

College of Physiotherapists of Manitoba

ANNUAL REPORT





Grow
Evolving
Forward

Together Moving

Adva
Collaboration
Teamw

2014-2015 MOVING FORWARD

Mission

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

Vision

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

Values

We strive for excellence through:

- Integrity
- Respect
- Transparency
- Collaboration

... for public protection

Every physiotherapist who practises physiotherapy 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). Our mission is to ensure that the public receives safe, competent physiotherapy care from qualified physiotherapists. CPM is responsible for:

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

COUNCIL CHAIR'S MESSAGE

If everyone is moving forward together, then success takes care of itself.”-Henry Ford

This year we have returned to a co-chair model for CPM Council and together with Tania’s 6 years of experience on Council and Susan’s first year, we have had the opportunity to learn together during a very busy time at CPM. There is a quote, *“The first step towards getting somewhere is to decide that you are not going to stay where you are.”(Unknown)* The theme of this year’s annual report is *Moving Forward* and that definitely captures the work of the College during 2015. Despite a relatively small membership, Manitoba continues to make great strides to move our profession forward and assist in maintaining our status as a self-regulated profession.

After 15 years in one location, the College had the opportunity to act on concerns from the membership about accessibility and much of 2015 was spent negotiating and planning the move to our new location. The new offices provide a functional, professional environment not only to meet the space requirements for the work of the College itself, but the improved technology available in the new location has expanded CPM’s ability to engage rural membership in committee and council work and will allow CPM to become a host site for telehealth presentations.


CPM has also been moving forward with the work required to prepare Physiotherapy to come under the Regulated Health Professions Act (RHPA). During 2015, the new role of the Continuing Competency Program (CCP) coordinator was integral in advancing the CCP program and educating the membership on the implementation plan for practice audits in addition to reflective practice. The Legislative Committee has also been working tirelessly on developing proposals for the Physiotherapy Reserved Acts in preparation for submission for the RHPA.

CPM was able to move forward with the implementation of the Supervised Practice Model for new physiotherapists in time for the 2016 registration year. Although there has been a model of supervised practice in place in Manitoba since 2000 for those members that do not pass the National Exam (OSCE), the Board of Assessors has been working diligently for the past 3 years to expand this program and formalize the support of exam candidates until they have achieved a full license to practice.

As we look back over the last year, the work of the College could not have been done without the incredible commitment of the numerous volunteers who give their time, knowledge and experience to exemplify CPM’s values of *Integrity, Respect, Transparency and Collaboration*. We would like to thank them all for their hard work, help and support over the last year and encourage anyone interested in becoming involved to consider the volunteer opportunities coming up in the year ahead. Remember that *“If everyone is moving forward together, then success takes care of itself.”-Henry Ford*



Susan Bowman
Council Co-Chair



Tania Giardini
Council Co-Chair



Back row from left to right: Leslie Wilder, Nancy Saini, Ray Hoemsen, Julie Manguba, Sheron Miller, Andrea Thiessen

Front row left to right: Ashley Froese, Susan Bowman, Tania Giardini, Natalie Swain

Missing: Jacquelyn Gulenchyn

Council Co-Chairs:

Tania Giardini
Susan Bowman

Elected Representatives:

Ashley Froese
Susan Bowman
Tania Giardini
Jacquelyn Gulenchyn
Natalie Swain
Andrea Thiessen

Government Appointed Public Member:

Sheron Miller

Public Members:

Ray Hoemsen
Leslie Wilder (appointed Oct 2015)

Student Members:

Julie Manguba
Nancy Saini

REGISTRAR'S REPORT



Our new home- 1465A Pembina Highway

The year 2015 proved to be another progressive year for the College of Physiotherapists of Manitoba (CPM). Following our “Amazing Journey” in 2014, the many activities and accomplishments of CPM in 2015 indicate that the College continues to be “Moving Forward, our theme for this year’s annual report.

The Council plans its activities around a yearly strategic plan. The areas of emphasis of our strategic plan include:

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

The work of the College is accomplished by the voluntary effort of many registrants and public members who devote their precious time to being on Council or committees. This way of involving members of the profession and others in the work of CPM to accomplish its mission, is at the heart of maintaining the self-regulatory status of the physiotherapy profession. Without the commitment from our registrants to participate in the activities of the Council and committees, having input into the direction of the profession, developing our standards of practice and code of ethics and other activities, our profession would have difficulty in maintaining our self-regulated status.

The work of the Council and Committees is assisted by the

College staff. There were changes in 2015 in the staffing complement and job descriptions. The staff team is now complete in 2016 and there is anticipation for the continuing great work coming from the staff in the upcoming year.

Highlighted accomplishments and activities from 2015 include:

- In January of 2015, Moni Fricke joined the CPM staff as the Continuing Competence Co-ordinator. Having one person dedicated to moving the Continuing Competence Program forward has enhanced the College’s ability to meet the requirements for the Regulated Health Professions Act.
- As a member of the Manitoba Alliance of Regulated Health Colleges, CPM contributed funds to support a television advertising campaign that ran in 2015 about the regulated health professions.
- The College purchased a software program called “Articulate”. This program allows the College to develop talking Power Point presentations for educational purposes. To date, an “Orientation to Council” program has been developed. There are a number of other topics, such as the Continuing Competence Program and Liability Insurance Requirements which will be developed into talking Power Point presentations.
- In February, the Council held an Open House to encourage registrants interested in Council or Committee positions to attend an information session with no strings attached.
- The College hired a “tenant representative” in February to assist the College staff to find a new office location. A new lease was signed in July 2015 with an intended move in date of December 1, 2015. However, the space was not ready and the move was delayed until December 16th.
- In March, the Council and Board of Assessors began discussions about introducing a Supervised Practice program for all Examination Candidates in Manitoba. This program was already established in other Canadian provinces. Introduction of supervised practice would mean that “mentored practice” which was already in place would become obsolete. The Council passed a motion to accept the Supervised Practice program in April of 2015 and decided to make the change effective January 2016. Information was published

STRATEGIC DIRECTION

in a special newsletter in July of 2015. However, by the late fall, the program became very controversial amongst some registrants and Examination Candidates who would fall under the program in January 2016. The College made a number of presentations to answer questions and provide accurate information. By January 2016, when the program took effect, eighteen Examination Candidates came under the supervised practice program.

