



2021 ANNUAL REPORT

Excitement and Change



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 D'Arcy Bain,
Chair of Council

The themes for the last three years of Chair's message have been

- 2018 "Professional is not a label you give yourself - it is a description that you hope others will apply to you" Co-Chairs Susan Bowman and Mark Garrett
- 2019 "Wishing for a calmer more settling time as we started to deal with the pandemic" Vice Chair Janis Lumsden
- 2020 "We are all in this together" M. Garrett

My term as Chair has been very eventful. Through the pandemic, the Registrar, office staff, and Council were faced with significant work and fallout directly related to the pandemic on top of having to handle all those daily activities that keep the College vigilant in protecting the public and guide physiotherapists with registration and practice inquiries.

We continued to lobby the Government of Manitoba for changes to the Physiotherapists Regulation, which tied CPM directly to the Physiotherapy Competency Examination of the Canadian Alliance of Physiotherapy Regulators. Our concerns were finally heard following the September 2021 cancellation of the clinical component of the PCE and approval was given to make the amendment to the Regulations towards the end of the year.

In December, we held the 2nd Special Meeting in the history of CPM to discuss the exam cancellation and future plans with the membership. The Board of Assessors devised the sustainable plan to have a 'residency' program to replace the clinical exam

MESSAGE FROM THE CHAIR OF COUNCIL continued

and this process is still being fine-tuned as we proceed to license new grads in a case-by-case individualized process.

All these events are enough for several life cycles of a Registrar in any College. Enough to force retirement for some. Through this all, our Registrar agreed to extend her date of retirement until May and continues to guide us through Legislative change coming to a head after 10 years of committee work, hiring part time staff to deal with Complaints and Practice Guidance in a timely manner and oversee strong committee leadership of all the 60 or so volunteers. She is planning for her retirement and not abandoning any facet of what she has captained for the last 33 years. Thank you, Brenda, for your professionalism and unselfish use of your time for the profession and the public.

The theme for the next three years will be "excitement and change". We ask yearly for volunteers to represent public practice and private practice from both the rural and Winnipeg areas. If you want to be part of an historic time for the physiotherapy profession in Manitoba this is one of the greatest opportunities.

COUNCIL 2021



D'Arcy Bain, Chair



Dr. Kelli Berzuk



Tricia Fisher



Janis Lumsden



Carly Proctor



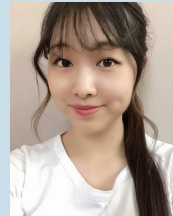
Amelia Hansen



Joan Todd



Kyle Bergen



Chelsea Zhu



Hayley Ward

Not pictured: Leslie Wilder, Kim Stephens

CHAIR OF COUNCIL

D'Arcy Bain

ELECTED REPRESENTATIVES

Dr. Kelli Berzuk, Tricia Fisher, Janis Lumsden,
Carly Proctor, Amelia Hansen

PUBLIC MEMBERS

Kim Stephens (CPM Public Member), Joan Todd
(CPM Public Member), Leslie Wilder (CPM Public
Member)

STUDENT MEMBERS

Kyle Bergen (Outgoing MPT 2), Chelsea Zhu (MPT 2),
Hayley Ward (MPT 1)

REGISTRAR'S REPORT

Respectfully Submitted By Brenda McKechnie,
Registrar and Executive Director

Who would have ever thought that we would be still dealing with the COVID 19 pandemic two years after it started? At the time of writing this, we are already into year three!

During the 2021 year, CPM produced eight Bulletins to provide registrants with information about changes to Public Health Orders, or updates on policy and procedure from Shared Health or Manitoba Health. For example, in January, Public Health Orders were signed to permit Physiotherapists (and other health care providers), who had additional training, to provide vaccinations to the public. A number of physiotherapists took the extra training. We even had some physiotherapists come out of retirement to join the ranks of vaccinators. Thank you to those registrants who participated in this activity!

A number of physiotherapists were seconded or redeployed to work in other areas during 2021. Models of Care was a special designation whereby physiotherapists and others, assisted nursing staff, who were becoming "burned out" from the stress of working overtime and dealing with very ill COVID 19 patients. CPM recognizes those physiotherapists who worked in these areas to make the health care system run better.

Private practice physiotherapy clinics also took a toll from COVID 19 with capacity restrictions, PPE requirements etc. These were challenging times for the entire profession and each one of us individually.

However, the most significant issue that CPM had to deal with in 2021 was the cancellation of the Physiotherapy Competency Examination (PCE) clinical component. While the Canadian Alliance of Physiotherapy Regulators (CAPR), the organization which runs the examination, attempted to pivot to a virtual examination, the result was that twice in 2021, the virtual exam failed, in March and September. In September, CAPR announced that they could not produce a clinical examination and each province would have to find its own solution. For some provinces, this created a huge backlog of candidates who were now in limbo without being able to finish the PCE.

CPM discussed the issue with Manitoba Health who encouraged CPM to use a Regulation that recognizes "prior learning and experience". This allowed CPM to clear our backlog of about 35 registrants who had been working under supervision, for anywhere from 18 to 24 months. The Board of Assessors (the CPM registration committee) was able to clear the backlog in October, 2021. With the backlog cleared, the Board of Assessors then set their sights on developing criteria for newer graduates. The criteria selected was based on a

REGISTRAR'S REPORT CONTINUED

similar approach taken by several other provinces and also based on evidence that supports the theory of consolidating learning with experience. Basically, the requirement of having a one year “residency or internship” with a minimum of 1200 practice hours was chosen. This was an unprecedented year for the Board of Assessors in having to deal with these registration issues and the Council and membership is truly appreciative of the stress, work and accomplishments of this very dedicated group of CPM members and public members.

