



***College of Physiotherapists of  
Manitoba***

# 2012 Annual Report



***SEASONS OF CHANGE***

## About the College

The College of Physiotherapists of Manitoba is the regulatory body established by the Manitoba government to oversee the practice of about 800 physiotherapists/physical therapists in Manitoba. The College is responsible for protecting and serving the public interest by ensuring that physiotherapists/physical therapists provide high quality, competent and ethical services.

## Vision Statement

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.

## Mission Statements

To protect the public interest by working to continually improve the quality of physiotherapy care for Manitobans.



## Leadership Message - Lori Stobart

The College has decided that the theme of this year's annual report is "Seasons of Change". Certainly that is an accurate way to describe what is going on at the College recently with so many changes on the horizon. With the new *Regulated Health Professions Act* coming into play, we will soon see significant changes to our legislation including the introduction of several reserved acts and the official implementation of the Continuing Competence Program. Advances in technology have also stimulated change at our College with updates to the electronic database, introduction of the "Go To Meetings" video conferencing program that enhances the ability of rural members to participate as volunteers, and an upcoming major overhaul to the College's outdated website in order to make it a more interactive and valuable resource for both members and the public.

Signs of change are also present within our Council and Committees themselves. In recent years, Council and many Committees have seen a change in their composition with a trend towards fewer longstanding volunteers and increased representation from physiotherapists who are in the first ten years of their careers. This brings fresh perspective and positive change to the College in many ways, and it also brings to light the importance of ensuring that proper processes are in place for training new volunteers and for passing down information so that the knowledge and experience gained by past volunteers is not lost.

In my three years on Council, I realize that I have changed as well. When I first became a physiotherapist, the concept of the College "protecting the public" seemed so distant from my own perspectives and priorities. However, I joined Council three years ago with an openness to further understand why the work of the College is so important. I have since learned to truly appreciate what a privilege it is to be able to self-regulate our profession, and I have been overwhelmed and impressed by all the work that is accomplished at our College each year by CPM staff and by the countless volunteer hours of our Council and Committees. I have also come to understand that when the public is properly protected, it ensures for all of us that the title of "Physiotherapist" is widely associated with a certain level of trust and an expectation of professionalism. I am finishing my term on Council with profound respect and gratitude for every one of our College volunteers, and with new appreciation for the fact that the work of our College not only protects the public, but also protects the esteem associated with the title of "Physiotherapist" that we are all so proud to share.

It has been my privilege and honour to serve on Council for the past three years and I would like to thank the CPM staff and my colleagues both on and off Council for their support over this past year while I served as Council Chair. I am eager to see where the future will bring our College and our profession in the setting of these ongoing "Seasons of Change".

***"Change is inevitable, but growth is intentional."—Author unknown***



Respectfully submitted by

Lori Stobart

## *Council Leadership 2012-2013*



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

**Back Row from left to right:** Jennifer Billeck, Deputy Registrar; Jennifer McLeod, Student Member; Sharon Miller, Public Member; Lindsay Pratt, Student Member; Tania Giardini, Member; Jenneth Swinamer, Treasurer

**Front Row from left to right:** Jackie Gulenchyn, Member (monitor); Tanya Kozera, Vice Chair; Lori Stobart, Chair; Rachel Wu, Finance Committee; Brenda McKechnie, Registrar

***Missing: Leslie Wilder, Public Member; Alfredo Arrojado, Public Member; Aaron Wong, Student Member***

## Strategic Directions

The Council develops a yearly strategic plan to guide the activities of the College for the given year and the upcoming years. The work of the College is not achieved within a vacuum. Internal and external factors and events frame and influence the activities undertaken and achieved by the College in a given year.

The Areas of emphasis in the strategic plan include the following:

1. Quality of physiotherapy services including registration, standard setting, complaints management, continuing competence program and practice audits.
2. Building and enhancing relationships with the public, members, government and other organizations and stakeholders.
3. Ensuring good governance of the organization by building leadership, public confidence, the respect of the membership.
4. Develop influence and compliance with new legislation including the *Regulated Health Professions Act*, Fairness in Registration Act, Labour Mobility legislation and new legislation impacting the College or physiotherapy.

The College has been in a "season of change" over the past few years. External factors have driven the work of the College in some areas, beyond the mandate of "protecting the public" to other things such as labour mobility and registration issues. As the world seems to move at a faster pace, the work of the College is also accelerating.

