

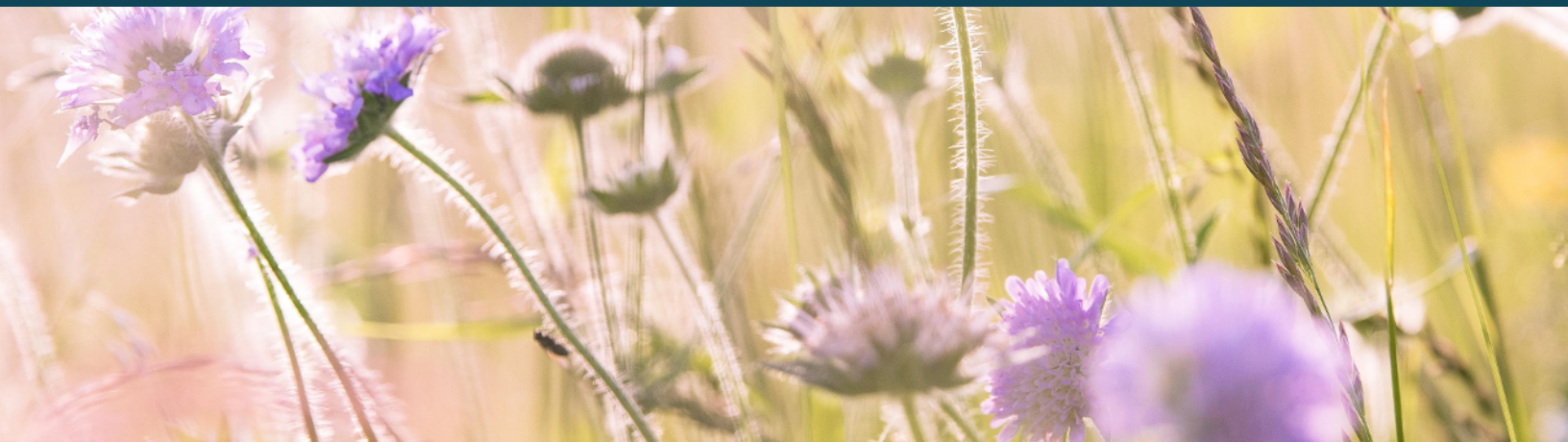
# 2020 ANNUAL REPORT

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*"WE ARE ALL IN THIS TOGETHER"*



*College of  
Physiotherapists  
of Manitoba*



# COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA

## MISSION

To protect the public interest through regulation of physiotherapists in Manitoba.

## VISION

To be 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

# Message from the Chair of Council

*Respectfully Submitted By Dr. Mark Garrett,  
Chair of Council*

The message from your Council in the last Annual Report ended with the hope that this year's message would be written in a "calmer, more settled time". Well, the COVID-19 pandemic continues to reach into every aspect of our professional and personal lives, but we have certainly come a long way. The protocols that were so new and confusing to us at that time – use of PPE, social distancing and endless sanitizing – continue to rule our every interaction, but they have become second nature to us. All members of the physiotherapy profession in Manitoba – from students and exam candidates to public and private practitioners, instructors, researchers and administrators – have done a fantastic job with protecting the public, our loved ones and ourselves. Now, as vaccination becomes a reality for all of our members on the front-lines, things will only get better.

The College of Physiotherapists of Manitoba is always a hive of activity, and the Registrar's Report for 2020 provides a glimpse into the extraordinary amount of work that was completed by our dedicated team – Council, committees and office staff - over this long and complicated year. In addition to the usual heavy demands associated with regulation of a front-line health profession of around 1,000 members, your College also invested huge additional effort in creating new processes, reinventing existing approaches and pursuing initiatives and projects in response to the pandemic. I would like to thank all of the hard-working members of our Council, committees, Registrar and especially the CPM office staff for their willingness to rise to the COVID-19 challenge and ensure we have continued to meet our mandate of ensuring public safety while maintaining access to our profession's vital care.

Finally, we need to acknowledge the very real way the pandemic has touched each of us – illness of members and loved ones, ongoing loss of income for those in private practice, redeployment of public practice staff to unfamiliar roles, constant change and increased responsibilities for administrators, damaging interruption to major projects for university researchers and their students, the continuing reinvention of the entry-to-practice program by the MPT faculty, and the devastating, unresolved issue of the PCE clinical component for exam candidates. There is real hardship associated with all of these examples (and no doubt countless others not mentioned), but we are all in this together, and by working together we can pull through and maintain the unity and strength of our profession and the confidence of our public.



*"We are  
all in  
this  
together"*

# Council 2020



FRONT ROW, LEFT TO RIGHT Caylie Young, Leslie Wilder, Amelia Sedor, Mark Garrett

BACK ROW, LEFT TO RIGHT Kelli Berzuk, Barry Smith, D'Arcy Bain, Jan Lumsden, Ray Hoemsén



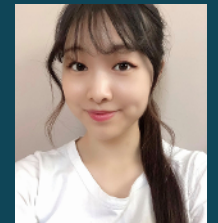
Sue Bowman



Kyle Bergen



Tara Baker



Chelsea Zhu

## *Chair of Council*

Dr. Mark Garrett

## *Elected Representatives*

D'Arcy Bain, Dr. Kelli Berzuk, Susan Bowman,  
Janis Lumsden, Amelia Sedor

## *Public Members*

Barry Smith (Government-Appointed Public Member),  
Leslie Wilder (CPM Public Member),  
Ray Hoemsén (CPM Public Member),  
Tara Baker (CPM Public Member)

## *Student Members*

Kyle Bergen (MPT 2), Caylie Young (Outgoing MPT 2), Chelsea Zhu (MPT 1)

# Registrar's Report

*Respectfully Submitted By Brenda McKechnie,  
Registrar and Executive Director*

“We are all in this together” is the theme of this year’s Annual Report. Early in 2020, this saying became the world-wide mantra of everyone who was, and continues, to deal with the COVID 19 Pandemic. Everything in our lives and in regulation, became shaped by the pandemic. While the College of Physiotherapists of Manitoba continued to carry out its regular duties to the best of its abilities, we had to learn to do things differently, and had to take on different tasks that we would not normally do. It is my pleasure to describe to you, the accomplishments of CPM in 2020, what we did differently and how this will shape the future of CPM.

Without a doubt, COVID 19 shaped how CPM conducted its administrative tasks. In March, the staff closed its Pembina Highway office and began working from home. Over the year, some staff moved back temporarily, or came in occasionally to work. However, by September when the second wave became indisputable, the office closed completely again. Zoom became the way to conduct Council and committee meetings, as well as meetings with other stakeholders, such as the University of Manitoba and Canadian Alliance of Physiotherapy Regulators (CAPR). Office staff also communicated frequently by Zoom to stay in touch and continue to work as a cohesive unit. CPM office staff set up committee portals on the website so that committees could receive meeting packages through the portal, rather than by snail mail, which became very unreliable over the year.

From the beginning of the pandemic, the Manitoba Alliance of Health Regulatory Colleges (MAHRC) was very involved in working with Shared Health and Public Health to sort through issues, and get answers to questions. As a member of this organization and through Shared Health, CPM was able to deliver up to date information to our registrants through a series of CPM written Bulletins. Information provided covered topics such as personal protective equipment (PPE), hand sanitizers, screening questions, face shields/ goggles, specific requirements for employment sites etc. While the government did not close down physiotherapy clinics, ever, during 2020, CPM assisted in keeping clinics open by securing PPE- including masks and face shields and selling them at cost to those registrants who wished to purchase the equipment. Staff and student members of Council spent a Friday in May compiling the orders and a Saturday distributing the PPE from the office. Many thanks go to our Student Council representatives and staff who assisted in this initiative. Later, CPM worked with the Opticians to secure a plan to purchase protective eyewear.

In June, Dr. Brock Wright gave autonomy to the Regulators to interpret and enforce the Shared Health Guidelines. Around this time, CPM worked with Shared Health to develop Ministerial Orders to permit physiotherapists to undertake nasopharyngeal swabbing. In the fall, we again worked with government to develop Ministerial orders to permit physiotherapists to immunize the public, once a member had received appropriate training.

Because of COVID 19, CPM Council postponed the Annual General Meeting for the 2019 year, from

# Registrar's Report

April until November. This permitted CPM the time to develop a plan to hold the AGM virtually. Despite a few glitches, the virtual format worked well and Council has decided to hold the 2020 Annual General Meeting virtually as well, especially as we are still limited by Public Health Orders as to how many people can gather at one time.

In the early days of the Pandemic, Council sent a YouTube video (<https://www.youtube.com/watch?v=3tbdv-30vNA>) to all registrants of CPM with a message of support to registrants and wishing everyone to stay healthy and safe. This messaging was well received by all registrants.

CPM also made changes to the Tele Rehab Practice Direction. The reality of the pandemic was that virtual treatment of patients could offer a new source of access to physiotherapy services. The Practice Direction was opened up to permit virtual assessments and treatment where safe and effective care to patients/clients through virtual means could be done. During 2020, our Practice Direction on Tele Rehab was adopted by other regulators when the need arose in their profession, to use virtual means to connect with patients during the pandemic.

