



2017

# ANNUAL REPORT



**College of  
Physiotherapists of  
Manitoba**

# 1957 - 2017 60 YEARS OF CHANGE

NOTICE

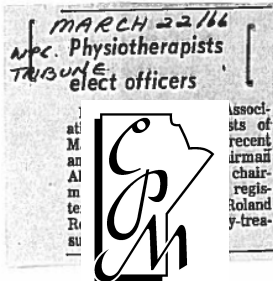
ANNUAL GENERAL MEETING

OF

THE ASSOCIATION OF PHYSIOTHERAPISTS OF MANITOBA

TUESDAY, MARCH 15, 1966

Place: The Central Y.M.C.A.  
301 Vaughan Street  
Time: 8:00 p.m.



A G E N D A

- 1) Minutes of the last annual general meeting held on March 16, 1965 ;
- 2) Matters arising from the minutes ;
- 3) Report of the Treasurer;
- 4) Report of the Secretary;
- 5) Report of the Registering Secretary;
- 6) Election of members to the Board of Directors (3 directors to be elected);
- 7) New business;
- 8) President's remarks;
- 9) Program - Address by Dr. Gordon Cumming  
Topic - "LIMITING FACTORS IN MAXIMAL PERFORMANCE" and a resume of the medical services to be available for the Pan-American Games to be held in Winnipeg in 1967.



PRESE

THE ASSOCIATION OF PHYSIOTHERAPISTS OF MANITOBA

**NOTICE OF MEETING**

Mrs.  
Mrs.  
Mr. S  
Miss  
Mrs.

PRESE

Chair  
Vice-  
Regis  
Secre

Date Tuesday March 21st 1967  
Time 8:00 pm  
Place WINNIPEG CLINIC - 12th FLOOR  
Program BUSINESS - ELECTIONS  
GUEST SPEAKER: Hon. C.H. WINNEY  
MINISTER OF HEALTH



College of Physiotherapists of Manitoba

# 1957 - 2017 60 YEARS OF CHANGE

ASSOCIATION OF PHYSIOTHERAPISTS OF MANITOBA

ANNUAL GENERAL MEETING

will be held

1:30 p.m., Saturday, March 16, 1974

in

Auditorium, Manitoba Rehabilitation Centre

## AGENDA

1. Minutes Annual General Meeting, 1973
2. Business Arising from the Minutes
3. Reports
  - a) Recording Secretary
  - b) Registering Secretary
  - c) Treasurer's and Auditors
  - d) Communications Seminar
4. Chairman's Report
5. Election of Retiring Officers  
Members are:  
M  
M  
M
6. New Business



## PROGRAM

Review of all Acts governing the practice of Physiotherapy in Canada.



THE ASSOCIATION OF PHYSIOTHERAPISTS  
OF MANITOBA  
209 - 675 PEMBINA HIGHWAY  
WINNIPEG, MANITOBA R3M 2L6

CPM would like to acknowledge the following sources for all archived physiotherapy photographs:

University of Manitoba Archives & Special Collections, University Relations & Information Office fonds (PC 80)

# 1957 - 2017

## 60 YEARS OF CHANGE

### **Mission**

To protect the public interest through regulation of physiotherapists in Manitoba

### **Vision**

Recognized as a leader in public protection, influencing the future direction and regulation of physiotherapy.

### **Values**

We strive for excellence through:

- Integrity
- Respect
- Transparency
- Collaboration

... for public protection

Every physiotherapist who practices in Manitoba must be a registered member of the College of Physiotherapists of Manitoba (CPM).

CPM is a self-supported professional body that regulates the practice of physiotherapy in Manitoba. CPM receives its regulatory authority from *The Physiotherapists Act* of Manitoba (2001).

CPM is responsible for:

- Setting standards of practice
- Registering only qualified physiotherapists who wish to practice in Manitoba
- Ensuring that complaints of malpractice, misconduct or incompetence involving physiotherapists are thoroughly investigated and that appropriate action is taken
- Maintaining a Continuing Competency Program that requires members to demonstrate that they have engaged in activities to maintain and enhance their ability to practice

# COUNCIL CHAIR'S MESSAGE



Postage stamp commemorating David Thompson (1770-1857), issued 5 June 1957 by Canada Post

As I began preparation of the 2017 Council Report, I was reminded that this marked 60 years since the enactment of the “Act Respecting the Practice of Physiotherapy” giving regulatory authority to the newly formed Association of Physiotherapists of Manitoba. As a former recipient of the Leonore Saunders award, I felt there was no better time to remember her contributions to our profession. Leonore came to Canada in 1949 from Manchester, England, with her diploma in physical therapy and is credited with assisting with the legal process of having physical therapy become a certified occupation in Manitoba in 1957 in addition to spearheading the development of the School of Medical Rehabilitation in 1960. Many things have changed since Leonore served as the first Registering Secretary of what we now refer to as the College of Physiotherapists of Manitoba/CPM, from 1957 to 1962.

As I reflect on the variety of issues that have come before Council in the last year, it reminds me of the evolution of our profession and how much the role of the College has also grown over the last 6 decades. I don't think our predecessors could have envisioned the impact technology and innovation would have on the delivery and scope of physiotherapy services or the challenges CPM would address in order to keep up its mandate to protect the public in a changing world and changing face of health care while continuing to honour the foundation of our profession. The advent of social media, the evolution of treatment techniques and creation of new ones, the utilization of telehealth and tele-rehabilitation, the changing requirements related to continuing competency and the expansion of roles for physiotherapists in areas such as primary care are just a few of the issues that have impacted and influenced the work of CPM. We have worked together with our members and stakeholders through the reduction in publicly funded outpatient physiotherapy services within the Winnipeg Regional Health Authority and have ongoing work with government and other regulatory bodies to prepare for the *Regulated Health Professions Act* and how it will impact how we all work together. Through it all, CPM has had the opportunity to strengthen our working relationships with the Manitoba Physiotherapy Association and the College of Rehabilitation Sciences as we continue to address the impact on the public and access to physiotherapy services.

I would like to take this opportunity to not only remember those that came before us and helped lay the foundation of Physiotherapy in Manitoba, but also thank the current members of Council and numerous volunteers on CPM committees that have worked tirelessly to support the work of CPM in these changing times. “The only way to make sense out of change is to plunge into it, move with it, and join the dance.” —**Alan W. Watts**

Respectfully submitted by,

**Susan Bowman**  
Council Chair

# COUNCIL 2017



**Back row from left to right:** Leslie Wilder, Ray Hoemsen, Susan Gerlach, Kathy Johnson, and Luis Castro Parga

**Front row from left to right:** Ashley Froese, Susan Bowman, Lindsay Pratt, and Jackie Ogloza

**Missing from picture:** Barry Smith and Vincent Francisco

## Council Chair:

Susan Bowman

## Elected Representatives:

Susan Bowman  
Ashley Froese  
Jackie Ogloza  
Lindsay Pratt  
Susan Gerlach  
Kathy Johnson

## Public Members:

Leslie Wilder  
Ray Hoemsen  
Barry Smith

## Student Members:

Vincent Francisco  
Luis Castro Parga

# REGISTRAR'S REPORT

## STRATEGIC DIRECTION 2017

The year 2017 represented the profession's sixtieth anniversary of being a self-regulated profession. The Association of Physiotherapists of Manitoba began in 1957 due to the foresight of early members of the profession, many of whom were remedial gymnasts. As you read this Annual Report from the College of Physiotherapists of Manitoba, which is the newer name of the organization (2001), you will see references to things from the past.

The work of the College of Physiotherapists of Manitoba centres around four main strategic areas of focus:

1. Enhancing mandated processes.
2. Building and nurturing relationships.
3. Strengthening governance practices of the organization.
4. Influencing and implementing new legislation.

In addition, the College has developed an operational plan that fortifies the work of the strategic plan. A review of both the Strategic and Operational plans occurs throughout the year to evaluate CPM's achievements in meeting the plan in a timely manner.