Some of the accomplishments that the College has made over the past year, are due in great part to the volunteerism of the many committee members that assist the College to move forward. The Council thanks the committees for their diligent work and the accomplishments they have made over the past year. These include:

- Progress in the development of the Continuing Competence Program which has been piloted for two years. Members who have partaken in these pilot studies have provided feedback on the program in order that CPM can implement the best program possible.
- The PT Standards Committee continues to meet and update the Practice and Policy Statements. A number of Statements were reviewed and upgraded in 2012 and can be found on the CPM website.
- Through a grant from the Office of the Fairness Commissioner, CPM added a new portal on the website which clearly and in plain language addresses registration requirements for Internationally Educated Physiotherapists seeking registration in Manitoba. This portal is being used as a best practice example for other regulators to improve their website information.
- The Ethics Committee is developing mechanisms to educate members on good ethical behaviour. Included in the plan is to provide e-learning modules on the CPM website, which is currently under revision.
- The Complaints Committee reviewed the process that the College has used in handling complaints for many years, on the advice of the College's lawyers. The Committee, in addition to handling a number of new complaints, has revised the process for handling complaints and developed a new information package on the process.
- New binders of information for Council members and Committee Chairs were developed to assist in the good governance of the organization.



## Strategic Directions - cont'd

- It was decided that the College needs to review the Mission and Vision statements of the College and to look at the current strategic planning process. Work on this will be carried over into the 2013 year.
- The Council developed an evaluation form to determine how Council meetings are meeting( or not) the needs of the Council members and what can be improved. The Council also developed an exit interview form to determine whether the experience of off going Council members met their expectations and how things could be improved.
- The Legislative Committee was extremely busy in 2012, working towards meeting the requirements to come under the new *Regulated Health Professions Act*. Work was done on Regulations to build in incorporation of physiotherapy practice. As well, several papers were written to justify the physiotherapy profession being granted the ability to practice certain reserved acts. The Committee met with Manitoba Health during the year for clarity as they proceeded in developing the scope of practice statement, the code of ethics statement and the reserved act documents.
- The College also worked with the Office of the Fairness Commissioner to provide them data about internationally educated physiotherapists (IEPTS) practicing in Manitoba and the number of new applicants to Manitoba. The Office of the Fairness Commissioner of Manitoba(OFCM) also called upon the CPM to enter into a review of the College's and Alliance's registration requirements and processes. This work was undertaken at the end of 2012 and the Fairness Commissioner's report was published in early 2013 on the OFCM website.
- CPM continues to work with the Alliance and in 2012, the Registrar chaired a couple of Task Forces which looked into supervised practice for new graduates and also the role of the regulator on Peer Review Teams for accreditation of physiotherapy education programs. The Registrar also served as the Vice President of the Alliance in 2012.
- The Registrar will be completing a nine year term in the spring of 2013, on the Physiotherapy Education Accreditation Canada Council, serving as the regulatory representative on behalf of the Canadian Alliance of Physiotherapy Regulators.



## Evidence of Performance

### Complaints Committee Report

The committee met 7 times in 2012. The complaints committee had 10 complaints on the agenda at various times since the current chair started in June 2012. Two other complaints were reviewed and settled by the previous complaints committee in 2012. The following is a summary of these complaints:

**11-05** This involved a complaint of an IFC burn that was received by the College in April 2011. The investigator was sent out a second time to clarify items discovered from the first investigation. Issues surrounding regular maintenance and documentation of the electrotherapeutic modalities- this was an older IFC unit; recurrence of a burn on another patient following this burn was also reviewed; the physiotherapist did not undertake an equipment safety check following the burns; lack of sensation testing for electrotherapy use; medication recommendations for burn care outside physiotherapy scope of practice; availability of charts and electronic record keeping; security issues regarding location of laptop storage that contained patient records; inconsistency between the information reported by member to investigator in the interviews she conducted with the member.

**Decision:** To enter into an agreement with the member.

**11-08** This involved a complaint of an IFC burn that was received by the College in Sept 2011. The complaints committee ordered an investigation as directed by Council in the Appeal by the complainant that took place in June 2012. The investigator reported that the member has indicated a greater awareness of communication of risks/benefits of interferential treatment. She has also completed a review of the literature and produced a report as requested by the complaints committee for the newsletter. The clinic manager reported that the IFC units were newer (2008 and newer), were self-calibrating and had error messages that indicates loose electrodes etc. All IFC units were inspected the date following the incident and a detailed incident report had been completed. **Decision:** Not to refer to inquiry as the member already was required to and completed a review of safe practice for electrotherapy.

