

# EXPLANATION ZELCOM MODEL - THE REQUIRED LEVEL

The internship is made up of experiences in which the various professional roles of the physiotherapist are integrated. The development of these professional roles become more and more challenging during the internships because they are applied in a more complex context, in a more difficult professional challenge or more independently. The figure below (figure 1) provides a visual summary of what the structure and required level looks like during the different academic phases.




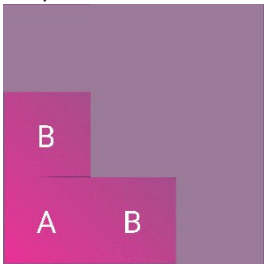
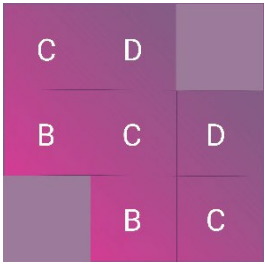
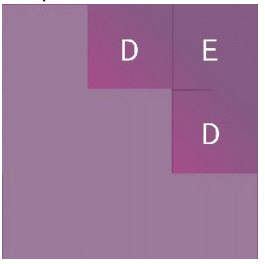
Bachelor's degree Physiotherapy		
First phase	Main phase	Graduation phase
Orientate, select and refer	Growing and broadening	In-depth
<p>In the first phase of the training, the student starts exploring various roles and target groups from the professional field.</p> 	<p>In the main phase, the student will develop further with regard to the various roles of the physiotherapist – growing.</p> <p>During the minor, the student will develop – broaden.</p> 	<p>The student will immerse himself in the graduation year during practical learning and practice-oriented research in order to graduate as an entry-level physiotherapist.</p> 
<p>Degree of complexity &amp; independence:</p> 	<p>Degree of complexity &amp; independence:</p> 	<p>Degree of complexity &amp; independence:</p> 

Figure 1: structure and required level during the four academic years.

The degree of complexity and independence is shown on 3 levels, namely low - medium - high. Figure 2 specifies what this actually means per level.

INDEPENDENCE		
LOW	MEDIUM	HIGH
<ul style="list-style-type: none"> <li>• Instruction, guidance and/or supervision</li> <li>• Acts according to instructions, not on his own initiative</li> <li>• Receives guidance in handling his/her own development process</li> <li>• Consults on the choices to be made</li> <li>• Calls for help with unexpected circumstances</li> <li>• Responsible for proper execution of own tasks</li> <li>• Assisting, operational role</li> </ul>	<ul style="list-style-type: none"> <li>• Intermediate guidance or remote or on-call guidance</li> <li>• Makes independent choices and takes independent decisions for parts of the assignment</li> <li>• Largely handles his own development process independently</li> <li>• Responds (within limits) to unexpected circumstances</li> <li>• Freedom of action within a set framework</li> <li>• Partly responsible for the end result</li> <li>• Stimulates or guides others</li> <li>• Executive, advisory or organizational role</li> </ul>	<ul style="list-style-type: none"> <li>• Little guidance or supervision</li> <li>• Great freedom of action, own initiative</li> <li>• Makes independent choices and takes independent decisions</li> <li>• Independently handles his own development process and reflects independently on his own work and role</li> <li>• Anticipates to unexpected circumstances</li> <li>• Great responsibility for the end result</li> <li>• Advising, organising, managing, stimulating role.</li> </ul>

COMPLEXITY		
LOW	MEDIUM	HIGH
<ul style="list-style-type: none"> <li>• Single task, clear, structured, in one situation</li> <li>• The problem and the necessary data are known</li> <li>• Applying standard procedures/guidelines</li> <li>• Limited requirements, few rules</li> <li>• Mono-disciplinary</li> <li>• Basic knowledge and basic skills</li> <li>• Few parties and little interaction</li> <li>• Little time pressure</li> <li>• The impact of the work is small</li> </ul>	<ul style="list-style-type: none"> <li>• Multiple tasks, partly known, partly to be investigated, in one situation, or single task in changing/new situations</li> <li>• The necessary data must be collected</li> <li>• Adapting standard procedures in changing situations</li> <li>• Diverse, complex and structured</li> <li>• The situation is unknown, but predictable</li> <li>• Partially multidisciplinary</li> <li>• Specialist regarding knowledge and skills</li> <li>• Several parties, a fair amount of interaction</li> <li>• Time pressure</li> <li>• The impact of the work is reasonably large.</li> </ul>	<ul style="list-style-type: none"> <li>• Diversity of unknown (partial) assignments, in changing, new and non-transparent situations</li> <li>• The necessary data must be collected</li> <li>• No standard approach, new procedures must be applied/thought of</li> <li>• Complex and unstructured</li> <li>• Large organisation, strict requirements, many rules to be taken into account</li> <li>• Multidisciplinary</li> <li>• Advanced, cross-disciplinary and new knowledge and skills</li> <li>• New technologies are applied</li> <li>• Many parties, a lot of interaction</li> <li>• Great time pressure</li> <li>• The impact of the work is great</li> </ul>

Figure 2: degrees of complexity and independence.

During the internships, the degree of complexity and independence will increase, as shown in figure 3. In the first phase the student is at level A-B (table 1), where A means a low degree of complexity and independence and B either a low degree of complexity and a moderate degree of independence or a medium degree of complexity and a low degree of independence. In the mid phase internship there is a build-up from level B to D and in the graduation internship there is a high degree of complexity and independence – level D-E.

↑ Independence ↓	C	D	E
	B	C	D
	A	B	C
Zel Com	← Complexity →		

Figure 3: the Zelcom levels.

The explanation given above could look like this in a practical physiotherapy setting:

In the main phase internship the end level of a student should be that he/she can work fully independently on simple cases/patients. (For instance, an ankle sprain, a muscle rupture or a general training schedule in order to build general muscle strength etc.) or under supervision in more complex cases.

In the graduation phase the end level should be that the student can work independently on all cases/patients on entry-level physiotherapy, asking for help or feedback when cases/patients or situations exceed the entry-level physiotherapy is still considered as meeting the required level. (for instance, patients with severe co-morbidities, rare conditions that need specialized care etc.)

