College of Physiotherapists of Manitoba

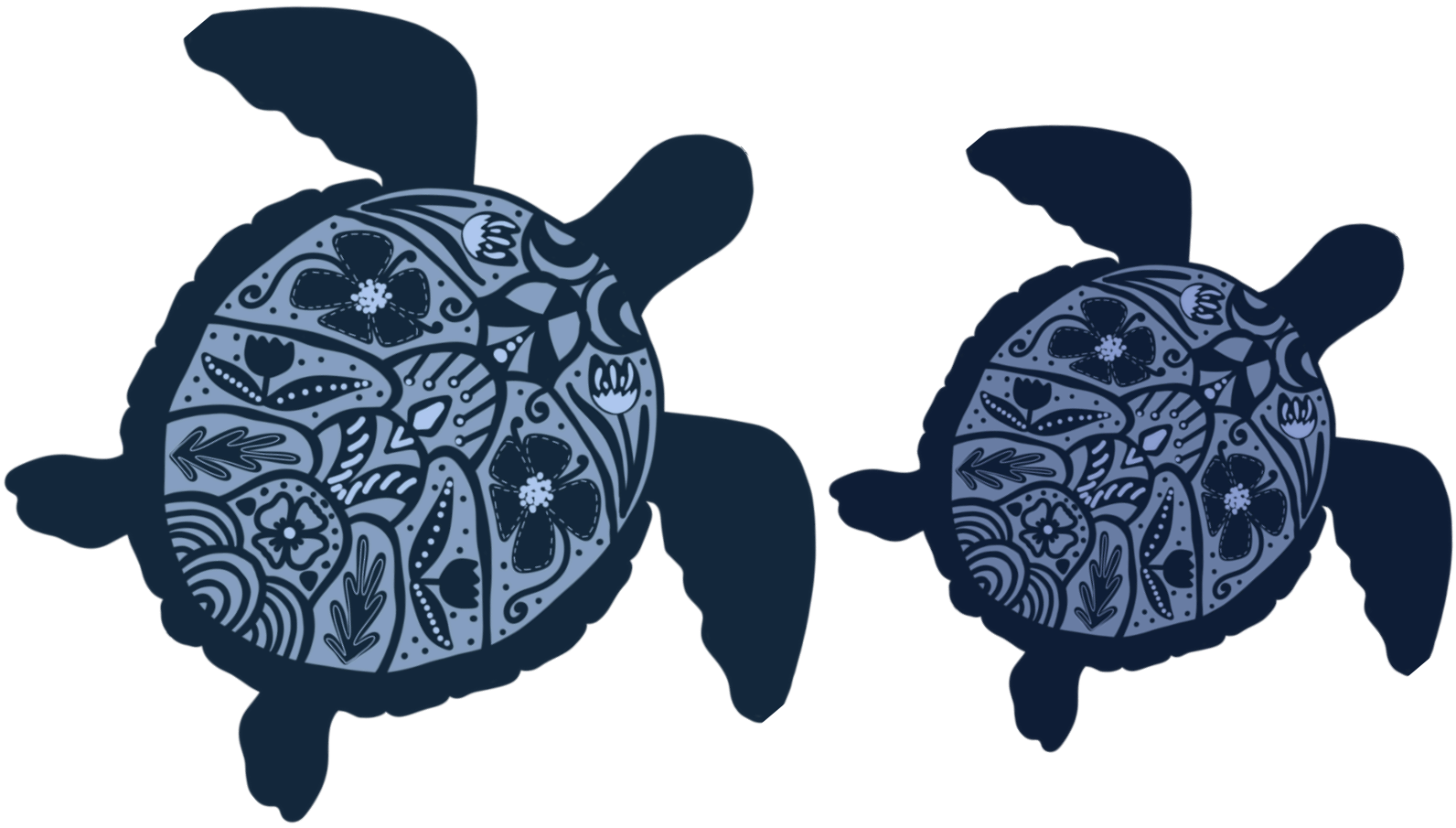
Shaping the Future Together

Annual Report 2025

Land Acknowledgment

The College of Physiotherapists acknowledges that Manitoba is located on the Treaty Territories and ancestral lands of the Anishinaabe, Anisininiw, 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.



