.	modify, perform	K2 S2
	m	Perform compression techniques.	modify, perform	K2 S2
	n	Adapt techniques.	design, adapt	K3 S3
5. Conduct muscle balancing techniques.				
	a	Summarize inherent anatomic and physiologic principles.	summarize	K2
	b	Summarize indications.	summarize	K2
	c	Summarize precautions.	summarize	K2
	d	Summarize contraindications.	summarize	K2
	e	Summarize anticipated outcomes of treatment.	summarize	K2
	f	Perform muscle energy techniques for the spine and pelvis.	modify, perform	K2 S2
	g	Perform strain/counter strain techniques.	modify, perform	K2 S2
	h	Perform positional release techniques.	modify, perform	K2 S2
	i	Perform proprioceptive neuromuscular facilitation (PNF) techniques.	modify, perform	K2 S2
	j	Adapt techniques.	design, adapt	K3 S3
6. Conduct hydrotherapy.				
	a	Summarize inherent anatomic and physiologic principles.	summarize	K2
	b	Summarize indications.	summarize	K2
	c	Summarize precautions.	summarize	K2

AREA 3 MODALITIES AND TECHNIQUES

General Competency	#	Specific Competency	Action Verbs	Domain/Level
	d	Summarize contraindications.	summarize	K2
	e	Summarize anticipated outcomes of treatment.	summarize	K2
	f	Perform bath treatments.	modify, perform	K2 S2
	g	Perform affusion treatments.	modify, perform	K2 S2
	h	Perform wash treatments.	modify, perform	K2 S2
	i	Perform steam treatments.	modify, perform	K2 S2
	j	Perform whirlpool treatments.	modify, perform	K2 S2
7. Conduct heat therapy.				
	a	Summarize inherent anatomic and physiologic principles.	summarize	K2
	b	Summarize indications.	summarize	K2
	c	Summarize precautions.	summarize	K2
	d	Summarize contraindications.	summarize	K2
	e	Summarize anticipated outcomes of treatment.	summarize	K2
	f	Perform sauna treatments.	modify, perform	K2 S2
	g	Perform paraffin wax treatments.	modify, perform	K2 S2
	h	Perform heat pack treatments.	modify, perform	K2 S2
	i	Perform techniques utilizing therapeutic heating pads.	modify, perform	K2 S2
	j	Adapt techniques utilizing heat therapy.	design, adapt	K3 S3
8. Conduct cryotherapy.				
	a	Summarize inherent anatomic and physiologic principles.	summarize	K2
	b	Summarize indications.	summarize	K2
	c	Summarize precautions.	summarize	K2
	d	Summarize contraindications.	summarize	K2
	e	Summarize anticipated outcomes of treatment.	summarize	K2
	f	Perform cold pack treatments.	modify, perform	K2 S2
	g	Perform treatments utilizing ice towels.	modify, perform	K2 S2
	h	Perform cold / ice immersion treatments.	modify, perform	K2 S2
	i	Perform treatments utilizing coolant sprays and topical agents.	modify, perform	K2 S2
	j	Perform ice massage treatments.	modify, perform	K2 S2
	k	Adapt cryotherapy techniques	design, adapt	K3 S3
9. Conduct therapy using physical agents.				
	a	Summarize inherent anatomic and physiologic principles.	summarize	K2
	b	Summarize indications.	summarize	K2
	c	Summarize precautions.	summarize	K2
	d	Summarize contraindications.	summarize	K2
	e	Summarize anticipated outcomes of treatment.	summarize	K2