In addition to about twenty Bulletins sent out over the course of 2020, CPM also sent out three newsletters. The Ethics Committee produced several very informative articles about ethical issues. This dedicated committee is composed of a number of registrants who have taken additional training in ethics and are passionate about sharing their knowledge of ethical behaviour with CPM registrants.

The Physiotherapy Standards Committee worked diligently with Shauna Martin, CPM's Policy Writer, to develop a Practice Direction on Pelvic Floor Care. This committee is the first to look at how to do our work differently. While physiotherapists have the knowledge and skills about physiotherapy, we sometimes get bogged down in writing policy. So Shauna now works with committees who serve in the capacity of physiotherapy content advisors, while she writes the policy with her expertise in policy writing. The Pelvic Floor Practice Direction was held in abeyance in 2020 as the Deputy Registrar worked with a committee of the PT Regulators in BC and Alberta to develop a policy for all three Colleges with some consistency between the provinces. Work will again resume in 2021 to finish up the Practice Direction.

The Complaints Committee has a simplified report in this annual report (with a more detailed report circulated in the April In Touch newsletter). However, they dealt with 10 registrants who had lapses in their professional liability insurance coverage in 2020. Lack of coverage is considered to be a serious breach of professional obligations of a physiotherapist as it leaves patients/clients unprotected in the event of need for follow up care if they have been harmed. CPM hopes to see the number of lapses decrease to zero in 2021! During 2020, one person appealed the decision of the Complaints Committee. The appeal



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this  
together"*

# Registrar's Report

was heard by Council. Council decided to re-send the complaint back to the Committee to review it with a boundaries violation lens.

The Board of Assessors were very busy this year reviewing the Supervised Practice Program to make it more consistent and effective with policy and other documents. The Board also reviewed other registration policies to ensure that they are current. Because of the pandemic, the Physiotherapy Competency Examination had been postponed and the BOA dealt with registrants whose registration with CPM was nearing the expiry date (three opportunities to pass the exam in 2 years). A number of extensions were granted in 2020.

The Legislative Committee worked with Dr. Moni Fricke to continue to progress towards the goal of coming under the *Regulated Health Professions Act*. Moni has been working as a consultant to ensure that all documents to be submitted to government are accurate and include all relevant sections and references. Work slowed down in 2020 on this project as CPM was not at the top of the government list and other professions ahead of us on the list, struggled to move forward. The Governance and Nomination Committee (GNC) worked diligently to review policy and guidelines, the Code of Ethics and other documents.

The following is the list of documents reviewed and approved by Council:

- 3.5 Registration of International Physiotherapy Candidates
- 3.6 Re-Entry to Practice
- 3.16 Renewal Procedure
- 3.18 Change in Registration Status
- 3.24 Renewal Administrative Policy
- 4.3 Informed Consent
- 8.9 Continuing Competence Committee Terms of Reference
- 8.30 Annual General Meeting
- 8.31 Nomination Process for Council
- 8.36 Legislative Committee Terms of Reference
- 8.37 Appointment and Remuneration of Investigators
- 8.56 Continuing Competence Evaluation Committee Terms of Reference
- 8.59 Eligibility Criteria & Selection Process for Council, Complaints Committee, Inquiry Committee and Board of Assessors
- 8.60 Special Projects Committee Terms of Reference

# Registrar's Report

The Continuing Competency Committee undertook a 5 year review of the program under the direction of Dr. Moni Fricke. To move the program forward, the Committee is making some changes and have asked Council to postpone the Practice Reflection component of the program for a year. The Council agreed to these changes. A full report for this committee is contained in this Annual Report. Council also decided to implement mandatory completion of the Jurisprudence module for renewal in 2021. The Jurisprudence module was developed in collaboration with several other Manitoba regulators to introduce registrants to the forthcoming *Regulated Health Professions Act*, which is the umbrella legislation that all regulated health professionals will come under when fully implemented.

The Canadian Alliance of Physiotherapy Regulators (CAPR) had significant challenges in 2020 to respond to the needs of the physiotherapy regulators across Canada, to offer the Physiotherapy Competency Examination. Nearly all the physiotherapy regulators have legislation that requires completion of both parts of the Physiotherapy Competency Examination. Early in 2020, CAPR was able to offer on-line multiple choice examinations through Prometric and added proctored examinations to allow applicants the ability to take the exam from home. Unfortunately, because of gathering restrictions and candidate and exam personnel (e.g., Standardized Patients) hesitation, it became clear that the June clinical exam could not proceed. The June clinical was postponed well in advance of the actual exam date. There was hope that the November exam would still be a possibility but when it became clear that the second wave of COVID was happening around the same time, the exam was again postponed several months in advance of the exam date. Before this second postponement, plans were underway to look into holding a virtual clinical exam, a unique and innovative exam for physiotherapy and most other regulated health professions. Plans were also being made to hold the exam more frequently in 2021 to assist in decreasing the backlog.

In 2020, CPM had a couple of staff changes. Heather Kattenfeld was welcomed as the new Continuing Competence Coordinator and Carol Rempel, who had been the CPM accountant, left for a full time position elsewhere.

The Deputy Registrar, Jennifer Billeck, had been involved in several longer term projects in 2020, working with the Physiotherapy Education Accreditation Council (PEAC) in reviewing accreditation standards and working with the physiotherapy colleges in Alberta and British Columbia to develop standards for Pelvic Health treatment by physiotherapists.

Other interesting topics that came up in 2020 included reviewing the British Columbia Modernization Plan for Regulation in follow up to the Harry Cayton Report which reviewed regulation in BC and proposed sweeping changes into future regulation of health professions. As well, Council discussed "The End of Physiotherapy", a book written by Dr. David Nichol from New Zealand.

As we head into 2021, we are still faced with restrictions on activities caused by the COVID 19 pandemic. Some changes have been good changes and will probably continue post pandemic. Some changes are still to come. In any event, the future will look different from the past and the "norm" is yet to be established.



# By-Law Changes

By-Law Changes passed at the November 19, 2020 Annual General Meeting are outlined in red font.

## By-Laws

### ARTICLE I: ADMINISTRATION OF THE COLLEGE

#### IV. Banking and Financial Affairs

- 4.1 The signing authorities of the College shall be
- a) the Registrar, two elected Council members, and the Deputy Registrar;
  - b) any two of those four may sign on behalf of the College;
  - c) all contracts, documents and instruments in writing so signed shall be binding on the College.

### ARTICLE IV: MEETINGS

#### I. Annual General Meeting

- 1.1 An Annual General Meeting (AGM) of the College shall be held each year at a time and place to be fixed by the Council.
- 1.2 Notice shall be sent to every Council member and to every member of the College 30 days prior to the date of the Annual General Meeting. A copy of the agenda for the meeting shall be sent with such notice.
- 1.3 The agenda for the Annual General Meeting shall be prescribed by the Council and shall include provision for any business or resolution which may be introduced from the floor of the meeting by any member.
- 1.4 The quorum for an Annual General Meeting of the College shall be 5% of the membership who are entitled to vote. **Electronic attendance may be counted to reach a quorum for Annual General Meetings.**

#### III. Voting at Annual and Special Meetings

- 3.1 **Each member whose name is entered on the Active practicing or Inactive register and who is in good standing at the date of the meeting, shall be entitled to vote on any issue to be determined by a vote.**
- 3.2 **Each member's entitlement to vote shall be verified prior to being given access to the voting**

# By-Law Changes

method.

- 3.3 For adoption of any issue, a majority vote of those members present, either in person or virtually, who are entitled to vote, shall be required.
- 3.4 A vote may be taken by ballot, a show of hands, or electronic means at the discretion of the chair.
- 3.5 The chair of the meeting shall appoint two scrutineers who shall tabulate the vote and report the results to the chair.

## ARTICLE V: ELECTION OF THE COUNCIL

- 1.1 The Council shall consist of at least six elected members and three appointed public representatives.