In addition to the work of College staff, activities of the College are accomplished through a volunteer Council who provide strategic direction and policy for the organization. As well, there are hardworking committee volunteers who dedicate their time, talent and expertise to the activities of the College. Without commitment from our registrants to participate in Council and Committee activities, CPM would have difficulty in maintaining our self-regulatory status. Our volunteers provide input into the direction of the profession and assist the College in developing standards of practice and registration, overseeing the Code of Ethics and other activities.

In the past year, the CPM Committees have been working diligently to accomplish a long list of activities:

The Continuing Competence Program has continued to ask members to set goals, or review and report on goals from the previous year. The Practice Audit component selects a number of registrants for a review by a Practice Auditor. Evidence to date indicates that the majority of our registrants are excellent practitioners. A Jurisprudence module has been developed in partnership with several other Manitoba professions and has been pilot tested in 2017. This module is based on the *Regulated Health Profession Act* and is educational with respect to the changes that this new legislation will bring forth. CPM has taken a leadership role in the development of this module.

CPM was also involved in a Jurisprudence Exam project by invitation from Physiotherapy Alberta. This project began in 2016 and concluded in 2017. It follows on the completion and approval of the Core Standards of Physiotherapy Practice. Through our work on this project, CPM has access to 130 plus questions and case studies in a multiple choice format based on the harmonized standards of practice accepted by most Canadian jurisdictions. Council of

# REGISTRAR'S REPORT

## STRATEGIC DIRECTION 2017

CPM will now determine the best use of these questions going forward.

The Complaints Committee was forced to take a five month hiatus from its work in 2017 following the expiration of the terms of office for all public member appointments and a delay in new appointments. The Committee was unable to pass any motions without the participation of at least one third public members on the committee. Once the appointments were made, the committee was very busy dealing with the backlog of complaints.

The Physiotherapy Standards Committee, with the hiring of Shauna Martin as CPM's Policy Writer, has changed its function from writing policy to serving in an advisory capacity to the Policy Writer. Over the past year, it was decided that documents called Position Statements or Policy and Practice Statements would become Practice Directions, which is in compliance with the requirements of the *Regulated Health Professions Act*. A number of Practice Directives were reviewed, a new template developed and the contents reviewed to simplify the Direction. Visit the CPM website to see the changes made to the Policies and Directions of the College.

The Board of Assessors, which is the committee concerned with registration of members, has had a busy year with Examination Candidates who have failed the OSCE component of the Physiotherapy Competency Examination more than once. Initially the Board had processes in place to interview and enhance the Examination Candidate's ability to pass the PCE. However, when registrants failed the exam more than once, the Board decided that their efforts were not assisting the Examination Candidates and the process was disbanded. In addition, the Board felt that Examination Candidates who had not completed the PCE should not be registered to practice higher risk activities such as those that will be considered "reserved acts" in the new legislation. Therefore, the Board recommended to Council that a policy should be in place and a condition be placed on their registration that they cannot practice a high risk, reserved act. Examples of this include: acupuncture, pelvic floor treatment and high cervical manipulation.

The Legislative Committee is moving into high gear to work on Regulations for the *Regulated Health Profession Act (RHPA)*. The College has had several meetings with the Legislative Unit of Manitoba Health in 2017 to ensure that we are on task to come under the RHPA.

The Ethics Committee has spent considerable time developing educational tools for the membership. They have developed an educational program about ethical considerations. They ran a survey late in 2017 asking members to respond to ethical questions which required some critical thinking about ethical issues. They completed the year by doing a comparison of the current CPM Code of Ethics and the new Harmonized Code.

The Governance and Nomination Committee (GNC) is a committee of the Council which reviews and updates governance policy for the College and seeks nominations for Council and committees. In 2017, the GNC reviewed and edited a number of governance policies which were then passed by Council. The Committee also spent considerable time throughout



# REGISTRAR'S REPORT

## STRATEGIC DIRECTION 2017

the year, recruiting members for various committees, including Council.

Council was extremely busy throughout 2017 dealing with a variety of issues and opportunities.

CPM entered into agreements with other physiotherapy regulators to adopt a Harmonized Code of Ethics and Standards of Practice documents. These had been national projects coordinated through the Canadian Alliance of Physiotherapy Regulators (CAPR). The Registrar had been involved in the early stages of this project and members of CPM had opportunities to have input into this project by way of a survey prior to the project being finalized. Another issue that became important over 2017 was Tele-rehabilitation. The Colleges across Canada had developed a Memorandum of Understanding about Tele-Rehabilitation in 2017 which addressed topics such as where does the physiotherapist need to be registered to practice physiotherapy by electronic means, who handles complaints, and which standards of practice apply.

Through the CAPR, discussion was held on the topic of "Is It Physiotherapy?", as there is increasing incidence of non traditional treatment methodologies being introduced into physiotherapy practice. A toolkit was developed to assist practitioners to determine whether a treatment method is or is not physiotherapy. The *Is It Physiotherapy Tool* was posted to the CPM website in 2017.

Council also produced resource material about the use of Social Media. This can be found on the CPM website.

Another topic of concern was the bundling of physiotherapy services. This was beginning to happen across Canada including Manitoba. Of concern to Council was the potential to take financial resources from the public for services not provided.

CPM worked with the Manitoba Association of Registered Respiratory Therapists to negotiate the rental of some of the CPM office space. This has worked out very beneficially to both organizations.

The College began tracking Facebook pages of physiotherapy owned clinics in 2017. Many were found to have testimonials and allowed visitors to "rate the clinic". This type of advertising is against the advertising policies of CPM as it is based on emotions and is not evidence based. Letters were sent to clinics violating the advertising policies and several CPM newsletter articles had information about taking control over these pages.

Recognizing that registration fees have been increasing over the past number of years, Council undertook a project to look at pre-authorized payments. The College of Registered Nurses of Manitoba have been utilizing pre-authorized payments for a number of years and CPM met with them to see what is involved. During 2017, CPM put out a survey to all members to get feedback on pre-authorized payments and what would be involved. The overwhelming response from the membership is that they would not partake in a pre-authorized payment program and so the decision was made to not proceed further with this endeavour.

# REGISTRAR'S REPORT

## STRATEGIC DIRECTION 2017

During the latter part of 2017, CPM worked in conjunction with the College of Rehabilitation Sciences at the University of Manitoba and the Manitoba Physiotherapy Association when the Winnipeg Regional Health Authorities announced the closure of hospital based outpatient physiotherapy departments. As public protection and accessibility to services are mandates of CPM, Council was concerned about the public of Manitoba who would no longer be able to access free physiotherapy services. Collaboration between the three organizations continues into 2018.

The Council struck a Concussion Care Committee to look into physiotherapists providing concussion care to both children, youth and adults. This topic has been a "hot topic" across Canada not only for physiotherapy, but medicine, athletic therapy, chiropractic and others. The Registrars in physiotherapy across Canada have been working on this topic as well. CPM has been in consultation with concussion "experts" within Manitoba. Work continues into 2018 on this subject.

Respectfully submitted by,



**Brenda McKechnie**

Registrar/Executive Director

## Filmon presenting bill

*Legislation offers professional status to physiotherapists* APRIL 21/80

MLA Gary Filmon will present a private members bill to the legislature within the next two weeks that would grant professional status to Manitoba physiotherapists.

Filmon (PC—River Heights) said yesterday the physiotherapist bill is one of a number of professional status bills he will introduce. Similar bills to cover radiology technicians and licensed practical nurses are also expected to be considered.

Members of the Association of Physiotherapists of Manitoba agreed to the proposed legislation in a vote at the association's annual general meeting Saturday.

### Bill might be changed

The bill is not in its final draft and may still be changed, but it has been submitted to the provincial government, the meeting was told.

Changes to the act governing physiotherapists would give the association more control over complaints from the public and discipline of members.

Under the bill, complaints would go to a committee which would review or refer them to an investigative chairman. If the chairman decided further action was necessary, the complaint would go to the discipline committee.

The discipline committee would have the power to suspend or reprimand the physiotherapist, or to remove the physiotherapist's name from the association's register.

Changes in the definition of physiotherapy would allow them to work at preventative programs and to see healthy people, in consultation with a doctor. This would allow the physiotherapist to assess a patient's condition before the doctor sees the individual.

The existing definition says that a registered physiotherapist can practice only under the supervision of a physician. One member of the association said, however, that "at present, most of us break the existing act."