AREA 3 MODALITIES AND TECHNIQUES

General Competency	#	Specific Competency	Action Verbs	Domain/Level
	f	Summarize pharmacological effects of physical agents and additives listed in Appendix 6.	summarize	K2
	g	Perform skin scrub treatments.	modify, perform	K2 S2
	h	Perform poultice treatments.	modify, perform	K2 S2
	i	Perform wrap treatments.	modify, perform	K2 S2
	j	Adapt techniques using physical agents.	design, adapt	K3 S3
10. Conduct radiant therapy.				
	a	Summarize inherent anatomic and physiologic principles.	summarize	K2
	b	Summarize indications.	summarize	K2
	c	Summarize precautions.	summarize	K2
	d	Summarize contraindications.	summarize	K2
	e	Summarize anticipated outcomes of treatment.	summarize	K2
	f	Perform infrared light treatment techniques.	modify, perform	K2 S2
	g	Explain the therapeutic uses of ultraviolet light treatment.	explain	K2
	h	Explain the therapeutic uses of cold or 'soft' laser treatment.	explain	K2
	i	Explain the therapeutic uses of short wave diathermy treatment.	explain	K2
	j	Adapt techniques utilizing infrared light treatment.	design, adapt	K3 S3
11. Summarize and explain mechanical vibration therapy.				
	a	Summarize inherent anatomic and physiologic principles.	summarize	K2
	b	Summarize indications.	summarize	K2
	c	Summarize precautions.	summarize	K2
	d	Summarize contraindications.	summarize	K2
	e	Summarize anticipated outcomes of treatment.	summarize	K2
	f	Show therapeutic mechanical vibration techniques.	describe, show	K1 S1
12. Summarize and explain acoustic therapy.				
	a	Summarize inherent anatomic and physiologic principles.	summarize	K2
	b	Summarize indications.	summarize	K2
	c	Summarize precautions.	summarize	K2
	d	Summarize contraindications.	summarize	K2
	e	Summarize anticipated outcomes of treatment.	summarize	K2
	f	Explain the therapeutic uses of ultrasound treatment.	explain	K2
13. Summarize and explain electrical stimulation therapy.				
	a	Summarize inherent anatomic and physiologic principles.	summarize	K2
	b	Summarize indications.	summarize	K2
	c	Summarize precautions.	summarize	K2
	d	Summarize contraindications.	summarize	K2

AREA 3 MODALITIES AND TECHNIQUES

General Competency	#	Specific Competency	Action Verbs	Domain/Level
	e	Summarize anticipated outcomes of treatment.	summarize	K2
	f	Explain the uses of interferential therapy.	explain	K2
	g	Explain the therapeutic uses of transcutaneous electrical nerve stimulation (TENS).	explain	K2
	h	Explain the therapeutic uses of piezoelectricity.	explain	K2
14. Conduct lymph drainage techniques.				
	a	Summarize inherent anatomic and physiologic principles.	summarize	K2
	b	Summarize indications.	summarize	K2
	c	Summarize precautions.	summarize	K2
	d	Summarize contraindications.	summarize	K2
	e	Summarize anticipated outcomes of treatment.	summarize	K2
	f	Perform volumetric measurement.	modify, perform	K2 S2
	g	Perform stationary circle techniques.	modify, perform	K2 S2
	h	Perform scoop techniques.	modify, perform	K2 S2
	i	Perform pump techniques.	modify, perform	K2 S2
	j	Perform rotary movement techniques.	modify, perform	K2 S2
	k	Perform light stroking techniques.	modify, perform	K2 S2
	l	Adapt lymph drainage techniques to include treatment of edema to promote normal fluid exchange.	design, adapt	K3 S3
15. Conduct breast massage.				
	a	Summarize inherent anatomic and physiologic principles.	summarize	K2
	b	Summarize indications.	summarize	K2
	c	Summarize precautions.	summarize	K2
	d	Summarize contraindications.	summarize	K2
	e	Summarize anticipated outcomes of treatment.	summarize	K2
	f	Perform breast massage.	modify, perform	K2 S2
	g	Adapt breast massage.	design, adapt	K3 S3
16. Conduct sensory stimulus-response techniques.				
	a	Summarize inherent anatomic and physiologic principles.	summarize	K2
	b	Summarize indications.	summarize	K2
	c	Summarize precautions.	summarize	K2
	d	Summarize contraindications.	summarize	K2
	e	Summarize anticipated outcomes of treatment.	summarize	K2
	f	Assess differential response to sensory stimulus in CNS and PNS pathologies.	relate, apply	K2 S2
	g	Perform quick stretch techniques.	modify, perform	K2 S2