### I. Elected Members:

- 1.1 Election of the Council from the membership shall be held prior to the Annual General Meeting of the College.
- 1.2 At each Annual General Meeting the membership shall elect two Council members for a three year term.
- 1.3 The Council may establish rules regarding nomination of candidates for election to the Council, the manner of voting for Council members, and the conduct and regulation of Council members.
- 1.4 A member is eligible for election to Council if:
  - a) at all times between the 90th day before the election and the date of the election, the member continues to be registered on the Active or In-Active register;
  - b) the member has a minimum two years of independent practice in physiotherapy in Canada;
  - c) the member is not in default of any obligation to the College under the Regulations or the By-laws including the payment of any fees required;
  - d) the member is not the subject of discipline proceedings;
  - e) the member is not the subject of any inquiry by the Inquiry Committee;
  - f) the member has not been found guilty of professional misconduct, to be incompetent, or to be incapacitated in the six years before the election;
  - g) the member's certificate of registration has not been revoked or suspended for professional misconduct, incompetence or incapacity at any time in the six years immediately before the election;
  - h) the member's certificate of registration has not been subject to a term, condition or limitation other than a term, condition or limitation prescribed by the Regulations in the six years before the election;

# By-Law Changes

- i) the member is not and has not been in the 12 months before the election, a director, officer, committee member, employee, or holder of any position of decision-making influence of any other organization of physiotherapists;
  - j) the member is not a participant (other than on behalf of the College) in a legal action or application against the College;
  - k) the member is not and has not been in the 12 months before the election an employee of the College;
  - l) the member discloses all potential conflicts of interest in writing to the registrar within five business days of being nominated and either does not have a conflict of interest to serve as a Councillor or has agreed to remove any such conflict of interest before taking office;
  - m) any disputes about a person's eligibility for election shall be determined by the Nominations Committee. If the Nominations Committee determines that a member is ineligible for election, the member may appeal that decision to Council and Council's determination shall be final, without appeal.
- 1.5 Only members on the Active Practicing or Inactive Register who are in good standing with the College at the date of the election shall be entitled to vote for the election of Council members and may vote for as many candidates as there are vacancies on the Council.
- 1.6 Any member eligible to vote who follows the appropriate procedures outlined by the Council may submit a ballot for the election of Council members.
- 1.7 The elected Council members shall be announced by the chair of the Council at the Annual General Meeting.

## ARTICLE VII: COMPLAINTS COMMITTEE AND INQUIRY COMMITTEE

- 1.1 The Council shall appoint a complaints committee and inquiry committee as set out in Section 17(1)(2) and 31(1)(2) of *The Physiotherapists Act*.
- 1.2 The members eligible for appointment to the Complaints Committee and the Inquiry Committee are those who meet the eligibility criteria enumerated in Article V, subsection I, paragraph 1.4.
- 1.3 Chairs of these committees shall hold office for one year and shall be eligible for reappointment with the proviso that no person is at any time chair of more than one committee.
- 1.4 The Council shall appoint acting members and ex-officio members in a non-voting capacity as required from time to time.
- 1.5 Vacancies on these committees shall be filled by Council appointment for the remainder of the term. The committee shall consist of no less than three (3) members.
- 1.6 At least 1/3 of the members of the Complaints Committee and Inquiry Committee must be public

# By-Law Changes

members.

- 1.7 Public representatives shall be appointed by the Minister of Health for a two year term.
- 1.8 When a position of the government appointed public representative becomes vacant, the Council may appoint another public representative if the Minister of Health has not filled the vacancy or served notice of his intention to do so, within 90 days of the vacancy.

## ARTICLE VIII: COMMITTEES AND BOARD

- 1.1 The Council may establish such committees, as it deems necessary to fulfill the objectives of the College.
- 1.2 The Council shall establish the following standing committees and boards:
  - a) Board of Assessors;
  - b) Public Representatives Recruitment Committee;
  - c) Nominating Committee;
  - d) Continuing Competency Committee.
- 1.3 The Council shall appoint to the Board of Assessors only those members who meet the eligibility criteria enumerated in Article V. subsection I, paragraph 1.4 (a), (c-m).
- 1.4 The Council shall appoint to the Public Representatives Recruitment Committee; the Nominating Committee; and the Continuing Competency Committee members on the Active Practicing or Inactive Register who are in good standing with the College.

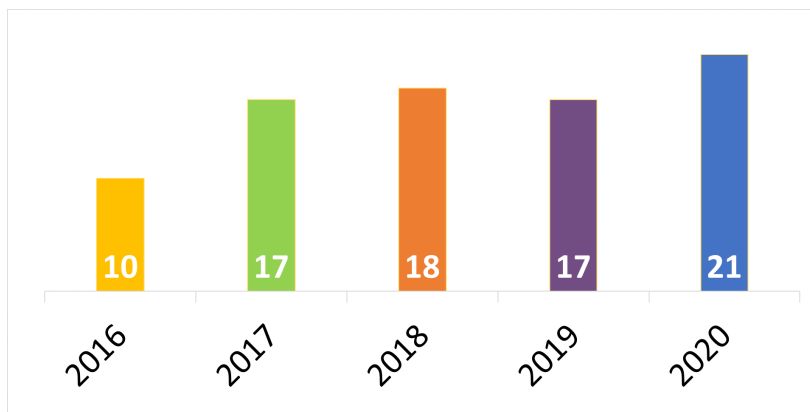
For a complete version of the By-Laws please visit the CPM website:

[https://www.manitobaphysio.com/about-us/legislation/regulations-by-laws.](https://www.manitobaphysio.com/about-us/legislation/regulations-by-laws)

# Complaints Committee Report

*Respectfully Submitted By Kathy Johnson, Complaints Coordinator and  
Dr. Kelli Berzuk, Chair, Complaints Committee*

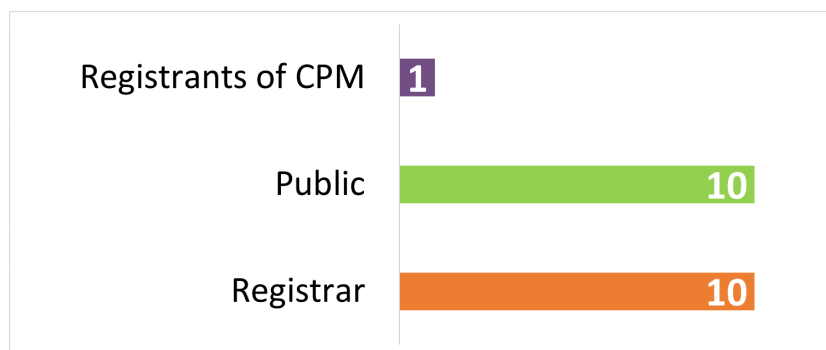
## NUMBER OF COMPLAINTS RECEIVED BY CPM, BY YEAR



## TYPES OF NEW COMPLAINTS RECEIVED IN 2020

- Boundary violations
- Professional liability insurance lapses
- Non-compliance with advertising practice direction
- Non-compliance with acupuncture practice direction
- Unskilled practice
- Allegation of deception
- Breach of Ethics

## COMPLAINTS REFERRED BY



# Complaints Committee Report

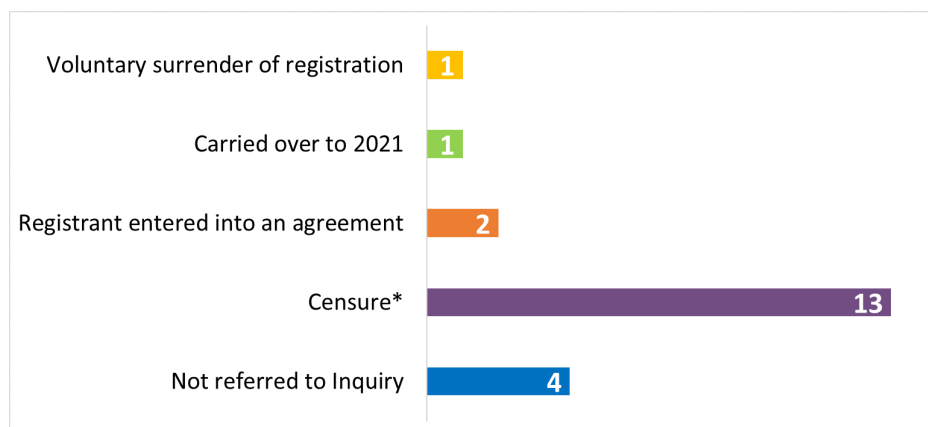
## COMPLAINT DISPOSITIONS IN 2020

Referred to Inquiry Committee: 0

Resolved by Complaints Committee: 21

- 1 complaint was initiated in 2019 and carried over to 2020 when a resolution was reached.
- 1 complaint initiated in 2020 was resolved by not referring the matter to Inquiry. The decision was subsequently appealed. The Complaints Committee decision was quashed in the appeal and subsequently the matter was referred back to the Complaints Committee. This resulted in a decision to enter into an agreement with the registrant.
- 1 complaint did not reach Complaints Committee. Although the allegations were directed against physiotherapists, the concerns were more relevant to another regulatory jurisdiction.
- 1 complaint carried over to 2021 for decision regarding disposition.

## OUTCOMES OF COMPLAINTS RESOLVED BY THE COMPLAINTS COMMITTEE IN 2020



\* one censure decision was a 2019 complaint.

# Complaints Committee Report

## DISPOSITION OF COMPLAINTS LODGED

	Complaint Lodged in 2019	Complaint Lodged in 2020
<b>DISPOSITION</b>		
Not referred to Inquiry. (No action required)	0	4
Censure	1	12
Registrant entered into an agreement	1* (in abeyance until December 2020)	2
Referred to Inquiry	0	0
Voluntary surrender registration	0	1
Carry over to 2021 for decision	0	1

### NOTES:

\*20 of 21 complaints lodged in 2020 were resolved by the Complaints Committee. One complaint lodged in 2019 was resolved in 2020. One complaint lodged in 2020 was not forwarded to the Complaints Committee.

