

### 4.21 Physiotherapists Working for Non-Physiotherapists

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**Purpose:**

Physiotherapists may work for non-physiotherapists in a variety of settings. This could include working for another health practitioner or for a small or large company. Physiotherapists who work in this environment must be aware that they are responsible for all aspects of physiotherapy practice and are accountable to the College of Physiotherapists of Manitoba, *The Physiotherapists Act*, and The Regulations and Bylaws.

Ensuring that physiotherapists are committed to the best interest of clients through ethical practice and adherence to professional standards, regardless of their employment setting, is also described in the Essential Competencies Profile for Physiotherapists in Canada<sup>1</sup>.

**Policy:**

When a physiotherapist is working for a non-physiotherapist, the physiotherapist is responsible for all provisions of the Physiotherapy Act, CPM regulations, and practice statements. This includes but is not exclusive to, ensuring proper record keeping, accuracy in invoicing/billing for services provided, and that treatments administered are within the scope of physiotherapy practice. The physiotherapist must clearly identify their role with the employer and therefore assumes responsibility for verifying that business arrangements do not violate the ethical principles of the profession.

**Guidelines:**

A physiotherapist demonstrates the practice standard by:

1. Ensuring that professional accountability takes precedence over the financial interests of the business. Please consult practice statement 5.1 “Conflict of Interest” for specific information.
2. Assuming ultimate responsibility for appropriate record keeping. Please consult practice statement 4.17 “Record Keeping” for specific information.
3. Ensuring that any invoicing/billing is accurate for services provided. Please consult practice statement 5.2 “Fee Schedule and Billing Practices” for specific information.
4. Attempting to rectify any employment practices that are in conflict with the College of Physiotherapists of Manitoba Code of Ethics. The College considers it misconduct for a physiotherapist to enter into or continue in a relationship that is in direct conflict with this code of ethics (Code of Ethics Section 3.3)
5. Ensuring all treatments administered are within the scope of practice of physiotherapy and are based on best available evidence.
6. Ensuring that the role of the physiotherapist is clearly identified. The College recommends that the

member obtains a written contract that includes an agreement between the physiotherapist and his or her employer stating:

- Autonomy with regards to treatment selection and scope of practice
- Responsibility for all physiotherapy services provided and meeting physiotherapy practice standards (as stated above).

If the physiotherapist is in doubt as to the propriety of the present or proposed arrangement, the physiotherapist should request the opinion of the College and/or his/her legal counsel.