



Member-Ratified Mandate Fulfilled!

New Programs starting January 1, 2008

The new programs are here! As announced at our 2007 AGM, the much anticipated **Registered Canadian Reflexology Therapist (RCRT) designation & Continuing Education Units (CEU) program, Accreditation Program** and the **Lapsed Member & Re-Certification program** all commenced on January 1, 2008. RAC believes that continuing to learn, after certification with RAC, by gaining a broader knowledge and understanding of the profession, is an essential part of being a successful Reflexologist. Demonstrating a commitment to maintaining professional membership status is also essential. The new RAC programs acknowledges the membership's commitment to the profession and the wish to increase the credibility, and professional stature, of the Reflexology Therapist. The program is designed for the membership's goal of achieving greater acceptance by health insurance companies, governments and the general public with the result of increased business opportunities.

How did it all come about? Some History:

In 2002 and 2003, RAC responded to a mandate from its membership (at the 2002 AGM) and conducted interviews with members and with several organizations across Canada, regarding the subject of the registration of reflexologists who meet national standards of practice. During the discussions RAC was able to find a common ground regarding what standards of practice should be adopted across Canada. The Director of Education incorporated these into a document which was ratified by both the membership and the board and is currently in use as the *RAC Standards and Scope of Practice*.

Other information was gathered for this document from the American Certification Board and the Association of Reflexologists (AOR) in the UK. Meetings were held, in 2003, with the AOR to establish a directive and procedure for a RAC continuing education units (CEU) program and for a professional membership program.

At Winnipeg AGM 2003, the membership ratified a CEU and professional development proposal for both full time and part time practicing professional members.

At the 2005 AGM **Resolution Five** – dealing with re-certification and continuing education credits – and **Resolution Six** – focusing on a lapsed member policy – were both ratified by the membership. Both were designed to increase the credibility of our *Education Program* and professional *Standards of Practice*.

Starting in 2002, the RAC Board of Directors gave the Director of Education and Program Development, Linda Hughan, the mandate to develop and implement the CEU program along with a lapsed member program and re-certification program. The

Accreditation Program was also developed to complement the other programs. All three have been completed and became available on January 1, 2008.

Additional steps were taken in 2007 whereby RAC trademarked the name Reflexology Association of Canada, the title *Canadian Journal of Reflexology*, and the designation *Registered Canadian Reflexology Therapist (RCRT)*. To encourage important member involvement and provide easy access at a local level, RAC removed all additional fees that were previously associated with membership in a local Chapter. Chapter membership fees are now covered by the RAC annual membership fee.

Maintaining RCRT Designation:

All certified and active members of RAC immediately qualify to receive the new designation of Registered Canadian Reflexology Therapist (RCRT). To register for the RCRT program contact RAC Head Office at memberservices@reflexolog.org or 1.877.722.3338. There is a nominal charge of \$25, plus tax, that is intended to cover the cost of administering the program over 3 years, the provision of the RCRT designation pin, and the folders and documentation provided to members for record keeping.

In order to maintain the RCRT designation RAC members must earn professional development program credits through the CEU program.

The CEU program recognizes members who earn 30 credits over a 3 year cycle (an average of 20 hours per year). During the program's initial year (2008) members may elect to have certain credits – for attendance at past RAC Conferences and Workshops from 2003 to 2007 – applied towards their first 3 year cycle. This allows the member a jump start into the program. In addition, any credits gained in 2008, 2009, and 2010, that are over and above the requirements, can be carried forward into the next 3 year cycle.

There are three categories in which a member may earn these CEU credits. They are:

- **RAC accredited or approved activities of all kinds** including volunteerism, attendance at RAC Conferences or Workshops, Chapter activities, personal development, publishing a clinical article in the Canadian Journal of Reflexology, and more. No less than 50% of the total credits must come from this category.
- **All non-RAC professional accredited or approved activities directly related to, and within the scope of, the reflexology profession.** In the interest of inclusiveness this category recognizes courses and activities conducted through, or for, other RAC approved reflexology associations, schools and organizations. These associations, schools or organizations must have made separate application for course/activity accreditation with RAC. Interested groups should contact RAC for information on how to become RAC approved. A maximum 25% of credits can be earned in this category.
- **Professional activities within the healthcare field that support reflexology and reflexologists but are not necessarily approved or accredited by RAC.** RAC recognizes that many members are skillfully trained and qualified in other areas of health care. As these skills are often interchangeable between professions, on many different levels, this third category provides the flexibility to

allow for the recognition of this training and/or qualifications. A maximum of 25% of credits can be earned in this category.

The RCRT Designation & CEU Program:

RAC is committed to the belief that all Members must develop in their own direction with respect to continuing education and professional development. As a result, it was pleased to create the RCRT Designation and accompanying CEU Program in a way that provides the member with the flexibility to choose how, when and where this development can take place and what approach would be most beneficial to and cost-effective for their practice.