\*The complaint held in abeyance since 2019, became active again in December 2020. The outcome decided in 2019 was for the registrant to enter into an agreement.

\*2 registrants each had 2 open complaints against them in 2020.

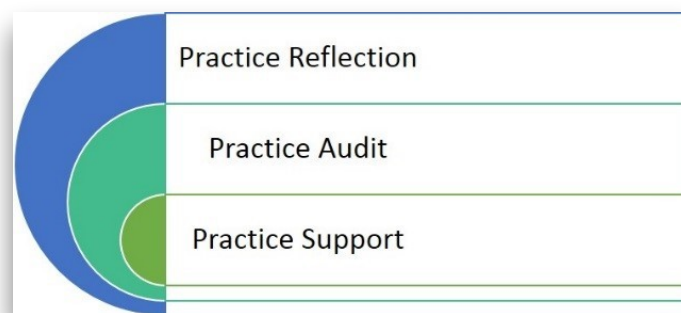
\*One complaint was not directed to the Complaints Committee and therefore not included in resolution information.

# Continuing Competence Committee Report

*Respectfully Submitted By Heather Kattenfeld,  
Coordinator, Continuing Competency Program and  
Laura Harder, Chair, Continuing Competence Committee*

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 reflecting on their learning outcomes the following year. All registrants of CPM are encouraged to participate annually, while 20% of registrants are requested to submit their learning goals or accomplishment statements electronically for peer review. In 2020, 71% of registrants (including Active, Inactive and Exam Candidates) self-declared completing their learning goals for the year. 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.

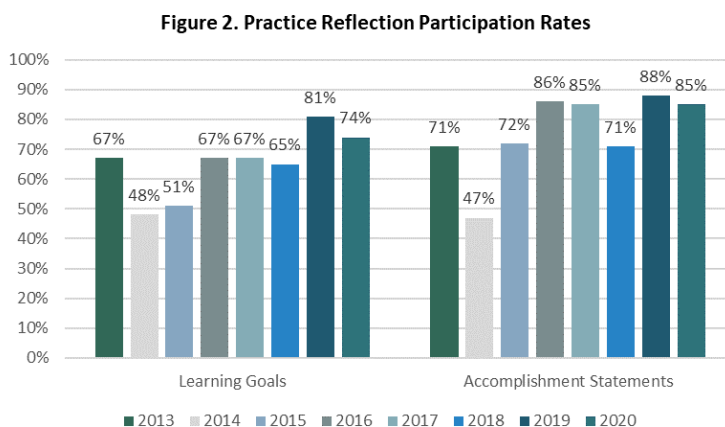
## **Participation Rates in 2020**

In total 325 registrants from the Active and Inactive register were selected for peer review in 2020: 176 to submit Learning Goals and 149 to submit Accomplishment Statements based on the prior year's Learning Goal submissions. This equates to 40% of the 816 active and inactive registrants with the College of Physiotherapists of Manitoba. Fourteen deferrals of participation in the Practice Reflection component of the CCP were requested in 2020, one for reasons of pending retirement, seven for pending maternity leave, one for health reasons and five for "other" reasons. Of the 325 selected to participate, 256 submitted which equates to 31% of registrants. The Continuing Competence Evaluation Committee (CCEC) is divided into 5 pairs to complete the review of the submitted Learning



# Continuing Competence Committee Report

Goals and Accomplishment Statements. Each pair in 2020 reviewed more than 100 submissions. Participation rates in the peer review process of both Learning Goal and Accomplishment Statement submissions from 2013-2020 are depicted in Figure 2.



## Practice Audit

The Practice Audit component of the CCP continued its implementation in 2020 with the practice audits of 22 individuals, 11 (50%) of whom provided evidence of consistently meeting all practice standards of the College; and 7 of whom were identified as not consistently applying all standards of practice but no safety concerns were noted. Three individuals demonstrated two or more professional standards that were not consistently applied to practice and a quality concern was raised requiring ongoing learning or improvement; these individuals were subsequently provided practice support. This is an increase from the previous year.

One non-clinical practice audit for those registrants who work in areas of management, education and or research but continue to use the title of “Physiotherapist” in their work was completed in 2020. While patient chart reviews are excluded from these audits, other relevant practice questions are included and modified for their own context of practice. By the end of 2020, 116 registrants have undergone a practice audit, 84 of whom (78%) were found to consistently meet all practice standards.

**COVID 19** – COVID 19 led to the exclusion of one cycle of audits due to the provincial orders activated in March 2020. The Practice Audits resumed in September 2020 with Council’s approval and all necessary precautions in place.

## Practice Support

The Practice Support component of the CCP was utilized in 2020 with three registrants, where the Continuing Competence Committee developed an individual learning and improvement plan based on the results of the Clinical Practice Audit. Within a few months, the requirements for the practice support of one registrant had been met, including a review of specific practice standards. The other two registrants remain active in their Practice Support program at the time of this report.

# 2020 Financial Statements

For the year ended December 31, 2020

## **COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA**

**Financial Statements**  
For the year ended December 31, 2020

# 2020 Financial Statements

## Financial Statements For the year ended December 31, 2020

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# 2020 Financial Statements



Tel.: 204 956 7200  
Fax.: 204 926 7201  
Toll Free: 800 268 3337  
www.bdo.ca

BDO Canada LLP  
201 Portage Avenue - 26<sup>th</sup> Floor  
Winnipeg MB R3B 3K6 Canada

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## Independent Auditor's Report

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**To the Members of the College of Physiotherapists of Manitoba**

### Opinion

We have audited the financial statements of the College of Physiotherapists of Manitoba (the College), which comprise the statement of financial position as at December 31, 2020, and the statement of changes in net assets, the statement of operations and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the College as at December 31, 2020, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

### Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the College in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Responsibilities of Management and Those Charged with Governance 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.

In preparing the financial statements, management is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the College or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the College's financial reporting process.

### Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

# 2020 Financial Statements



As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the College's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the College's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the College to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

*BDO Canada LLP*

Chartered Professional Accountants

Winnipeg, Manitoba  
March 22, 2021

# 2020 Financial Statements

## COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA Statement of Financial Position

As at December 31 2020 2019

### Assets

#### Current Assets

Cash and bank	\$ 89,518	\$ 17,673
Investments in mutual funds	467,724	445,413
Accounts receivable	-	650
	557,242	463,736

#### Security deposits

60,920 61,103

#### Property and equipment (Note 3)

183,344 205,830

#### Intangible assets (Note 4)

25,961 23,888

**\$ 827,467 \$ 754,557**

### Liabilities and Net Assets

#### Current Liabilities

Accounts payable and accrued liabilities	\$ 57,444	\$ 50,089
Current portion of obligation under capital lease (Note 5)	3,959	3,711
Deferred revenue from registration fees	62,600	60,800
	124,003	114,600

#### Obligation under capital lease (Note 5)

7,971 11,930

#### Lease inducement

130,000 143,000

#### Deferred rent payable

8,302 7,060

270,276 276,590

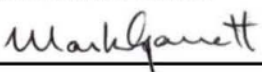
#### Commitment (Note 6)

#### Net Assets

Invested in capital assets	197,375	214,077
Unrestricted	359,816	263,890
	557,191	477,967

**\$ 827,467 \$ 754,557**

Approved on behalf of Council:

 \_\_\_\_\_ Chair

 \_\_\_\_\_ Vice-Chair

# 2020 Financial Statements

## COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA Statement of Changes in Net Assets

For the year ended December 31, 2020

	2020			2019
	Invested in Property and Equipment	Unrestricted	Total	Total
<b>Net assets</b> , beginning of year	\$ 214,077	\$ 263,890	\$ 477,967	\$ 421,471
<b>Excess (deficiency) of revenue over expenses for the year</b>	(28,025)	107,249	79,224	56,496
<b>Interfund Transfers</b>				
Acquisition of intangible assets	7,612	(7,612)	-	-
Lease payments	3,711	(3,711)	-	-
<b>Net assets</b> , end of year	\$ 197,375	\$ 359,816	\$ 557,191	\$ 477,967

# 2020 Financial Statements

## COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA Statement of Operations

For the year ended December 31	2020	2019
<b>Revenue</b>		
Registration fees	\$ 727,905	\$ 700,987
Investment income		
Realized	2,246	11,051
Unrealized gain	21,424	31,009
Other	38,720	16,276
	<b>790,295</b>	<b>759,323</b>
<b>Expenses</b>		
Administrative	38,046	39,881
Amortization	28,025	23,068
Bank and transaction fees	19,700	17,920
Insurance	3,475	3,431
Interest on capital lease	920	1,151
Meetings and conventions	2,578	4,815
Memberships and licenses	19,543	18,935
Office	33,437	22,379
Professional fees	65,357	56,720
Projects	7,757	10,302
Rent	100,029	100,025
Salaries and wages	386,344	357,889
Telecommunications	5,161	5,163
Training	699	2,856
Write-down of property, equipment and intangible assets	-	38,292
	<b>711,071</b>	<b>702,827</b>
<b>Excess of revenue over expenses for the year</b>	<b>\$ 79,224</b>	<b>\$ 56,496</b>