Under the new act, the board of directors of the association would be expanded to eight members from five. Two would be appointed laymen and the other six would be elected by association members.

The board would, under the new act, have the authority to determine if phy-

siotherapists with degrees from other provinces have the educational equivalent of the University of Manitoba physiotherapy degree. Those whose degrees are considered the equivalent of the U of M's would be licensed to practise in Manitoba.

The association passed a motion requesting voluntary contributions from members until the new act is passed.

Under the present act, the maximum registration fee for the association is \$10 a year.

## THE ASSOCIATION OF PHYSIOTHERAPISTS OF MANITOBA

A.P.M.: A Survey of 1957 and 1967

### General Introduction

In Winnipeg, On March 30, 1957 An Act respecting the Practice of Physiotherapy was assented to by Her Majesty by and with the advice and consent of the Legislative Assembly of Manitoba.

Thereby, the Association of Physiotherapists of Manitoba, or A.P.M., was created.

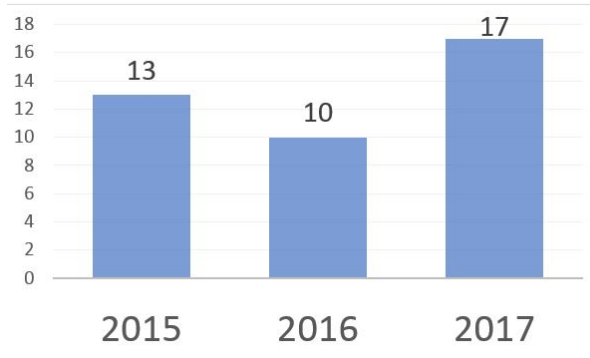
The same year the first fees were collected.

In the following survey, some of the changes that have occurred within the A.P.M. in its first decade are noted.

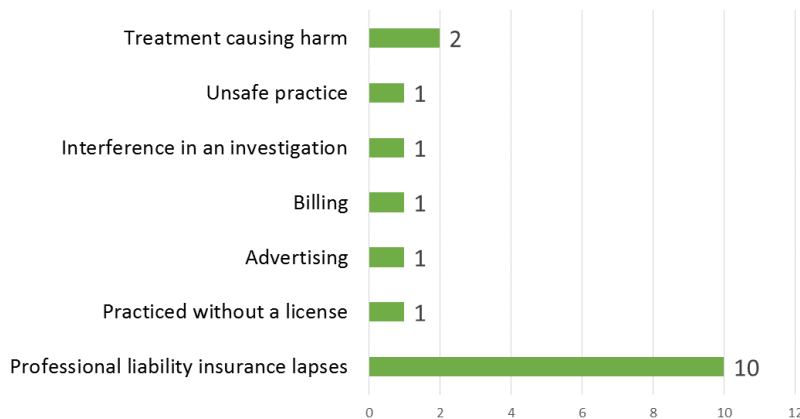
The only significant area in which no change is noted is in the area of fees, although the Act permits such a change within limits.

# COMPLAINTS COMMITTEE REPORT

## COMPLAINTS RECEIVED:



## TYPE OF COMPLAINTS RECEIVED IN 2017:



## COMPLAINTS REFERRED BY:

Registrar: 11

Public: 6

## COMPLAINT DISPOSITIONS

2017:

Referred to Inquiry Committee: 0

Resolved by Complaints  
Committee: 14

In progress at year end: 3

## OUTCOMES OF COMPLAINTS

RESOLVED IN 2017:

No action required: 5

Censure: 7

Registrant required to participate in  
a supervised learning program: 2

Carried forward to 2018: 3

Respectfully Submitted By,

**Susan Gerlach**

Chair of Complaints Committee

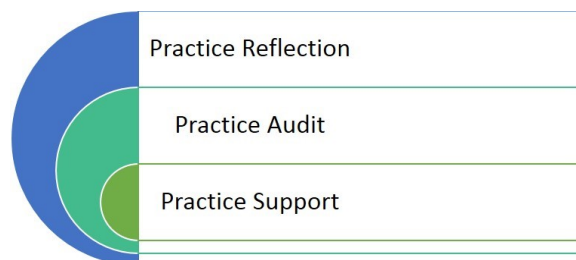
**Andrea Thiessen**

Complaints Coordinator

# CONTINUING COMPETENCY PROGRAM

The College of Physiotherapists of Manitoba (CPM) in accordance with Part 7 of the *Regulated Health Professions Act* (RHPA) of Manitoba has developed a Continuing Competency Program (CCP) which consists of three components (Figure 1).

**Figure 1. CPM Continuing Competence Framework**

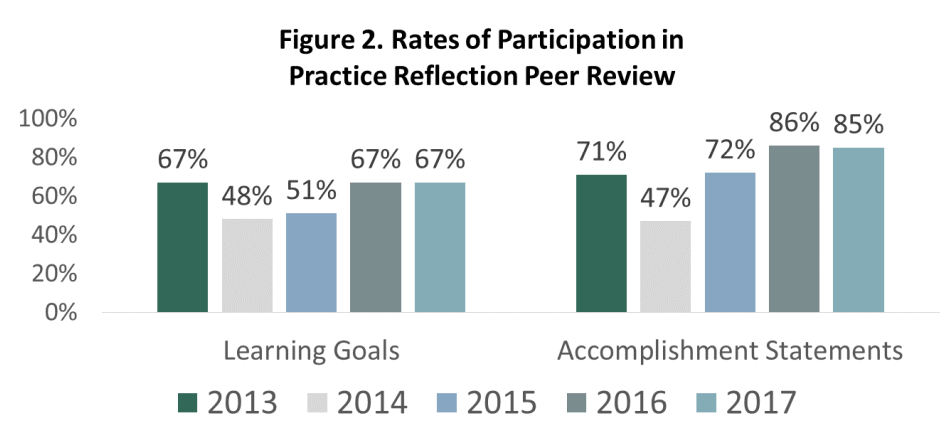


## Practice Reflection

The Practice Reflection component of the CCP in place since 2010 consists of Registrants identifying their own two professional learning goals for the coming year and explicitly reflecting on their learning outcomes the following year. All Registrants of CPM are encouraged to participate independently, while 20% of Registrants are requested to submit their learning goals or accomplishment statements electronically for peer review. It is anticipated that participation in this component of the CCP will be a requirement for annual registration once the necessary Regulations are in place and physiotherapists in Manitoba are functioning under the RHPA.

## Participation Rates in 2017

163 Registrants from the Active Register were selected for peer review in 2017: 102 to submit Learning Goals and 61 to submit Accomplishment Statements based on the prior year's Learning Goal submissions. This equates to 22% of the active Registrants with the College of Physiotherapists of Manitoba. Three deferrals of participation in the Practice Reflection component of the CCP were requested in 2017, two for reasons of pending retirement and one for a pending maternity leave. Participation rates in the peer review process of both Learning Goal and Accomplishment Statement submissions from 2013-2017 are depicted in Figure 2.



# CONTINUING COMPETENCY PROGRAM

## **Practice Audit**

The Practice Audit component of the CCP progressed further in 2017 with the clinical practice audits of 27 individuals and the pilot of a non-clinical practice audit of 4 individuals who use the title of “physiotherapist”, for a total of roughly 4% of CPM Registrants. Of those individuals who underwent a clinical practice audit in 2017 the majority were female (81%); practised in an urban community (70%); had been working as a physiotherapist between 10 and 20 years (52%); and worked in either a public practice or mixed funding setting (63%). Of those who underwent a non-clinical practice audit, two worked in a supervisory position of other physiotherapists and two worked in an academic setting.

The majority of the practice audits provided evidence that all practice standards of the College were consistently being met (90%). A small proportion (6%) were identified where a standard of practice was consistently not applied, but no safety concerns were noted. One individual demonstrated two or more professional standards that were not consistently applied to practice and a quality concern was raised requiring ongoing learning or improvement.

## **Practice Support**

The Practice Support component of the CCP was utilized for the first time in 2017, where the Continuing Competence Committee developed an individual learning and improvement plan based on the results of the clinical practice audit. By the end of the year, the requirements for the practice support had been met, including a review of specific practice standards; the development of specific learning goals, and a review of the relevant literature.

