



 **College of
Physiotherapists of
Manitoba**
2010 Annual Report

Message from the Chair of Council

Serving as Chair for the past year has been a tremendous learning and rewarding experience. As a newer grad, stepping into the shoes of past Chair Gisele Pereira was challenging and intimidating to say the least. However, she gracefully took me under her wing and with the unconditional support of CPM staff and Council, I learned so much and gained much more appreciation and respect for the regulatory aspect of physiotherapy.

This has been a very educational and busy year for Council. We are very fortunate to have a diverse group for discussions at our monthly meetings. We have representation from the public and private sectors, SMR, as well as invaluable input from our public members and students. The addition of students to Council is new and an important step in promoting leadership within our profession.

The College is very fortunate for hiring Jennifer Billeck, the new Deputy Registrar. Along with the Continuing Competence Committee, she has dedicated countless hours to help spearhead the pilot for the Continuing Competence Program. This has been one of our greatest challenges this year and we look forward to the successful launch of this program when it becomes mandated through the new legislation.

There have been many other initiatives and projects completed this year by our hard working committees which you will read about further in the report.

I would like to thank all members of Council, Standing Committees, Ad Hoc Committees, CPM Office staff and the many others that give their time and energy to the College. I further would like to thank Doug Treloar, President of MPA, for initiating closer relations between the College and MPA.

Lastly, I welcome Sean Gupta as the new Chair of Council. His work on Council has already been tremendous and I look forward to his continued leadership and dedication to the College.

*Best Regards,
Ricky Paggao, Chair of Council*

<p><i>Vision</i></p>	<p>The College of Physiotherapists of Manitoba (CPM) serves the public interest by ensuring the ongoing pursuit of excellence in the quality of physiotherapy services in Manitoba. CPM assures the public of a trusted, fair and responsive relationship. The Council educates the membership and government on the value and role of CPM, ensuring safety and promoting the public reputation of CPM. The benefit of strong leadership to the viability of our organization is evident in public confidence in CPM as well as government confidence in our role of protecting the public. Strong leadership has also earned us the respect of the membership and associate organizations.</p>
<p><i>Mission</i></p>	<p>To protect the public interest by working to continually improve the quality of physiotherapy care for Manitobans.</p>
<p><i>Partners in Quality Care</i></p>	<p>The physiotherapy profession in the province is self-governing under the stewardship of the Council of the College of Physiotherapists of Manitoba. The College receives its mandate through <i>The Physiotherapists Act</i> and is accountable to the Minister of Health for its activities in the public interest.</p> <p>The College is but one voice in this profession’s interest in safe, quality and ethical health care for Manitobans.</p> <p>As a partner with a desire to make a strong and continuous contribution to health, this report is submitted to the Minister as a demonstration of our continued progress.</p>

Meeting our Mandate

The primary areas of accountability of the College are registration (entry to practice), the assurance of quality (standards setting and continuing competence) and the investigation of complaints and the management of disciplinary matters (professional conduct)

The College functions within a dynamic, fast paced environment. In order to ensure accountability to our mandate, while managing change in the current environment, the Council has developed a strategic plan which is updated yearly and reviewed during the year to evaluate our performance and progress. Included in the strategic plan are activities which have been embraced by Council as important regulatory activities following an environmental scan of the provincial, national and international scene. As well, the Council has incorporated strategies to meet governmental changes that affect regulation.

This annual report is a public reporting of how the College has performed in the three key areas of accountability: registration, assurance of quality and complaints investigation. The report also addresses the financial and human resources required to accomplish our mandate. The report will provide insight into our successes, our learning and our opportunities for improvement.

Registration

The College must ensure that individuals applying to use the title physiotherapist/ physical therapist in Manitoba are qualified to do so.

Membership statistics for 2010 can be found in the appendix of this report.

The Board of Assessors completed a review and update of all registration policies of CPM in 2010.

The College has continued to collaborate in 2010 with the Office of the Fairness Commissioner by attending a number of meetings and workshops, developing a project to research the availability of bridging programs for internationally educated physiotherapists (IEPTS) in Canada, providing data about IEPTS working in Manitoba in collaboration with the Canadian Alliance of Physiotherapy Regulators, and looking at plain language in CPM's website, documents and brochures.

Labour mobility and the Pan Canadian Framework was an issue of importance in 2010 as the profession of physiotherapy was one of the target occupations to be in compliance by December 31, 2010.