**12-01** This involved a complaint of knee pain flare after a lumbar assessment received by the College January 9, 2012. An investigator was sent out after the complainant was unsatisfied with physiotherapist's response to the allegation. The investigator found that the physiotherapist discharged the complainant after one session on a home program so there was no further follow up to allow opportunity for the complainant to have his knee pain addressed. Documentation of informed consent not present however this is a public facility where formal consent is not obtained as common practice (is implied). **Decision:** Not to refer to inquiry. An issue of a lack of communication -practice recommendations made to the member to obtain and document informed consent, to explain risks and benefits of assessment procedures and to follow up on assessments.

**12-02** This involved a complaint of a physiotherapist not reporting and preventing the reporting of abuse on the elderly at a nursing home to the Protection for Persons in Care Office (PPCO) of Manitoba Health, received by the College on January 19, 2012. An investigator was directed to investigate this allegation. **Status:** No decision yet pending investigators report.

## ***Evidence of Performance - cont'd***

**12-03** This involved a complaint of a physiotherapist directing a patient to self-administer ultrasound and laser treatments after the machine was switched on while he was not present in the treatment cubicle. This complaint was received by the College on March 21, 2012. An investigator was directed to investigate. **Status:** No decision yet pending investigators report.

**12-04** This involved a complaint of a physiotherapist undertaking inappropriate touch on an under-age female received by the College on March 15, 2012. An investigator was sent out to gather information regarding this complaint from the complainant. **Status** – No decision yet - awaiting investigators report.

**12-05** This involved a complaint of a physiotherapist accessing pornographic websites while at work. This complaint was received by the College on June 28, 2012. **Decision:** Not to refer to inquiry as this was an employer issue regarding use of time at work. The complainant did not indicate that patient safety was compromised by the member.

**12-06** This involved a complaint that a physiotherapy clinic was advertising for a free TV with no purchase necessary via a raffle in June 2012. Practice statement 4.14 indicates that advertising must serve a legitimate purpose to educate the public, and that raffles are considered unethical. **Decision** Censure. **Status** – Censure meetings with the owners of the clinic took place on October 23, 2012. All members accepted censure, incident was published in the newsletter and the College's website and costs of legal consultation to be charged of not more than \$250.00 per member involved.

**12-07** This involved a complaint that a member was motivated by money and did not act according to the physiotherapy code of ethics and that there was also a lack of communication about the physiotherapy treatment. This complaint was received by the College on July 26, 2012. **Status** – decision pending, awaiting investigators report.

**12-08** This involved a complaint regarding unprofessional conduct of a member, a lack of communication regarding treatment expectations, and PHIA issues relating to a delay of release of information to the complainant. This complaint was received by the College on August 1, 2012. **Status** – decision pending, awaiting investigators report.

### **Other complaints completed in 2012 by previous committee.**

**11-06** - (miscommunication issue regarding nutritional supplements) informal resolution with practice recommendations - Feb 29/12

**11-07** - (name of clinic not registered with College) complaint dismissed with direction to member to follow up with registrar and register the name of the clinic with the College - Feb 29/12

One of the Complaints Committee's tasks in 2012 was also to review and update the complaints process . This was accomplished in the fall of 2012.

There were no Inquiry hearings held in 2012.



## *Evidence of Performance - cont'd*

### **Board of Assessors**

The Board of Assessors suspended a member's registration to practice in 2012 following the member's inability to pass the Physiotherapy Competency Examination (PCE) within the parameters established in the Regulations. The Regulations permit 3 attempts to pass the PCE within a two year time limit. The member exceeded the time limit. In addition, the member presented the College with documents from the Canadian Alliance of Physiotherapy indicating that he had passed the OSCE component of the PCE when in fact he had failed. It was discovered that the member had tampered with Alliance documents.

### **Continuing Competence Program**

The Continuing Competence Program (CCP) is an integral part of the new legislation (*The Regulated Health Professions Act*), and is a part of our profession remaining self-regulated. The purpose of the CCP is to ensure that the registrants can demonstrate to the College that they are maintaining high practice standards from year to year. This ultimately helps protect the public when they seek or receive health care.

2012 has been a busy year for the Continuing Competence Committee as we continued to work towards developing the Continuing Competence Program. Some highlights from this year include:

- Requested registrants submit their *Learning Plan Goal 1 and 2* sheets for evaluation.
- Requested registrants selected in 2011 to submit *Accomplishment Statements* sheets for review
- Worked with a number of registrants who volunteered to prepare Professional Portfolio's based upon the instructions in the Portfolio Guide
- Hired an external expert in Continuing Competence on a contract basis to assist the Committee with developing a blueprint and an evaluation tool for the entire program.
- Developed a new custom-made, online program to assist in the submission and evaluation processes for the *Learning Plan* and *Accomplishment Statement* sheets for the 2013 submissions.