## **Additional Activities**

The development of an on-line jurisprudence module that will help Registrants understand the role of self-regulation under the [Regulated Health Professions Act](#) was completed in 2017 in collaboration with seven other health care regulatory Colleges in Manitoba. It is anticipated that all registrants will be required to complete the module in the future, beginning in 2019.

Respectfully submitted by,



**Moni Fricke**  
Coordinator,  
Continuing Competency Program



**Jan Lumsden**  
Chair of Continuing Competence  
Committee

# Financial Statements 2017



Financial Statements

(Unaudited)

College of Physiotherapists of Manitoba

December 31, 2017



College of Physiotherapists of Manitoba

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# Financial Statements 2017



## Independent Practitioner's Review Engagement Report

To the Members of the  
College of Physiotherapists of Manitoba

We have reviewed the accompanying financial statements of the College of Physiotherapists of Manitoba that comprise the statement of financial position as at December 31, 2017, and the statements of operations, fund balances, and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

### **Management's responsibility for the financial statements**

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

### **Practitioner's responsibility**

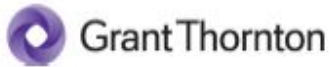
Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.



# Financial Statements 2017



## Independent Practitioner's Review Engagement Report (continued)

### **Conclusion**

Based on our review, nothing has come to our attention that causes us to believe that these financial statements do not present fairly, in all material respects, the financial position of the College of Physiotherapists of Manitoba as at December 31, 2017, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Winnipeg, Canada  
March 20, 2018

*Grant Thornton LLP*

Chartered Professional Accountants

# Financial Statements 2017

## College of Physiotherapists of Manitoba Statement of Operations

(Unaudited)

Year ended December 31

	2017	2016
Revenues		
Registration fees	\$ 649,585	\$ 572,083
Other revenues	4,939	2,761
	<u>654,524</u>	<u>574,844</u>
Operating expenses		
Administrative	45,761	47,489
Amortization	30,802	34,265
Bank and transaction fees	17,811	19,039
Insurance	1,415	3,319
Jurisprudence project	10,678	-
Meetings and conventions	10,476	10,256
Memberships and licenses	17,428	16,532
Office	20,388	26,158
Professional fees	45,103	33,906
Projects	11,711	9,954
Rental	100,025	98,988
Salaries and wages	326,823	306,203
Telecommunications	7,060	6,403
Training	1,558	3,276
	<u>647,039</u>	<u>615,788</u>
Excess (deficiency) of revenues over operating expenses before other income	<u>7,485</u>	<u>(40,944)</u>
Other income		
Interest	1,214	374
Loss on sale of marketable securities	(917)	(2,535)
Income from marketable securities	5,618	7,677
Writeup of marketable securities to market value	766	17,533
	<u>6,681</u>	<u>23,049</u>
Excess (deficiency) of revenues over expenses	<u>\$ 14,166</u>	<u>\$ (17,895)</u>

See accompanying notes to the financial statements.

# Financial Statements 2017

## College of Physiotherapists of Manitoba Statement of Fund Balances

(Unaudited)  
Year ended December 31

	General Fund	Capital Assets Fund	Total 2017	Total 2016
Balance, beginning of year	\$ 95,065	\$ 300,473	\$ 395,538	\$ 413,433
Excess (deficiency) of revenues over expenses	14,166	-	14,166	(17,895)
Amortization of capital assets	30,802	(30,802)	-	-
Fund transfer on purchase of capital assets	(6,138)	6,138	-	-
Balance, end of year	<u>\$ 133,895</u>	<u>\$ 275,809</u>	<u>\$ 409,704</u>	<u>\$ 395,538</u>



# Financial Statements 2017

## College of Physiotherapists of Manitoba Statement of Financial Position

(Unaudited)

December 31

2017

2016

### Assets

#### Current

Cash

\$ 32,329 \$ 30,149

Marketable securities (Note 3)

314,638 289,171

346,967 319,320

Capital assets (Note 4)

275,809 300,473

Security deposits

59,536 58,771

\$ 682,312 \$ 678,564

### Liabilities

#### Current

Accounts payable and accrued liabilities

\$ 44,874 \$ 50,698

Deferred revenue

55,132 48,455

100,006 99,153

#### Long-term

Lease inducement

169,000 182,000

Deferred rent payable

3,602 1,873

172,602 183,873

272,608 283,026

### Fund balances

General Fund

133,895 95,065

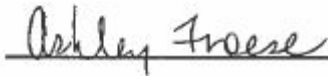
Capital Assets Fund

275,809 300,473

409,704 395,538

\$ 682,312 \$ 678,564

On behalf of the board



Director



Director

# Financial Statements 2017

## College of Physiotherapists of Manitoba Statement of Cash Flows

(Unaudited)

Year ended December 31

2017

2016

Increase (decrease) in cash

### Operating

Excess (deficiency) of revenues over expenses	\$ 14,166	\$ (17,895)
Items not affecting cash		
Amortization	30,802	34,265
Amortization of deferred lease inducement	(13,000)	(13,000)
	31,968	3,370
Change in non-cash working capital items		
Prepaid expenses	-	4,753
Accounts payable and accrued liabilities	(5,824)	(49,234)
Deferred revenue	6,677	684
Security deposits	(765)	(1,063)
Deferred rent payable	1,729	1,873
	33,785	(39,617)

### Financing

Long term payable	-	(6,825)
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### Investing

Marketable securities	(25,467)	(22,674)
Purchase of capital assets	(6,138)	(12,869)
	(31,605)	(35,543)

Increase (decrease) in cash

2,180

(81,985)

### Cash

Beginning of year	30,149	112,134
End of year	\$ 32,329	\$ 30,149



# Financial Statements 2017

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## College of Physiotherapists of Manitoba

### Notes to the Financial Statements

(Unaudited)

December 31, 2017

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#### 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.

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#### 2. Significant accounting policies

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

##### Fund method of accounting

Under the fund method of accounting, the excess of revenues 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.

A financial asset or liability is recognized when the College becomes party to the contractual provisions of the instrument. The College initially measures its financial assets and financial liabilities at fair value and, except for securities quoted in an active market, which must be measured at fair value, subsequently measures them at amortized cost. All changes in fair value of the College's investments in securities quoted in an active market are recorded in the statement of operations.

##### 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

Amortization of leasehold improvements is recorded over the remaining term of the lease.

No amortization is recorded in the year of acquisition.



# Financial Statements 2017

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## College of Physiotherapists of Manitoba Notes to the Financial Statements (Unaudited) December 31, 2017

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### 2. Significant accounting policies (continued)

#### Lease inducement

The College has entered into a lease agreement. The negotiation of the lease agreement included the consideration of incentives, or inducements, for the lessee to sign the lease. The deferred lease inducements are amortized on a straight line basis over the term of the lease, and are included as a reduction of rent expense each year.

#### Revenue recognition

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

#### Use of estimates

Management reviews the carrying amounts of items in the financial statements at each balance sheet date to assess the need for revision or any possibility of impairment. Many items in the preparation of these financial statements require management's best estimate. Management determines these estimates based on assumptions that reflect the most probable set of economic conditions and planned courses of action.

These estimates are reviewed periodically and adjustments are made to net income as appropriate in the year they become known.

#### 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.

#### Rent

The College leases its premises. Rent expense is recognized on a straight line basis over the term of the related lease agreements.

