

Physiotherapists Working for Non-Physiotherapists

Standard

The physiotherapist maintains professional accountability, ensuring all services, documentation, billing, and business arrangements adhere to the ethical principles, legislative requirements, and practice standards established by the College of Physiotherapists of Manitoba, regardless of the employment setting.

Expected Outcome

Clients can expect that physiotherapy services delivered in non-physiotherapist-led environments will prioritize their well-being, uphold professional standards and adhere ethical business practices

Policy:

When a physiotherapist is working for a non-physiotherapist, the physiotherapist is responsible for all provisions of the *Physiotherapists Act*, CPM regulations, and practice directions. This includes but is not exclusive to ensuring proper documentation, 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 assume responsibility for verifying that business arrangements do not violate the ethical principles of the profession.

Guidelines:

The physiotherapist demonstrates the practice standard by:

- A. Ensuring that professional accountability takes precedence over the financial interests of the business.
- B. Assuming ultimate responsibility for appropriate documentation.
- C. Ensuring that any invoicing/billing is accurate for services provided.
- D. 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.
- E. Ensuring all treatments administered are within the scope of practice of physiotherapy and are based on best available evidence.

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

- G. Ensuring that physiotherapy records are managed in accordance with the Personal Health Information Act (PHIA) and the College expectations. If the physiotherapist is not the trustee of the physiotherapy records, the physiotherapist must ensure these records are maintained in line with this legislation. This would include providing patients with access to their personal health information.

If the physiotherapist is in doubt as to the propriety of the present or proposed arrangement, the physiotherapist should request the opinion of their legal counsel.

Related Standards

Conflict of Interest

Documentation

Funding, Fees and Billing