The cancellation of the PCE also caused a huge backlash from the physiotherapy community as well as the people affected by the cancellation, including domestically educated physiotherapists and internationally educated physiotherapists. The pressure was particularly aimed at CAPR but was also felt by all the regulators across Canada. There was much discourse and misinformation spread by numerous parties, especially on social media. This was a very low point in the history of the profession due to the dividedness of the profession.

Despite these negative influences, Council and CPM carried on with the activities of running a regulatory college, ensuring that our mandate to protect the public interest was at the heart of everything CPM and Council discussed and directed.

During 2021, the need to hire someone to provide practice advice became a priority to take the load off office staff and to handle these inquiries more efficiently. Lynda Loucks was hired to be the Practice Advisor. Council also decided that updating and developing policy needed to be handled differently. CPM now is relying on our Policy Writer, Shauna Martin, to work with committees and focus groups, to develop policy and Practice Directions for the College. The Practice Advisor and Policy writer will begin collaborating closer in the future to make advice and direction to the registrants more effective and efficient.

In November, CPM Council received a request from the Manitoba Physiotherapy Association along with a petition of names, to hold a Special Meeting about the cancellation of the clinical examination and several other things. The meeting was held on December 11th and attended by about 113 registrants (82 Active Practice, 11 Inactive, 18 Exam Candidates and 2 Students).

In 2021, the College asked the Legislative Unit of Manitoba Health to amend the Regulations to change the definition of “examination” in the Regulations. The definition referred to the examination held by CAPR which included 2 parts, the multiple choice component as well as the clinical component. The Government approved the change, following an electronic vote by members, held before Christmas. At the same time, the Legislative Unit notified CPM that we were selected to come under the *Regulated Health*

REGISTRAR'S REPORT CONTINUED

Professions Act in the next round of professions. While the Legislative Committee had been working on new regulations for a few years, they stepped up the process under the direction of Dr. Moni Fricke, in preparation for some intense consultation with Manitoba Health for the upcoming year.

The Governance and Nominations Committee (GNC) was also very busy during 2021 to update and develop College operational policies as well as to ensure that committees had the right number of registrants on them, representing all areas of practice including both rural and urban representation as well as being aware of the representation of cultural diversity. The GNC also produces an annual survey for Council members to evaluate and improve the work and meetings of Council.

The Complaints Committee report can be found elsewhere within this Annual Report. The Inquiry Committee did not meet in 2021.

The Continuing Competence Committee and Evaluation Committee have been hard at work to review and upgrade the continuing competence program during 2021. Significant changes were made to the program. Please see their report elsewhere in this Annual Report.

The Ethics Committee is a devoted, hardworking group of people who have a dedicated vision of good ethical behaviour for the profession. They have worked diligently all year to bring registrants case studies and information that pertain to best practice in ethical behaviour in the CPM newsletter, "In Touch".

The CPM office has been closed to the public during 2021. Staff are working from home. Working from home has taught us ways to do things differently. All Council and committee meetings are conducted by ZOOM, including staff meetings. The Registrar thanks the staff of CPM for pivoting to meet the new ways of conducting business, in the absence of our regular social interaction. It has been challenging at times.

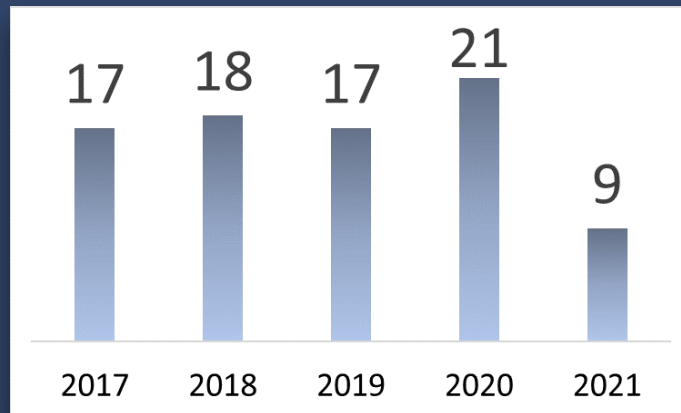
The Registrar announced her intention in June of 2021, to retire from the position of Registrar/Executive Director in early 2022. It has been a "good ride"! Council spent the latter half of 2021 determining the recruitment strategy to fill this position and chose to go with a recruiting company to assist them. A new incumbent will be announced in 2022.

On a final note, I would like to thank members of the profession, current and retired, who have held their position as a physiotherapist in the highest standing and made the profession proud. The public values the work you do, your professional attitude and the accomplishments you make for each and every client/patient. Thank you for making the profession so well respected among the public, and the health care system. Please continue to be this dedicated, hard working profession for the future.

COMPLAINTS COMMITTEE REPORT

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

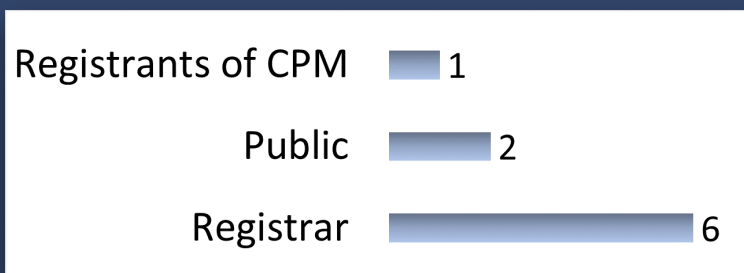
NUMBER OF COMPLAINTS RECEIVED BY CPM, BY YEAR



TYPES OF NEW COMPLAINTS RECEIVED IN 2021

- Lack of informed consent, poor record-keeping, communication issues.
- Professional liability insurance lapses.
- Breach of professional boundaries.
- Exam Candidate working without supervision.
- Unethical management with respect to the COVID-19 pandemic.