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### 3. Marketable securities

	<u>2017 Market</u>	<u>2017 Cost</u>	<u>2016 Market</u>	<u>2016 Cost</u>
Investor Income Plus Portfolio J NL	\$ -	\$ -	\$ 289,171	\$ 290,596
Investor Income Plus Portfolio B	<u>314,638</u>	<u>315,094</u>	<u>-</u>	<u>-</u>
	<u>\$ 314,638</u>	<u>\$ 315,094</u>	<u>\$ 289,171</u>	<u>\$ 290,596</u>

# Financial Statements 2017

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**College of Physiotherapists of Manitoba**  
**Notes to the Financial Statements**  
(Unaudited)  
December 31, 2017

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**4. Capital assets**

			<u>2017</u>	<u>2016</u>
	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Net Book Value</u>	<u>Net Book Value</u>
Equipment	\$ 86,605	\$ 71,175	\$ 15,430	\$ 19,287
Leasehold improvements	241,797	30,110	211,687	221,737
Computer equipment	79,650	54,172	25,478	30,432
Computer software	<u>109,788</u>	<u>86,574</u>	<u>23,214</u>	<u>29,017</u>
	<u>\$ 517,840</u>	<u>\$ 242,031</u>	<u>\$ 275,809</u>	<u>\$ 300,473</u>

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**5. Operating lease commitments**

The College's total future minimum lease payments in aggregate and for each of the next five years on premises it occupies under a lease expiring November 30, 2030 are as follows:

2018	\$ 78,663
2019	78,663
2020	79,151
2021	84,513
2022	84,513
Subsequent years	<u>636,496</u>
	<u>\$ 1,041,999</u>





# Financial Statements 2017

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## College of Physiotherapists of Manitoba

### Notes to the Financial Statements

(Unaudited)

December 31, 2017

---

#### 6. Financial instruments

##### 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 financial instruments denominated in a foreign currency and therefore is not exposed to currency risk.

##### (ii) Interest rate risk

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

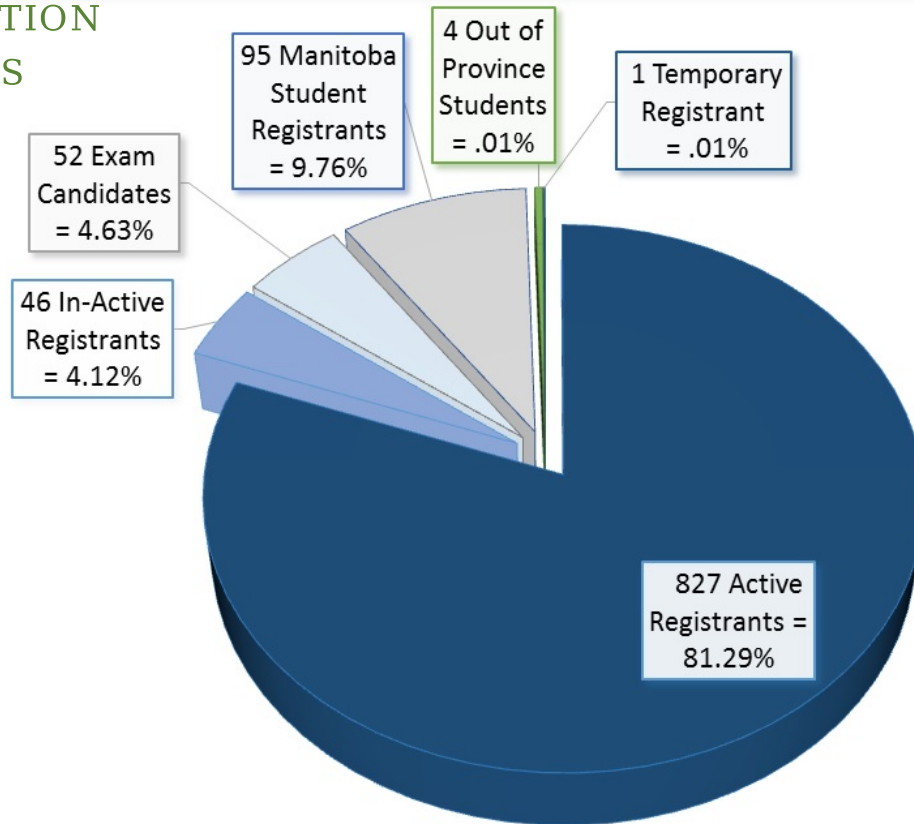
##### (iii) Other price risk

Other 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.

# REGISTRATION STATISTICS

AS OF DECEMBER 31, 2017

## REGISTRATION STATUS



## MALE/FEMALE DISTRIBUTION

	Active	Exam Candidate	In-Active	MB Students	Total
Male	203	21	4	34	262
Female	624	31	42	61	758
<b>TOTAL</b>	<b>827</b>	<b>52</b>	<b>46</b>	<b>95</b>	<b>1020</b>

## NEW REGISTRATIONS AND NON RENEWALS

New Registrants Educated in Manitoba	49
New Registrants Educated in other Canadian Provinces	5
New Registrants Internationally Educated	4
<b>TOTAL NUMBER OF NEW REGISTRANTS 2017</b>	<b>58</b>
Number of Registrants NOT Renewed	36
Total Number of Re-Registrants	7
First Year Students	49
<b>NET GAIN</b>	<b>78</b>

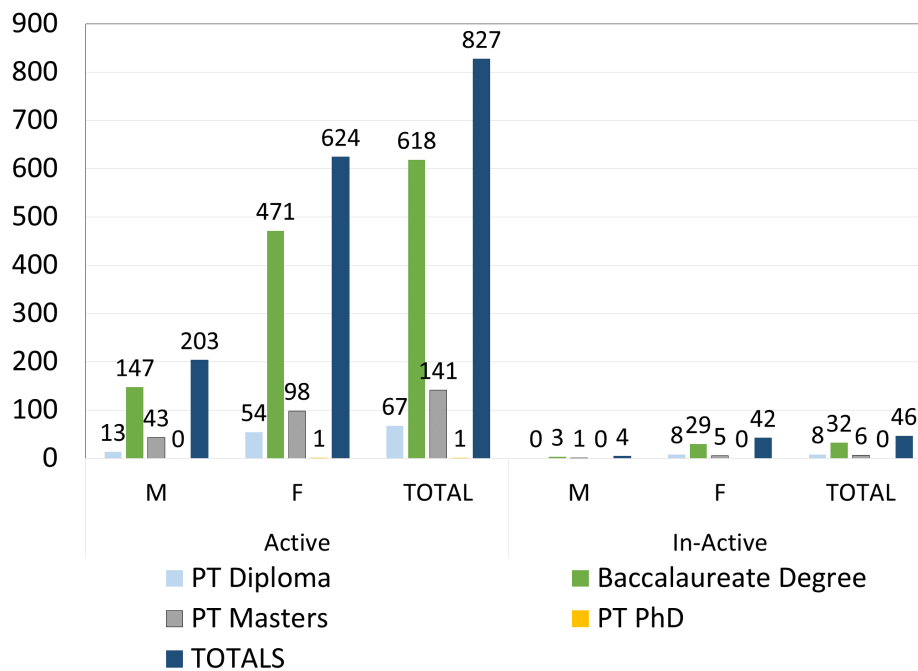
# REGISTRATION STATISTICS

AS OF DECEMBER 31, 2017

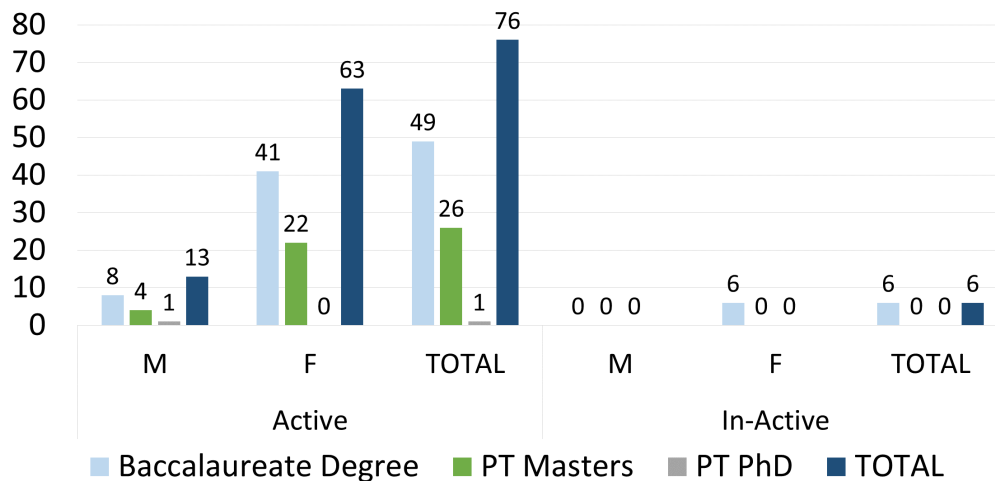
## GROUP AGE CHART

Age	Active			In-Active			Exam Candidates		
	M	F	Total	M	F	Total	M	F	Total
19	0	0	0	0	0	0	0	0	0
20-24	1	0	1	0	0	0	1	6	7
25-34	71	221	292	0	21	21	20	23	43
35-44	49	179	228	3	8	11	0	1	1
45-54	47	109	156	1	4	5	0	1	1
55-64	25	92	117	0	7	7	0	0	0
65-74	10	23	33	0	2	2	0	0	0
75+	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>203</b>	<b>624</b>	<b>827</b>	<b>4</b>	<b>42</b>	<b>46</b>	<b>21</b>	<b>31</b>	<b>52</b>