- In the spring, the College worked with the four Western Provinces to discuss a Memorandum of Understanding with respect to the practice of Tele-Health in physiotherapy. Issues of where the physiotherapist should be registered in order to practice Tele-health, under which province's standards of practice and continuing competence requirements are the physiotherapists obligated to etc. were discussed. The other physiotherapy regulators across Canada are now interested in this project and the work is being extended by the Canadian Alliance of Physiotherapy Regulators (CAPR) to become Pan Canadian.
- Confidentiality of information was discussed throughout the year following questions such as, "Are Council and committee minutes confidential?" There was discussion about the implications of Council and committee members signing confidentiality agreements. "Should information about the outcome of Complaints and Inquiry Committees decisions be confidential?" "Should names be published?" Work on all of these questions continues as CPM observes how other regulators also deal with these questions and determines what the legislation permits and/or requires.
- In the spring, CPM was nominated for and won the ExemPLAR Award for the Internationally Educated Physiotherapist (IEPT) portion of the CPM website. The award was given to CPM for the use of plain language, consistency in labelling and providing "tips" to the reader.
- In May CPM was required to deal with issues surrounding fraudulent representation by a non-physiotherapist as well as advertising information being provided by a non- physiotherapy business that compared athletic therapists to physiotherapists with many inaccuracies about the physiotherapy profession.
- The Governance and Nominations Committee reviewed a significant number of governance related policies over 2015, edited and revised them and ultimately they were passed by Council.
- The Physiotherapy Standards Committee also reviewed a number of policies over 2015 to update the information to make them more current. One large project was to develop an Electro-Physical Agents (EPA) policy that enveloped several separate policies and also included other topics that had not been addressed. The project has moved forward into 2016 and should be finalized in 2016.
- In September, the Alliance was working on a project to develop a national Code of Ethics and national Standards of Practice. The CPM Registrar was involved in this project. In early 2016, the membership was asked their opinion about these documents in a national survey. It is anticipated that the project will be completed in the spring of 2016.
- A former registrant of the College, who lost his license to practice, made the Winnipeg news by forging a CPM registration card in order to secure employment at a Winnipeg hospital. Employers are reminded that current registration status can be checked on the CPM website.
- The Legislative Committee has been working on developing the documentation required by Manitoba Health to justify the Reserved Acts that CPM wishes to maintain for the profession. As well, there has been considerable research and documentation to justify the Reserved Acts which the profession would like to move forward on. The Legislative Committee compiled the required information and met with Manitoba Health in late July. The Committee received instruction on next steps and began work on fulfilling the requests from Manitoba Health. The Committee is nearing completion of its work on the Reserved Acts and will be discussing this with the membership at the AGM. Following this, the Committee will begin work on writing the Regulations.
- The Inquiry Committee did not meet in 2015.
- The Ethics Committee met three times in 2015. The Committee researched and decided to utilize a particular framework for ethical decision making, applied several ethical situations to test the framework and discussed options for ethics training. Work commenced on setting up ethical case studies for the CPM newsletter. One was published in the newsletter about accepting substantial gifts from clients.

EVIDENCE OF PERFORMANCE

COMPLAINTS COMMITTEE

In 2015 the Complaints Committee of the College of Physiotherapists of Manitoba (“the Committee”) addressed a total of thirteen complaints. Thirteen new complaints were received, and none were carried over from 2014.

Complaints:

- 1-5 Five complaints were initiated by the registrar for lapses in professional liability insurance.
Decision: The five registrants were censured for a lapse in professional liability insurance.
6. Complaint against two registrants alleging that a physician's recommendations were disregarded, that false reports were submitted, and that physiotherapy treatment caused injury.
Decision: After investigation, the Committee found no evidence to support the allegations. No action required.
7. Complaint alleging that a physiotherapist misrepresented him/herself as a physician.
Decision: After investigation, the Committee found no evidence to support this allegation. No action required.
8. Complaint alleging inadequate assessment, and lack of communication with the health care team.
Decision: After investigation, the Committee found no evidence to support the allegations. No action required.
9. Complaint alleging that overly aggressive treatment caused an Injury,
Decision: After investigation, the Committee found no evidence to support this allegation. No action required.
10. Complaint alleging that treatment caused injury ,
Decision: Currently under investigation, carried forward to 2016.
11. Complaint alleging that inadequate treatment was provided.
Decision: Currently under investigation, carried forward to 2016.
12. Complaint alleging that the complainant was not made aware of fees for treatment.
Decision: Currently under investigation, carried forward to 2016.
13. Complaint alleging that the complainant's subjective concerns were ignored, and that physiotherapy treatment caused harm.
Decision: Currently under investigation, carried over to 2016.

Other Business:

in 2015 the Committee worked with the Registrar and the CPM Investigators to establish benchmarks with regards to managing complaint time lines, and standards of communication. These benchmarks have been presented to Council, and will be tracked to evaluate their success.

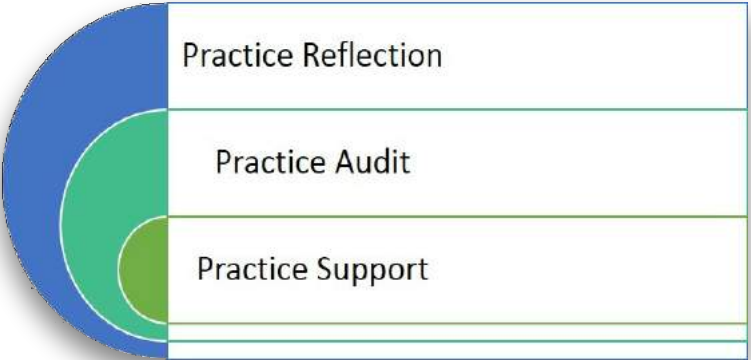
Respectfully Submitted by:



Andrea Thiessen, Chair of Complaints Committee

CONTINUING COMPETENCE PROGRAM

The Continuing Competence Program (CCP) of the College of Physiotherapists of Manitoba (CPM) in accordance with part 7 of the *Regulated Health Professions Act* of Manitoba consists of three main components (Figure 1). The Practice Reflection component is well under way, while the Practice Audit and Practice Support components remain under development. A part-time Coordinator for the CCP was hired in December 2014 to support the work of the CCP, as the duties and responsibilities became more than could be expected of volunteers moving forward.