Registration - continued

Through the Canadian Alliance of Physiotherapy Regulators who coordinated work efforts, a number of meetings were held in 2010 to discuss issues and develop strategies. Labour mobility now requires physiotherapy Regulators to accept physiotherapists who move between provinces on a “permit to permit” basis. This means that those who are registered on a particular register in one province should be able to move to a receiving jurisdiction and be registered on the same kind of registration category without further education, examination or other barriers. As there are a number of registration categories for physiotherapists across Canada, a grant was provided to the Alliance by Human Resources Services Development Canada (HRSDC) to research the various registration categories in order to define what “permit to permit” will mean. There were no new registrants in 2010 who entered practice in Manitoba who took advantage of the provisions of the Labour Mobility Agreement.

The Registrar is a member of the Alliance’s Evaluation Services Committee which looks at issues surrounding the Physiotherapy Competency Examination. As well, the Registrar has been participating in discussions about international labour mobility as a member of the International Network of Physical Therapy Regulatory Authorities (INPTRA). Throughout 2010, international work was also conducted to examine the feasibility of a bilateral agreement with Australia.

The College continues to collaborate with the Canadian Institute of Health Information (CIHI) and in 2010 provided our third data collection on registrant’s demographics in order that CIHI could develop a report on physiotherapy across the country.

The College sent a number of `cease and desist` letters to individuals or businesses who were found to be advertising the provision of physiotherapy or physical therapy services, although no physiotherapist was employed to provide the service.

Administration & Governance

During 2010, work was begun developing governance, orientation and administrative manuals for the College. An Employee Handbook was developed and is being revised in 2011. Job descriptions for Council and the Committees were developed. The Registrar’s job description was updated. The College hired a Deputy Registrar in June 2010 and her work has been primarily about developing the continuing competence program in conjunction with the Continuing Competence Committee. The Committee brochure was reviewed and edited. Work also continues on the governance model of the College following the suggestions made in the Harris Consulting Group, a project report undertaken in 2009.

Continuing Competence Committee

The Continuing Competence Committee has progressed considerably in 2010 in developing a framework and manual for the continuing competence program. The new Deputy Registrar, Jennifer Billeck, acting as a consultant to this committee, accomplished much of the groundwork needed to move the program forward. A pilot survey was developed and 200 members were targeted to pilot test the program at 2011 renewal. In the latter part of 2010, a Power Point presentation was developed for members in preparation for the introduction of the pilot study. Members of Council and the Continuing Competence Committee generously volunteered to attend hospitals, private practice and other facilities to do the presentation. The presentation was also posted on the CPM web site.

Physiotherapy Standards Committee

The PT Standards Committee reviewed and updated a number of Practice and Position Statements of CPM. The revised documents were posted to the College's web site. Work on this review will continue into 2011. A new policy on Alternative and Complementary Practice was approved by Council in 2010.

The Ethics Committee has been busy developing ethical case studies and publishing them in the CPM newsletter "In Touch". Towards the end of the year, work began on reviewing the CPM Code of Ethics and researching the Code of Ethics of other professions. The purpose of this work is to develop a Code of Ethics that will be included in the Regulations of the new legislation.

Ethics Committee

CPM Newsletter

The Newsletter Editor undertook a survey of the membership in 2010 to get feedback on changes to the newsletter. The newsletter was decreased in size and sent out more frequently in 2010. The method of delivery was also an important component of the survey. Currently the newsletter is sent electronically to member's who have e-mail addresses (the majority of members), in paper format for posting to all facilities that hire physiotherapists and is also available on the CPM web site. Following the results of the survey, no changes will be made to distribution, frequency or length of the newsletter at this time.

Professional Conduct

The Complaints Committee received 4 new complaints in 2010.

At the beginning of the year, the committee was working on a complaint started in 2009 in which there was an allegation that the physiotherapist caused harm to a client. An investigation was conducted into the complaint and no evidence of the allegation could be found. The complaint was resolved.

Complaints received in 2010 include:

Complaint 1:	One complaint concerned a member who was found to be abusing drugs and/or alcohol. The member's registration certificate was temporarily suspended until the member entered a treatment program and was found fit to re-enter practice. Monitoring will continue for 3 years.
---------------------	---

Complaint 2:	A complaint was received from a client about the treatment received and who provided it.
---------------------	--

Complaint 3:	A complaint was received from a client about repeated requests for the client's record which were not acknowledged by the physiotherapist.
---------------------	--

Complaint 4:	A complaint was received about a billing issue and the behavior of a member.
---------------------	--

All of these complaints will be carried over into 2011.