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Vision and Mandate

As the regulator for physiotherapists in Manitoba, we set standards and develop programs to ensure that physiotherapists practice in the best interest of the public.
Every patient should have access to safe, competent and ethical physiotherapy care.

Inspiring Confidence in the Profession

Helping Patients make informed decision about their care:
We keep an up-to-date list of all physiotherapists in the province called the Public Register. The Public Register includes important details to help the public make informed decisions, including a physiotherapist's education, and professional conduct history.

Ensuring Quality Physiotherapy Care

We set the standards that physiotherapists must follow and make sure they are committed to their ongoing learning and development through the Continuing Competency Program.

Investigating Concerns and Taking Appropriate Action When Necessary

We consider all the complaints or concerns about physiotherapists. In some cases, we may take further action to help ensure the physiotherapist is practicing safely, ethically and in accordance with the standards.

Vision

A future where Manitobans receive quality care delivered by qualified, regulated practitioners

Mandate

The College of Physiotherapists of Manitoba is mandated by The Physiotherapists Act to serve and protect the public interest. We assure public safety and confidence by fostering excellence, accountability, and ethical care through effective regulation, education, and collaboration.

Leadership Report: Shaping the Future Together

Respectfully Submitted by Jennifer Billeck, Executive Director/Registrar and Kristyn Ball, Chair of Council

Over the past year, the College and physiotherapy regulators across Canada continued strengthening the profession's regulatory foundations. Nationally, work progressed toward implementation of a new single entry-to-practice examination. For CPM staff and Council, a key focus remains the transition to the Regulated Health Professions Act (RHPA). The legislation that governs professional regulation is foundational to our ability to protect the public and modernize regulatory practices. While this transition has taken time, the College continues to work closely with Manitoba Health's Legislative Unit and remains ready to support the next steps needed to move this important work forward.

This year also marked an important milestone for the College as we relocated to a shared office space with several other health profession regulators. This new environment supports collaboration and dialogue across professions, reflecting the spirit and intent of the RHPA. Working alongside fellow regulators strengthens our collective ability to uphold the public interest and reinforces the value of inter-professional collaboration in advancing safe, effective health care for Manitobans.

The College also began important work to strengthen regulatory oversight related to areas of physiotherapy practice, including pelvic health examinations and interventions and the use of dry needling techniques. Establishing clear expectations and safeguards for these practice areas is an important step in supporting public safety while enabling physiotherapists to practice these competencies responsibly. We are encouraged by the high level of engagement from registrants throughout this process and extend our appreciation for their thoughtful input.

Council also recognizes the significant effort and expertise of college staff in advancing this work. While additional steps remain, we are confident this work represents meaningful progress toward strengthening practice standards.

In 2025, the College said goodbye to long-serving investigator Pamela Shymko, and we extend our sincere appreciation for her many years of dedicated service. We were also pleased to welcome Melanie Fernandez to the role and look forward to supporting her as she begins this important work.

The College extends its sincere thanks to the members of the working groups who contributed to the development of the Health Equity and Anti-Discrimination practice direction. Their lived and professional experiences were invaluable in shaping guidance that reflects diverse perspectives and the realities of practice.

Informed by Elder guidance and lived experience, the working group for the Indigenous Cultural Safety, Humility, and Anti-Racism practice direction has strengthened the College's understanding of health equity and cultural humility. Their leadership has meaningfully influenced our regulatory work and supports our ongoing commitment to protecting the public interest in a respectful and inclusive manner. Thank you, Merci, Miigwetch for the care, insight, and leadership you have brought to this important work.