# 2020 Financial Statements

## COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA Statement of Cash Flows

For the year ended December 31	2020	2019
<b>Cash Flows from Operating Activities</b>		
Excess of revenue over expenses for the year	\$ 79,224	\$ 56,496
Adjustments for items not affecting cash		
Amortization	28,025	23,068
Write-down of property, equipment and intangible assets	-	38,292
Unrealized gain on investment income	(21,424)	(31,009)
Amortization of deferred lease inducement	(13,000)	(13,000)
	<u>72,825</u>	73,847
Changes in non-cash operating working capital balances		
Accounts receivable	650	(650)
Security deposits	183	(789)
Accounts payable and accrued liabilities	7,355	(2,057)
Deferred revenue from registration fees	1,800	2,970
Deferred rent payable	1,242	1,729
	<u>84,055</u>	75,050
<b>Cash Flows from Investing Activities</b>		
Investments acquired	(200,887)	(309,877)
Investment dispositions	200,000	250,000
Acquisition of intangible assets	(7,612)	(23,888)
	<u>(8,499)</u>	(83,765)
<b>Cash Flows from Financing Activities</b>		
Capital lease payments	(3,711)	(3,480)
<b>Net increase (decrease) in cash and bank during the year</b>	<b>71,845</b>	<b>(12,195)</b>
<b>Cash and cash equivalents, beginning of year</b>	<b>17,673</b>	<b>29,868</b>
<b>Cash and cash equivalents, end of year</b>	<b>\$ 89,518</b>	<b>\$ 17,673</b>

# 2020 Financial Statements

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## COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA Notes to Financial Statements

**For the year ended December 31, 2020**

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### 1. Nature of Operations

The College of Physiotherapists of Manitoba (the College) has as its mission to protect the public interest through regulation of physiotherapists in Manitoba. The Physiotherapists Act of the Province of Manitoba sets out the College's responsibilities.

The College is a not-for-profit organization exempt from taxes under the Income Tax Act.

### 2. Summary of Significant Accounting Policies

#### a. Basis of Accounting

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations ("ASNPO").

#### b. Revenue Recognition

The College follows the deferral method of accounting for contributions.

Registration fees revenue is recognized as revenue in the period that corresponds to the registration year to which they relate.

Investment revenue is recognized as revenue in the year earned and includes gains and losses resulting from changes in the fair market value of investments.

Other revenues are recognized in the year earned.

#### c. Cash and Cash Equivalents

Cash and cash equivalents consist of cash on hand and bank balances.

#### d. Property and Equipment

Property and equipment are stated at cost less accumulated amortization. Amortization is recorded beginning in the later of the month of acquisition or when the asset is available for use. Amortization based on the estimated useful life of the asset is calculated as follows:

Computer equipment		20% declining balance basis
Computer equipment under capital lease	5 years straight-line over the term of the lease	
Equipment		20% declining balance basis
Leasehold improvements	15 years straight-line over the term of the lease	

# 2020 Financial Statements

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## COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA Notes to Financial Statements

For the year ended December 31, 2020

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### 2. Summary of Significant Accounting Policies (continued)

e. Intangible Assets

Intangible assets consist of computer software. Intangible assets are stated at cost less accumulated amortization. Amortization is recorded beginning in the later of the month of acquisition or when the asset is available for use. Amortization based on estimated useful life of the asset is calculated on a straight-line basis over a 5-year period.

f. 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 difficulty in determining their fair value.

g. Rent

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

h. Financial Instruments

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at cost or amortized cost less impairment, if applicable. Financial assets are tested for impairment when changes in circumstances indicate the asset could be impaired. Transaction costs from the acquisition, sale or issue of financial instruments are expensed for those items remeasured at fair value at each balance sheet date and charged to the financial instrument for those measured at amortized cost.

i. Use of Estimates

The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements, and the reported amounts of revenue and expenses during the reporting period. Significant estimates included in these financial statements are the estimate of useful lives of property and equipment and intangible assets for calculating amortization. Actual results could differ from management's best estimates as additional information becomes available in the future.

# 2020 Financial Statements

## COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA Notes to Financial Statements

For the year ended December 31, 2020

### 3. Property and Equipment

	2020			2019		
	Cost	Accumulated Amortization	Net Book Value	Cost	Accumulated Amortization	Net Book Value
Computer equipment	\$ 2,666	\$ 1,260	\$ 1,406	\$ 2,666	\$ 909	\$ 1,757
Computer equipment under capital lease	19,680	7,872	11,808	19,680	3,936	15,744
Equipment	86,605	78,706	7,899	86,605	76,731	9,874
Leasehold improvements	241,797	79,566	162,231	241,797	63,342	178,455
	<b>\$ 350,748</b>	<b>\$ 167,404</b>	<b>\$ 183,344</b>	<b>\$ 350,748</b>	<b>\$ 144,918</b>	<b>\$ 205,830</b>

### 4. Intangible Assets

	2020			2019		
	Cost	Accumulated Amortization	Net Book Value	Cost	Accumulated Amortization	Net Book Value
Computer software	\$ 31,500	\$ 5,539	\$ 25,961	\$ 23,888	\$ -	\$ 23,888

### 5. Obligation Under Capital Lease

	2020	2019
RCAP Leasing capital lease, contract with server equipment pledged as security, repayable in monthly installments of \$386 including interest at 7.57% per annum with a maturity in October 2023 and a buyout of \$10 at maturity.	\$ 11,930	\$ 15,641
Less amount due within one year included in current liabilities	<b>3,959</b>	3,711
	<b>\$ 7,971</b>	\$ 11,930

The future minimum lease payments for the next three years are as follows:

2021	\$ 3,959
2022	4,228
2023	3,743
	<b>\$ 11,930</b>

# 2020 Financial Statements

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## COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA Notes to Financial Statements

For the year ended December 31, 2020

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### 6. Commitment

The College has entered into an agreement to lease its premises expiring November 2030. The minimum annual lease payments for the next five years are as follows:

2021	\$	84,513
2022		84,513
2023		84,513
2024		84,513
2025		83,970

### 7. Financial Instrument Risk Management

The College, through its financial assets and liabilities, is exposed to various risks in the normal course of operations. The College's objective in risk management is to optimize the risk return trade-off, within set limits, by applying integrated risk management and control strategies, policies and procedures throughout the College's activities. The following analysis provides a measurement of those risks.

#### Credit Risk

Credit risk is the risk that the College will incur a loss due to the failure by its debtors to meet their contractual obligations. Financial instruments that potentially subject the College to significant concentrations of credit risk consist primarily of cash and cash equivalents, receivables and investments. The College is not exposed to significant credit risk as cash and cash equivalents are held in operating accounts, receivables are typically paid when due, and investments are in mutual funds which are diversified.

#### Liquidity Risk

Liquidity risk is the risk that the College will not be able to meet its obligations as they fall due. The College maintains adequate levels of working capital to ensure all its obligations can be met when they fall due by maintaining a portion of its investments in highly liquid investments.

#### Market Risk

Market risk is the risk that the value of an investment will fluctuate as a result of changes in market prices, whether those changes are caused by factors specific to the individual investment or factors affecting all securities traded in the market. The College is exposed to market risk and follows its investment policy to monitor the investments in an effort to safeguard against market fluctuations.

# 2020 Financial Statements

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## COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA Notes to Financial Statements

**For the year ended December 31, 2020**

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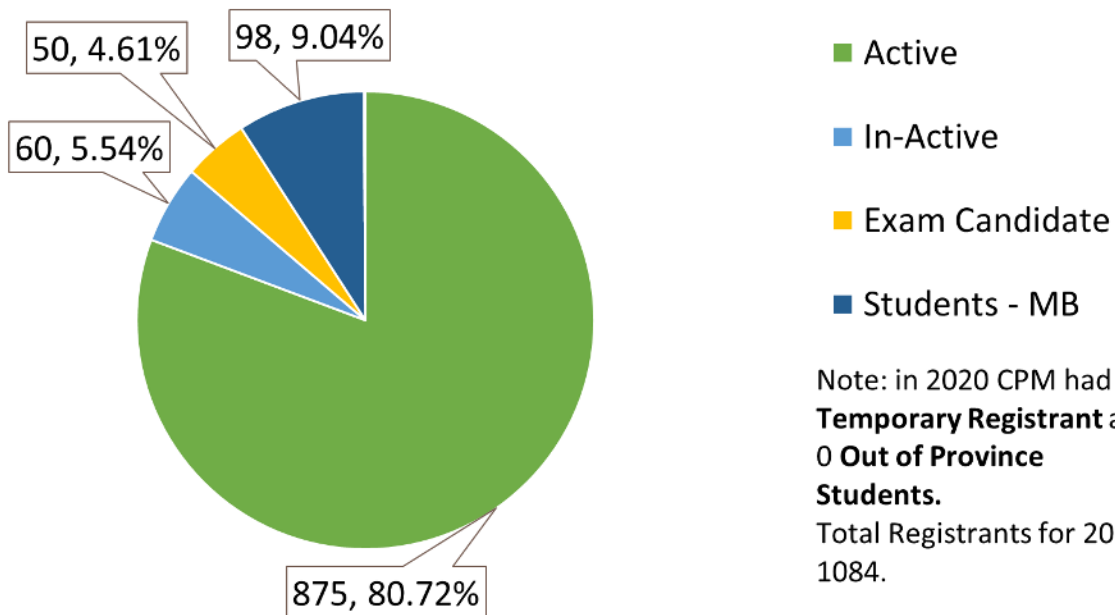
### **8. Uncertainty Due to COVID-19 Issue**

On March 13, 2020, the World Health Organization declared COVID-19 a global pandemic. This has had adverse impacts in Canada and on the global economy. As this continues, there could be further impact on the College. Council is actively monitoring the effect on the College's financial condition, liquidity and operations. Given the daily evolution of the pandemic and global responses to curb its spread, the College is not able to estimate fully the effects at this time.