Future considerations:

- Education sessions designed to inform registrants about the program and to get feedback from their experiences with the program.
- Develop a blueprint for potential components to be included in the Practice Audit portion of the Continuing Competence Program.

The committee wishes to thank all of the members that have participated in the program and for their feedback on it. This is a work in progress and we use the feedback to help modify the program so that it will best serve our members.

***Demonstrating Accountability – Financial Report***



**Financial Statements**

**(Unaudited)**

**College of Physiotherapists of Manitoba**

**December 31, 2012**

## *Demonstrating Accountability – Financial Report*

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## Demonstrating Accountability - Financial Report



# Review Engagement Report

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To the Members of  
College of Physiotherapists of Manitoba

We have reviewed the statement of financial position of College of Physiotherapists of Manitoba as at December 31, 2012 and the statements of operations, fund balances, and cash flows for the year then ended. Our review was made in accordance with Canadian generally accepted standards for review engagements and, accordingly, consisted primarily of inquiry, analytical procedures and discussion related to information supplied to us by the college.

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 accounting standards for not-for-profit organizations.

The financial statements for the preceding year were reviewed by other accountants.

Winnipeg, Canada  
March 26, 2013

A stylized, handwritten-style signature of "Grant Thornton LLP" in black ink.

Chartered Accountants



## Demonstrating Accountability – Financial Report

### College of Physiotherapists of Manitoba Statement of Operations

(Unaudited)

Year ended December 31

	2012	2011
Revenues		
Registration fees	\$ 442,034	\$ 398,228
Other revenues	<u>10,120</u>	<u>903</u>
	<u>452,154</u>	<u>399,131</u>
Operating expenses		
Administrative	30,939	19,415
Amortization	7,859	8,787
Insurance	2,638	2,603
Interest and bank charges	13,615	11,176
Meetings and conventions	7,595	15,687
Memberships and licenses	12,023	11,704
Office	26,294	23,244
Professional fees	25,671	5,197
Rental	45,365	44,112
Salaries and wages	222,355	188,558
Telecommunications	6,746	6,054
Training	<u>2,060</u>	<u>2,518</u>
	<u>403,160</u>	<u>339,055</u>
Excess of revenues over operating expenses before other income (loss)	<u>48,994</u>	<u>60,076</u>
Other income (loss)		
Interest	363	256
Gain on sale of marketable securities	1,075	4,043
Income from marketable securities	4,602	4,408
Writeup (writedown) of marketable securities	<u>10,712</u>	<u>(10,982)</u>
	<u>16,752</u>	<u>(2,275)</u>
Excess of revenues over expenses	<u>\$ 65,746</u>	<u>\$ 57,801</u>

See accompanying notes to the financial statements



## Demonstrating Accountability – Financial Report

### College of Physiotherapists of Manitoba Statement of Fund Balances

(Unaudited)  
Year ended December 31

	General Fund	Capital Assets Fund	Total 2012	Total 2011
Balance, beginning of year	\$ 294,562	\$ 39,296	\$ 333,858	\$ 276,057
Excess of revenues over operating expenses	65,746	-	65,746	57,801
Amortization of capital assets	7,859	(7,859)	-	-
Fund transfer on purchase of capital assets	(23,444)	23,444	-	-
Balance, end of year	<b>\$ 344,723</b>	<b>\$ 54,881</b>	<b>\$ 399,604</b>	<b>\$ 333,858</b>

See accompanying notes to the financial statements



## Demonstrating Accountability – Financial Report

### College of Physiotherapists of Manitoba Statement of Financial Position

(Unaudited)

December 31	2012	2011	January 1, 2011
<b>Assets</b>			
Current			
Cash	\$ 11,076	\$ 13,969	\$ 14,760
Marketable securities (Note 4)	342,398	286,008	223,539
Prepaid expenses	<u>1,992</u>	<u>1,992</u>	<u>1,992</u>
	355,466	301,969	240,291
Capital assets (Note 5)	<u>54,881</u>	<u>39,296</u>	<u>43,926</u>
	<u>\$ 410,347</u>	<u>\$ 341,265</u>	<u>\$ 284,217</u>
<b>Liabilities</b>			
Current			
Accounts payable and accrued liabilities	\$ 6,279	\$ 3,720	\$ 4,556
Government remittances payable	<u>4,464</u>	<u>3,687</u>	<u>3,604</u>
	<u>10,743</u>	<u>7,407</u>	<u>8,160</u>
<b>Fund balances</b>			
General Fund	344,723	294,562	232,131
Capital Assets Fund	<u>54,881</u>	<u>39,296</u>	<u>43,926</u>
	<u>399,604</u>	<u>333,858</u>	<u>276,057</u>
	<u>\$ 410,347</u>	<u>\$ 341,265</u>	<u>\$ 284,217</u>