To our public members and registrant volunteers: thank you for the time, perspective, and thoughtful engagement you bring to the College's work. In a self-regulated profession, your participation is essential. Your contributions strengthen accountability, transparency, and public confidence in physiotherapy regulation in Manitoba.

Leadership Report: Shaping the Future Together

We hope you find the College of Physiotherapists of Manitoba's 2025 Annual Report informative. Council and staff are proud to highlight the progress made over the past year and to share the continued efforts underway to advance physiotherapy regulation in Manitoba.

As the regulatory environment continues to evolve, the College remains committed to modern, transparent, and collaborative regulation that serves the public interest.

By working alongside government, fellow regulators, registrants, and the public, we will continue strengthening the systems that support safe, ethical, and high-quality physiotherapy care for Manitobans. We look forward to building on this year's progress and advancing the important work that lies ahead.

> "We must come together and work cooperatively if we are to meet the challenges ahead." – David Suzuki

Council 2025

Council Chair

Kristyn Ball, Chair

Public Members

Joan Todd, CPM appointed Public Member
Kim Stephens, CPM appointed Public Member
Karen Grant, Government appointed Public Member

Physiotherapy Members

Adrian Salonga, Vice-Chair, Governance Committee Chair
Kinsley Skulmoski, Treasurer
Tim Nanassy, AGM Chair
Khushpal Brar
Melanie Sheldon

Student Members

Emma DeGuzman Caballero, Student Member Year 2
Kazuki Nishikiori, Student Member Year 2
Elaria Basily, Student Member Year 1

Message from the Public Members of Council

Respectfully submitted by Kim Stephens, Karen Grant and Joan Todd

As Public Members of Council, we are pleased to support the College's work to protect the public interest. This year, we contributed to updates in governance, Standards of Practice, and the development of the new Strategic Plan. Our focus remained on accountability, transparency, and ensuring decisions reflect the needs and expectations of Manitobans.

We thank the other members of Council and staff for their commitment to thoughtful and effective regulation. We look forward to continuing this work in the year ahead.

Key Achievements 2025

Updating the Council's Strategic Plan

As part of the development of the College's new Strategic Plan, we made a deliberate shift in language — from referring to our "mission" to using the term "mandate." This change reflects a deeper commitment to accountability and clarity. While a mission often describes an organization's purpose or aspirations, a mandate emphasizes responsibility—what Council is entrusted and expected to do by our government and society.
By using the term mandate, we ground our work in responsibility and action signaling a commitment to delivering meaningful outcomes. Mandate - also aligns more closely with our purpose – to protect the public interest. Reaffirming that our work is not only visionary, but vital.

Introducing Our New Strategic Plan: Shaping the Future Together on page 6
These goals represent Council's commitment and will allow the team at the College to turn the goals and the public protection mandate into actionable steps that assist Council in meeting that mandate. Stay tuned as we dive deeper into each goal over the next three years and share opportunities to get involved.

Modernizing Standards of Practice
After adoption of the draft Model Core Standards of Practice in 2022 CPM updated numerous standards in 2024 and the work continued into 2025. Please see the updates on page 12.

Ensuring Good Governance
As of December 2025, numerous governance documents have also been reviewed and updated, please see page 23 for details.

In June of 2025 the Council received notice from the legislative unit that work could begin to separate Dry Needling and Acupuncture, and that the college could begin the application and notation requirement for Pelvic Health (Internals), and Pelvic Health (Artificial Openings).

Working with System Partners
The College has continued to work closely with the Canadian Alliance of Physiotherapy Regulators (CAPR) on the new single entry to practice examination launching January 2026 and committed to sunsetting the Practice Based Competency assessment (PBCA) as of Dec 31 ,2025.
Collaboration also continued to occur with other Manitoba health regulators through the Manitoba Alliance of Health Regulatory Colleges. MAHRC and the University of Manitoba completed work on an inaugural survey on interprofessional collaboration in the Spring of 2025. This survey was launched to the participating College's registrants in October 2025. Responses are being collected until the end of March 2026. Updates on the outcome of the survey and the next steps for this collaboration will be available later in 2026.