# Registration Statistics

*As of December 31, 2020*

## REGISTRATION STATUS



Note: in 2020 CPM had 1 **Temporary Registrant** and 0 **Out of Province Students**.  
Total Registrants for 2020 = 1084.

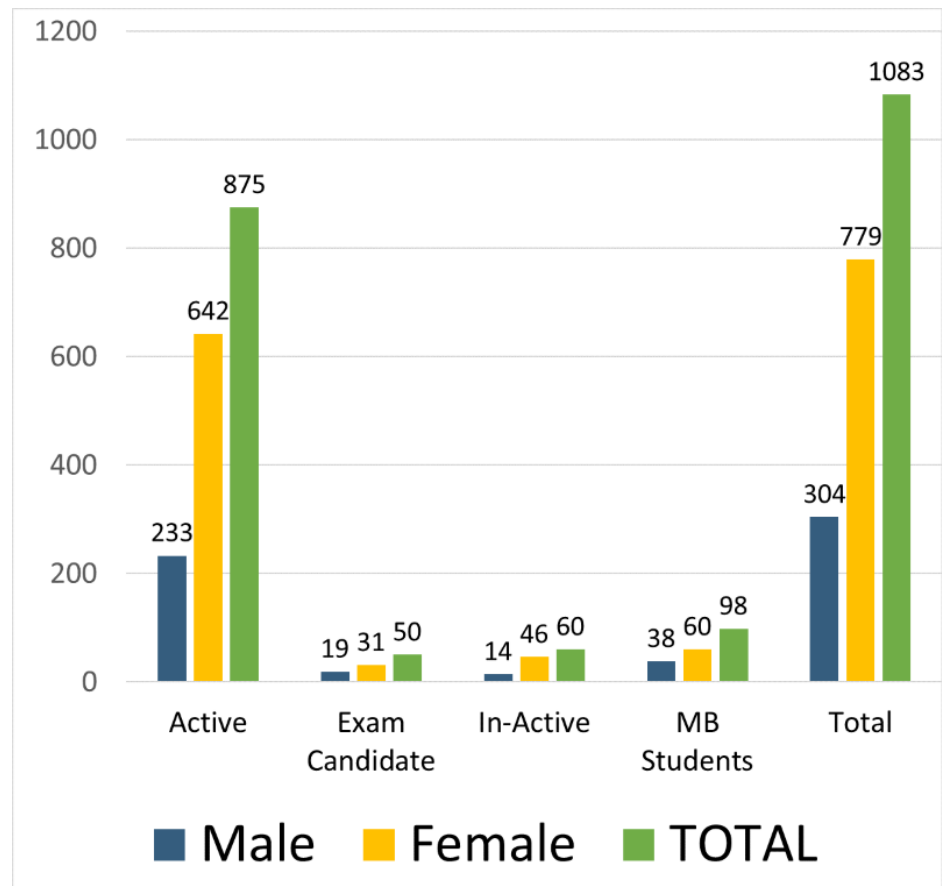
## NEW REGISTRATIONS AND NON-RENEWALS

<i>New Registrants Educated in Manitoba</i>	<b>39</b>
<i>New Registrants Educated in other Canadian Provinces</i>	5
<i>New Registrants Internationally Educated</i>	5
<b>TOTAL NUMBER OF NEW REGISTRANTS 2020</b>	<b>49</b>
<i>Number of Registrants that Did Not Renew</i>	<b>43</b>
<i>Total Number of Re-Registrants</i>	5
<i>First Year Students</i>	49
<b>NET GAIN</b>	<b>60</b>

# Registration Statistics

*As of December 31, 2020*

## MALE/ FEMALE DISTRIBUTION



## REGISTRANTS BY AGE GROUP

Age	Active			In-active			Exam Candidates		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
20-24	0	2	2	0	0	0	1	4	5
25-34	87	204	291	3	28	31	18	23	41
35-44	59	225	284	5	8	13	0	4	4
45-54	44	107	151	2	4	6	0	0	0
55-64	35	80	115	2	5	7	0	0	0
65+	8	24	32	2	1	3	0	0	0
<b>TOTAL</b>	<b>233</b>	<b>642</b>	<b>875</b>	<b>14</b>	<b>46</b>	<b>60</b>	<b>19</b>	<b>31</b>	<b>50</b>



# Registration Statistics

*As of December 31, 2020*

## ENTRY LEVEL PHYSIOTHERAPY EDUCATION CREDENTIALS

	<b>Active</b>			<b>In-active</b>		
	<i>Male</i>	<i>Female</i>	<b>Total</b>	<i>Male</i>	<i>Female</i>	<b>Total</b>
<i>PT Diploma</i>	8	25	<b>33</b>	2	2	<b>4</b>
<i>Baccalaureate Degree</i>	146	460	<b>606</b>	9	26	<b>35</b>
<i>PT Masters</i>	79	156	<b>235</b>	3	18	<b>21</b>
<i>PT PhD</i>	0	1	<b>1</b>	0	0	<b>0</b>
<b>TOTAL</b>	<b>233</b>	<b>642</b>	<b>875</b>	<b>14</b>	<b>46</b>	<b>60</b>

## POST ENTRY LEVEL PHYSIOTHERAPY EDUCATION CREDENTIALS

	<b>Active</b>			<b>In-active</b>		
	<i>Male</i>	<i>Female</i>	<b>Total</b>	<i>Male</i>	<i>Female</i>	<b>Total</b>
<i>Baccalaureate Degree</i>	13	53	<b>66</b>	0	0	<b>0</b>
<i>PT Masters</i>	9	16	<b>25</b>	0	0	<b>0</b>
<i>PT PhD</i>	0	0	<b>0</b>	0	0	<b>0</b>
<b>TOTAL</b>	<b>22</b>	<b>69</b>	<b>91</b>	<b>0</b>	<b>0</b>	<b>0</b>

## NEW REGISTRANTS, EDUCATED OUTSIDE MANITOBA

<i>Province</i>	<i>Male</i>	<i>Female</i>	<b>TOTAL</b>
<i>Quebec</i>	0	1	<b>1</b>
<i>Saskatchewan</i>	0	1	<b>1</b>
<i>Alberta</i>	0	2	<b>2</b>
<i>Nova Scotia</i>	1	0	<b>1</b>
<b>TOTAL</b>	<b>1</b>	<b>4</b>	<b>5</b>

# Registration Statistics

*As of December 31, 2020*

## NEW REGISTRANTS, INTERNATIONALLY EDUCATED

<i>Country</i>	<i>Male</i>	<i>Female</i>	<b>TOTAL</b>
<i>Philippines</i>	0	1	<b>1</b>
<i>India</i>	1	1	<b>2</b>
<i>United Kingdom</i>	1	0	<b>1</b>
<i>Nigeria</i>	0	1	<b>1</b>
<b>TOTAL</b>	<b>2</b>	<b>3</b>	<b>5</b>