On behalf of the board

\_\_\_\_\_ Director

\_\_\_\_\_ Director

See accompanying notes to the financial statements



## Demonstrating Accountability – Financial Report

### College of Physiotherapists of Manitoba Statement of Cash Flows

(Unaudited)

Year ended December 31

2012

2011

Increase (decrease) in cash and cash equivalents

**Operating**

Excess of revenues over expenses	\$ 65,746	\$ 57,801
Item not affecting cash		
Amortization	<u>7,859</u>	<u>8,787</u>
	<b>73,605</b>	66,588

Change in non-cash working capital items

Accounts payable and accrued liabilities	<b>2,559</b>	(836)
Government remittances payable	<u>777</u>	<u>83</u>
	<b>76,941</b>	65,835

**Investing**

Marketable securities	<b>(56,390)</b>	(62,469)
Purchase of capital assets	<u>(23,444)</u>	<u>(4,157)</u>
	<b>(79,834)</b>	(66,626)

Decrease in cash

(2,893) (791)

Cash

Beginning of year	<u>13,969</u>	14,760
End of year	<b>\$ 11,076</b>	<b>\$ 13,969</b>

See accompanying notes to the financial statements



## Demonstrating Accountability – Financial Report

### College of Physiotherapists of Manitoba Notes to the Financial Statements

(Unaudited) December 31, 2012

#### 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

The College applies the Canadian accounting standards for not-for-profit enterprises.

##### 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.

##### 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.

##### 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:

Equipment	20% Declining balance
Computer equipment	20% Declining balance
Computer software	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.



## Demonstrating Accountability – Financial Report

### College of Physiotherapists of Manitoba Notes to the Financial Statements

(Unaudited) December 31, 2012

#### 2. Significant accounting policies (continued)

##### 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. Impact of the change in the basis of accounting

The College has elected to apply the standards in Part III of the CICA Accounting Handbook for not-for-profit organizations in accordance with Canadian accounting standards for non-profit organizations.

These financial statements are the first financial statements for which the entity has applied Canadian accounting standards for not-for-profit organizations.

The financial statements for the year ended December 31, 2012 were prepared in accordance with the accounting principles and provisions set out in FIRST-TIME ADOPTION BY NOT-FOR-PROFIT ORGANIZATIONS, Section 1501, for first-time adopters of this basis of accounting.

The impact of adopting these standards has not resulted in any material changes to the opening financial statements for the current or previous year end.

#### 4. Marketable Securities

	2012 Cost	2012 Market	2011 Cost	2011 Market
Investors Income Plus Portfolio B	<b>\$342,398</b>	<b>\$332,363</b>	\$286,008	\$287,309

#### 5. Capital assets

	Cost	Accumulated Amortization	2012 Net Book Value	2011 Net Book Value
Equipment	\$ 66,295	\$ 58,466	\$ 7,829	\$ 8,536
Computer equipment	48,896	29,129	19,767	7,217
Computer software	78,299	51,014	27,285	23,543
Leasehold improvements	13,814	13,814	-	-
	<b>\$207,304</b>	<b>\$152,423</b>	<b>\$54,881</b>	<b>\$39,296</b>

## Demonstrating Accountability – Financial Report

### College of Physiotherapists of Manitoba Notes to the Financial Statements

(Unaudited) December 31, 2012

#### 6. Operating lease commitments

The College's total future minimum lease payments on premises it occupies under a lease expiring November 30, 2015 are as follows:

2013	\$ 43,663
2014	43,663
2015	<u>40,025</u>
	<u>\$ 127,351</u>

#### 7. Financial instruments

##### Fair value

The fair value of cash, marketable securities, and accounts payable and accrued liabilities approximates their carrying value due to their short-term maturity dates.

##### Market risk

Market risk is the risk that the fair value or expected future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk.

##### i. Currency risk

The College does not have significant receivable or payable balances denominated in a foreign currency therefore it has minimal exposure to currency risk from changes in foreign exchange rates.

##### ii. Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of financial instrument will fluctuate because of changes in market interest rates. Management believes that the College is not exposed to significant interest arising from its financial instruments.