Continual Enhancements to Technology Systems
The College continues to make enhancements to our registrant database and received a grant from the Canadian Institute for Health Information (CIHI) to implement the new Minimum dataset effective September 2025 and for renewal in 2026. This data supports the newly updated data collection for CIHI with recommendations from the Canadian Institutes of Health Research and is in line with the College's strategic objectives and focus on Equity, Diversity, Inclusion (EDI) and Reconciliation. The data elements are set by these various organizations to capture an accurate picture of Canada's health systems and are used to identify and accelerate improvements.

Updating the By-laws
Changes to the By-laws were approved at the AGM in April 2025. Please see pages 7-11 for more details.

Strategic Plan 2025-2028

VISION

A future where Manitobans receive quality care delivered by qualified, regulated practitioners.

MANDATE

The College of Physiotherapists of Manitoba is mandated by The Physiotherapists Act to serve and protect the public interest. We assure public safety and confidence by fostering excellence, accountability, and ethical care through effective regulation, education, and collaboration.

OUR WORK IS GUIDED BY THE FOLLOWING PRINCIPLES AND VALUES:

INTEGRITY	ACCOUNTABILITY	RESPECT	TRANSPARENCY	COLLABORATION
We strive for excellence. We are consistent, fair, trustworthy, evidence informed, and inclusive.	We take responsibility for our decisions and actions. We set and uphold clear expectations for our registrants.	We foster a culture of trust, mutual respect, and professionalism.	We provide timely and clear communication. We are open, honest, and responsive in fulfillment of our regulatory and operational responsibilities.	We value input, and we seek opportunities to collaborate with others.

STRATEGIC GOALS:

Culture and Connections

Build and maintain a culture that supports regulatory and operational responsibilities.

- Build and maintain trust and credibility with the public
- Enhance registrant engagement with the College
- Cultivate relationships with external partners
- Develop and implement a multi-tiered communications plan

Regulatory Excellence and Innovation

Develop and implement modern regulatory practices

- Influence and implement new legislation
- Implement a process of review and continuous quality improvement for regulatory processes
- Increase data available for evidence informed decision

Operational Efficiency

Operational Efficiency

- Ensure organizational sustainability
- Recruit and retain qualified staff
- Ensure staff and Council have the resources to do their best work
- Strengthen governance practices

Equity, Inclusion, and Reconciliation

Promote meaningful progress through respect, fairness, and cultural understanding.

- Embed the principles of the TRC and EDI into the College's regulatory mandate, culture, and partnerships to foster a more inclusive and culturally safe profession.
- Strengthen Indigenous and EDI data collection
- Review and Adapt regulatory practices
- Build internal capacity and accountability
- Embed trauma-informed principles across internal operations and external programming to foster safe, responsive environments for both staff, the public and profession