AREA 3 MODALITIES AND TECHNIQUES

General Competency	#	Specific Competency	Action Verbs	Domain/Level
	h	Perform resistance techniques.	modify, perform	K2 S2
	i	Perform vibration techniques.	modify, perform	K2 S2
	j	Perform approximation techniques.	modify, perform	K2 S2
	k	Perform light touch techniques.	modify, perform	K2 S2
	l	Perform prolonged stretch techniques.	modify, perform	K2 S2
	m	Perform brushing techniques.	modify, perform	K2 S2
	n	Perform traction techniques.	modify, perform	K2 S2
	o	Perform slow stroking down the posterior primary rami techniques.	modify, perform	K2 S2
	p	Adapt techniques.	design, adapt	K3 S3
17. Conduct cranio-sacral mobilization.				
	a	Summarize inherent anatomic and physiologic principles.	summarize	K2
	b	Summarize indications.	summarize	K2
	c	Summarize precautions.	summarize	K2
	d	Summarize contraindications.	summarize	K2
	e	Summarize anticipated outcomes of treatment.	summarize	K2
	f	Explain techniques for assessment of cranio-sacral rhythm.	explain	K2
	g	Show direct techniques.	describe, show	K1 S1
	h	Show indirect techniques.	describe, show	K1 S1
	i	Show induction techniques.	describe, show	K1 S1
	k	Evaluate risks specific to cranio-sacral mobilization.	interpret	K3
18. Conduct visceral mobilization.				
	a	Summarize inherent anatomic and physiologic principles.	summarize	K2
	b	Summarize indications.	summarize	K2
	c	Summarize precautions.	summarize	K2
	d	Summarize contraindications.	summarize	K2
	e	Summarize anticipated outcomes of treatment.	summarize	K2
	f	Recognize mobility and motility patterns of the liver.	recognize	K1 S1
	g	Recognize mobility and motility patterns of the stomach.	recognize	K1 S1
	h	Show direct and indirect visceral mobilization techniques to the liver.	describe, show	K1 S1
	i	Show direct and indirect visceral mobilization techniques to the stomach.	describe, show	K1 S1
	j	Evaluate risks specific to visceral mobilization.	interpret	K3
19. Conduct strapping and taping.				
	a	Summarize inherent anatomic and physiologic principles.	summarize	K2
	b	Summarize indications.	summarize	K2
	c	Summarize anticipated outcomes of treatment.	summarize	K2
	d	Show taping techniques.	describe, show	K1 S1

AREA 4. CLINICAL APPLICATIONS

General Competency	#	Specific Competency	Action Verbs	Domain/Level
1. Treat patients with systemic conditions.				
	a	Summarize common clinical manifestations of the conditions listed in Appendix 1.	summarize	K2
	b	Apply assessment methods specific to patients presenting with the conditions listed in Appendix 1, where relevant.	relate, apply	K2 S2
	c	Summarize indications, contraindications and precautions that apply to treatments for patients with the conditions listed in Appendix 1.	summarize	K2
	d	Adapt modalities and techniques for patients with the conditions listed in Appendix 1, where relevant.	design, adapt	K3 S3
2. Treat patients with orthopedic conditions.				
	a	Summarize common clinical manifestations of the conditions listed in Appendix 2.	summarize	K2
	b	Apply assessment methods specific to patients presenting with the conditions listed in Appendix 2, where relevant.	relate, apply	K2 S2
	c	Summarize indications, contraindications and precautions that apply to treatments for patients with the conditions listed in Appendix 2.	summarize	K2
	d	Adapt modalities and techniques for patients with the conditions listed in Appendix 2, where relevant.	design, adapt	K3 S3
3. Treat patients with neurological conditions.				
	a	Summarize common clinical manifestations of the conditions listed in Appendix 3.	summarize	K2
	b	Apply assessment methods specific to patients presenting with the conditions listed in Appendix 3 where relevant.	relate, apply	K2 S2
	c	Summarize indications, contraindications and precautions that apply to treatments for patients with the conditions listed in Appendix 3.	summarize	K2
	d	Adapt modalities and techniques for patients with the conditions listed in Appendix 3, where relevant.	design, adapt	K3 S3
4. Treat patients with post surgery conditions, and conditions involving prosthetics or implants.				
	a	Summarize common clinical manifestations of the conditions listed in Appendix 4.	summarize	K2
	b	Apply assessment methods specific to patients presenting with the conditions listed in Appendix 4 where relevant.	relate, apply	K2 S2
	c	Summarize indications, contraindications and precautions that apply to treatments for patients with the conditions listed in Appendix 4.	summarize	K2
	d	Adapt modalities and techniques for patients with the conditions listed in Appendix 4, where relevant.	design, adapt	K3 S3
5. Conduct athletic treatments.				
	a	Summarize common clinical manifestations involving pre-event, interval-event and post-event athletic situations.	summarize	K2
	b	Apply assessment methods specific to pre-event, interval-event and post-event athletic situations.	relate, apply	K2 S2

AREA 4. CLINICAL APPLICATIONS

General Competency	#	Specific Competency	Action Verbs	Domain/Level
	c	Summarize indications, contraindications and precautions that apply to pre-event, interval-event and post-event athletic treatments	summarize	K2
	d	Adapt modalities and techniques for pre-event, interval-event and post-event athletic situations, where relevant.	design, adapt	K3 S3
6. Conduct athletic injury treatment, prevention and rehabilitation.				
	a	Summarize common clinical manifestations of the conditions listed in Appendix 5.	summarize	K2
	b	Apply assessment methods specific to patients presenting with the conditions listed in Appendix 5, where relevant.	relate, apply	K2 S2
	c	Summarize indications, contraindications and precautions that apply to treatments for patients with the conditions listed in Appendix 5.	summarize	K2
	d	Adapt modalities and techniques for patients with the conditions listed in Appendix 5, where relevant.	design, adapt	K3 S3