COMPLAINTS REFERRED BY



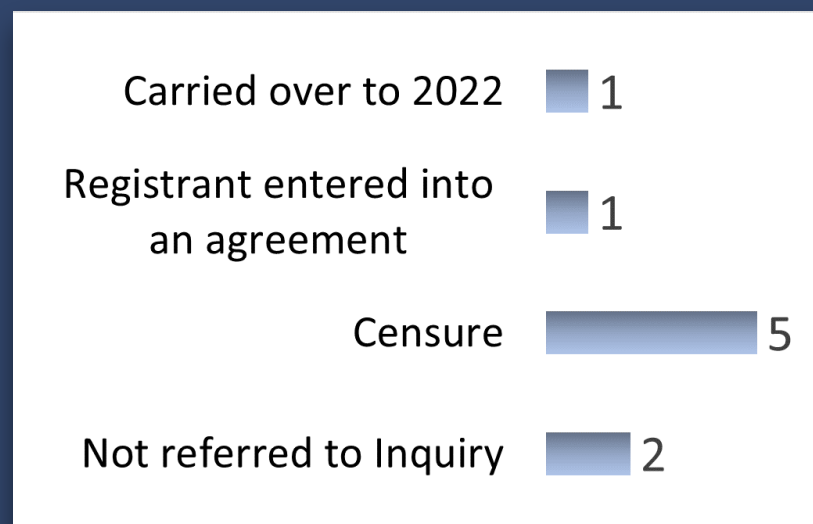
COMPLAINTS COMMITTEE REPORT

CONTINUED

COMPLAINT DISPOSITIONS IN 2021

- No complaints were referred to the Inquiry Committee.
- One complaint received in December 2020 was withdrawn by the complainant in January 2021.
- Complaints resolved by Complaints Committee in 2021: 8
 - 1 complaint carried over to 2022 for decision regarding disposition.

OUTCOMES OF COMPLAINTS RESOLVED BY THE COMPLAINTS COMMITTEE IN 2021



CONTINUING COMPETENCE COMMITTEE REPORT

Respectfully Submitted By Heather Kattenfeld, Coordinator, Continuing Competency Program and Kristy Fisher, Current 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 has been in place since 2010. This arm of the Continuing Competency Program traditionally consisted of registrants identifying two professional learning goals for the coming year and reflecting on their learning outcomes the following year. The Practice Reflection process underwent changes based on the 5-year Continuing Competency Program Review completed in 2020. The change led to an amalgamation of the previous Learning Goals and Accomplishment Statements into one retrospective reflective piece referred to as a Practice Reflection Submission. All registrants of CPM are encouraged to participate annually in the Practice Reflection arm of the Continuing Competency Program, while 20% of registrants will be requested to submit their Practice Reflection Submissions electronically for peer review as was done with the previous process. In 2021, 84% 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 2021

Due to the changes to the Continuing Competency Program based on the 2020 review, no registrants were selected to submit their Practice Reflection Submission for renewal in

CONTINUING COMPETENCE COMMITTEE REPORT

CONTINUED

2021. The expected timeline for these changes will have a Pilot of the new form planned for early 2022. As these changes were in process, as well as taking into consideration the effects of the global pandemic, it was felt that starting fresh with the new form for trial in 2022 and final roll out in 2023, leaving the 2021 year without selection, was the best plan. The final version of the form and Practice Reflection process was approved by Council in June 2021. A smaller pilot selecting from Council members, various CPM committee members and CPM staff was completed in September 2021. With input and feedback from the evaluators and participants, final changes were made to the evaluation and submission process. All changes were reviewed with and approved by the Continuing Competence Evaluation Committee and the Continuing Competence Committee.

Practice Audit

The Practice Audit component of the CCP continued its implementation in 2021 with the practice audits of 23 individuals, 12 (52%) of whom provided evidence of consistently meeting all practice standards of the College; and 9 of whom were identified as not consistently applying all standards of practice but no safety concerns were noted. Two 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.

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 2021. 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 2021, 139 registrants have undergone a practice audit, 96 of whom (72.4%) were found to consistently meet all practice standards.

COVID 19 – COVID 19 did not limit the Practice Audit process in 2021. The Practice Audits were able to continue with all safety measures in place and the option of a virtual audit or virtual audit discussion when required or requested.

Practice Support

The Practice Support component of the CCP was utilized in 2021 with two registrants, where the Continuing Competence Committee developed an individual learning and improvement plan based on the results of the Clinical Practice Audit. Both Practice Support programs were completed shortly after the review and input from the Continuing Competence Committee was provided as both registrants had made significant changes in their practice detailed in the letters submitted for the Continuing Competence Committee’s review.

CONTINUING COMPETENCE COMMITTEE REPORT

CONTINUED

College Selected Activity

In an effort to meet the goal of a wide dissemination of information, CPM Council agreed to making participation in some continuing education mandatory for both the renewal or conversion of licenses for existing registrants, as well as for the licensing of new registrants of the College. The name “College Selected Activity” was chosen to encompass the topics of jurisprudence, ethical decision making, and other topics based on professional and public interest issues. In January 2020, Council passed a motion that required physiotherapists to complete the *Manitoba Regulated Health Professions Act* (RHPA) jurisprudence module as the College Selected Activity, for Active registration in 2021. Included below are the statistics including those registrants who completed the College Selected Activity prior to renewal date (Table 1) and those that completed it following the renewal deadline (Table 2). The future plan would be to move this College Selected Activity under the Continuing Competency Program after CPM moves under the RHPA and the Program becomes mandatory as per the legislation.

