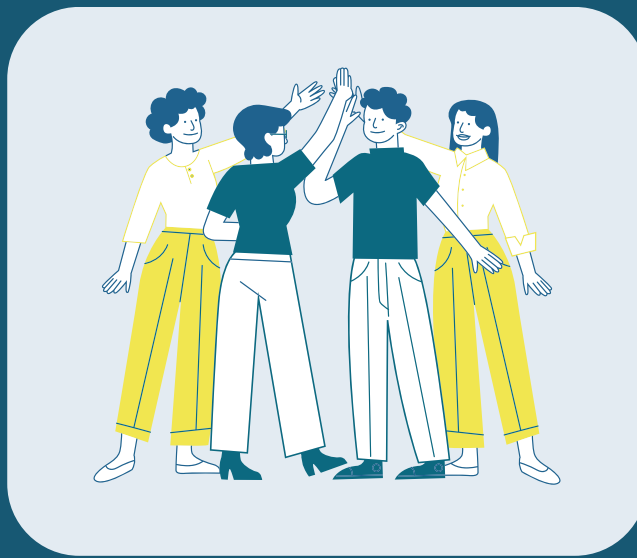




College of
Physiotherapists of
Manitoba

In Touch

January 2026



Message from the Registrar

A new year is officially underway, and there is a lot to look forward to- new projects, new opportunities, longer daylight and putting away the winter snow gear! In this extra addition of Insight we are pleased to highlight a project that has been thoughtfully developed over the last two years. Two new practice directions Health Equity and Anti-Discrimination and Indigenous Cultural Safety, Humility and Anti-Racism have been approved by Council and are now posted on the website.

We encourage you to take a few minutes to review the new resources and consider how they could support your work in your practice setting.

Also in this month's issue is a True or False article on updating the College on your employment, a volunteer request to pilot a new Continuing Competence Program, and numerous updated guidelines for your practice.

Happy Retirement!

Finally, please join us in wishing Jacquie a happy retirement! All the best and good luck as you start this exciting new chapter.

Happy New Year to all from CPM!

Jennifer Billeck
Registrar/Executive Director



Land Acknowledgment

The College of Physiotherapists acknowledges that Manitoba is located on the Treaty Territories and ancestral lands of the Anishinaabe, Anisiniw, Ininiw, Dakota, Dene, and Nehetho Nations. We also acknowledge that this land is the National Homeland of the Red River Métis.

We acknowledge that Winnipeg's water is sourced from Shoal Lake 40 First Nation. We respect the Spirit and Intent of Treaties and remain committed to working in partnership with First Nations, Inuit, and Red River Métis people in the spirit of truth, reconciliation and collaboration.

PBCA Update

Submitted By: Marlee Gallagher, PT, Practice-Based Competency Assessment Coordinator

Following the November 18, 2025, meeting of the Board of Assessors, please note the following important information regarding submission deadlines:

An applicant must submit and complete all components of the PBCA evaluation before the Board of Assessors will review the final report and assign a final score.

Please Note:

- The failure to meet the specified deadline for a mandatory pass component of the PBCA (Applicant Interview or Jurisprudence Exam) will result in a score of zero on the component and subsequently an automatic failure of the PBCA.
- All non-mandatory components must be complete for the final report to go to the Board of Assessors. Submission of a non-mandatory component after the submission date specified in the College correspondence will result in a score of zero and a subsequent failure of that component.



New Resources for Manitoba Physiotherapists

Since the November In Touch newsletter was shared, a few new and updated resources have been added to the website that we would like to draw registrant's attention to:

- 1) [Social Media: Principles for Physiotherapists \(Updated\)](#)
- 2) [Legalization of Cannabis: A Guide for Manitoba Physiotherapists \(Updated\)](#)
- 3) [Interprofessional Learning or Job Shadowing Experiences for Non-Registrants: A Guide for Manitoba Physiotherapists \(Updated\)](#)
- 4) [New Infographic "Supporting Gender Diversity and Providing Affirming Care"](#) under Equity, Diversity and Inclusion in the Physiotherapists section of the website.
- 5) ["Physiotherapy in Manitoba" infographic](#) on the About Us page of the website. This infographic outlines the role of the College, Association, Government, Educators, Employers and the Union in providing quality physiotherapy care for Manitobans.

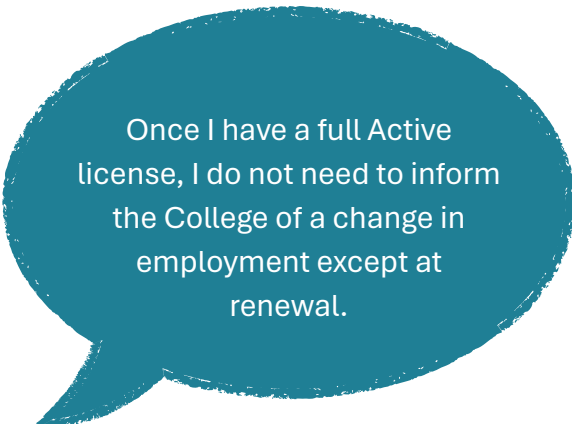
All of the above listed resources can be found on the College website.