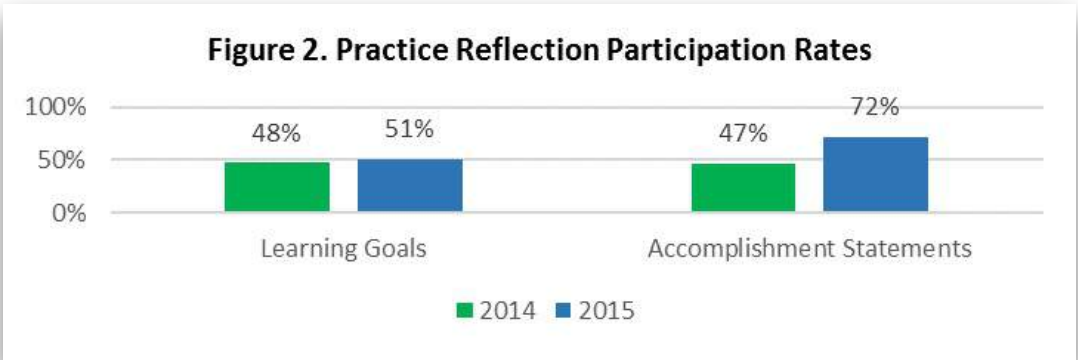


Practice Reflection

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

Participation Rates in 2015

198 Registrants were randomly selected from the active Register to submit Learning Goals for peer review in 2015 as well as 116 to submit Accomplishment Statements based on the prior year's Learning Goal submissions. Twelve deferrals of participation in the Practice Reflection component of the CCP were requested in 2015, the majority of which were related to pending retirement (42%) or maternity leaves (25%). Overall participation rates in both Learning Goal and Accomplishment Statement submissions rose from 2014, 3% and 25% respectively (Figure 2).

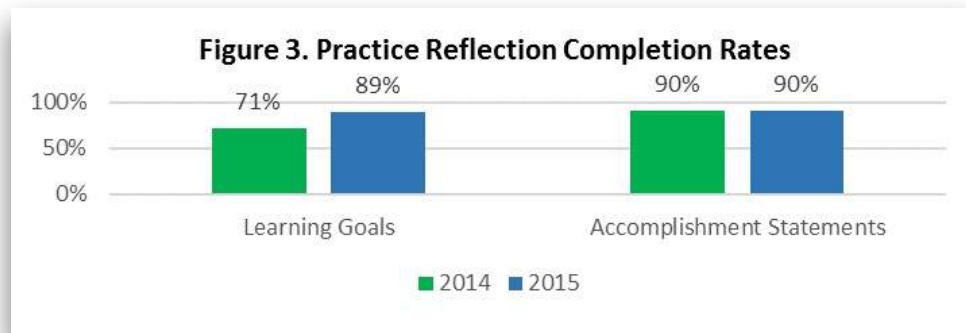


EVIDENCE OF PERFORMANCE

CONTINUING COMPETENCE PROGRAM CONTINUED

Peer Review Outcomes in 2015

The proportion of Learning Goal submissions that were assessed as “complete”, that is, met all criteria of the peer review matrix, rose by 18% from 2014 to 2015, while the proportion of “complete” Accomplishment Statements remained constant at 90% (Figure 3).



Challenges

Several technical issues regarding the on-line submissions arose in 2015, all of which were addressed moving into 2016. The inability to enforce participation remains a challenge until such time as the Regulations are in place.

Practice Audit

The Practice Audit component of the CCP remained under development but made significant strides in 2015. The necessary policies were developed and approved by CPM’s Council. Practice Audit forms were drafted, while the individual elements of the Practice Audit were supported by professional documents such as CPM Practice Standards and the *Essential Competency Profile for Physiotherapists in Canada*. The Coordinator of the CCP traveled to Toronto to undergo Auditor training by the College of Physiotherapists of Ontario, while local efforts were made to recruit Practice Auditors representing the diverse nature of clinical practice in Manitoba. It is anticipated that a pilot of the Practice Audit will take place in 2016.

Practice Support

The Practice Support component of the CCP remained under development in 2015, however, the necessary policies were written and approved by CPM Council.

Additional activities

Multiple information sessions were held in which to educate and promote the Continuing Competence Program to CPM’s members. These included the Brandon General Hospital with off-site participation from Neepawa; CPM’s Annual General Meeting; an Information Evening held at CPM; St. Boniface General Hospital and Grace General Hospital; and community agencies including Community Therapy Services Inc and the Rehabilitation Centre for Children. An interest group was initiated with the Coordinators of similar Continuing Competence Programs from other Manitoba health care professional Colleges as a venue to share ideas and learn from each others’ successes.

Respectfully submitted by,

Moni Fricke, PhD, BMR(PT),

Coordinator, Continuing Competence Program

FINANCIAL STATEMENT



Financial Statements

(Unaudited)

College of Physiotherapists of Manitoba

December 31, 2015

Contents

	Page
Review Engagement Report	1
Statement of Operations	2
Statement of Fund Balances	3
Statement of Financial Position	4
Statement of Cash Flows	5
Notes to the Financial Statements	6 - 9



Review Engagement Report

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To the Members of the
College of Physiotherapists of Manitoba

We have reviewed the statement of financial position of the College of Physiotherapists of Manitoba as at December 31, 2015 and the statements of operations, fund balances, and cash flows for the year then ended. Our review was made in accordance with Canadian generally accepted standards for review engagements and, accordingly, consisted primarily of inquiry, analytical procedures and discussion related to information supplied to us by the College.

A review does not constitute an audit and, consequently, we do not express an audit opinion on these financial statements.

Based on our review, nothing has come to our attention that causes us to believe that these financial statements are not, in all material respects, in accordance with Canadian accounting standards for not-for-profit organizations.

Winnipeg, Canada
March 17, 2016

Grant Thornton LLP

Chartered Professional Accountants

College of Physiotherapists of Manitoba Statement of Operations

(Unaudited)

Year ended December 31

	2015	2014
Revenues		
Registration fees	\$ 520,300	\$ 479,358
Other revenues	<u>1,164</u>	<u>3,191</u>
	<u>521,464</u>	<u>482,549</u>
Operating expenses		
Administrative	40,470	45,148
Amortization	14,110	13,271
Bank and transaction fees	17,785	15,920
Insurance	4,877	2,856
Meetings and conventions	17,957	11,419
Memberships and licenses	15,729	15,721
Office	21,523	23,432
Professional fees	26,156	34,598
Projects	778	17,933
Rental	54,719	43,068
Salaries and wages	265,859	251,717
Telecommunications	6,957	6,951
Training	<u>5,365</u>	<u>3,466</u>
	<u>492,285</u>	<u>485,500</u>
Excess (deficiency) of revenues over operating expenses before other income	<u>29,179</u>	<u>(2,951)</u>
Other income		
Interest	207	205
Gain on sale of marketable securities	26,977	17,036
Income from marketable securities	8,789	5,619
(Writedown) writeup of marketable securities to market value	<u>(40,725)</u>	<u>2,464</u>
	<u>(4,752)</u>	<u>25,324</u>
Excess of revenues over expenses	<u>\$ 24,427</u>	<u>\$ 22,373</u>

College of Physiotherapists of Manitoba
Statement of Fund Balances

(Unaudited)