Table 1: Completed RHPA Module Prior to January 31, 2021

Registration Category	Number of Registrants
Active	825
Inactive	28
Exam Candidate	32
TOTAL	885

Table 2: Registrants who completed the module after January 31, 2021

Registration Category	Number of Registrants
Active	9
Inactive	0
Exam Candidate	0
TOTAL	9

FINANCIAL STATEMENTS

For the year ended December 31, 2021

COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA

Financial Statements

For the year ended December 31, 2021

FINANCIAL STATEMENTS

For the year ended December 31, 2021

COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA

Financial Statements
For the year ended December 31, 2021

	Contents
Independent Auditor's Report	2
Financial Statements	
Statement of Financial Position	4
Statement of Changes in Net Assets	5
Statement of Operations	6
Statement of Cash Flows	7
Notes to Financial Statements	8

FINANCIAL STATEMENTS

For the year ended December 31, 2021



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

BDO Canada LLP
201 Portage Avenue - 26th Floor
Winnipeg MB R3B 3K6 Canada

Independent Auditor's Report

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, 2021, 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, 2021, 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.

FINANCIAL STATEMENTS

For the year ended December 31, 2021



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 21, 2022

FINANCIAL STATEMENTS

For the year ended December 31, 2021

COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA Statement of Financial Position

As at December 31 2021 2020

Assets

Current Assets

Cash and bank	\$ 56,279	\$ 89,518
Investments in mutual funds	592,680	467,724
Accounts receivable	1,000	-
	<u>649,959</u>	<u>557,242</u>

Security deposits

50,624 60,920

Property and equipment (Note 3)

161,322 183,344

Intangible assets (Note 4)

24,911 25,961

\$ 886,816 \$ 827,467

Liabilities and Net Assets

Current Liabilities

Accounts payable and accrued liabilities	\$ 71,015	\$ 57,444
Current portion of obligation under capital lease (Note 5)	4,228	3,959
Deferred revenue from registration fees	63,700	62,600
	<u>138,943</u>	<u>124,003</u>

Obligation under capital lease (Note 5)

3,743 7,971

Lease inducement

117,000 130,000

Deferred rent payable

4,181 8,302

263,867 270,276

Commitment (Note 6)

Net Assets

Invested in capital assets	178,262	197,375
Unrestricted	444,687	359,816
	<u>622,949</u>	<u>557,191</u>

\$ 886,816 \$ 827,467

Approved on behalf of Council:


_____ Chair


_____ Vice-Chair

The accompanying notes are an integral part of these financial statements.

4

FINANCIAL STATEMENTS

For the year ended December 31, 2021

COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA Statement of Changes in Net Assets

For the year ended December 31, 2021

	2021		2020	
	Invested in Property and Equipment	Unrestricted	Total	Total
Net assets , beginning of year	\$ 197,375	\$ 359,816	\$ 557,191	\$ 477,967
Excess (deficiency) of revenue over expenses for the year	(28,322)	94,080	65,758	79,224
Interfund Transfers				
Acquisition of intangible assets	5,250	(5,250)	-	-
Lease payments	3,959	(3,959)	-	-
Net assets , end of year	\$ 178,262	\$ 444,687	\$ 622,949	\$ 557,191

FINANCIAL STATEMENTS

For the year ended December 31, 2021

COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA Statement of Operations

For the year ended December 31	2021	2020
Revenue		
Registration fees	\$ 740,698	\$ 727,905
Investment income		
Realized	1,494	2,246
Unrealized gain	24,956	21,424
Other	10,906	38,720
	778,054	790,295
Expenses		
Administrative	25,001	38,046
Amortization	28,322	28,025
Bank and transaction fees	19,082	19,700
Bad debt	291	-
Insurance	3,500	3,475
Interest on capital lease	671	920
Meetings and conventions	-	2,578
Memberships and licenses	19,649	19,543
Office	25,239	33,437
Professional fees	51,901	65,357
Projects	9,092	7,757
Rent	100,670	100,029
Salaries and wages	423,368	386,344
Telecommunications	4,950	5,161
Training	560	699
	712,296	711,071
Excess of revenue over expenses for the year	\$ 65,758	\$ 79,224

The accompanying notes are an integral part of these financial statements.

6

FINANCIAL STATEMENTS

For the year ended December 31, 2021

COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA Statement of Cash Flows

For the year ended December 31	2021	2020
Cash Flows from Operating Activities		
Excess of revenue over expenses for the year	\$ 65,758	\$ 79,224
Adjustments for items not affecting cash		
Amortization	28,322	28,025
Unrealized gain on investment income	(24,956)	(21,424)
Amortization of deferred lease inducement	(13,000)	(13,000)
	<u>56,124</u>	<u>72,825</u>
Changes in non-cash operating working capital balances		
Accounts receivable	(1,000)	650
Security deposits	10,296	183
Accounts payable and accrued liabilities	13,571	7,355
Deferred revenue from registration fees	1,100	1,800
Deferred rent payable	(4,121)	1,242
	<u>75,970</u>	<u>84,055</u>
Cash Flows from Investing Activities		
Investments acquired	(250,000)	(200,887)
Investment dispositions	150,000	200,000
Acquisition of intangible assets	(5,250)	(7,612)
	<u>(105,250)</u>	<u>(8,499)</u>
Cash Flows from Financing Activities		
Capital lease payments	(3,959)	(3,711)
Net increase (decrease) in cash and bank during the year	(33,239)	71,845
Cash and cash equivalents, beginning of year	89,518	17,673
Cash and cash equivalents, end of year	\$ 56,279	\$ 89,518

FINANCIAL STATEMENTS

For the year ended December 31, 2021

COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA Notes to Financial Statements

For the year ended December 31, 2021

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	

FINANCIAL STATEMENTS

For the year ended December 31, 2021

COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA Notes to Financial Statements

For the year ended December 31, 2021

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.