2026 Inclusion Calendar: Celebrating Heritage & Identity

[The 2026 Inclusion Calendar: Celebrating Heritage & Identity](#) is an informational resource that highlights heritage, identity, and inclusion-related observances throughout the year. It is intended to support awareness, learning, and respectful engagement in professional and workplace settings.

The calendar promotes understanding of diverse communities and encourages inclusive interactions with colleagues, patients, and the public.

True or False: Debunking the Legislation



Once I have a full Active license, I do not need to inform the College of a change in employment except at renewal.



False.

The Bylaws outline the rights, privileges and obligations of all members of the College. This information can be found in Bylaw 3.4 which states that all members “shall notify the College, within 30 days of **any change in name, home address, telephone number, and email address, any change in place(s) of employment including business address, telephone number and email address for each place of practice** and any change in membership status”.

Why is this important?

The Physiotherapists Act outlines that the Council and Registrar must maintain an accurate register of physiotherapists in Manitoba. This register must include, among other items outlined in The Act, a physiotherapist’s place of employment. This allows the public to verify a physiotherapist using the Online Directory on the College website. In addition, if a complaint was to come in regarding a physiotherapist, the details of the complaint are confirmed against the physiotherapist’s employment and position in the registration database.

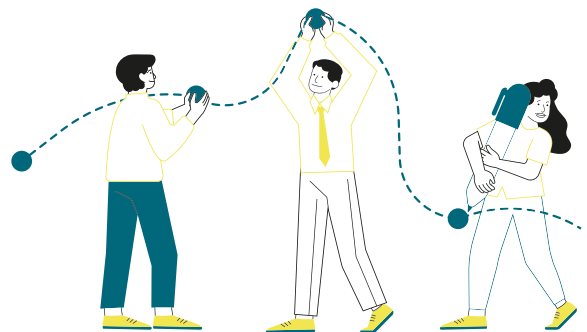
True or False: Debunking the Legislation

Continued

How could not reporting an employment change impact me as a physiotherapist?

- 1) If this change is not reported until Renewal, this can delay the renewal process. The Registration team is required to verify the new place of employment and add this to the database. If this is your only place of employment, this could add significant delays to your Renewal processing during this very busy time of the year.
- 2) If this change is not reported until Renewal **AND involves a role that falls outside physiotherapy clinical practice under the current Act**, you **must** submit written evidence to the Board of Assessors demonstrating how the role relates to physiotherapy. This process is clearly outlined in the Registration and Licensing Direction Practice Hours. This written evidence will be reviewed at the next meeting of this volunteer committee. As a result, renewal as Active may be delayed until the role has been assessed and a decision made regarding the accrual of practice hours.
- 3) A physiotherapist who does not meet the obligations of membership may have a complaint made against them.

Overall, letting the College know of a change in employment within the timeline outlined in the Bylaws allows the College's Registration staff to manage these requests in a timely manner, allows the Public to have access to information about physiotherapists in Manitoba as outlined in The Act, and will lead to less impact on your practice.



The Continuing Competency Program Is Seeking Volunteers for a Pilot of the New Competency Screening Interview

The Continuing Competency Program (CCP) is conducting a pilot study in the first half of 2026 with the aim making a more time-efficient and cost-efficient tool to reach a larger volume of registrants annually.

A Competency Screening Interview (approx. 30-45 minutes) is a less intensive process than the current Practice Audit, and it consists of 3 main sections:

- questions about learning activities and practice reflection;
- questions related to a self-chart review;
- and finally behavioural-based questions focused on the Practice Directions, Code of Ethics and relevant Physiotherapy legislation that allow registrants to apply these standards to examples in their own practice.

We are seeking volunteers (physiotherapists working in clinical or non-clinical roles) to participate in this pilot. Interviews for the pilot will be conducted between February and April of 2026.

Why volunteer?

Your involvement in the pilot will allow you the opportunity to provide feedback and suggestions that will impact the ongoing development and refinement of the interview questions, prompts, and scoring.

If you are interested in volunteering in this pilot, please submit your interest via email to ccc.cpm@manitobaphysio.com. Thank you in advance for considering this opportunity.

Virtual Education Session for Registrants: March 2026

The College will be offering a Round Table Session with College staff regarding the Practice Directions Documentation (with focus on Electronic Medical Records) and Privacy and Record Retention on **March 4, 2026 from 12:00 PM-12:45 PM.**

There will be some time for questions from registrants at the end of the round table discussion as well. **If you would like to send a question or suggest a scenario to review during this event, please send an email to info@manitobaphysio.com with this information.**

Details on how to register will be sent out by email in February 2026.

The presentation portion of this session will be recorded and posted on the Professional Development and Committee Portal for those registrants unable to attend.