There were no complaints forwarded in 2010 to the Inquiry Committee.

Of the four new complaints received in 2010, all are currently being reviewed by the Complaints Committee.



BCCA LLP
Chartered Accountants
1505-444 St. Mary Ave
Winnipeg, Mb
R3C 3T1

COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA

FINANCIAL STATEMENTS

December 31, 2010

(unaudited)



BCCA LLP
Chartered Accountants
1505-444 St. Mary Ave
Winnipeg, Mb
R3C 3T1

REVIEW ENGAGEMENT REPORT

To the Members of
College of Physiotherapists of Manitoba

We have reviewed the Balance Sheet of **COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA** as at December 31, 2010 and the Statements of Fund Balances, Operations and Cash Flows for the year then ended. These financial statements have been prepared in accordance with Canadian generally accepted accounting principles. Our review was made in accordance with Canadian generally accepted standards for review engagements and accordingly consisted primarily of enquiry, analytical procedures and discussion related to information supplied to us by the company.

A review does not constitute an audit and consequently we do not express an audit opinion on these financial statements.

Based on our review, nothing has come to our attention that causes us to believe that these financial statements are not, in all material respects, in accordance with Canadian generally accepted accounting principles.

The financial statements for 2009 were reviewed by other accountants.

A handwritten signature in blue ink that reads "BCCA LLP". The signature is written in a cursive, slightly slanted style.

March 16, 2011
Winnipeg, Manitoba

James J. Smith Chartered Accountant Inc. • Larry R. Gander Chartered Accountant Inc. • Michael Averbach Chartered Accountant Inc.
Myron Borden Inc. • Art Pearson Chartered Accountant Ltd.
Phone: (204) 957-7000 Website: www.bccallp.com Fax: (204) 949-1191

COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA

BALANCE SHEET

December 31, 2010

(unaudited)

	<u>2010</u>	<u>2009</u>
ASSETS		
CURRENT:		
Cash	\$ 14,760	\$ 45,673
Marketable securities (note 3)	223,539	168,083
Prepaid expenses	<u>1,992</u>	<u>1,992</u>
	\$ 240,291	\$ 215,748
CAPITAL ASSETS (note 4)	<u>43,926</u>	<u>56,401</u>
	<u>\$ 284,217</u>	<u>\$ 272,149</u>

LIABILITIES

CURRENT:		
Accounts payable and accrued liabilities	\$ 4,556	\$ 500
Government remittances payable	3,604	2,622
Unearned revenue	<u>-</u>	<u>20,385</u>
	<u>\$ 8,160</u>	<u>\$ 23,507</u>

FUND BALANCES

FUND BALANCES (page 3):		
General fund	\$ 232,131	\$ 192,241
Capital assets fund	<u>43,926</u>	<u>56,401</u>
	<u>\$ 276,057</u>	<u>\$ 248,642</u>
	<u>\$ 284,217</u>	<u>\$ 272,149</u>

APPROVED ON BEHALF OF THE BOARD:

 Director
 Director

The accompanying notes are an integral part of this Balance Sheet.

BCCA LLP

3.

COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA

STATEMENT OF FUND BALANCES

Year Ended December 31, 2010

(unaudited)

	GENERAL FUND		CAPITAL ASSETS FUND	
	<u>2010</u>	<u>2009</u>	<u>2010</u>	<u>2009</u>
BALANCE, beginning of year	\$ 192,241	\$ 233,246	\$ 56,401	\$ 72,573
Excess revenues (expenses) (page 4)	27,415	(57,177)	-	-
Amortization of capital assets	13,487	16,172	(13,487)	(16,172)
Fund transfer on purchase of capital assets	<u>(1,012)</u>	<u>-</u>	<u>1,012</u>	<u>-</u>
BALANCE, end of year	<u>\$ 232,131</u>	<u>\$ 192,241</u>	<u>\$ 43,926</u>	<u>\$ 56,401</u>

The accompanying notes are an integral part of this Statement.

BCCA LLP

4.

COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA**STATEMENT OF OPERATIONS****Year Ended December 31, 2010****(unaudited)**

	<u>2010</u>	<u>2009</u>
REVENUES:		
Registration fees	\$ 338,530	\$ 289,964
Other fees	2,961	462
Investments (note 5)	10,569	19,763
	<u>\$ 352,060</u>	<u>\$ 310,189</u>
OPERATING EXPENSES:		
Administrative	\$ 24,494	\$ 69,407
Advertising and promotion	-	100
Amortization	13,487	16,172
Insurance	2,569	2,538
Interest and bank charges	8,094	5,708
Meetings and conventions	11,626	5,429
Memberships and licenses	11,329	10,789
Office	18,095	16,825
Professional fees	21,027	58,035
Rental	42,468	43,347
Salaries and wages	163,258	129,953
Telecommunications	5,659	5,341
Training	2,539	3,722
	<u>\$ 324,645</u>	<u>\$ 367,366</u>
EXCESS REVENUES (EXPENSES)	<u>\$ 27,415</u>	<u>\$ (57,177)</u>

The accompanying notes are an integral part of this Statement

BCCA LLP

5.

COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA**STATEMENT OF CASH FLOWS****Year Ended December 31, 2010****(unaudited)**

	<u>2010</u>	<u>2009</u>
OPERATING ACTIVITIES		
Excess revenues (expenses) (page 4)	\$ 27,415	\$ (57,177)
Adjustments for:		
- amortization	<u>11,463</u>	<u>16,172</u>
	\$ 38,878	\$ (41,005)
Net changes in working capital balances		
Unearned revenue	(20,385)	20,385
Accounts payable and accrued liabilities	4,056	65
Government remittances payable	<u>982</u>	<u>77</u>
	<u>\$ 23,531</u>	<u>\$ (20,478)</u>
INVESTING ACTIVITIES		
Marketable securities	\$ (55,456)	\$ 30,443
Purchase of capital assets	<u>1,012</u>	<u>-</u>
	<u>\$ (54,444)</u>	<u>\$ 30,443</u>
(DECREASE) INCREASE IN CASH		
during the year	\$ (30,913)	\$ 9,965
CASH, beginning of year	<u>45,673</u>	<u>35,708</u>
CASH, end of year	<u>\$ 14,760</u>	<u>\$ 45,673</u>

The accompanying notes are an integral part of this Statement.

BCCA LLP

COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA

NOTES TO FINANCIAL STATEMENTS

December 31, 2010

(unaudited)

1. PURPOSE

The College of Physiotherapists of Manitoba is the licensing body for the profession and was incorporated by a special act of the Manitoba legislature. The College is a not-for-profit organization and is therefore not subject to income taxes.

2. SIGNIFICANT ACCOUNTING POLICIES

Fund Method of Accounting:

Under the fund method of accounting, the excess of revenue over expenses is allocated to the General Fund and assets acquired are transferred to the Capital Assets Fund.

The General Fund accounts for the College's program and administration activities. Contributions are recognized as revenue of the fund in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

The Capital Assets Fund represents the College's investment in computers, software, office equipment and leasehold improvements. Amortization is recorded as an expense of the Capital Assets Fund.

Capital Assets:

Capital assets are stated at cost less accumulated amortization. Capital assets are amortized over their estimated useful lives at the following rates and methods:

Computers and software	-	20%, declining balance
Office equipment	-	20%, declining balance
Leasehold improvements	-	10%, straight line

No amortization is recorded in the year of acquisition.

Revenue Recognition:

Registration fees and sundry income are recognized as income in the year to which they relate.

cont'd . . .

BCCA LLP

2. SIGNIFICANT ACCOUNTING POLICIES, continued

Marketable Securities:

Marketable securities, bonds and short term investments are classified as available-for-sale and their fair value is determined using quoted market bid prices.

Available-for-sale investments are recorded at fair value with changes in the fair value recorded as unrealized gains and losses and included in other comprehensive income. Realized gains and losses on sale, as well as losses from other than a temporary decline in value, are reclassified from accumulated other comprehensive income and recorded in net investment income in the income statement.

Measurement Uncertainty:

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, revenues and expenses. Management believes its estimates to be appropriate; however, actual results could differ from the amounts estimated.

Financial Instruments:

The College's financial instruments consist of cash, marketable securities and accounts payable and accrued liabilities. Unless otherwise noted, it is management's opinion that the company is not exposed to significant interest, currency or credit risks arising from these financial instruments. The fair values of these financial instruments approximate their carrying values, unless otherwise noted.

Contributed Services:

The work of the College is dependent on the voluntary services contributed by many members. Contributed services are not recognized in the financial statements because of the difficulty in determining their fair value.

3. MARKETABLE SECURITIES

The marketable securities are pooled funds managed by The Investors Group. The College is exposed to market risk from fluctuations in the interest rates and the market value of the equities within the fund.