FINANCIAL STATEMENTS

For the year ended December 31, 2021

COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA Notes to Financial Statements

For the year ended December 31, 2021

3. Property and Equipment

	2021			2020		
	Cost	Accumulated Amortization	Net Book Value	Cost	Accumulated Amortization	Net Book Value
Computer equipment	\$ 2,666	\$ 1,542	\$ 1,124	\$ 2,666	\$ 1,260	\$ 1,406
Computer equipment under capital lease	19,680	11,808	7,872	19,680	7,872	11,808
Equipment	86,605	80,286	6,319	86,605	78,706	7,899
Leasehold improvements	241,797	95,790	146,007	241,797	79,566	162,231
	\$ 350,748	\$ 189,426	\$ 161,322	\$ 350,748	\$ 167,404	\$ 183,344

4. Intangible Assets

	2021			2020		
	Cost	Accumulated Amortization	Net Book Value	Cost	Accumulated Amortization	Net Book Value
Computer software	\$ 36,750	\$ 11,839	\$ 24,911	\$ 31,500	\$ 5,539	\$ 25,961

5. Obligation Under Capital Lease

	2021	2020
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.	\$ 7,971	\$ 11,930
Less amount due within one year included in current liabilities	4,228	3,959
	\$ 3,743	\$ 7,971

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

2022	\$ 4,228
2023	3,743
	\$ 7,971

FINANCIAL STATEMENTS

For the year ended December 31, 2021

COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA Notes to Financial Statements

For the year ended December 31, 2021

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:

2022	\$	84,513
2023		84,513
2024		84,513
2025		83,970
2026		78,000

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.

FINANCIAL STATEMENTS

For the year ended December 31, 2021

COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA Notes to Financial Statements

For the year ended December 31, 2021

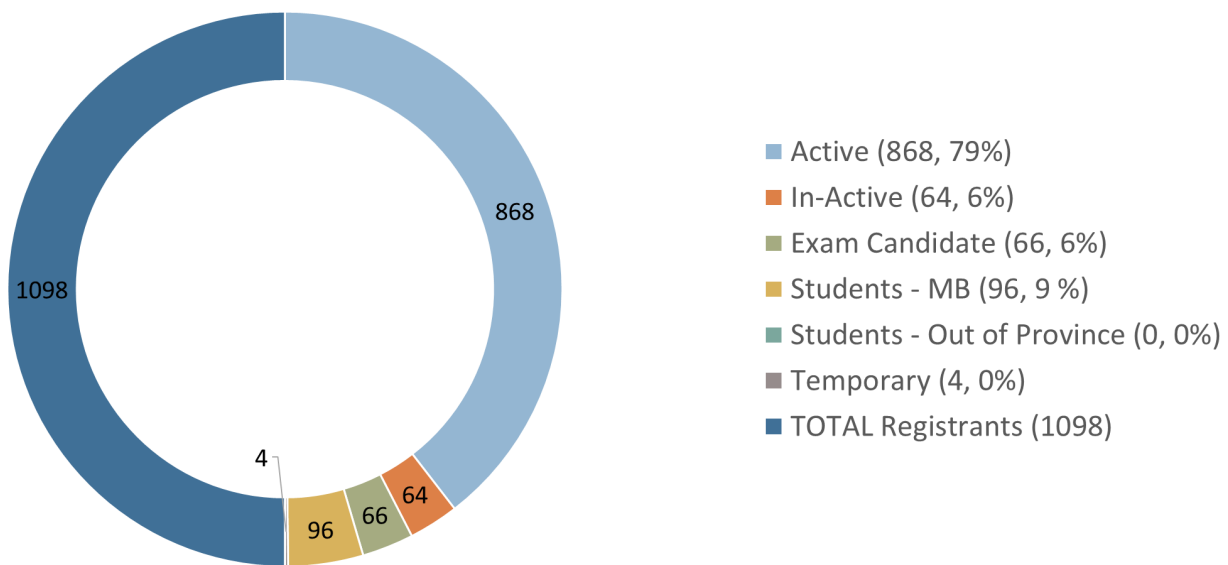
8. Uncertainty Due to COVID-19 Issue

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, 2021

Registration Status



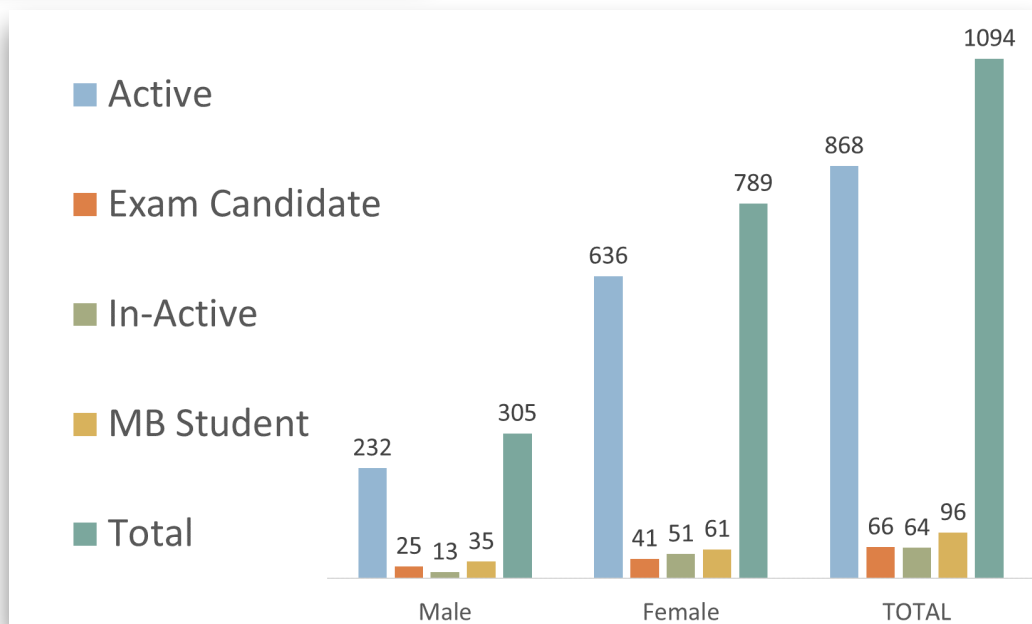
New Registrations and Non-Renewals

New Registrants Educated in Manitoba	41
New Registrants Educated in other Canadian Provinces	5
New Registrants Internationally Educated	8
TOTAL NUMBER OF NEW REGISTRANTS 2021	54
Number of Registrants NOT Renewed	36
Total Number of Re-Registrants	8
First Year Students	49
NET GAIN	75