##### iii. Other price risk

Price risk relates to the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices of securities held. There was no significant change in exposure from the prior year.

This risk is managed through diversification of investments across industries.



## Demonstrating Accountability – Registration Statistics (as of December 31, 2012)

### Registration Status

REGISTER	Number	Percent
Active	732	82%
In-Active	46	5%
Retired	6	1%
Exam Candidate	7	1%
<b>Other:</b>		
Temporary	1	<1%
Students - Manitoba	99	11%
Students - Out of Province	4	<1%
<b>Total Membership</b>	<b>895</b>	<b>100%</b>

### New Registrations/Non-Renewals

New registrants educated in Manitoba	0
New registrants educated in other Canadian provinces	1
New registrants internationally educated	2
Total Number of new registrations 2012	3
Number of registrations NOT renewed	12
Total number of re-registrations	12
First year students	49
<b>Net Gain</b>	<b>52</b>

### Male/Female Distribution

Active		Exam Candidate	In-Active	Retired	Manitoba Students
Male	161	2	6	0	39
Female	571	5	40	6	60
<b>TOTAL</b>	<b>732</b>	<b>7</b>	<b>46</b>	<b>6</b>	<b>99</b>

### Registrant Age Groups

Age	Active			In-Active			Exam Candidates			Retired		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total
19	0	0	0	0	0	0	0	0	0	0	0	0
20-24	1	17	18	0	2	2	0	2	2	0	0	0
25-34	41	195	236	5	15	20	1	2	3	0	0	0
35-44	55	138	193	0	11	11	1	1	2	0	0	0
45-54	38	106	144	0	7	7	0	0	0	0	0	0
55-64	24	105	129	1	3	4	0	0	0	0	5	5
65-74	2	9	11	0	2	2	0	0	0	0	1	1
75+	0	1	1	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>161</b>	<b>571</b>	<b>732</b>	<b>6</b>	<b>40</b>	<b>46</b>	<b>2</b>	<b>5</b>	<b>7</b>	<b>0</b>	<b>6</b>	<b>6</b>

## Demonstrating Accountability - Education Statistics (as of December 31, 2012)

### Entry Level Physiotherapy Education Credentials

Credential	Active			In-Active		
	M	F	Total	M	F	Total
PT Diploma	17	95	112	0	6	6
Baccalaureate Degree	143	466	609	6	32	38
PT Masters	1	10	11	0	2	2
PT PhD	0	0	0	0	0	0
<b>Total</b>	<b>161</b>	<b>571</b>	<b>732</b>	<b>6</b>	<b>40</b>	<b>46</b>

### Post Entry Level Physiotherapy Education Credentials

Credential	Active			In-Active		
	M	F	Total	M	F	Total
Baccalaureate Degree	12	67	79	0	5	5
PT Masters	0	11	11	0	0	0
PT PhD	0	1	1	0	1	1
<b>Total</b>	<b>12</b>	<b>79</b>	<b>91</b>	<b>0</b>	<b>6</b>	<b>6</b>

### Specific Area of Practice: Acupuncture

Male	Female	Total
84	194	278

### New Registrants Educated Outside of Manitoba

Province	M	F	Total
Saskatchewan	0	1	1

### Active and Exam Candidate Registrants Internationally Educated

Country	Active		
	M	F	Total
Argentina	0	1	1
Australia	2	1	3
Columbia	0	1	1
Croatia	0	1	1
Egypt	0	1	1
England	0	3	3
Hong Kong	1	1	2
India	0	1	1
Ireland	0	1	1
Jamaica	0	1	1
New Zealand	0	1	1
Philippines	3	2	5
Scotland	0	2	2
South Africa	0	4	4
United Kingdom	1	0	1
United States	1	2	3
<b>Total</b>	<b>8</b>	<b>23</b>	<b>31</b>



## Demonstrating Accountability - Employment Statistics (as of December 31, 2012)

### Active and Exam Candidate Employment Status

Category	Total	Percentage
Full-time Permanent	304	41 %
Full-time Temporary	11	2 %
Part-time Permanent	214	29 %
Part-time Temporary	18	2 %
Casual	30	4 %
Self Employed Part Time	51	7 %
Self Employed Full Time	94	13 %
Employee, Unspecified	16	2 %
<b>Total Working in Physiotherapy</b>	<b>738</b>	<b>100%</b>

### Employment Status: Not Working in Manitoba

Working in Physiotherapy outside of Manitoba	8
On leave of absence from Physiotherapy	26
Working in another field	4
Unemployed and seeking employment in physiotherapy	3
Unemployed, unspecified	6
<b>Total Not Working</b>	<b>47</b>