	2010		2009	
	<u>Market</u>	<u>Cost</u>	<u>Market</u>	<u>Cost</u>
Investors Income Plus Portfolio B	\$ 223,539	\$ 214,639	\$ 168,083	\$ 164,405

cont'd . . .

BCCA LLP

4. CAPITAL ASSETS

	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Net Carrying Value</u>	
			<u>2010</u>	<u>2009</u>
Equipment	\$ 63,697	\$ 55,024	\$ 8,673	\$ 10,841
Computer equipment	32,343	26,521	5,822	6,012
Computer software	69,848	40,420	29,428	36,786
Leasehold improvements	<u>13,814</u>	<u>13,811</u>	<u>3</u>	<u>2,762</u>
	<u>\$ 179,702</u>	<u>\$ 135,776</u>	<u>\$ 43,926</u>	<u>\$ 56,401</u>

5. INVESTMENT REVENUE

	<u>2010</u>	<u>2009</u>
Investment revenue consists of the following:		
Interest from savings account	\$ 114	\$ 206
Income from investments	3,133	5,279
Realized gain on sale of investments	2,361	2,642
Unrealized gain on investments	<u>4,961</u>	<u>11,636</u>
	<u>\$ 10,569</u>	<u>\$ 19,763</u>

6. COMMITMENT

The College leases the premises it occupies under a lease expiring November 30, 2015. The minimum annual rent is as follows:

2011	\$ 43,663
2012	\$ 43,663
2013	\$ 43,663
2014	\$ 43,663
2015	\$ 40,025

REVENUES	2011	2010
Registration	\$ 400,976.00	\$ 321,275.00
Bank Interest	\$ 225.00	\$ 225.00
Other	\$ 2,000.00	\$ 500.00
Total	\$ 403,201.00	\$ 322,000.00

EXPENSES	2011	2010
Rent and utilities	\$ 47,000.00	\$ 45,930.00
Office Overhead	\$ 18,000.00	\$ 20,000.00
Telephone	\$ 5,800.00	\$ 5,700.00
Office Equipment/ Maintenance	\$ 6,000.00	\$ 5,610.00
Gross Salaries	\$ 174,372.00	\$ 147,014.00
Total Contributions	\$ 23,971.00	\$ 21,479.00
Council Expenses	\$ 1,400.00	\$ 1,326.00
Council Travel	\$ 2,372.00	\$ 2,371.50
Committee Expenses	\$ 7,000.00	\$ 3,365.00
Dues & Subscriptions	\$ 800.00	\$ 787.00
Professional Development	\$ 2,500.00	\$ 2,500.00
Investigations	\$ 5,500.00	\$ 5,500.00
Web Site	\$ 2,000.00	\$ 4,000.00
Computer Upgrade	\$ 2,000.00	\$ -
Bank Charges/Transaction Costs	\$ 8,500.00	\$ 5,500.00
Insurance - Liability and Office	\$ 2,620.00	\$ 2,588.00
Legal Fees	\$ 15,000.00	\$ 5,000.00
Financial Review/Audit	\$ 4,000.00	\$ 3,000.00
Council Honorarium	\$ 5,000.00	\$ 4,650.00
Canadian Alliance	\$ 16,800.00	\$ 15,078.00
Annual General Meeting	\$ 5,000.00	\$ 5,000.00
Database	\$ 28,000.00	\$ 15,000.00
Volunteer Development	\$ 2,000.00	\$ 2,000.00
Other (Contingency)	\$ 5,000.00	\$ 5,000.00
Total	\$ 390,635.00	\$ 333,398.00

Annual Budget

Registration Statistics *(as of March 1, 2011)*

Registration Status

REGISTER	Number	Percent
Active	694	78.3%
In-Active	43	4.9%
Retired	7	0.8%
Exam Candidate	42	4.7%
Other:		
Temporary	2	0.2%
Students - Manitoba	92	10.4%
Students - Out of Province	6	0.7%
Total Membership	886	100.0%

New Registrations/Non-Renewals

New registrants educated in Manitoba	40	
New registrants educated in other provinces in Canada	4	
New registrants non Canadian - educated	3	
Total Number of New Registrations 2010		47
Number of Registrations NOT Renewed	34	
Re-Registrations	5	
First Year Students	50	
Net Gain	18	