REGISTRATION STATISTICS

As of December 31, 2021

Male/Female Distribution



Registrants By Age Group

Age	Active			In-Active			Exam Candidates		
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL
20-24	0	0	0	0	0	0	1	8	9
25-34	79	196	275	3	24	27	22	31	53
35-44	67	222	289	3	11	14	2	2	4
45-54	46	124	170	3	4	7	0	0	0
55-64	31	71	102	3	8	11	0	0	0
65-74	9	22	31	1	3	4	0	0	0
75+	0	1	1	0	1	1	0	0	0
	232	636	868	13	51	64	25	41	66

REGISTRATION STATISTICS

As of December 31, 2021

Entry Level Physiotherapy Education Credentials

	Active			In-Active			Exam Candidates		
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL
PT Diploma	6	21	27	1	3	4	0	0	0
Baccalaureate Degree	140	445	585	10	31	41	2	1	3
PT Masters	86	169	255	3	20	23	23	40	63
PT PhD	0	1	1	0	0	0	0	0	0
TOTAL	232	636	868	14	54	68	25	41	66

Post Entry Level Physiotherapy Education Credentials

	Active			In-Active		
	M	F	TOTAL	M	F	TOTAL
Baccalaureate Degree	4	16	20	1	2	3
PT Masters	9	15	24	1	1	2
PT PhD	1	0	1	0	0	0
TOTAL	14	31	45	2	3	5

New Registrants, Educated Outside Manitoba

Province	Males	Females	TOTAL
Ontario	0	2	2
Quebec	0	1	1
Alberta	0	1	1
Nova Scotia	0	1	1
TOTAL	0	5	5

REGISTRATION STATISTICS

As of December 31, 2021

New Registrants, Internationally Educated

Country	Males	Females	TOTAL
Philippines	0	1	1
India	2	3	5
Nigeria	1	1	2
TOTAL	3	5	8

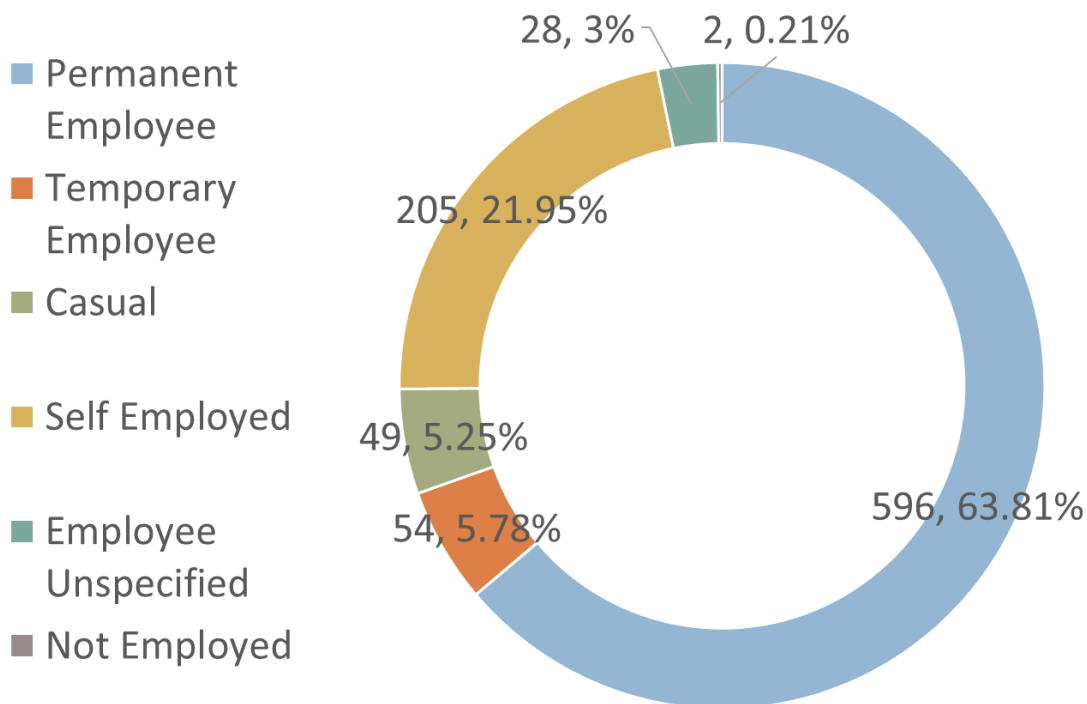
Active and Exam Candidate Registrants, Internationally Educated

Country	Male	Female	TOTAL
Argentina	0	1	1
Australia	2	2	4
Belgium	1	0	1
Colombia	0	2	2
Croatia	0	0	0
Hong Kong	1	0	1
India	5	6	11
Ireland	0	2	2
Israel	0	0	0
Nigeria	3	2	5
Philippines	2	8	10
South Africa	0	3	3
United Kingdom	0	4	4
United States	2	2	4
TOTAL	16	32	48