Save the Date

Annual General Meeting



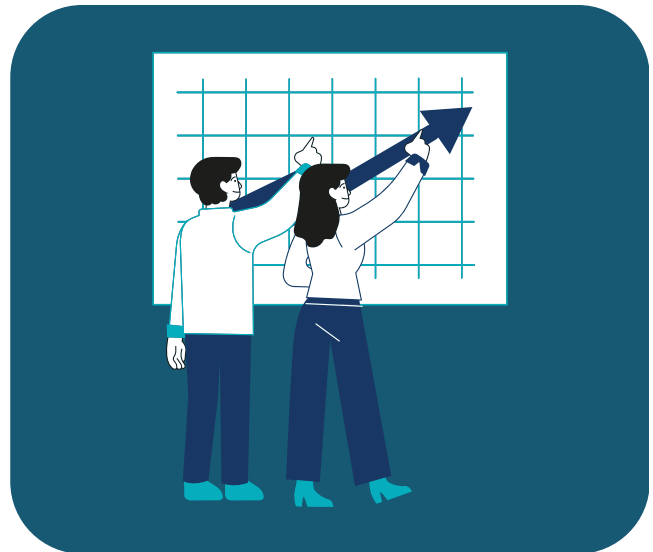
April 15, 2026 at 6 PM

Join us for the College of Physiotherapists of Manitoba (CPM) Annual General Meeting.

The Annual General Meeting will once again be held virtually to enable maximum participation and to be inclusive of registrants who live in rural and remote areas of our province.

The College is seeking registrants to join a Special Projects Committee to:

1. Review the new Use of Needles in Practice standard, which will define education and rostering requirements for dry needling, separate from acupuncture, and replace the existing Acupuncture and Dry Needling standard of practice.
2. Review education programs available for Dry Needling.



To avoid the perception of a conflict of interest, if you are an instructor for dry needling or owner of an education program for dry needling, please self-declare at the time of application.

We encourage registrants with over five years of dry needling experience and those in rural or remote areas to apply.

If interested, please email info@manitobaphysio.com by **January 31, 2026**, including a brief summary of your dry needling experience.

Thank you for helping us ensure an evidence-based approach to this important update.

Strengthening Equity and Cultural Safety Through Collaboration

We would like to sincerely thank the members of the Indigenous Cultural Safety Working Group: Priscilla Flett, Christina Keeper, Rolly Lavallee, Kayla Matheson, Joe Robertson, and Elder Frances Desjarlais for their time, care, and generosity in sharing their knowledge and lived experience. Under their guidance, the group developed the new Practice Direction: [Indigenous Cultural Safety, Humility, and Anti-Racism](#), helping the College strengthen its understanding of equitable, inclusive, and culturally respectful practice.

Their work will continue to inform how we approach our regulatory role and uphold our commitment to protecting the public in a respectful and inclusive way. Thank you, Merci, Miigwetch for your important contributions.

We also thank the members of the Health Equity Working Group: Moni Fricke, Andrea Grant, Oyindamola Otubusen, Melanie Sheldon and Patricia Thille for their invaluable contributions to completing the [Health Equity and Anti-Discrimination Standard](#), reinforcing the College's commitment to equitable and inclusive practice.



From left to right: Priscilla Flett, Elder Frances Desjarlais, and Christina Keeper.

Notice of Censures

Five registrants were censured for failing to comply with the following regulation:

Practice Direction: Acupuncture and Dry Needle Therapy

Registration with the College of Physiotherapists of Manitoba (CPM):

All physiotherapists who wish to perform acupuncture in Manitoba must:

- *Be registered on the Full Active register of the CPM;*
- *Submit evidence demonstrating they have met the educational criteria outlined in this Practice Direction;*
- *Only commence practice of acupuncture in Manitoba once their name has been placed on the CPM Acupuncture Roster and written confirmation has been received from the College;*
- *Not delegate any aspect of these techniques to anyone not on the CPM Acupuncture Roster;*
- *Maintain their competency and participate in the College's Continuing Competency Program as required.*

It is the responsibility of the member to provide all required documentation to the College and to maintain professional competency, credentials, and current registration.

The members listed below were censured for non-compliance with these requirements:

Mandeep Bzovy

Laurie Van Middlesworth

Candace Blahy

Shelley Umali

Jillian Gaudet

Change of Information: Obligations of Membership

Please note that as per CPM By-Laws Article II: Members; VI. Obligations of Membership, all members shall: 6.1 Notify the Registrar of change in name, mailing and email address, place of employment and membership status; This can be completed in the following ways: 1. If you have any changes to your personal information, such as address, phone number, email, or employer - you may log into the CPM website Portal and submit these changes, or contact the CPM office at (204) 287-8502 or info@manitobaphysio.com. 2. If you wish to change your name with the College, please submit a letter indicating: a. the current name you have registered with the College b. the name you wish to have registered with the College and the supporting documentation (i.e. a copy of your marriage or divorce certificate, name change document, etc.)

Active vs In-Active Register

If you are on a leave of absence or not practicing physiotherapy, you are not eligible to be on the Active Register. You must contact the College to switch to the In-active Register. If you are presently on the In-active Register and planning to return to work, you must contact the College in order to change your registration status to the Active Register prior to returning to work. Please give yourself, your employer(s), and the College sufficient time to process your documents. A list of required documents is available on the CPM website under Registration, [Active Practice - Transfer from Inactive](#).