Male/Female Distribution

Active		Exam Candidate	In-Active	Retired	Manitoba Students
Male	160	9	4	1	25
Female	534	33	39	6	67
TOTAL	694	42	43	7	92

Specific Area of Practice: Acupuncture

Female	Male	Total
188	78	266

Registrant Age Groups

Age	Active			In-Active			Retired			Exam Candidates		
	F	M	Total	F	M	Total	F	M	Total	F	M	Total
19	0	0	0	0	0	0	0	0	0	0	0	0
20-24	14	7	21	1	0	1	0	0	0	20	6	26
25-34	186	41	227	14	4	18	0	0	0	13	1	14
35-44	108	48	156	10	0	10	0	0	0	0	2	2
45-54	122	42	164	9	0	9	0	0	0	0	0	0
55-64	97	20	117	4	0	4	4	1	5	0	0	0
65-74	7	1	8	1	0	1	2	0	2	0	0	0
75 +	0	1	1	0	0	0	0	0	0	0	0	0
Total	534	160	694	39	4	43	6	1	7	33	9	42

Education Statistics (as of March 1, 2011)

Physiotherapy Education Entry Level Credential

Credential	Active			In-Active		
	F	M	Total	F	M	Total
PT Diploma	111	20	131	6	0	6
Baccalaureate Degree	416	139	555	33	4	37
PT Masters	7	1	8	0	0	0
PT PhD	0	0	0	0	0	0
Total	534	160	694	39	4	43

Physiotherapy Post Entry Level Credential

Credential	Active			In-Active		
	F	M	Total	F	M	Total
Baccalaureate Degree	76	13	89	4	0	37
PT Masters	9	3	12	2	0	2
PT PhD	1	0	1	0	0	0

New Registrants Educated outside of Manitoba

PROVINCE	Active			In-Active		
	F	M	Total	F	M	Total
Alberta	2	2	4	0	0	0
British Columbia	1	0	1	0	0	0
Ontario	1	0	1	0	0	0

Current Active & Examination Candidate Registrants Internationally Educated

COUNTRY	Active			Exam Candidates		
	F	M	Total	F	M	Total
Argentina	1	0	1	0	0	0
Australia	1	2	3	0	0	0
Colombia	1	0	1	0	0	0
England	3	1	4	0	0	0
Hong Kong	1	1	2	0	0	0
India	0	1	1	0	0	0
Ireland	2	0	2	0	0	0
Jamaica	1	0	1	0	0	0
Philippines	1	1	2	0	1	1
Poland	0	0	0	1	0	1
Scotland	0	0	0	1	0	1
South Africa	6	0	6	0	0	0
United States	2	1	3	0	0	0
Yugoslavia	1	0	1	0	0	0

Employment Statistics

Employment Status: (Active & Examination Candidates)

Category	Percentage
Full-time Permanent	312 (42.4%)
Full-time Temporary	15 (2.0%)
Part-time Permanent	210 (28.5%)
Part-time Temporary	18 (2.4%)
Casual	16 (2.2%)
Self Employed Part Time	53 (7.2%)
Self Employed Full Time	94 (12.8%)
Employee, Unspecified	18 (2.4%)
Total working in physiotherapy	736 (100%)

Employment Status: Not Working in Manitoba

Working in Physiotherapy outside of Manitoba	16
On Leave of Absence from Physiotherapy	20
Working in another Field	1
Unemployed and Seeking Employment in Physiotherapy	1
Unemployed and Not Seeking Employment in Physiotherapy	4
Unemployed, Unspecified	1
Not Working (Students, Temporary, Retired)	107
Total not working	150

Patient Age Group

Category of Patients	Count
Adult	135
Seniors	68
Paediatric	56
All Ages	407
Not Applicable	56
Unknown	14
Total	736

Client Level

Client Level	Count
Acute	135
Long Term Care	31
Rehabilitation	128
Mixed	372
Not Applicable	56
Unknown	14
Total	736

Employment Statistics

Area of Practice (Active & Examination Candidates)