REGISTRATION STATISTICS

As of December 31, 2021

Employment Status, Active and Exam Candidate



Status of In-active Registrants

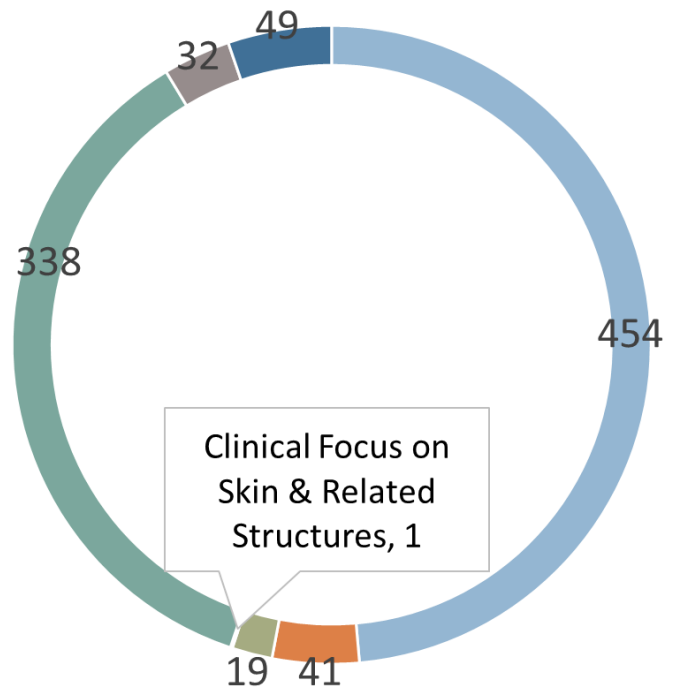
Working in Physiotherapy (PT) outside Manitoba	7
On leave of absence from PT	36
Employed in another field, not seeking employment in PT	3
Unemployed, seeking employment in PT	3
Unemployed, not seeking employment in PT	15
Unemployed, unspecified	0
Employed, unspecified	0
TOTAL	64

REGISTRATION STATISTICS

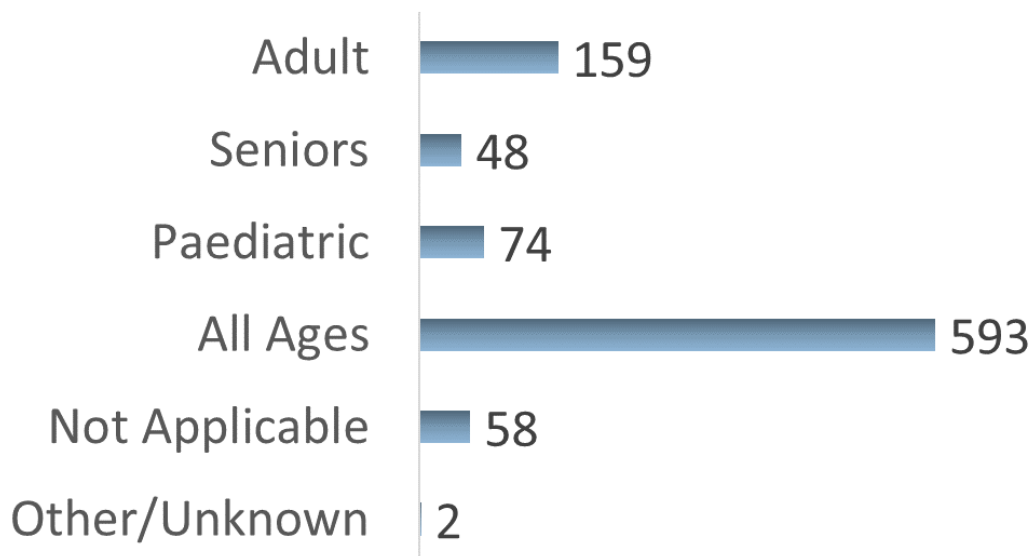
As of December 31, 2021

Focus of Practice, Active and Exam Candidate

- Clinical Focus on Musculoskeletal System
- Clinical Focus on Neurological System
- Cardio Vascular & Respiratory System
- Clinical Focus on Skin & Related Structures
- Clinical Focus on more than one System
- Non-Clinical Focus
- Not Applicable



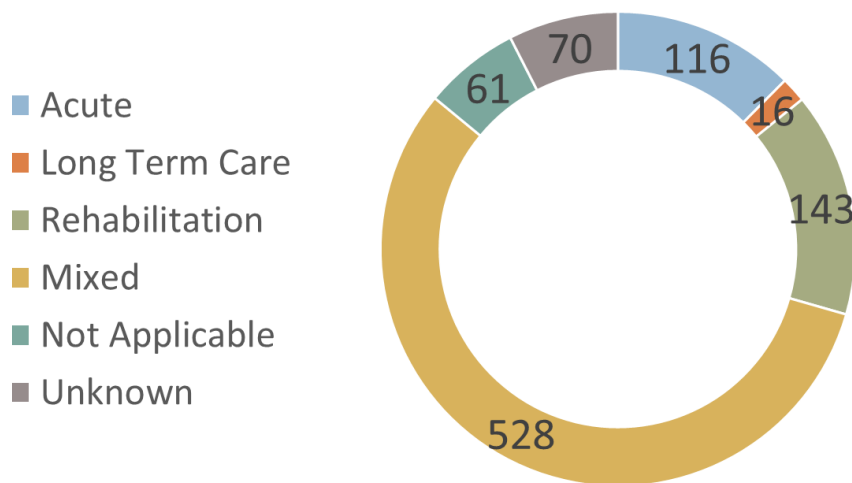
Category of Patients, Active and Exam Candidate



REGISTRATION STATISTICS

As of December 31, 2021

Client Level, Active and Exam Candidate



Organization Classification, Primary Employment, Active and Exam Candidate

Location	M	F	TOTAL	Location	M	F	TOTAL
Assisted Living Residence	8	21	29	Post Secondary Institution	4	22	26
Association/Government/Para-Government	16	53	69	School or School Board	1	11	12
Community Health Centre	7	42	49	Professional Practice	146	271	417
General Hospital	58	162	220	Visiting Agency	0	4	4
Mental Health Hospital/Facility	0	0	0	Other	0	8	8
Rehabilitation Hospital/Facility	15	75	90	Not applicable	0	2	2
Residential Care Facility	2	6	8		0	0	0
			TOTAL				TOTAL
			465				469
							GRAND TOTAL
							934

