Fair Registration Practices Office

2023/24 Self-Assessment Review Statement

College of Physiotherapists of Manitoba

December 15, 2023

The Fair Registration Practices Office (FRPO) issues this review statement for the College of Physiotherapists of Manitoba (CPM) under authority of The Fair Registration Practices in Regulated Professions Act (act). Registration reviews are conducted at times specified by the director of fair registration practices and in accordance with the review provisions in the act, section 15.1, 15.2, and 15.3.

FRPO's 2023/24 self-assessment review is restricted to the consideration of compliance regarding the duty for regulators to collaborate with educators and employers on remedial opportunities for internationally educated applicants (IEAs) (act, sec. 8.1).

CPM participated in the review, completing a self-assessment and meeting with FRPO to discuss their self-assessment and agreeing to commitments in a progress opportunity document.

Self-assessment review findings

IEAs first apply to the Canadian Alliance of Physiotherapy Regulators (CAPR), the profession's national third-party assessment service, for academic assessment, gap identification and assigned remediation where necessary.

CAPR reports that, on average, less than one per cent of IEAs have education that is not substantially equivalent to the profession's requirements. These programs typically are not at university or entry level, do not meet minimally accepted supervised clinical practice hour requirements or are delivered through a distance education model. Upon meeting the profession's academic requirement, and to be eligible to sit the profession's Physiotherapy Competency Exam (PCE), IEAs must meet language proficiency requirements and complete a recognized course in the practice of physiotherapy in Canada. There are several online courses approved by CAPR and available through Canadian post-secondary institutions designed to provide IEAs with an understanding of the Canadian healthcare system, culture and context for practice – addressing gaps common among IEAs.

Time to complete these requirements varies. Over the last three years (October 2020 – October 2023), CAPR has completed 3,423 assessments of IEAs. Of those, 84 per cent have become eligible for the PCE. Many of the remaining 16% will address their identified gaps (i.e. hours of practice, language, Canadian health course) and become eligible for the PCE. CAPR source country profile information indicates pass rates on this exam vary markedly by country of education and that many IEAs have difficulty passing this exam.

There are several bridging programs offered by Canadian universities outside of Manitoba. The length and depth of these offerings vary, and some provide remote learning options allowing Manitoba IEAs to

remain in province while addressing gaps and preparing for the PCE, if needed.

Once IEAs have passed the PCE they can work in Manitoba under supervision on the exam candidate register before undertaking a clinical evaluation. This option provides IEAs with opportunity to receive informal feedback on a daily basis, as well as formal feedback through set quarterly evaluations from supervising physiotherapists. Time is provided in practice for exam candidates to improve skills.

In June 2022, CPM began offering its own Practice Based Competency Assessment as one of several options for applicants to meet final testing requirements. Detailed feedback is provided to candidates, and they can remain on the register after an unsuccessful attempt at the clinical evaluation for up to two years to continue to work on their skills under a supervising physiotherapist. To date, all IEAs who completed this assessment have been successful.

As a member of its advisory committee, CPM also collaborates with the Access Hub for Internationally Educated Health Professionals (IEHP) at the UofM. This is a federally funded pilot project to increase IEHPs' access to health professions in Manitoba.

Progress opportunities

CPM commits to continue to support and be actively involved in the initiatives of the IEHP Access Hub at the University of Manitoba.

CPM commits to explore access to out-of-province bridging programs for Manitoba applicants including the potential for IEAs to complete aspects of bridging, such as clinical placements, in Manitoba.

CPM also commits to continue to engage the University of Manitoba, College of Rehabilitation Sciences – Physiotherapy and the Manitoba Physiotherapy Association in stakeholder meetings.

Compliance to the duty to collaborate

The physiotherapy profession in Manitoba has a long history of supporting IEA success through supervised practice – providing applicants with opportunity to work in Canada before undertaking final requirements for clinical skills assessment. This is a best practice approach. In addition to addressing common gaps through a required online course in physiotherapy practice within the Canadian health care context, a variety of other remedial options are accessible by Manitoba IEAs. FRPO finds CPM exhibits a high degree of compliance with the duty to collaborate in The Fair Registration Practices in Regulated Professions Act.