Year ended December 31

	General Fund	Capital Assets Fund	Total 2015	Total 2014
Balance, beginning of year	\$ 318,454	\$ 70,552	\$ 389,006	\$ 366,633
Excess of revenues over operating expenses	24,427	-	24,427	22,373
Amortization of capital assets	14,110	(14,110)	-	-
Fund transfer on purchase of capital assets	<u>(70,427)</u>	<u>70,427</u>	<u>-</u>	<u>-</u>
Balance, end of year	<u>\$ 286,564</u>	<u>\$ 126,869</u>	<u>\$ 413,433</u>	<u>\$ 389,006</u>

College of Physiotherapists of Manitoba
Statement of Financial Position

(Unaudited)
 December 31

	2015	2014
Assets		
Current		
Cash	\$ 112,134	\$ 18,490
Marketable securities (Note 3)	266,497	396,457
Prepaid expenses	<u>4,753</u>	<u>3,992</u>
	383,384	418,939
Capital assets (Note 4)		
Security deposits	321,869	70,552
	<u>57,708</u>	<u>-</u>
	\$ 762,961	\$ 489,491
Liabilities		
Current		
Accounts payable and accrued liabilities	\$ 99,932	\$ 58,664
Deferred revenue	<u>47,771</u>	<u>41,821</u>
	147,703	100,485
Long-term		
Lease inducement	195,000	-
Long term payable	<u>6,825</u>	<u>-</u>
	201,825	-
	<u>349,528</u>	<u>100,485</u>
Fund balances		
General Fund	286,564	318,454
Capital Assets Fund	<u>126,869</u>	<u>70,552</u>
	413,433	389,006
	\$ 762,961	\$ 489,491

On behalf of the board

 Director

 Director

College of Physiotherapists of Manitoba Statement of Cash Flows

(Unaudited)

Year ended December 31

2015

2014

Increase (decrease) in cash and cash equivalents

Operating

Excess of revenues over expenses	\$ 24,427	\$ 22,373
Item not affecting cash		
Amortization	<u>14,110</u>	<u>13,271</u>
	38,537	35,644
Change in non-cash working capital items		
Accounts receivable	-	1,337
Prepaid expenses	(761)	(2,000)
Security deposits	(57,708)	-
Accounts payable and accrued liabilities	41,268	31,357
Deferred revenue	<u>5,950</u>	<u>2,062</u>
	<u>27,286</u>	<u>68,400</u>

Financing

Long term payable	<u>6,825</u>	<u>-</u>
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Investing

Marketable securities	129,960	(55,119)
Purchase of capital assets	<u>(70,427)</u>	<u>(17,468)</u>
	<u>59,533</u>	<u>(72,587)</u>

Increase (decrease) in cash **93,644** (4,187)

Cash

Beginning of year	<u>18,490</u>	<u>22,677</u>
End of year	<u>\$ 112,134</u>	<u>\$ 18,490</u>

College of Physiotherapists of Manitoba

Notes to the Financial Statements

(Unaudited)
December 31, 2015

1. Purpose

The College of Physiotherapists of Manitoba is the licensing body for the profession and was incorporated by a special act of the Manitoba Legislature. The College is a not-for-profit organization and is therefore not subject to income taxes.

2. Significant accounting policies

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

Fund method of accounting

Under the fund method of accounting, the excess of revenues over expenses is allocated to the General Fund and assets acquired are transferred to the Capital Assets Fund.

The General Fund accounts for the College's program and administration activities. Contributions are recognized as revenue of the fund in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

The Capital Assets Fund represents the College's investment in computers, software, office equipment and leasehold improvements. Amortization is recorded as an expense of the Capital Assets Fund.

Financial instruments

The College's financial instruments consist of cash, marketable securities, accounts payable and accrued liabilities and long term payable. Unless otherwise noted, it is management's opinion that the company is not exposed to significant interest, currency or credit risks arising from these financial instruments.

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

Capital assets

Capital assets are stated at cost less accumulated amortization.

Capital assets are amortized over their estimated useful lives at the following rates and methods:

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

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

No amortization is recorded in the year of acquisition.

College of Physiotherapists of Manitoba Notes to the Financial Statements

(Unaudited)
December 31, 2015

2. Significant accounting policies (continued)

Lease inducement

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

Revenue recognition

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

Use of estimates

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

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

Contributed services

The work of the College is dependent on the voluntary services contributed by many members. Contributed services are not recognized in the financial statements because of the difficulty in determining their fair value.

3. Marketable securities

	<u>2015 Market</u>	<u>2015 Cost</u>	<u>2014 Market</u>	<u>2014 Cost</u>
Investors Income Plus Portfolio B	\$ -	\$ -	\$ 396,457	\$ 375,156
Investor Income Plus Portfolio J NL	<u>266,497</u>	<u>286,039</u>	<u>-</u>	<u>-</u>
	<u>\$ 266,497</u>	<u>\$ 286,039</u>	<u>\$ 396,457</u>	<u>\$ 375,156</u>

College of Physiotherapists of Manitoba Notes to the Financial Statements

(Unaudited)
December 31, 2015

4. Capital assets

	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>2015 Net Book Value</u>	<u>2014 Net Book Value</u>
Equipment	\$ 84,709	\$ 62,970	\$ 21,739	\$ 6,531
Computer equipment	78,519	40,478	38,041	18,682
Computer software	109,788	73,517	36,271	45,339
Leasehold improvements	<u>225,818</u>	<u>-</u>	<u>225,818</u>	<u>-</u>
	<u>\$ 498,834</u>	<u>\$ 176,965</u>	<u>\$ 321,869</u>	<u>\$ 70,552</u>

5. Operating lease commitments

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

2016	\$ 78,663
2017	78,663
2018	78,663
2019	78,663
2020	79,151
Subsequent years	<u>805,522</u>
	<u>\$ 1,199,325</u>