Area of Practice	F	M	Total
Administration	21	1	22
Amputations	5	3	8
Burns & Wound Management	0	2	2
Cardiology	3	0	3
Client Services Management	1	0	1
Consultant	12	3	15
Continuing Education	3	3	6
Critical Care	4	0	4
Direct Patient Care	46	7	53
Ergonomics	2	0	2
General Practice	155	54	209
Gerontology	17	4	21
Home Care	3	0	3
Neurology	32	6	38
Oncology	1	0	1
Orthopaedics	175	69	244
Other Area of Direct Service	5	2	7
Other Education	1	0	1
Other Area of Practice	5	2	7
Palliative Care	1	0	1
Plastics	5	0	5
Prevention/Health Promotion	4	0	4
Vestibular Rehab	2	0	2
Return to Work Rehab/Ergonomics	5	1	6
Research	4	1	5
Respirology	5	2	7
Rheumatology	3	1	4
Sports Medicine	5	4	9
Teaching, physiotherapy related	25	2	27
Women's Health	5	0	5
Unknown/Not Applicable	12	2	14
Totals	567	169	736

Focus of Practice (Active & Examination Candidates)

Clinical Focus on Musculoskeletal System	360
Clinical Focus on Neurological System	35
Cardio Vascular & Respiratory System	19
Clinical Focus on Skin & Related Structures	1
Clinical Focus on More than One System	251
Not Applicable	56
Unknown	14
Total	736

Organization Type/Primary Employment (Active & Examination Candidates)

Location	F	M	Total
Assisted Living Residence	30	3	33
Association/Gov/para-gov	21	1	22
Community Health Centre	23	9	32
General Hospital	144	24	168
Group Professional Practice/Clinic	145	76	221
Industry	1	0	1
Not Applicable	0	0	0
Other	21	7	28
Post Secondary Educational Institute	23	8	31
Rehab Hospital	82	10	92
School or School Board	11	10	21
Solo Professional Practice/Business	38	16	54
Visiting Agency	28	5	33
Unknown	0	0	0
Total	567	169	736

Geographical Statistics

Geographical Breakdown by Residence Winnipeg & Manitoba Regions

REGION	Active			In-Active		
	F	M	Total	F	M	Total
Assiniboine	25	5	30	0	0	0
Brandon	44	14	58	1	0	1
Burntwood	7	4	11	2	0	2
Central	32	13	45	0	0	0
Churchill	1	0	1	0	0	0
Interlake	6	5	11	0	0	0
North Eastman	15	4	19	0	0	0
South Eastman	15	5	20	0	0	0
Parkland	13	3	16	0	0	0
Winnipeg Region	407	116	523	21	1	22
TOTAL	565	169	734	24	1	25

Out of Province

PROVINCE	Active			In-Active		
	F	M	Total	F	M	Total
Alberta	0	0	0	0	1	1
British Columbia	1	0	1	1	0	1
Ontario	0	0	0	1	0	1
Saskatchewan	1	0	1	2	1	3
TOTAL	2	0	2	4	2	6

Out of Country

COUNTRY	Active			In-Active		
	F	M	Total	F	M	Total
China	0	0	0	1	0	1
New Zealand	0	0	0	2	0	2
Qatar	0	0	0	1	1	2
United States	0	0	0	6	1	7
TOTAL	0	0	0	10	2	12

CPM Council

The Council of the College of Physiotherapists of Manitoba (CPM) meets on a monthly basis to manage and conduct the business and affairs of the College.

Members of Council

Ricky Paggao, **Chair**
 Sean Gupta, **Alliance** Representative
 Andrea Giacobbo, Complaints Committee Chair
 Tania Giardini
 Lori Graumann
 Gisèle Pereira
 Jenneth Swinamer, Treasurer

Public Members	Darrell Cole Sheron Miller Abby Morris Leslie Wilder
	Lisa Bartley Daniel Russell Carly Tayler Aaron Wong
Student Members	Staff Members
	Brenda McKechnie, Registrar/Executive Director Jennifer Billeck, Deputy Registrar Virginia Kaskiw, Registration Coordinator/Office Manager
	Agents of the College
Legal Counsel	Sally Lawler Heather Martin Brown
	David Marr, Campbell Marr LLP
Accountant	BCCA LLP Chartered Accountants

Committees

Board of Assessors

Committee Mandate:

1. To consider and decide on applications for registration where the Registrar may have concerns or questions of eligibility.
2. To review and make recommendations to the Council on matters pertaining to physiotherapy education programs.
3. To undertake prior learning and experience assessments on appropriate candidates.

Patricia Penner, **Chair**
Brenda McKechnie, **Ex-officio**
Corinne Enns
Mary Grimwood
Nicole Littlewood
Marika Panchuk
Joe Trozzo
Susan Zwingerman

Public Members

Candy Allen
Vacant Position

Complaints Committee

Committee Mandate:

The Complaints Committee of the College of Physiotherapists of Manitoba reviews written complaints against registered physiotherapists.