### Focus of Practice (Active and EC)

Clinical Focus on Musculoskeletal System	371
Clinical Focus on Neurological System	34
Cardio Vascular & Respiratory System	20
Clinical Focus on More than one System	243
Non-Clinical Focus	63
Not Applicable	2
Unknown	6
<b>Total</b>	<b>739</b>

### Category of Patients (Active and EC)

Category Of Patients	
Adult	136
Seniors	55
Paediatric	45
All Ages	434
Not Applicable	58
Other/Unknown	11
<b>Total</b>	<b>739</b>

### Client Level (Active and EC)

Client Level	
Acute	113
Long Term Care	26
Rehabilitation	130
Mixed	400
Not Applicable	64
Unknown	6
<b>Total</b>	<b>739</b>

### Organization Type/Primary Employment (Active and Exam Candidates)

Location	M	F	Total	Location	M	F	Total
Assisted Living Residence	5	25	30	Regulatory Body	0	2	2
Association	1	3	4	Rehab Hospital/Facility	1	33	34
Community Health Centre	7	19	26	Residential Care Facility	2	7	9
Government	1	2	3	School/School Board	0	14	14
Group Professional Practice	5	18	23	Self Employed	2	3	5
Health Authority	6	25	31	Solo Professional Practice	7	24	31
Hospital	37	211	248	University	3	11	14
Industry	2	2	4	Visiting Agency	4	11	15
Mental Health Facility	0	1	1	Other	2	5	7
Private Practice	76	148	224	Unknown	2	12	14
<b>Total</b>							<b>739</b>

## Demonstrating Accountability

### Employment Statistics (as of December 31, 2012)

#### Area of Practice (Active and Examination Candidates)

Area of Practice	M	F	Total
Administration	9	13	22
Amputations	1	3	4
Burns and Wound Management	1	1	2
Cardiology	1	3	4
Client Services Management	0	1	1
Consultant	3	11	14
Continuing Education	0	3	3
Critical Care	0	3	3
Direct Patient Care	6	34	40
Ergonomics	0	3	3
General Practice	43	164	207
Gerontology	5	9	14
Health Promotion and Wellness	0	3	3
Home Care	1	3	4
Neurology	4	37	41
Oncology	0	1	1
Orthopedics	57	185	242
Other Area of Direct Service	3	10	13
Other Education	0	1	1
Other Area of Practice	1	6	7
Palliative Care	0	1	1
Perineal	0	1	1
Plastics	1	6	7
Return to Work Rehabilitation	2	1	3
Research	2	4	6
Respirology	0	6	6
Rheumatology	1	4	5
Sports Medicine	5	1	6
Teaching: Physiotherapy Related	4	16	20
Vestibular Rehab	0	2	2
Woman's Health	2	1	3
Not Applicable	0	2	2
Unknown	10	38	48
<b>Total</b>	<b>162</b>	<b>577</b>	<b>739</b>

### Geographical Statistics (as of December 31, 2012)

#### Geographical Breakdown by Residence

Region (Manitoba)	Active			In-Active		
	M	F	Total	M	F	Total
Interlake-Eastern	9	33	42	0	2	2
Northern	2	10	12	0	1	1
Prairie Mountain Health/Western	16	47	63	0	2	2
Southern Health/Santé Sud	15	53	68	0	3	3
Winnipeg	121	430	551	6	20	26
<b>Total</b>	<b>163</b>	<b>573</b>	<b>736</b>	<b>6</b>	<b>28</b>	<b>34</b>
<b>Out of Province</b>						
Alberta	0	0	0	0	1	1
British Columbia	0	1	1	0	1	1
New Brunswick	0	0	0	0	1	1
Quebec	0	1	1	0	0	0
Saskatchewan	0	1	1	0	0	0
<b>Total</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>3</b>
<b>Out of Country</b>						
China	0	0	0	0	1	1
New Zealand	0	0	0	0	1	1
Qatar	0	0	0	0	1	1
United States	0	0	0	2	4	6
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>7</b>	<b>9</b>



# Demonstrating Accountability - Updated Health Authorities in Manitoba





## Celebrating Contributions - Committees 2012

### Board of Assessors

#### Committee mandate:

1. To consider and decide an 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 experience assessments on appropriate candidates.