College of Physiotherapists of Manitoba

Notes to the Financial Statements

(Unaudited)
December 31, 2015

6. Financial instruments

Market risk

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

(i) Currency risk

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

(ii) Interest rate risk

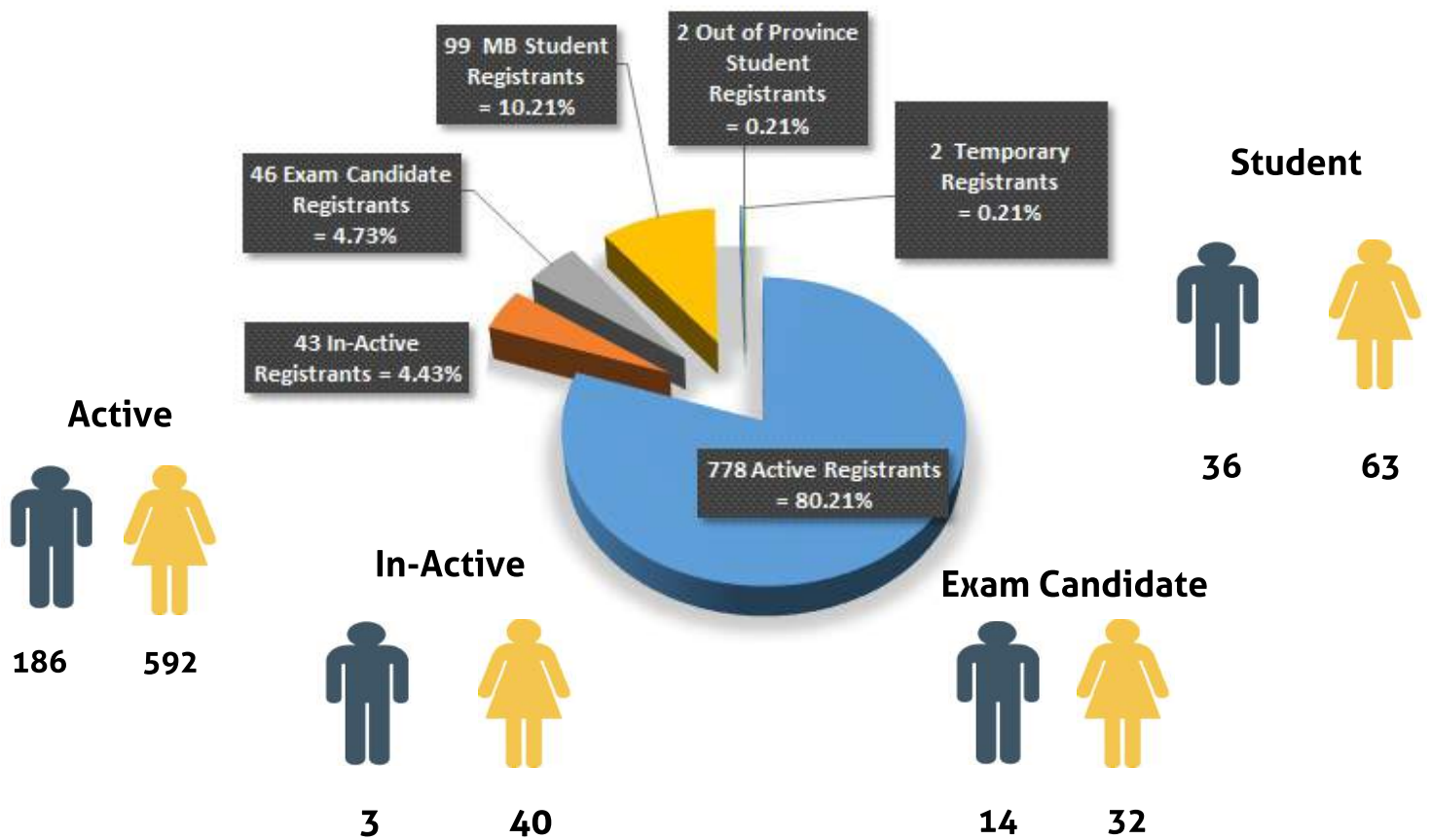
Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. Management believes that the College is not exposed to significant interest rate risk arising from its financial instruments.

(iii) Other price risk

Other price risk relates to the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices of securities held. There was no significant change in exposure from the prior year. This risk is managed through diversification of investments across industries.

DEMONSTRATING ACCOUNTABILITY

Registration Status



New Registration/Non-Renewals

New registrants educated in Manitoba	39
New registrants educated in other Canadian provinces	3
New registrants internationally educated	6
First year students	50
Total number of re-registrations	6
Total number of new registrations 2015	98
Number of registrations NOT renewed	29
Net Gain	75

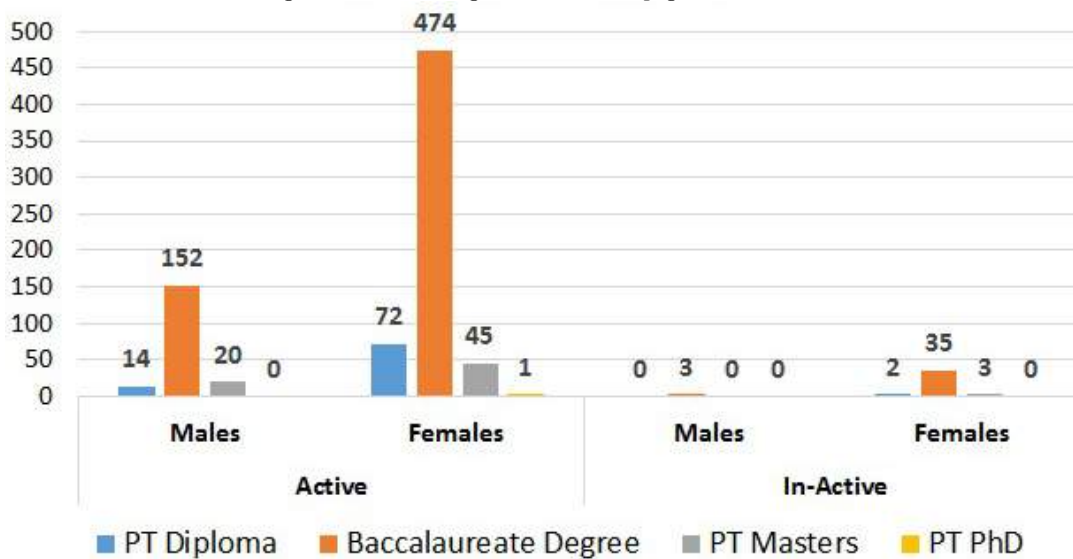
REGISTRATION STATISTICS

(AS OF DECEMBER 31, 2015)