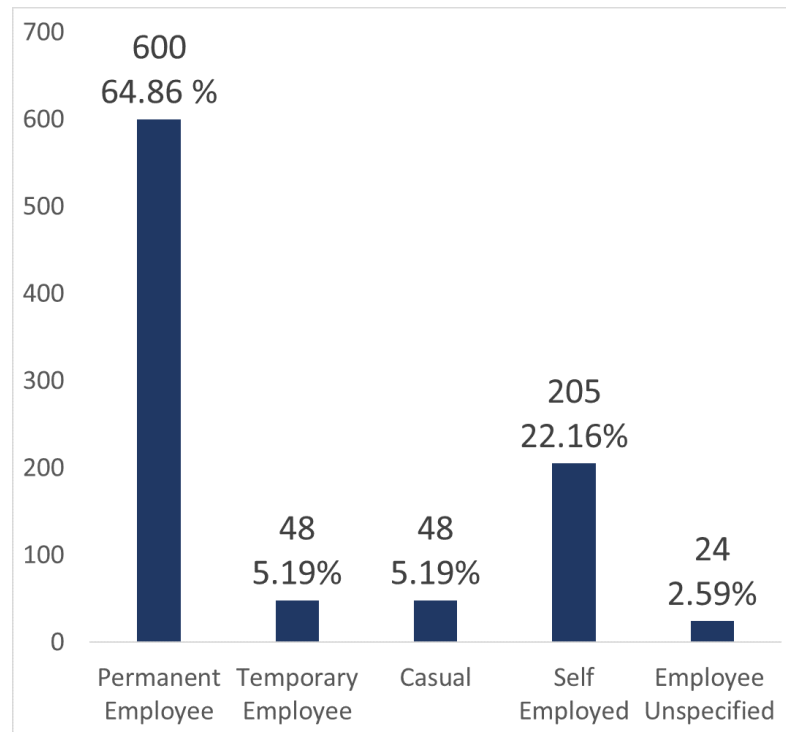
## ACTIVE AND EXAM CANDIDATE REGISTRANTS, INTERNATIONALLY EDUCATED

<b>Country</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>Argentina</b>	0	1	<b>1</b>
<b>Australia</b>	2	3	<b>5</b>
<b>Belgium</b>	1	0	<b>1</b>
<b>Brazil</b>	0	1	<b>1</b>
<b>Colombia</b>	0	1	<b>1</b>
<b>Hong Kong</b>	1	0	<b>1</b>
<b>India</b>	5	5	<b>10</b>
<b>Nigeria</b>	1	1	<b>2</b>
<b>Philippines</b>	1	7	<b>8</b>
<b>South Africa</b>	0	3	<b>3</b>
<b>United Kingdom</b>	1	5	<b>6</b>
<b>United States</b>	0	2	<b>2</b>
<b>TOTAL</b>	<b>12</b>	<b>29</b>	<b>41</b>

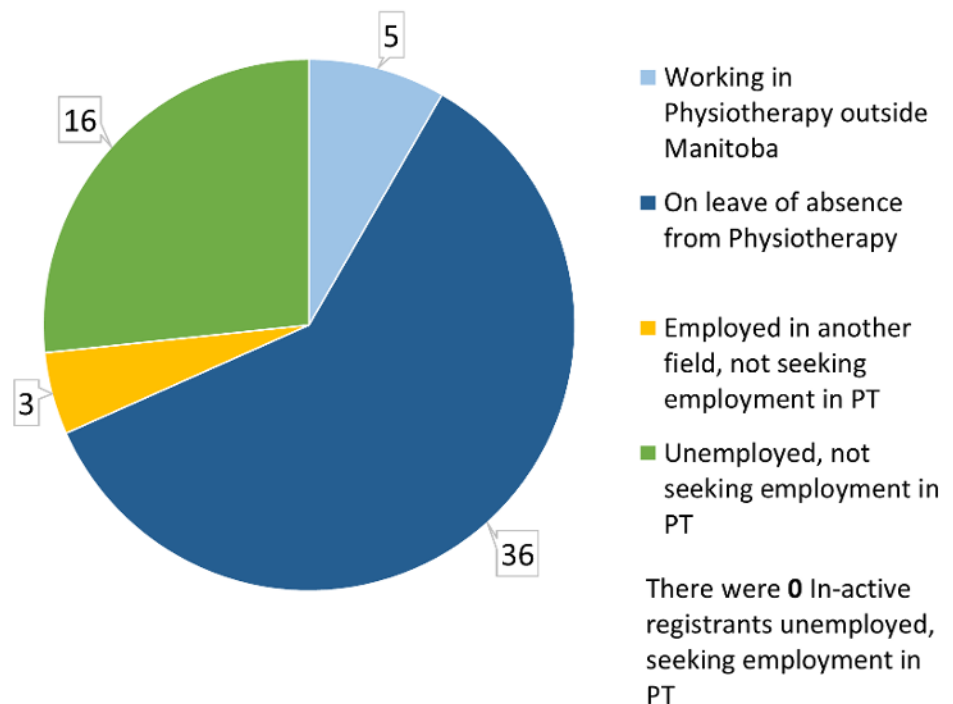
# Registration Statistics

*As of December 31, 2020*

## EMPLOYMENT STATUS, ACTIVE AND EXAM CANDIDATE



## STATUS OF INACTIVE REGISTRANTS



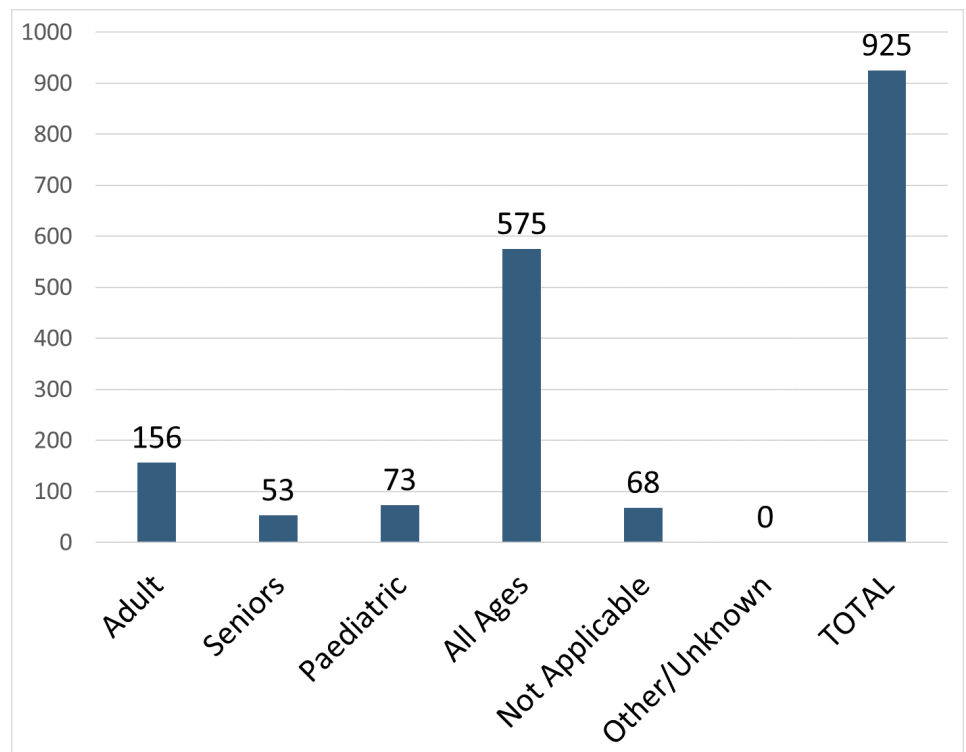
# Registration Statistics

*As of December 31, 2020*

## FOCUS OF PRACTICE, ACTIVE AND EXAM CANDIDATES

<i>Clinical Focus on Musculoskeletal System</i>	<b>463</b>
<i>Clinical Focus on Neurological System</i>	<b>39</b>
<i>Clinical Focus on Cardio Vascular &amp; Respiratory System</i>	<b>16</b>
<i>Clinical Focus on Skin &amp; Related Structures</i>	<b>1</b>
<i>Clinical Focus on more than one System</i>	<b>323</b>
<i>Non-Clinical Focus</i>	<b>29</b>
<i>Not Applicable</i>	<b>54</b>
<i>Unknown</i>	<b>0</b>
<b>TOTAL</b>	<b>925</b>

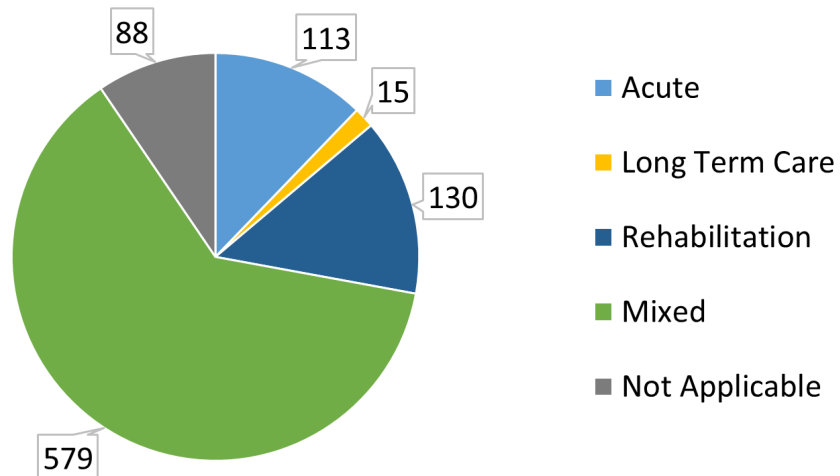
## CATEGORY OF PATIENTS, ACTIVE AND EXAM CANDIDATES