## ENTRY LEVEL PHYSIOTHERAPY CREDENTIALS



## POST ENTRY LEVEL PHYSIOTHERAPY CREDENTIALS



# REGISTRATION STATISTICS

AS OF DECEMBER 31, 2017

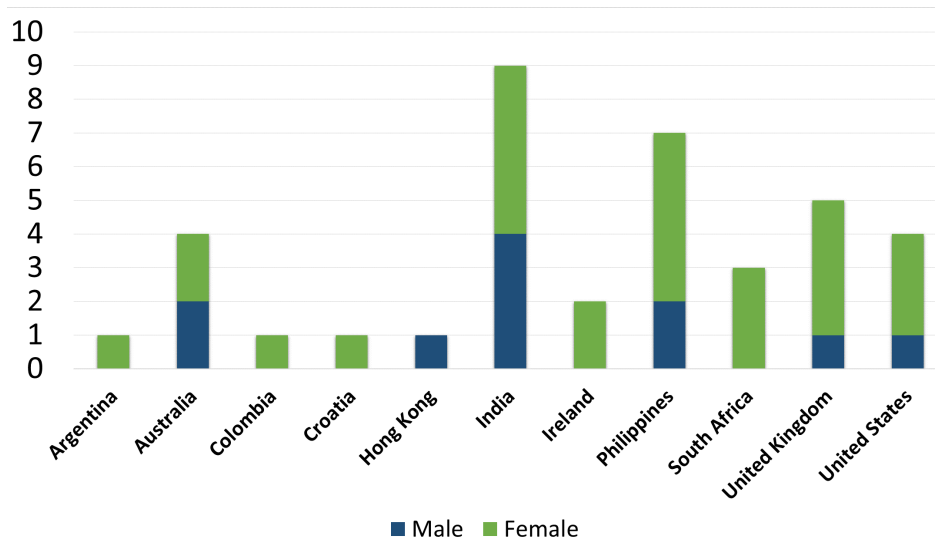
## NEW REGISTRANTS EDUCATED OUTSIDE MANITOBA

Province	Males	Females	Total
Alberta	0	1	1
Saskatchewan	0	1	1
Ontario	0	2	2
Nova Scotia	0	1	1
<b>TOTAL</b>	<b>0</b>	<b>5</b>	<b>5</b>

## NEW INTERNATIONALLY EDUCATED PROFESSIONALS

Country	Males	Females	Total
India	2	1	3
Ireland	0	1	1
<b>TOTAL</b>	<b>2</b>	<b>2</b>	<b>4</b>

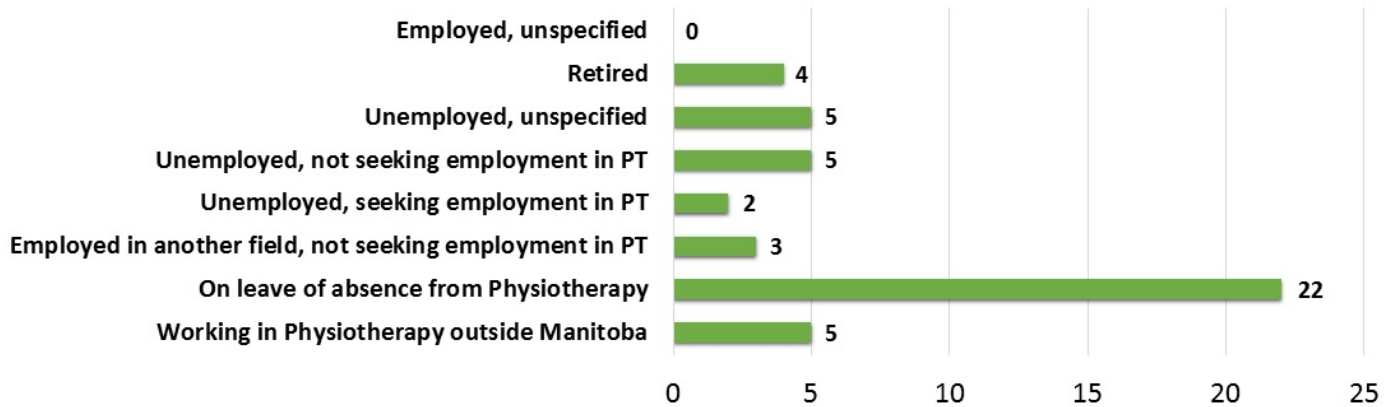
## ALL ACTIVE AND EXAM CANDIDATES INTERNATIONALLY EDUCATED