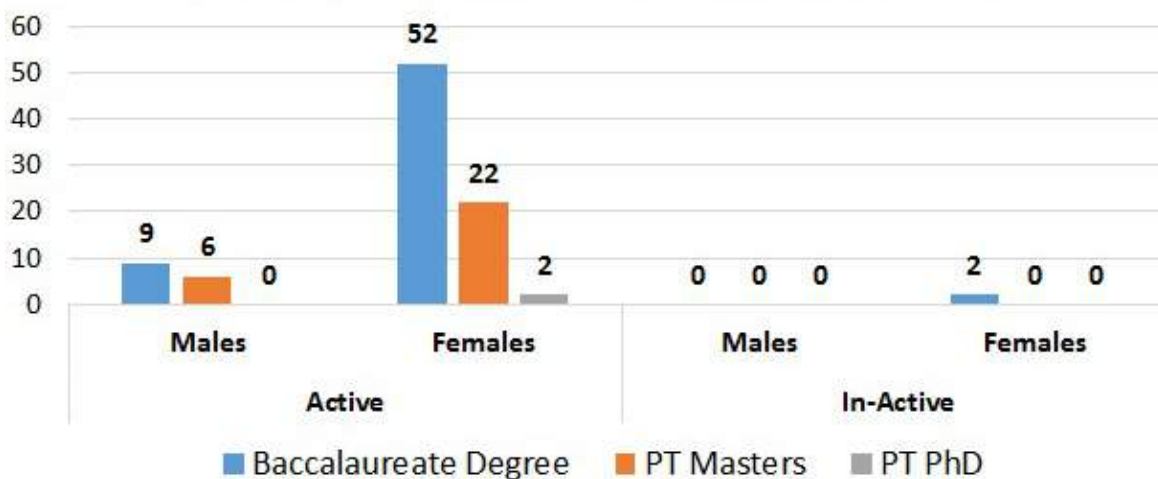
Group Age Chart

Age	Active			In-Active			Exam Candidates		
	M	F	Total	M	F	Total	M	F	Total
19	0	0	0	0	0	0	0	0	0
20-24	0	5	5	0	0	0	2	6	8
25-34	66	199	265	2	19	21	11	22	33
35-44	48	156	204	1	11	12	1	4	5
45-54	32	121	153	0	6	6	0	0	0
55-64	33	91	124	0	3	3	0	0	0
65-74	7	20	27	0	1	1	0	0	0
75+	0	0	0	0	0	0	0	0	0
Total	186	592	778	3	40	43	14	32	46

Entry Level Physiotherapy Credentials

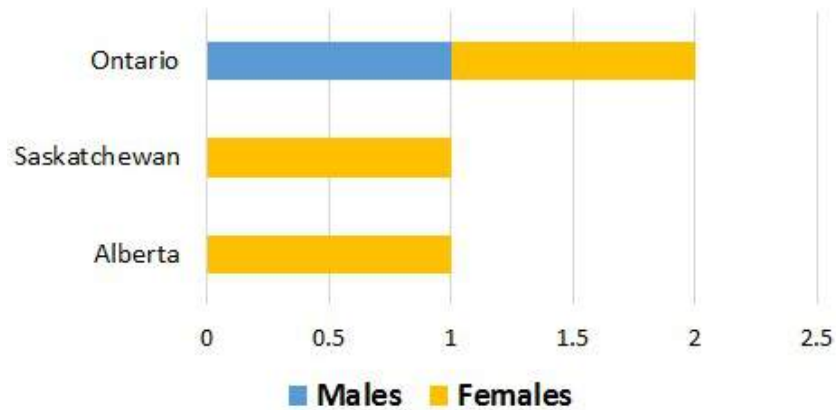


Post Entry Level Physiotherapy Education Credentials

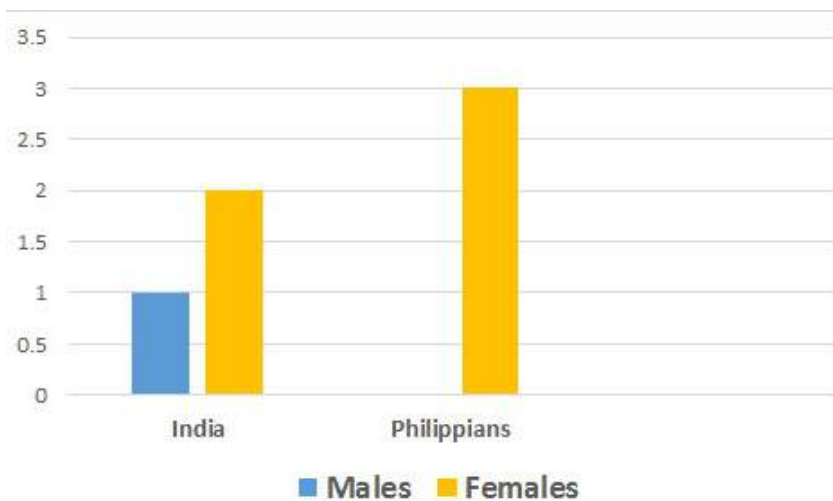


REGISTRATION STATISTICS

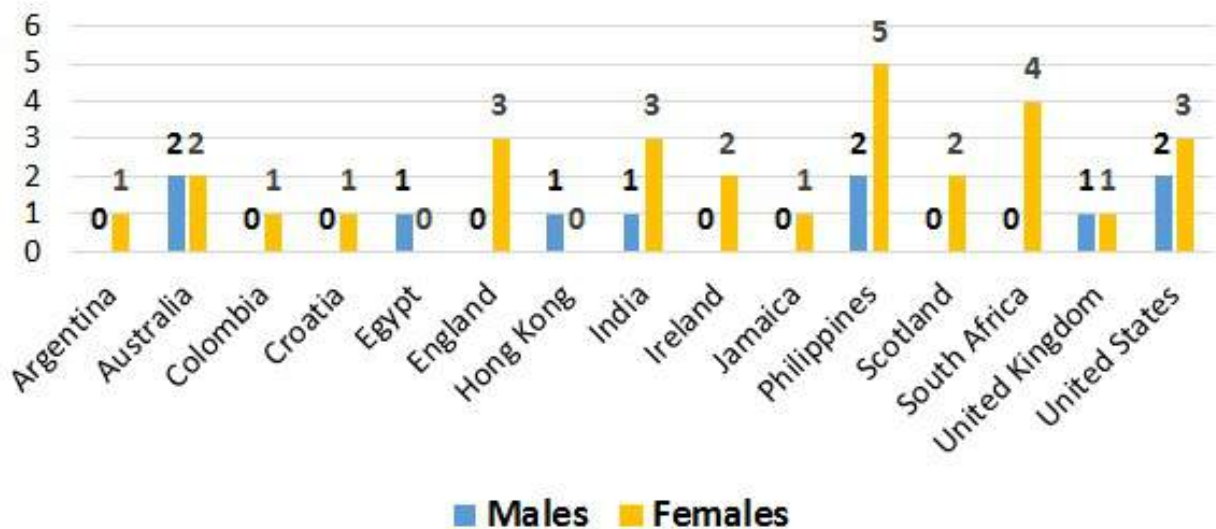
New Registrants Educated Outside of Manitoba