# Registration Statistics

*As of December 31, 2020*

## 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	9	24	33	Post Secondary Institution	4	20	24
Association/Government/Para-Government	14	54	68	School or School Board	0	12	12
Community Health Centre	8	40	48	Professional Practice	143	258	401
General Hospital	59	167	226	Visiting Agency	0	5	5
Mental Health Hospital/Facility	1	1	2	Other	0	8	8
Rehabilitation Hospital/Facility	12	75	87	Not Applicable	1	3	4
Residential Care Facility	1	6	7				
	<b>TOTAL</b>		<b>471</b>		<b>TOTAL</b>		<b>454</b>
						<b>GRAND TOTAL</b>	<b>925</b>

# Registration Statistics

*As of December 31, 2020*

## AREA OF PRACTICE, ACTIVE AND EXAM CANDIDATE

<i>Area of Practice</i>	<i>M</i>	<i>F</i>	<i>TOTAL</i>
<i>Administration</i>	4	19	23
<i>Amputations</i>	2	0	2
<i>Burns and Wound Management</i>	1	0	1
<i>Cardiology</i>	0	7	7
<i>Client Services Management</i>	0	5	5
<i>Consultant</i>	6	10	16
<i>Continuing Education</i>	0	1	1
<i>Covid Related Activities</i>	0	5	5
<i>Critical Care</i>	2	2	4
<i>Direct Patient Care</i>	9	51	60
<i>Ergonomics</i>	0	3	3
<i>General Practice</i>	101	246	347
<i>Gerontology</i>	3	17	20
<i>Health Promotion and Wellness</i>	0	4	4
<i>Home Care</i>	3	10	13
<i>Mental Health</i>	1	0	1
<i>Neurology</i>	9	28	37
<i>Oncology</i>	0	2	2
<i>Orthopedics</i>	97	194	291
<i>Other Area of Direct Service</i>	1	5	6
<i>Other Education</i>	0	1	1
<i>Other Area of Practice</i>	4	6	10
<i>Palliative Care</i>	0	0	0
<i>Perineal</i>	0	4	4
<i>Plastics</i>	1	3	4
<i>Return to Work Rehabilitation</i>	0	3	3
<i>Research</i>	1	8	9
<i>Respirology</i>	0	6	6
<i>Rheumatology</i>	0	0	0
<i>Sports Medicine</i>	4	6	10
<i>Teaching: Physiotherapy Related</i>	3	15	18
<i>Vestibular Rehab</i>	0	3	3
<i>Woman's Health</i>	0	9	9
<i>Not Applicable</i>	0	0	0
<i>Unknown</i>	0	0	0
<b>TOTAL</b>	<b>252</b>	<b>673</b>	<b>925</b>

# Registration Statistics

*As of December 31, 2020*

## GEOGRAPHICAL STATISTICS

<i>Region (Manitoba)</i>	<i>Active and Exam Candidate</i>			<i>In-active</i>		
	<b>M</b>	<b>F</b>	<b>TOTAL</b>	<b>M</b>	<b>F</b>	<b>TOTAL</b>
<i>Interlake-Eastern</i>	15	52	<b>67</b>	1	4	<b>5</b>
<i>Northern</i>	1	7	<b>8</b>	0	0	<b>0</b>
<i>Prairie Mountain Health</i>	21	62	<b>83</b>	0	4	<b>4</b>
<i>Southern Health/ Santé Sud</i>	23	78	<b>101</b>	1	8	<b>9</b>
<i>Winnipeg</i>	191	472	<b>663</b>	9	22	<b>31</b>
<b>TOTAL</b>	<b>251</b>	<b>671</b>	<b>922</b>	<b>11</b>	<b>38</b>	<b>49</b>
<b>Out of Province</b>						
<i>Alberta</i>	0	1	<b>1</b>	0	0	<b>0</b>
<i>British Columbia</i>	0	1	<b>1</b>	0	1	<b>1</b>
<i>Ontario</i>	0	0	<b>0</b>	0	1	<b>1</b>
<i>Saskatchewan</i>	0	0	<b>0</b>	1	1	<b>2</b>
<i>Northwest Territories</i>	1	0	<b>1</b>	0	0	<b>0</b>
<b>TOTAL</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>4</b>
<b>Out of Country</b>						
<i>Bermuda</i>	0	0	<b>0</b>	0	1	<b>1</b>
<i>Cayman Islands</i>	0	0	<b>0</b>	0	1	<b>1</b>
<i>New Zealand</i>	0	0	<b>0</b>	1	0	<b>1</b>
<i>United States</i>	0	0	<b>0</b>	1	3	<b>4</b>
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>
<b>GRAND TOTAL</b>	<b>252</b>	<b>673</b>	<b>925</b>	<b>0</b>	<b>0</b>	<b>60</b>

# CPM Committees

## *Thank You to Our Volunteers*

### *Board of Assessors*

**Committee Mandate:**

- i. To consider and decide on applications for registration where the Registrar may have concerns or questions of eligibility.
- ii. To review and make recommendations to the Council on matters pertaining to physiotherapy education programs.

**Committee Members:**

Brenda Tittlemier (Chair), Candice Tremblay, Kayla Adriaansen, Bernard Lesk, Maureen Morrison (Public Member), Laura Matlashewski (Government Appointed Public Member), Kelly Myskiw, and Brenda McKechnie.

### *Complaints Committee*

**Committee Mandate:**

To review written complaints against registered Physiotherapists.

**Committee Members:**

Kelli Berzuk (Chair), Larry Brandt (Government Appointed Public Member), Carol Ellerbeck (Public Member), Evelyn Lightly, Jasmine Thorsteinson, Debra Suderman, Kim Shaw, Kayla Harold (Government Appointed Public Member), Val Wright, and Kathy Johnson.

### *AGM Committee*

Amelia Sedor (Chair), Leslie Wilder (Public Member), and Brenda McKechnie.

### *Finance Committee*

Janis Lumsden (Council Treasurer) and Brenda McKechnie.

### *Legislative Committee*

**Committee Mandate:**

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

**Committee Members:**

Ken Grove (Chair), Maria Froese, Jaclyn Rempel, Lisa Baldwinson, Rebecca Cohen, Tryna Degagne, Madeline Lengyel (Student Member), Derek Purvis, Moni Fricke and Brenda McKechnie.



# CPM Committees

## *Thank You to Our Volunteers*

### *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:**

Laura Harder (Chair), Doug Treloar, Ray Hoensen (Public Member), Alyssa McAllister, and Heather Kattenfeld.

### *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, Alexandra De Vries, Yvonne DeCaire, Tracy Dreger, Kristy Fisher, Jennifer Forbes, Lynda Loucks, Carly McLeod, Mylene Steiman, Maggie Wallin, Resa Wan and Heather Kattenfeld.

### *Special Projects Committee*

Elizabeth Hammond, Shayla Heidinger, and Shauna Martin.

### *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, Dona Watts-Hutchings, Jamie Wheaton, Sarah Conci, Renée Plante, Caleb Smith, and Brenda McKechnie.

# CPM Committees

## *Thank You to Our Volunteers*

### *Governance and Nomination Committee*

#### **Committee Mandate:**

To consider and enhance the functioning of the CPM Council, its committees and working groups in relation to monitoring and reviewing governance policies, committee structure and terms of reference as well as managing Council and committee orientation, development and evaluation. The Committee is also responsible for seeking nominations to Council and committees of CPM and for overseeing the election process.

**Committee Members:** Susan Bowman (Chair), Jackie Ogloza, D'Arcy Bain, and Jennifer Billeck.

### *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 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 (Outgoing Chair), Monique Wichenko (Current Chair), Anna Dimarco, Catherine Christie, Mayur Nankar, Suzanne Dyck, Kinsley Wojnarski, Michelle Elgar, Dhaval Desai, Cara Windle, and Brenda McKechnie.

### *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, Darlene Gerior (Government Appointed Public Member), Alix Kravetsky (Government Appointed Public Member), Rolland Lavallée, Murray MacHutchon, Gil Magne, Sam Steinfeld, Darlene West (Government Appointed Public Member) and Anyue Wong.

# *AGENTS OF THE COLLEGE*

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

Heather Martin-Brown  
*Investigator*

Pamela Shymko  
*Investigator*

Carol Rempel  
*Comptroller, Carol Rempel Accounting (January -March)*

Shauna Martin  
*Policy Writer*

# *COLLEGE STAFF*

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Brenda McKechnie  
Registrar/Executive Director

Jennifer Billeck  
Deputy Registrar

Heather Kattenfeld  
Continuing Competence Coordinator

Kathy Johnson  
Complaints Coordinator

Christie Lamy  
Executive Assistant

Cheryl Saranchuk  
Administrative Assistant

Dr. Moni Fricke  
Support to Legislative Committee

# COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA

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1465A Pembina Highway  
Winnipeg, Manitoba R3T 2C5

(204) 287-8502

[www.manitobaphysio.com](http://www.manitobaphysio.com)