REGISTRATION STATISTICS

As of December 31, 2021

Area of Practice, Active and Exam Candidate

Area of Practice	M	F	TOTAL
Administration	6	17	23
Amputations	2	0	2
Burns and Wound Management	1	0	1
Cardiology	2	5	7
Client Services Management	0	6	6
Consultant	6	8	14
Continuing Education	0	0	0
Covid Related Activities	1	8	9
Critical Care	1	4	5
Direct Patient Care	11	48	59
Ergonomics	0	2	2
General Practice	101	268	369
Gerontology	2	18	20
Health Promotion and Wellness	0	1	1
Home Care	3	9	12
Mental Health	0	0	0
Neurology	8	27	35
Oncology	0	2	2
Orthopedics	100	184	284
Other Area of Direct Service	1	4	5
Other Education	0	2	2
Other Area of Practice	4	8	12
Palliative Care	0	0	0
Perineal	0	4	4
Plastics	1	2	3
Return to Work Rehabilitation	1	2	3
Research	1	8	9
Respirology	0	4	4
Rheumatology	0	0	0
Sports Medicine	2	6	8
Teaching: Physiotherapy Related	3	13	16
Vestibular Rehab	0	3	3
Woman's Health	0	12	12
Not Applicable	0	2	2
Unknown	0	0	0
TOTAL	257	677	934

REGISTRATION STATISTICS

As of December 31, 2021

Geographical Statistics

Region (Manitoba)	Active and EC			In-Active		
	M	F	TOTAL	M	F	TOTAL
Interlake-Eastern	16	54	70	0	3	3
Northern	1	8	9	0	0	0
Prairie Mountain Health	19	66	85	0	5	5
Southern Health/ Santé Sud	24	83	107	2	8	10
Winnipeg	197	464	661	9	29	38
TOTAL	257	675	932	11	45	56
Out of Province						
Alberta	0	0	0	0	1	1
British Columbia	0	0	0	0	1	1
Ontario	0	2	2	0	0	0
Saskatchewan	0	0	0	0	0	0
Northwest Territories	0	0	0	0	0	0
TOTAL	0	2	2	0	2	2
Out of Country						
Bermuda	0	0	0	0	1	1
Caymen Island	0	0	0	0	1	1
New Zealand	0	0	0	1	0	1
United States	0	0	0	1	2	3
TOTAL	0	0	0	2	4	6
GRAND TOTAL	257	677	934	13	51	64

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:

Bernard Lesk (Current Chair), Brenda Tittlemier (Outgoing Chair), Kelly Myskiw, Candice Tremblay, Jennifer Penman, Patrick Quimio, Maureen Morrison (Public Member), Christine Bell (Government Appointed Public Member), Laura Matlashewski (Outgoing Government Appointed Public Member), and Brenda McKechnie.

Complaints Committee

Committee Mandate:

To review written complaints against registered Physiotherapists.

Committee Members:

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

CPM COMMITTEES

Thank You to Our Volunteers

Continuing Competence Committee

Committee Mandate:

Oversee the Continuing Competency Program;

Monitoring the work of the Continuing Competence Evaluation Committee;

Monitoring and making recommendations to the Registrar regarding the results of individual Practice Audits;

Performing a five-year evaluation of the program;

Advising Council on recommendations to improve the Continuing Competency Program.

Committee Members:

Kristy Fisher (Current Chair), Laura Harder (Outgoing Chair), Tracy Dreger, Lynne Gagnon, Alyssa McAllister, Joan Todd (Public Member), Doug Treloar, Ray Hoemsen (Outgoing Public Member), 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, Jennifer Forbes, Maggie Wallin, and Heather Kattenfeld.

Outgoing Members:

Yvonne DeCaire, Resa Wan, Tracy Dreger, Kristy Fisher, Mylene Steiman, and Lynda Loucks.

CPM COMMITTEES

Thank You to Our Volunteers

Special Projects Committee

Elizabeth Hammond, Shayla Heidinger, Shauna Martin, Jennifer Billeck and Brenda McKechnie.

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:

Monique Wichenko (Chair), Dhaval Desai, Cara Windle, Mylene Steiman, and Brenda McKechnie.

Outgoing Members: Suzanne Dyck, Kinsley Wojnarski, and Michelle Elgar.

CPM COMMITTEES

Thank You to Our Volunteers

AGM Committee

Amelia Hansen (Chair), Leslie Wilder (Public Member), Tricia Fisher, 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), Lisa Baldwinson, Matthew Labdon (Student Member), Madeline Lengyel, Alex Marshall, Melissa Wishart, Shannon Smith, Moni Fricke, Brenda McKechnie, and Jennifer Billeck.

Outgoing Members:

Maria Froese, Jaclyn Rempel, Rebecca Cohen, Tryna Degagne, and Derek Purvis.

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, Amelia Hansen, Jennifer Billeck, 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:

Darlene Gerrior (Government Appointed Public Member), Darlene West (Government Appointed Public Member) and Angela Temple (Government Appointed Public Member). Outgoing Member: Alix Kravetsky (Government Appointed Public Member).



AGENTS OF THE COLLEGE

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

Heather Martin-Brown
Investigator

Pamela Shymko
Investigator

Shauna Martin
Policy Writer



COLLEGE STAFF

Brenda McKechnie
Registrar/Executive Director

Jennifer Billeck
Deputy Registrar

Heather Kattenfeld
Continuing Competence Coordinator

Kathy Johnson
Complaints Coordinator

Christie Lamy
Executive Assistant

Lynda Loucks
Practice Advisor

Dr. Moni Fricke
Support to Legislative Committee

Cheryl Saranchuk
Administrative Assistant



COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA

1465A Pembina Highway
Winnipeg, Manitoba R3T 2C5
(204) 287-8502
www.manitobaphysio.com