APPENDIX 1: SYSTEMIC CONDITIONS

SYSTEM	CONDITION
	<i>The conditions listed below are organized under systemic headings, and each condition is listed only once. It is recognized that from an academic perspective certain conditions could be alternately classified.</i>
1. Cardiovascular System	
a	chronic arterial disease
b	chronic hypertension
c	chronic venous insufficiency
d	cluster headaches
e	edema
f	ischemic syndromes
g	migraine headaches
h	peripheral vascular disease
i	post angina
j	post myocardial infarction
k	Raynaud's disease
l	Raynaud's phenomenon
m	shock
n	thromboangiitis obliterans
o	toxic headaches
p	varicose veins
q	venous stasis
2. Respiratory System	
a	allergies
b	bronchitis
c	chronic obstructive pulmonary disease (asthma, chronic bronchiectasis, emphysema)
d	common cold
e	cystic fibrosis
f	pneumonia
g	sinus headache
h	sinusitis
3. Gastrointestinal System	
a	chronic gastritis
b	chronic inflammatory bowel syndrome
c	constipation
d	Crohn's disease

APPENDIX 1: SYSTEMIC CONDITIONS

	e	diverticulosis
	f	heartburn
	g	irritable bowel syndrome
	h	post surgical adhesions
	i	ulcerative colitis
4. Lymphatic System		
	a	lymphadenitis
	b	lymphedema
	c	lymphomatosis
5. Integumentary System		
	a	acne
	b	dermatitis
	c	dry skin
	d	post surgical lesions
	e	pressure sores
6. Reproductive System		
	a	breast engorgement
	b	dysmenorrhea
	c	gestational diabetes
	d	mastalgia
	e	mastitis
	f	menopause
	g	post partum
	h	premenstrual syndrome
7. Endocrine System		
	a	type 1 diabetes
	b	type 2 diabetes
8. Immune System		
	a	acquired immunodeficiency syndrome
	b	allergic headaches
	c	allergic reactions
	d	chronic fatigue syndrome
	e	hepatitis C
	f	human immunodeficiency virus
	g	mononucleosis
	h	oncological disorders

APPENDIX 2: ORTHOPEDIC CONDITIONS

SYSTEM	CONDITION
	<i>The conditions listed below are organized under headings related to orthopedic treatments, and each condition is listed only once. It is recognized that from an academic perspective certain conditions could be alternately classified.</i>
1. Skin and Connective Tissue	
a	adhesions
b	burns
c	contractures
d	Dupytren's contracture
e	entrapment
f	fascial inflammation (plantar fasciitis)
g	fibrosis
h	keloids
i	mixed connective tissue disease (systemic lupus erythematosus, scleroderma, polymyositis, polymyalgia rheumatica, dermatomyositis)
j	pressure sores
k	scars
2. Muscle and Tendon	
a	hematoma
b	muscle imbalance
c	muscle weakness
d	muscular compression syndromes
e	muscular disorders (ruptures, contusions, disuse atrophy, laceration, contracture, fatigue, spasm, strain, spasticity, hyper- / hypo-tonus)
f	myofascial trigger points
g	myopathy
h	myositis ossificans
i	tendon disorders (tendonitis, tenosynovitis, avascular tendonitis, calcific tendonitis, lacerations, ruptures)
j	tension headache
k	torticollis
3. Synovial Joints, Cartilage, Ligaments and Bursa	
a	abnormal kinematics of the appendicular skeleton
b	abnormal kinematics of the axial skeleton
c	adhesive capsulitis
d	bursitis
e	calcific bursitis

APPENDIX 2: ORTHOPEDIC CONDITIONS

SYSTEM	CONDITION
f	capsular laxity
g	capsular restrictions
h	chondromalacia patella
i	degenerative disc disease
j	degenerative joint disease
k	disc protusion (spondylosis, spondylisis, spondolysthesis)
l	dislocation
m	extrinsic joint motion restriction
n	facet lock syndrome
o	hip dysplasia
p	hypermobility
q	hypomobility
r	joint motion restriction
s	ligamentous injuries, laxity
t	meniscal disorders
u	osteoarthritis
v	osteoarthroses
w	patellar femoral dysfunction
x	patellar tracking syndrome
y	post immobilization capsular tightness
z	posturally related joint dysfunction
aa	scoliosis
ab	slipped capital epiphysis
ac	spinal stenosis
ad	sprains
ae	subluxation
af	synovitis
ag	systemic inflammatory arthritis (rheumatoid arthritis, gout, ankylosing spondylitis, hemophilic, psoriatic, juvenile rheumatoid arthritis / Stills disease, infectious arthritis, Reiter's syndrome)
ah	temporomandibular dysfunction