The RAC continuing education and professional development process is now required to maintain membership as a RAC Professional Reflexologist -- whether practicing or non-practicing, part-time or full-time -- and to maintain the RCRT designation.

The major goal and mandate of this program is to address the memberships' directives for RAC which are to:

- Provide organizations across Canada with guidelines to advance the standards of education and practice of professional reflexology across Canada;
- Reflect a growing recognition and need by RAC, and other reflexology associations, to develop similar programmes for the regulation of the profession;
- Establish and maintain common standards for the profession of reflexology as a whole and to regularly monitor these standards;
- Protect the public by requiring its professional reflexology members to meet national competency standards;
- Meet future regulatory requirements for both government and insurance bodies; and
- Provide members with a process by which they can take responsibility for their own professional development.

RAC's goal was to ensure the process was easy enough to allow members to participate but challenging enough to ensure that standards are maintained and improved in the coming years. This is the first step towards three levels of designation and to establishing RAC as the nationally recognized standard setter, and standard bearer, for reflexology practice across Canada.

What are the benefits?

The benefits of maintaining the RCRT designation and participating in the CEU program include:

- It elevates the profession, and the therapist's image, in the eyes of the public and among other health care professionals;
- It ensures a full spectrum of broad based professional training experience for enhanced professional development;
- The broad based professional training ground creates an equal standard and level of recognition without the focus on one particular organization;

- It is cost effective for both full-time and part-time professional members and can be done easily and quickly. Many of the activities involve little or no cost and can be done locally. Most members are already involved in several of the recognized activities for which they can receive credits. Activities can be undertaken in a variety of venues including at home, over the internet, through educational establishments, through CEU programs of other organizations, by mail, at conferences, at chapter meetings and events, and many more.

For more information about registering for the RCRT designation or maintaining the designation through the RAC CEU credits program, visit www.reflexologycanada.ca.

Lapsed Member & Re-Certification Program:

Many members believe that in order for reflexology to be publicly recognized as a profession, and to gain credibility among its peers, RAC professional members should be required to participate in ongoing education throughout their careers and to maintain certain educational criteria in order to qualify for membership in the association.

Any member whose membership lapses for 3 years or more will now be required to complete another RAC entry-level reflexology program in order to regain professional membership status with RAC.

In order to reinstate a lapsed membership, all Members must be able to show proof of previous membership in RAC. If not, they will need to obtain and complete an application for new professional membership from RAC Head Office.

RAC, and its Director of Education, are pleased to offer these innovative new programs to help increase the recognition of the reflexology profession and recognize the continuing education efforts of its members. RAC is dedicated to progressive educational development and TEAM RAC and the RAC Board will continue to work to develop national programs that all members will be proud of and inspired by. If you have any questions about any of the information outlined above, please contact the RAC Head Office at 1.877.722.3338 or memberservices@reflexolog.org.

Obtaining RAC Accreditation for Courses & Workshops:

Associations and Organizations wishing to have their foundation courses recognized by RAC (as an accredited criteria for professional membership), or to have their workshops and seminars accredited for RAC CEU credits (toward maintenance of the RCRT designation) must apply for RAC accreditation. This applies to all organizations, regardless of past status with RAC.

There are 3 streams under which an organization may now be eligible for RAC accreditation. They are:

- Stream I – Reflexology organizations who are providing professional reflexology foundation courses (Foot, Ear & Hand) and wish to have those courses

- recognized as meeting the standards for RAC Professional Membership can apply through this stream.
- Stream II – Reflexology organizations and individual educators who wish to have their continuing education programs, such as workshops and seminars, recognized for credits in the RAC CEU program (for maintenance of the RCRT designation) can apply through this stream.
 - Stream III - Organizations that wish to offer the RAC Reflexology Foundation Programs (Foot, Ear & Hand) in addition to their current curriculum would apply through this stream. All programs would be RAC programs and taught by a RAC teacher.

RAC recommends that all professional reflexology therapists and organizations belong to a reputable national professional association that is dedicated to demonstrating a commitment to the profession and to the quality of services provided. Accreditation with RAC provides many benefits to organizations and educators, as well as to those completing their foundation courses, workshops, and seminars.

Membership in RAC ensures the therapists' and organizations' public credibility by ensuring that its members meet a high standard of competency through a professional training and certification process. It also guarantees that the therapist or organization is fully insured and is working within the framework of a professional Code of Conduct and Ethics. Accreditation also helps the recognition of courses and programs by allowing RAC members to earn CEU credits.

RAC members who are also members of other associations should encourage those associations to have their courses accredited with RAC for the CEU Program in order to ensure that these activities contribute to the members' CEU credits.

Any suggestions for types of RAC workshops and seminars are always of interest by Head Office, so please do not hesitate to contact RAC.