Bylaw Edits 2025

BYLAW 1 – DEFINITION AND INTERPRETATION
1.1 Definitions
In these by-laws unless otherwise stated:
"Act" means The Physiotherapists Act, including the Regulations made pursuant to the Act.
"By-Laws" means the by-laws of the College made under Part 6, section 51 of the Act.
"College" means the College of Physiotherapists of Manitoba.
"Council" means the Council of the College.
"Registrar/Executive Director" means the registrar/executive director of the College appointed under the Act.
"General Regulation" means The College of Physiotherapists General Regulation.
"In Good Standing" means that the Registered Physiotherapist's registration is current and not suspended, and the member is not currently engaged in any professional conduct processes.
"Member" means a person registered under The College of Physiotherapists General Regulation.
"Minister" means the Minister appointed by the Lieutenant Governor in Council to administer the Act.
"Public representative" means a person who is not and never has been registered under the General Regulation.
"Register" means a register or Subregister established in the General Regulation.
1.2 Interpretation
In the interpretation of these by-Laws, words in the singular include words in the plural and vice versa and words in one gender include all genders. Words defined in the Act have the same meaning when used in these by-laws.
2.1 Head Office
The head office of the College of Physiotherapists of Manitoba shall be located in Winnipeg, Manitoba *or at such a location as may be determined by Council.*
2.2 Seal
The College shall have a seal, which is inscribed "College of Physiotherapists of Manitoba". The seal shall remain at the head office of the College and, whenever used, shall be authenticated by the signature of a signing officer of the College.
2.3 Agents and Employees
a) The Council may appoint or employ any persons as are necessary to assist the Council in the performance of its duties under *The Act* and the regulations and shall establish their duties and remunerations.
b) The Registrar shall be a Registered Physiotherapist appointed by and responsible to the Council.
c) The Registrar may also serve as the Executive Director.
d) *The Registrar/Executive Director shall perform all duties prescribed by the Act, regulations, bylaws and policies.* The Registrar/Executive Director shall be an ex-officio member of the Council and of such committees as the Council deems appropriate, in a non-voting capacity.
2.4 Prescribe Forms
The Registrar/Executive Director is authorized to prescribe such forms, certificates or other documents as may be required for the purposes of the Act, the regulations, or the bylaws.
2.5 Signing Officers
The signing officers of the College *shall be designated by the Council as follows:*
2.6 Banking and Financial Affairs
b) Financial policies pertaining to the College shall be determined by Council.
c) An accountant shall be appointed by the Council *annually who shall, at least once in every year, examine the accounts of the College and report thereon to Council as soon as possible after the end of the fiscal year.*

Bylaw Edits 2025

2.7 Remuneration of Council
a) The members of the Council and committees thereof may be paid remuneration and allowance for travelling and living expenses while engaged in the business of the Council *at such rates, and in accordance with such policies, as set by Council.*
b) Council members including public representatives shall receive an honorarium as set by Council policy.
3.1 Registers of the College of Physiotherapists of Manitoba
In accordance with Part 4, section 7(1) of The Act, the College shall maintain the following:
(a) a register of physiotherapists;
(b) a register of students;
(c) any other registers that are provided for in the regulations.
The members on these registers are the members of the College.
3.2 Additional registers
In accordance with Part 2 Additional Registers of the Physiotherapists regulations, the registrar shall maintain the following registers:
(a) a temporary practice register;
(b) an inactive register;
(c) an examination candidate register.
3.3 Rights, Privileges and Obligations of All Members
All members:
a) shall pay the *fees prescribed in by-law 4: Fees;*
b) are entitled to *attend College meetings;*
c) 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;
d) shall answer all correspondence from the College in which a reply is requested, within 15 days or the deadline specified in the correspondence, unless an extension is granted by Council; and
e) shall practise physiotherapy in accordance with the code of ethics of the College and as specified in the regulations.
3.4 Rights, Privileges and Obligations of Members on the Active Practicing and Inactive registers
Only those who hold membership on the register of Physiotherapist classifications (active practicing and inactive) and are in good standing:
a) are eligible to vote at meetings of the College in accordance with these by-laws.
b) are eligible to hold office, upon appointment, on the Council in accordance with these by-laws
c) are eligible to serve as an appointed member of committees of the College in accordance with these by-laws.
4.1 Membership Year
The membership year of the College shall commence on the 1st day of February and terminate on the 31st day of January each year.
4.2 Setting Fees
Council may establish fees, costs, levies and assessments for the following:
a) application fees;
b) registration fees;
c) re-instatement fees;
d) late payment fees;
e) fees for reviews or appeals of any decisions;
f) misconduct levies; and
g) non-compliance fees
The fees for application and registration shall be communicated to members at least 30 days prior to the 31st of January of each year.