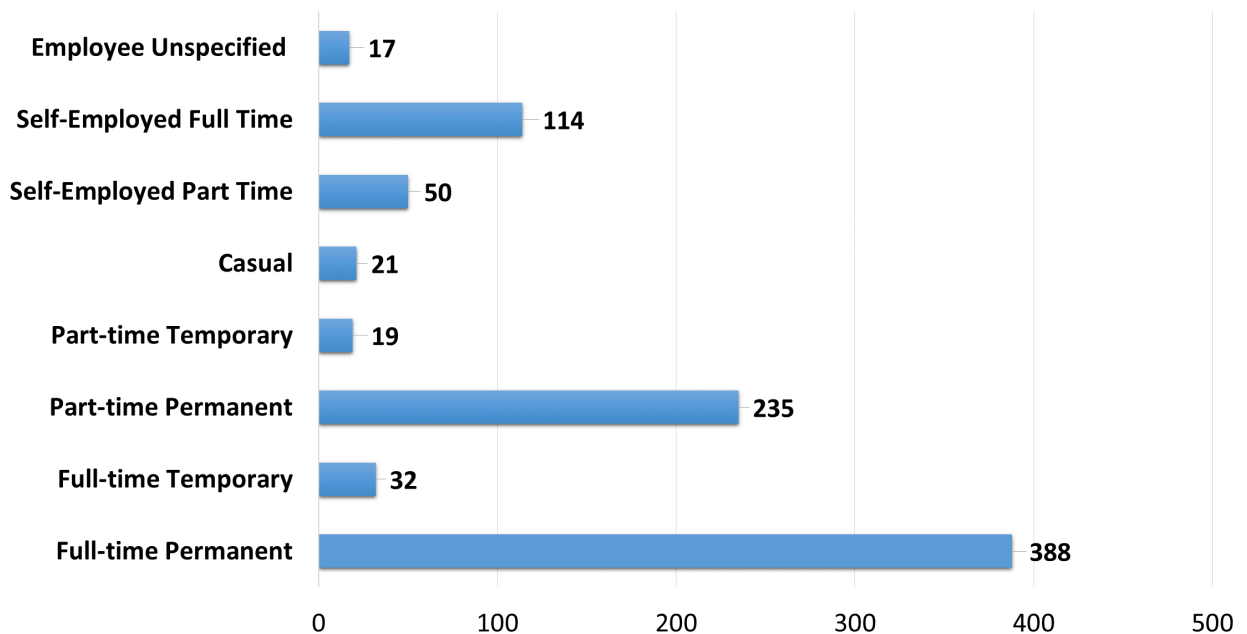
# REGISTRATION STATISTICS

AS OF DECEMBER 31, 2017

## EMPLOYMENT STATUS: IN-ACTIVE



## EMPLOYMENT STATUS: ACTIVE AND EXAM CANDIDATE



# REGISTRATION STATISTICS

AS OF  
DECEMBER 31,  
2017

## AREA OF PRACTICE: ACTIVE AND EXAM CANDIDATE

Area of Practice	Male	Female	TOTAL
Administration	3	10	13
Amputations	2	1	3
Burns and Wound Management	1	0	1
Cardiology	0	4	4
Client Services Management	0	6	6
Consultant	4	12	16
Continuing Education	0	0	0
Critical Care	3	5	8
Direct Patient Care	6	40	46
Ergonomics	0	3	3
General Practice	83	255	338
Gerontology	5	18	23
Health Promotion and Wellness	0	4	4
Home Care	2	3	5
Mental Health	1	0	1
Neurology	7	35	42
Oncology	0	0	0
Orthopedics	95	191	286
Other Area of Direct Service	0	10	10
Other Education	0	0	0
Other Area of Practice	2	8	10
Palliative Care	0	0	0
Perineal	0	4	4
Plastics	2	4	6
Return to Work Rehabilitation	0	3	3
Research	1	7	8
Respirology	1	6	7
Rheumatology	0	2	2
Sports Medicine	3	4	7
Teaching: Physiotherapy Related	2	9	11
Vestibular Rehab	0	2	2
Woman's Health	0	5	5
Not Applicable	0	0	0
Unknown	4	1	5
<b>TOTAL</b>	<b>227</b>	<b>652</b>	<b>879</b>

THE ASSOCIATION OF PHYSIOTHERAPISTS OF MANITOBA  
Annual Report, March 1968

Registrations received in 1968: 107  
Renewals: 103  
Re-registrations: 1  
New registrations: 3  
1 University of Toronto  
1 University of Alberta  
1 England

1968

Registrations received in 1967: 121  
Renewals: 101  
Re-registrations: 3  
New registrations: 17  
1 University of Alberta  
1 University of Toronto  
9 University of Manitoba  
1 India  
2 Holland  
2 South Africa  
1 England

1967

1968 Registrations received by January 31, the due date: 91  
Additional 5 phone calls explaining delay

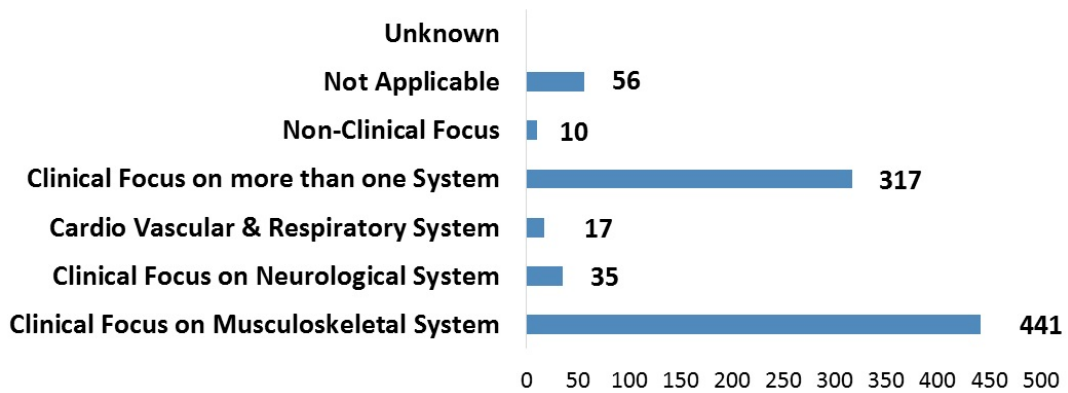
1968 Registrations under 41c: 18  
Registrations under 41 a,b,d: 89

1967 Registrations under 41c: 18  
Registrations under 41 a,b,d: 103

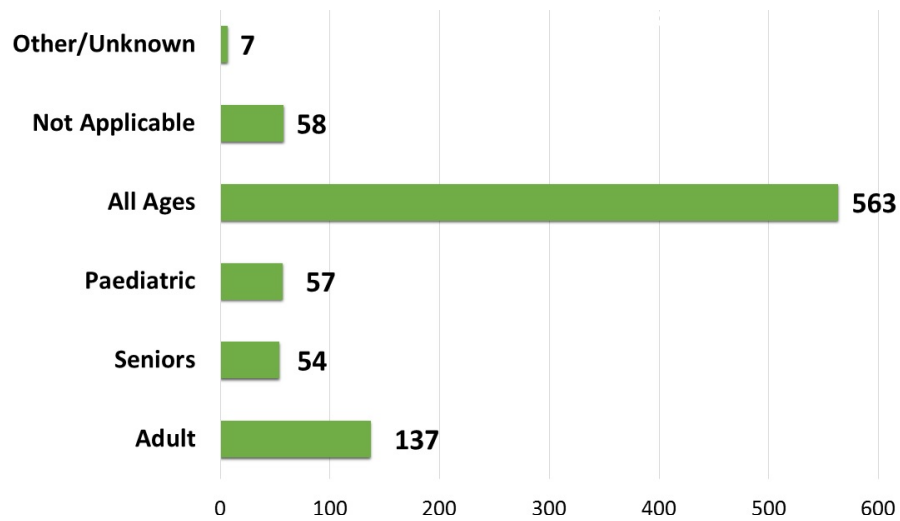
Registering-secretary,  
*J. D. A.*

### Registration Statistics from 1967 and 1968

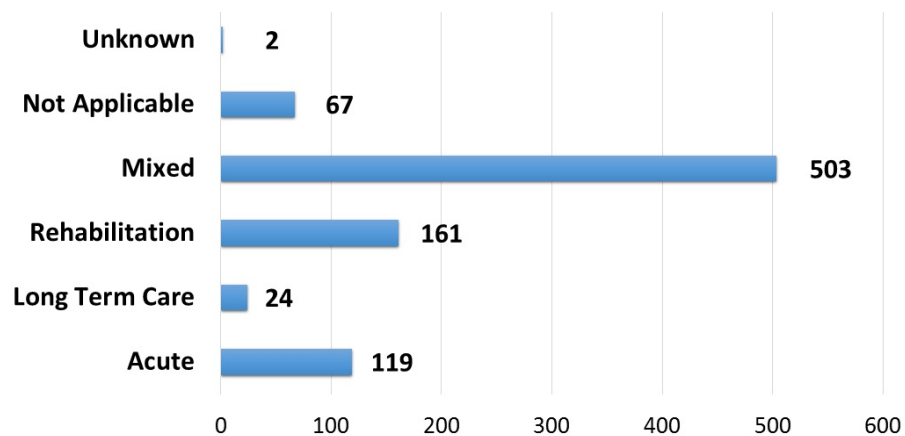
## FOCUS OF PRACTICE: ACTIVE AND EXAM CANDIDATE



## CATEGORY OF PATIENTS: ACTIVE AND EXAM CANDIDATE



## CLIENT LEVEL: ACTIVE AND EXAM CANDIDATE

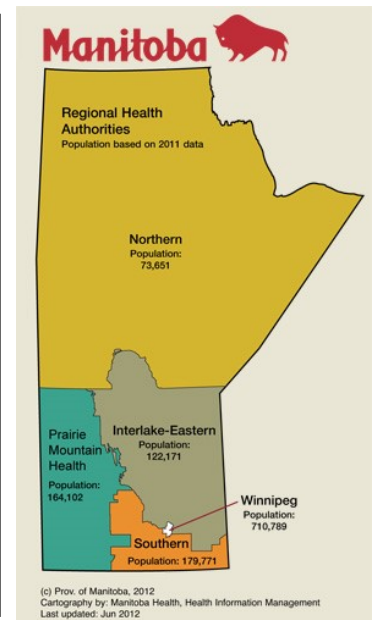


## ORGANIZATION CLASSIFICATION/PRIMARY EMPLOYMENT: ACTIVE AND EXAM CANDIDATE

Location	Male	Female	TOTAL	Location	Male	Female	TOTAL	
Assisted Living Residence	7	25	32	Regulatory Body	0	2	2	
Association	1	5	6	Rehab Hospital/Facility	6	46	52	
Community Health Centre	9	24	33	Residential Care Facility	0	7	7	
Government	3	2	5	School/School Board	0	17	17	
Group Professional Practice	3	1	4	Self Employed	4	10	14	
Health Authority	9	39	48	Solo Professional Practice	5	7	12	
Hospital	42	203	245	University	3	8	11	
Industry	2	1	3	Visiting Agency	2	15	17	
Mental Health Facility	1	1	2	Other	3	9	12	
Private Practice	124	230	354	Unknown	0	3	3	
SUBTOTAL			732	SUBTOTAL			147	
							TOTAL	879