APPENDIX 2: ORTHOPEDIC CONDITIONS

SYSTEM		CONDITION
4. Bone and Periosteum		
	a	coccydynia
	b	congenital structural bony deformities
	c	fractures
	d	hyper- / hypo-kyphosis
	e	hyper- / hypo-lordosis
	f	osteochondritis dissecans
	g	osteomalacia
	h	osteomyelitis (acute, chronic)
	i	osteoporosis
	j	patellofemoral syndrome
	k	periosteal bruising
	l	periosteal tears
5. Systemic Myofascial and Orthopedic Conditions		
	a	amputation
	b	chronic fatigue syndrome
	c	compartment syndromes
	d	fibromyalgia
	e	myofascial pain syndrome
	f	postural abnormalities and related dysfunction
	g	reflex sympathetic dystrophy
	h	thoracic outlet syndrome
	i	whiplash

APPENDIX 3: NEUROLOGICAL CONDITIONS

SYSTEM	CONDITION
	<i>The conditions listed below are organized under headings related to the neurological system, and each condition is listed only once. It is recognized that from an academic perspective certain conditions could be alternately classified.</i>
1. General	
	a dystrophy
	b flaccidity
	c insomnia
	d paralysis
	e spasticity
	f true atrophy
2. Central Nervous System	
	a Alzheimer's
	b cerebral palsy
	c cerebral vascular accident
	d chorea
	e epilepsy
	f head trauma
	g Huntington's chorea
	h hyper- / hypo-kinetic movement disorders (tremor, dyskinesia, tics, chorea, athetosis, dystonia)
	i hypersensitivity
	j loss of joint and soft tissue proprioception
	k multiple sclerosis
	l myotonia
	m nerve root compression
	n Parkinson's disease
	o post traumatic headache syndromes
	p sensory loss
	q spinal cord injury
	r spinal nerve compression

APPENDIX 3: NEUROLOGICAL CONDITIONS

SYSTEM	CONDITION
3. Peripheral Nervous System	
a	amyotrophic lateral sclerosis
b	Charcot-Marie-Tooth disease
c	complex regional pain syndrome (type I: reflex sympathetic dystrophy; type II: causalgia)
d	cranial nerve disorders (Bell's palsy, trigeminal neuralgia, facial paralysis)
e	diabetic neuropathy
f	disc protrusion / herniation / prolapse compressions
g	Guillain-Barre syndrome
h	impingement / entrapment syndrome
i	muscular dystrophy (Duchenne's, Becker's, facioscapulohumeral, limb-girdle, myotonic)
j	myasthenia gravis
k	nerve compressions
l	nerve lesions
m	neuralgia (brachial, intercostal)
n	neuritis (brachial, intercostal)
o	peripheral mononeuropathies
p	peripheral polyneuropathies
q	post polio syndrome
r	tension neuropathies

APPENDIX 4: CONDITIONS INVOLVING POST SURGERY, PROSTHETICS AND IMPLANTS

	CONDITION
	<i>The conditions listed below are under this heading for convenience. Each condition is listed only once. It is recognized that from an academic perspective certain conditions could be alternately classified.</i>
a	artificial joints
b	artificial openings
c	implants
d	organ removal
e	pacemakers
f	prosthetics
g	rods, pins, staples
h	shunts
i	stents
j	transplants

APPENDIX 5: ATHLETIC CONDITIONS

	CONDITION
a	compartment syndromes
b	concussion
c	contusion
d	dehydration
e	electrolyte imbalance
f	heat cramp
g	heat exhaustion / syncope
h	heat stroke
i	hypothermia
j	iliotibial band friction syndrome
k	injection site
l	ligament sprain
m	muscle cramp
n	muscle spasm
o	muscle strain
p	stress fracture
q	sunburn

APPENDIX 6: PHYSICAL AGENTS AND ADDITIVES

	Appendix 6 lists the physical agents and additives of which the Massage Therapist must have knowledge, in order to comply with Specific Competency 3.9.f.
a	chamomile
b	charcoal
c	citrus
d	clay
e	epsom salt
f	eucalyptus
g	juniper
h	lavendar
i	mustard
j	peppermint
k	pine
l	rosemary
m	salt
n	valarian