New Internationally Educated Professionals



All Active and Exam Candidates Internationally Educated

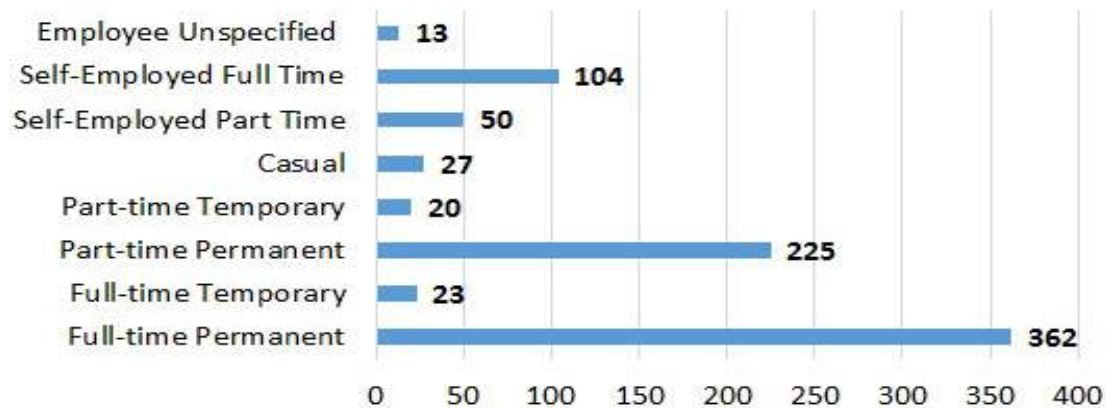


AS OF DECEMBER 31, 2015

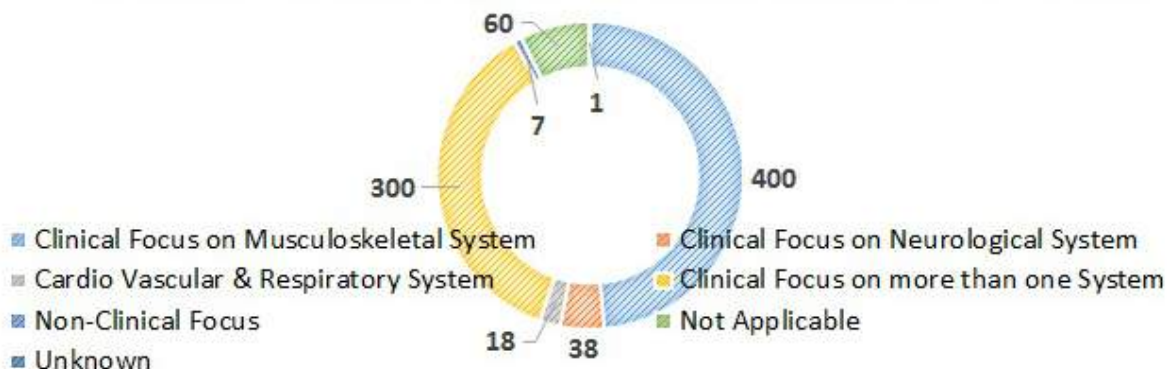
Employment Status: In-Active



Employment Status: Active and Exam Candidates

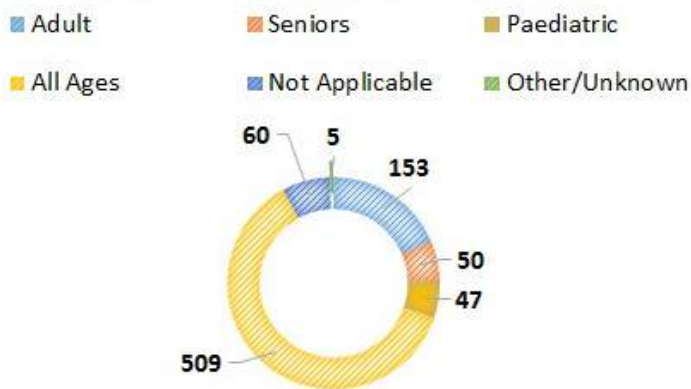


Focus of Practice: Active and Exam Candidates

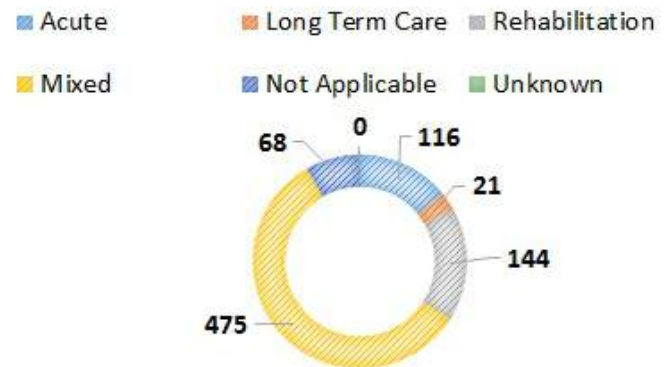


REGISTRATION STATISTICS CONTINUED

Category of Patients (Active and Exam Candidate)



Client Level (Active and Exam Candidate)



Organization Classification/ Primary Employment Active and Exam Candidates

Location	M	F	Total	Location	M	F	Total
Assisted Living Residence	7	22	29	Regulatory Body	0	2	2
Association	1	3	4	Rehab Hospital/Facility	5	36	61
Community Health Centre	8	26	34	Residential Care Facility	0	9	9
Government	3	2	5	School/School Board	0	16	16
Group Professional Practice	9	26	35	Self Employed	6	3	9
Health Authority	4	19	23	Solo Professional Practice	13	42	55
Hospital	42	227	269	University	3	8	11
Industry	2	2	4	Visiting Agency	1	12	13
Mental Health Facility	1	2	3	Other	4	6	10
Private Practice	91	161	252	Unknown	0	0	0
Total							824

Area of Practice Active and Exam Candidate

Area of Practice	M	F	Total
Administration	3	13	16
Amputations	2	2	4
Burns and Wound Management	1	0	1
Cardiology	0	6	6
Client Services Management	0	7	7
Consultant	4	12	16
Continuing Education	0	0	0
Critical Care	1	5	6
Direct Patient Care	7	46	53
Ergonomics	0	4	4
General Practice	63	213	276
Gerontology	6	17	23
Health Promotion and Wellness	0	5	5
Home Care	1	3	4
Mental Health	1	0	1
Neurology	8	35	43
Oncology	0	0	0
Orthopedics	92	188	280
Other Area of Direct Service	0	12	12
Other Education	0	0	0
Other Area of Practice	2	7	9
Palliative Care	0	0	0
Perineal	0	3	3
Plastics	1	5	6
Return to Work Rehabilitation	0	3	3
Research	1	6	7
Respirology	1	6	7
Rheumatology	0	2	2
Sports Medicine	3	6	9
Teaching: Physiotherapy Related	2	8	10
Vestibular Rehab	0	2	2
Woman's Health	0	6	6
Not Applicable	1	2	3
Unknown	0	0	0
Total	200	624	824