## GEOGRAPHICAL BREAKDOWN BY RESIDENCE

Region (Manitoba)	Active and Exam Candidate			In-Active		
	Male	Female	TOTAL	Male	Female	TOTAL
Interlake-Eastern	15	47	62	0	1	1
Northern	2	7	9	0	3	3
Prairie Mountain Health	19	62	81	0	2	2
Southern Health/ Santé Sud	17	65	82	1	4	5
Winnipeg	171	469	640	1	28	29
<b>TOTAL</b>	<b>224</b>	<b>650</b>	<b>874</b>	<b>2</b>	<b>38</b>	<b>40</b>
<b>Out of Province</b>						
Alberta	0	1	1	0	0	0
British Columbia	0	1	1	0	1	1
Ontario	0	1	1	0	0	0
Saskatchewan	0	0	0	0	1	1
<b>TOTAL</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>2</b>
<b>Out of Country</b>						
New Zealand	0	0	0	1	0	1
United States	0	2	2	1	2	3
<b>TOTAL</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>4</b>



**GEOGRAPHICAL BREAKDOWN - 1979 DATA**

P.T. (F/T)	REGION*							TOTAL
	A	B	C	D	E	F	G	
P.T. (F/T)	160	14	2	1	-	5	3	185
P.T. (F/T)	24	7	1	1	-	3	1	37
OTHER	2	3	1	-	-	-	-	6
NOT EMPL.	34	3	1	1	1	2	-	42
<b>TOTAL</b>	<b>220</b>	<b>27</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>10</b>	<b>4</b>	<b>270</b>

\* REGION KEY

- A = WINNIPEG
- E = INTERLAKE
- B = WESTMAN/PARKLANDS
- F = NORMAN/THOMPSON
- C = CENTRAL
- G = OUT-OF-PROVINCE
- D = EASTMAN

**Registration Statistics  
from 1979**



# OUR APPRECIATION

## 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.*

**Committee Members:** Lindsay Pratt (Interim Chair), Candice Tremblay, Brenda Tittlemier, Maureen Morrison (Public Member), Laura Matlashewski (Government Appointed Public Member), Kayla Adriaansen, Shreya Desai, Pratima Dheeman, Bernard Lessard Lesk.  
*Outgoing Member:* Susan Bowman (Interim Chair).

## Complaints Committee

### Committee Mandate:

*To review written complaints against registered Physiotherapists.*

**Committee Members:** Susan Gerlach (Chair), Larry Brandt (Government Appointed Public Member), Kelli Berzuk, Carol Ellerbeck (Public Member), Evelyn Lightly, Jo-Anne Peltz, Jane Robertson (Government Appointed Public Member), Jasmine Thorsteinson.

*Outgoing Members:* Natalie Swain (Chair), Carly Erenberg, Dennis Wray, Clarence Clarke, Kathleen Garrity, Kathy Johnson (Interim Chair).

## Continuing Competence Committee

### Committee Mandate:

- 1. Oversee the Continuing Competency Program;*
- 2. Monitoring the work of the Continuing Competence Evaluation Committee;*
- 3. Monitoring and making recommendations to the Registrar regarding the results of individual Practice Audits;*
- 4. Performing a five-year evaluation of the program;*
- 5. Advising Council on recommendations to improve the Continuing Competency Program.*

**Committee Members:** Jan Lumsden (Chair), Laura Harder, Doug Treloar, and Ray Hoemsen (Public Member), Heather Kattenfeld. *Outgoing Member:* Kathy Johnson (Chair).

# OUR APPRECIATION

## Continuing Competence Evaluation Committee

### Committee Mandate:

*To consider written submissions for the Reflective Practice Component of the College's Continuing Competency Program.*

**Committee Members:** Krista Boese, Lindsay Clarke, Yvonne Decaire, Tracy Dreger, Daniel Halpin, Maxine Koroscil, Mylene Steiman, Debra Suderman, Maggie Wallin, Resa Wan, Lori Weiman.

**AGM Committee:** Lindsay Pratt (Chair), Ashley Froese, Leslie Wilder (Public Member)

**Finance Committee:** Ashley Froese (Council Treasurer), Brenda McKechnie

**Governance and Nominations Committee:** Jackie Ogloza (Chair), Kathy Johnson.  
*Outgoing Members:* Tania Giardini, Jennifer Forbes.

## Ethics Committee

### Committee Mandate:

- 1. To provide a multi representative forum to encourage ethical reflection and learning on the ethical dimensions of Physiotherapy Practice.*
- 2. To promote ethical practice among the membership, that reflects values of the Code of Ethics of The College of Physiotherapists of Manitoba.*
- 3. To discuss and facilitate the application of an ethical lens to the development, revision and and implementation to policies, directives and standards of practice.*
- 4. To identify educational opportunities for promoting ethically sound practice for college members.*
- 5. To promote a forum for issues of an ethical nature or concern to be discussed.*

**Committee Members:** Sandra Webber (Chair June 2017 - current), Anna Dimarco, Suzanne Dyck (Chair 2015 - May 2017), Donna Marr, Monique Wichenko, Kinsley Wojnarski.  
*Outgoing Members:* Allison Watts, Karen Reimer, Michael Millar.

**“We make a living by what we get, but we make a life by what we give.” — Winston Churchill**

# OUR APPRECIATION

## 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.*

**Committee Members:** Mark Beatty, Kelly Codispodi, Alix Kravetsky (Government Appointed Public Member), Murray MacHutchon, Gil Magne, Sam Steinfeld, Darlene West (Government Appointed Public Member), Annyue Wong. *Outgoing Members:* Mary Grimwood, Arthur Crane, Ed Hinsburg, Lois Stewart-Archer

## Legislative Committee

### Committee Mandate:

*To investigate, inform and make recommendations to the Council on matters pertaining to legislation.*

**Committee Members:** Heather Parrott-Howdle (Chair), Maria Froese, Rukmali Mendis, Lesley Milne, Jaclyn Rempel, Denisha Thompson. *Outgoing Members:* Tory Crawford (Chair), Caitlyn Trakalo, Morgan Dachenhaus, Corinne Gautron.

## Physiotherapy Standards Committee

### Committee Mandate:

*To investigate, inform and make recommendations to the Council regarding physiotherapy practice. Practice recommendations will reflect the minimum level of competency of 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 results in significant modification of current procedures or practice.*

**Committee Members:** Gisèle Pereira (Chair), Iris Gair, Elizabeth Hammond, Karen Oswald, Alison Pethrick, Lisa Baldwinson, Dona Watts-Hutchings, Jamie Wheaton. *Outgoing Members:* Gaylene Wiebe, Marlee Gallagher, Leo Larocque.

# AGENTS OF THE COLLEGE

David Marr and Joey Pollock  
*Legal Counsel, Marr Finlayson Pollock LLP*

Heather Martin -Brown  
*Investigator*

Pamela Shymko  
*Investigator*

Carol Rempel  
*Comptroller, Carol Rempel Accounting*

Shauna Martin  
*Policy Writer*

## THE OFFICE TEAM

Brenda McKechnie  
*Registrar/Executive Director*

Jennifer Billeck  
*Deputy Registrar*

Moni Fricke  
*Continuing Competence Coordinator*

Andrea Thiessen  
*Complaints Coordinator*

Christie Lamy (on leave most of 2017)  
*Executive Assistant*

Cheryl Saranchuk  
*Administrative Assistant*

Kris Blais (January - August)  
*Executive Assistant*

Maegan Piltzmaker (October - December)  
*Executive Assistant*



CPM would like to acknowledge the following sources for all archived physiotherapy photographs:  
University of Manitoba Archives & Special Collections, University Relations & Information Office  
fonds (PC 80)



**College of  
Physiotherapists  
of Manitoba**

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