Andrea Giacobbo, **Chair**
Trevor Christie
Jackie Clift
Barry Connor
Susan Gerlach
Caitlin Holtman
Lauren O'Donohue
Erin Majcher
Shanna Semler
Andrea Thiessen

Public Members

Doris Holmes
Joan Lawless
Barbara Anne Smith

Continuing Competence Committee

Committee Mandate:

1. To plan and develop a continuing competency program for all practising physiotherapists in Manitoba.
2. To implement the Continuing Competence Program.
3. To evaluate and improve the Continuing Competency Program.
4. To develop Practice Audits

Gilbert Magne, **Chair**
Jennifer Billeck, **Ex-officio**
Brenda McKechnie, **Ex-officio**
Sarah Eisbrenner
Mark Garrett
Jillian Gaudet
Kathy Johnson
Mark Garrett
Emily Koroscil
Andrew Neufeld
Kim Okano
Barb Shay
Heather Wittenberg

Finance Committee

Jenneth Swinamer, **Chair**
Brenda McKechnie, Registrar/Executive Director
Darrell Cole, Public Member

Nominating and Public Member Recruitment Committee

Sean Gupta, **Chair**
Tania Giardini

Human Resources Committee

Gisèle Pereira, **Chair**
Leslie Wilder, **Public Member**

Legislative Committee

Committee Mandate:

The Legislative Committee is an ad hoc committee for the purpose of investigating, informing and making recommendations to the Council on matters pertaining to the legislation of physiotherapy practice.

Moni Fricke, Chair
Brenda McKechnie,

Ex-officio

Megan Cliff
Aynsley Fraser Kiernicki
Gloria Gallant
Ken Grove
Darrell Lafond
Sheri Preun
Adrian Salonga
Marlene Smith
Darcy Reynolds
Chris Vergata, Student Representative
Brent Winstone

**Incorporation
Sub Committee**

Gloria Gallant, Chair
Dennis Desautels
Dominique Carriere
Gina Imbrogno
Sharon Sheppard

Ethics Committee

Committee Mandate:

1. To review and update policies related to Ethics (e.g. Code of Ethics, Conflict of Interest).
2. To educate the membership and others regarding appropriate ethical behavior.

Marlene Graceffo, Co-Chair
Shayla Moore, Co-Chair
Brenda McKechnie, Ex-officio
Jennifer Billeck
Susanne Boyd
Tricia Fisher
Marlene Graceffo
Tara Klassen
Heather Wittenberg
Tara Wolchuk
Beth Wonneck

Inquiry Committee

Committee Mandate:

To receive in whole or in part, matters referred by the Complaints Committee. This will involve a formal hearing at which the Inquiry Committee is presented with information and facts concerning the misconduct, conduct unbecoming or suitability to practice of a member.

Roland Lavallee, Chair
Rosa Appel
Anastasia Meseman
Louise Vermette
Kelly Waters

Public Members

Ed Hinsburg
Alan Stewart

Physiotherapy Standards Committee

Committee Mandate:

To investigate, inform and make recommendations to the Council regarding physiotherapy practice as requested by the Council. Practice recommendations will reflect the minimum level of competency or essential competencies required of a physiotherapist. Physiotherapy practice issues may include, but are not limited to, treatment new to the practice of physiotherapy, treatment techniques, program or modalities; or changes to physiotherapy practice that result in significant modification of current procedures or practice.

Liz Harvey, Chair
Maureen Walker (Acting Chair)
Brenda McKechnie, Ex-officio
Allison Guercio
Kimberly Hamilton
Monique Levesque
Amanda Reimer
Erik Torchia

Committees

On The Horizon

Driving the initiative for change and improvement in physiotherapy regulation will be the new Regulated Health Professions Act as work continues by most of the College's committees to develop the regulations that will bring physiotherapists under the new Act. The College's strategic framework, mandate as well as the recommendations of the Harris Report will guide improvement in regulation.

Environmental demands will continue to drive change as the College continues to work with the Office of the Fairness Commissioner, the Provincial Government as well as Federal Government/Pan Canadian processes.

Council and staff look forward to maintaining effective leadership in meeting our mandate and setting targets for excellence in regulation.

The College of Physiotherapists of Manitoba

*211-675 Pembina Hwy
Winnipeg, Manitoba
R3L 2M6*

*Phone: (204) 287-8502
Fax: (204) 474-2506*

*email: info@manitobaphysio.com
web: www.maitobaphysio.com*