Geographical Breakdown by Residence

Region (Manitoba)	Active and EC			In-Active		
	M	F	Total	M	F	Total
Interlake-Eastern	12	41	53	0	1	1
Northern	3	10	13	0	1	1
Prairie Mountain Health	20	55	75	0	3	3
Southern Health/ Santé Sud	18	60	78	0	3	3
Winnipeg	147	454	601	2	24	26
Total	200	620	820	2	32	34
Out of Province						
Alberta	0	1	1	0	1	1
British Columbia	0	1	1	0	3	3
Ontario	0	1	1	0	1	1
Total	0	3	3	0	5	5
Out of Country						
China	0	0	0	0	1	1
New Zealand	0	0	0	1	0	1
United States	0	1	1	0	2	2
Total	0	1	1	1	3	4



WE ARE GRATEFUL

Board of Assessors

Committee Mandate:

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

Committee Members: Dana Kliewer - *Chair*, Jami Boyd, Kristy Janz, Marika Panchuk, Joanne Parsons, Maureen Morrison - *Public Member*

Complaints Committee

Committee Mandate: To review written complaints against registered Physiotherapists.

Committee Members: Andrea Thiessen - *Chair*, Kelli Berzuk, Carly Erenberg, Kathy Johnson, Jo-Anne Peltz, and Natalie Swain

Government Appointed: Kathleen Garrity - *Public Member*, Clarence Clarke - *Public Member*, Dennis Wray - *Public Member*

Continuing Competence Evaluation Committee

Committee Mandate: To consider written submissions for the Reflective Practice Component of the College's Continuing Competence Program.

Committee Members: Thom Berzish, Lindsay Clarke, Olivia Coneys, Sarah Eisbrenner, Daniel Fillion, Daniel Halpin, Maxine Koroscil, Leah Lindsay, Gil Magne, Megan Ferrone, and Lori Weiman

Continuing Competence Committee

Committee Mandate:

1. Oversee the Continuing Competence 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 Competence Program.

Committee Members: Katie Dyck - *Chair*, Laura Harder, Kathy Johnson, Jan Lumsden and Ray Hoemsen - *Public Member*

Annual General Meeting Planning Committee: Ashley Froese - *Chair* and Sheron Miller - *Public Member*

Finance Committee: Natalie Swain - *Treasurer* and Brenda McKechnie

Governance and Nominating Committee: Jacquelyn Gulenchyn, Natalie Swain and Rachel Wu

FOR THE INDIVIDUAL VOLUNTEERS WHOSE GENEROSITY MAKE OUR WORK POSSIBLE.

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, this reflects values of the Code of Ethics and The College of Physiotherapists of Manitoba.*
- 3. To discuss and facilitate the application of an ethical lens to the development, revision and and implementation to policies, procedures 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: Suzanne Dyck – *Chair*, Tania Giardini – *Interim Chair*, Anna Dimarco, Donna Marr, Michael Millar – *Student Rep*, Karen Reimer, Allison Watts, Sandra Webber, Monique Wichenko, Tara Wolchuk and Anita Zhen

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: Kelly Codispodi, Mary Grimwood and Annyue Wong

Government Appointed: Arthur Crane – *Public Member*, Ed Hinsbrug – *Public Member* and Lois Stewart Archer – *Public Member*

Legislative Committee

Committee Mandate:

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

Committee Members: Tory Crawford – *Chair*, Grant Bainard, Maria Froese, Morgan Dachenhaus (Keitel) – *Student Rep*, Rukmali Mendis, Caitlin Trakalo, Kerry St. George, Dennis Desaultels, Linda Pooley, Darcy Reynolds and Terrance Woodard

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: Leah Lindsay – *Chair*, Lisa Baldwinson, Marlee Beaupre, Iris Gair, Allison Guercio, Elizabeth Hammond, Leo Larocque, Alison Pethrick, Jillian Renaud, Dona Watts-Hutchings and Gaylene Wiebe

“Don’t look back you’re not going that way” – Author unknown

In life perhaps this is wise advice, but in the Regulatory world we do look back to reflect on initiatives that we or other Regulators have introduced. Sometimes we look on in awe or angst, but always with a keen interest to learn from success stories and most importantly from failures. As we “Move Forward” into 2016 there are a number of initiatives that Council will endeavour to tackle:

- Continuing to work with each of the College’s committees to meet the requirements of Manitoba Health and the public. The Board of Assessors will slowly unfold the new Supervised Practice requirements for new graduates in early 2016. The Legislative committee will plan to meet with Manitoba Health with final drafts of the reserved acts our profession intends to apply for under the new *Regulated Health Professions Act*. The Ethics committee will continue to stimulate discussion and thought about common ethical issues for physiotherapists using evidence based guidelines and newsletter submissions. The Physiotherapy Standards committee will provide evidence based updates to our Practice Standards and Position Statements.
- Recognizing the heavy workload of the Chair of the Complaints committee Council has committed to hiring a part-time Complaints Coordinator to ease the workload. This will assist our College to maintain our commitment to protecting the public interest.
- Providing new technology options for registrants of the College to participate in College committees and information sharing events. The staff at the college is currently being trained on this new software.
- Training Practice Auditors will begin in the spring of 2016 with a pilot of the Practice Audit portion of our Continuing Competence Program set for the fall.

- Developing a section of our website for Registrants of the College. We will investigate how other regulators use their registrant sites and develop ideas how we could potentially use this platform.

Looking forward the staff have recognized that 2017 brings us to our 60th Anniversary as a College! Planning for this monumental year will begin next year.

Finally, we continue to appreciate each of the volunteers listed in this report for their dedication to their profession, their commitment to ensuring we maintain our self-regulatory status, and the countless hours of work they continue to do on behalf of our profession. We couldn’t do it without you.



AGENTS OF THE COLLEGE

David Marr and Joey Pollock
Legal Counsel, Campbell Marr LLP

Heather Martin-Brown
Investigator

Pamela Shymko
Investigator

Carol Rempel
Comptroller, Carol Rempel Accounting Services

THE OFFICE TEAM

Brenda McKechnie
Registrar/Executive Director

Jennifer Billeck
Deputy Registrar

Moni Fricke
Continuing Competence Coordinator

Crystal Davis
Senior Office Administrator

Christie McKechnie
Office Administrator





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