Patricia Penner, **Chair**

Corinne Enns

John Moore

Joseph Trozzo

Marika Panchuk

Mary Grimwood

Brenda McKechnie (Ex-officio)

Joanne Parsons

Krista Paulson

Susan Zwingerman

Nicole Littlewood

### 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**

Marlene Smith

Chris Vergata

Tory Crawford

Adrian Salonga

Aynsley Fraser Kiernicki

Brent Winstone

Brenda McKechnie (Ex-officio)

Ken Grove

Rukmali Mendis

Terrance Woodard

Kerry St. George

Darcy Reynolds

Gloria Gallant

### AGM Committee

Tania Giardini, **Chair**

Leslie Wilder

Sheron Miller

Brenda McKechnie (Ex-officio)

### Continuing Competence Committee

#### Committee mandate:

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

Andrew Neufeld, **Chair**

Barbara Shay

Heather Wittenberg

Jillian Gaudet

Katherine Johnson

Jennifer Billeck (Ex-officio)

Ashley Brown

Nicole LeClair

Mark Garrett

Gil Magne

### Continuing Competence Evaluation Committee

Gilbert Magne, **Chair**

Leah Dlot

Daniel Fillion

Olivia Coneys

Megan Senchuk

Sarah Eisbrenner

## Celebrating Contributions - Committees 2012

### **Complaints Committee**

#### **Committee Mandate:**

The complaints committee of the College of Physiotherapists of Manitoba reviews written complaints against registered Physiotherapists.

Tanya Kozera, **Chair**

Andrea Thiessen

Erin Majcher

Jackie Clift

Kelli Berzuk

Katherine Johnson

Kori Kagen

Jo-Anne Peltz

#### **Public Members**

Clarence Clark

Dennis Wray

Mike Davidson

### **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.

Shayla Moore, **Chair**

Trish Fisher

Elizabeth Wonneck

Tara Klassen

Tara Wolchuk

Nicole Wotton

Brenda McKechnie

(Ex-officio)

### **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.

Mary Grimwood, **Chair**

Anastasia Meseman

Kelly Codispodi

Louise Vermette

Roland Lavallee

Rosa Appel

Susan Bowman

#### **Public Members**

Alan Stewart

Arthur Crane

Ed Hinsburg

### **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

Allison Guerico

Leah Pinx

Tia Kiez

Brenda McKechnie (Ex-officio)

Amanda Reimer

Kim Hamilton

### **Governance & Nominating Committee**

Tania Giardini, **Chair**

Rachel Wu

Picky Paggao

Jenneth Swinamer

Brenda McKechnie (Ex-officio)

#### **Public Members**

Alfredo Arrojado

## ***Celebrating Contributions - cont'd***

### **The Office Team**

*Brenda McKechnie, Registrar/Executive Director*

*Jennifer Billeck, Deputy Registrar*

*Crystal Davis, Senior Office Administrator*

*Christie McKechnie, Office Administrator*

### **Agents of the College**

*Sally Lawler, Investigator*

*Heather Martin Brown, Investigator*

*Pamela Shymko, Investigator*

*David Marr, Legal Counsel - Campbell Marr LLP*

*Joseph Pollock, Legal Counsel - Campbell Marr LLP*

*Grant Thornton LLP, Accountant*

## ***LOOKING FORWARD – Seasons of Change***

The Continuing Competence Committee will continue to review the tools used to evaluate competence, including the use of practice audits. A consultant will assist the committee in its work which will include the development of Regulations to be submitted as part of the *Regulated Health Professions Act*.

The Legislative Committee will continue to work with Manitoba Health in order to come under the new legislation. No other regulatory body has yet come under the new legislation although a couple of professions have applied for self-regulatory status.

PT Practice Standards will continue to review and revise the current policies and practice statements until all have been reviewed.

The College looks forward to having a new website in 2013 which will be more interactive and user friendly. There will be learning opportunities on the new website for registrants.

The Board of Assessors will be reviewing the model of mentorship and supervision for new graduates. Based on recommendations from a report sponsored by the Alliance, Manitoba is one of a very few provinces that still has a mentorship model. Nearly all other provinces require new physiotherapy graduates to work under supervision until completion of the Physiotherapy Competence Examination.

Some other physiotherapy regulators have looked at physiotherapy and over the counter drugs. CPM will be looking into the pros and cons of expanding the scope of practice to include this practice.

The Council will be promoting increased participation of rural members on Council and committees by using Go To Meetings, a web based tool for meetings. Started in 2013, a number of successful meetings have already been held via this new technology.

The College will continue to partner in projects with the Alliance, PEAC and others in an effort to expand its regulatory impact and forge positive and productive partnerships that will benefit all in the short and long term.



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