Bylaw Edits 2025

5.1. Annual General Meeting
a) An Annual General Meeting (AGM) of the College shall be held each year at a date, time *and in a format to be determined by the Council and the agenda for the meeting shall be set by the Council.*
b) At least 30 days before the date of the annual general meeting, notice shall be published, and the annual report shall be available to members. The agenda for the meeting shall be available 14 days before the date of the annual general meeting.
c) The quorum for an Annual General Meeting of the College shall be the number of registered physiotherapists in attendance who are entitled to vote.
5.2 Special Meetings
a) A special meeting of the College may be called by the Council at any time and shall be called upon the written request of not less than 5% of the membership of the College who are entitled to vote. The submitted request shall include each registrant's printed name, registration number and signature.
b) Notice of a special general meeting of the College shall state the business to be considered at the meeting; the business transacted at a special general meeting of the College shall be limited to that specified in the notice.
c) Notice of a special meeting of the College shall be sent to every Council member and every member of the College 30 days prior to the date of the meeting and the business to be transacted shall be specified in such notice. *The accidental omission to give notice to any member shall not invalidate any action taken at a special general meeting.*
5.3 Voting at Annual and Special Meetings
c) For adoption of any issue at *an annual general meeting*, a majority vote of those members present, either in person or virtually, who are entitled to vote, shall be required.
d) For adoption of any issue at a special meeting, a two thirds' vote of those members present, either inperson or virtually, who are entitled to vote, shall be required.
e) A vote may be taken by ballot, a show of hands, or electronic means at the discretion of the chair. In any voting by a show of hands, the chair of the meeting shall, with the assistance of scrutineers, if necessary, make such count of the votes as they may consider necessary and shall decide the results. The chair's decision shall be final.
BYLAW 6: COUNCIL
6.1 Composition
a) The Council shall consist of at least six elected members and three appointed public representatives.
b) Council shall appoint up to three students from the Physical Therapy Program at the University of Manitoba to sit on Council in nonvoting positions; and
c) the Registrar/Executive Director and Deputy Registrar as ex-officio, non-voting Council members.
6.2 Term of Office
a) Except as otherwise set out in these by-laws, each member of Council shall hold office for a term of three years with a maximum of two consecutive terms.
b) For the purposes of creating staggered term lengths, a Council member may serve a term of four years if so approved by the Council.
c) A Council member who has served two consecutive terms may seek re-election after at least two years has elapsed since the expiry of their last term.
6.3 Officers of the Council
a) The officers of the College shall be the Council Chair/Co-Chair, Council Vice Chair, Council Treasurer, the Registrar/Executive Director, ex-officio and the Deputy Registrar, ex-officio.
c) The Council position duties shall be fixed from time to time by Council policy.
6.4 Meetings of the Council
a) Regular, special and emergency meetings of the Council shall be held at such times and places and with such notice to Council members as may be fixed from time to time by Council policy.
b) There shall be no less than four regular meetings during each calendar year, held one in each of the quarters of the calendar year, if reasonably possible.

Bylaw Edits 2025

***7.1 Elected Members*:**
c) A member is eligible for election to Council if:
xii) a period of at least 2 years has passed since the member had previously served the maximum term on the Council;
7.3 Cease to be a Council Member
a) Any Council member may resign at any time by providing written notice to the Council Chair.
b) Any Council member ceases to be a Council Member if they:
i. are a member residing and working outside of Manitoba
ii. resign
iii. no longer meet the eligibility criteria outlined in these by-laws.
c) Where any Council member:
i. has a finding in accordance with section 41 of the Act; or
ii. is convicted of an indictable offence or is sentenced to a term of imprisonment, whether conditional or otherwise, they cease to be a member of the Council.
e) When a person ceases to be a Council member, all Council and committee appointments held by that person are declared vacant.
BYLAW 8: COMPLAINTS COMMITTEE AND INQUIRY COMMITTEE
8.1 The Council shall appoint a complaints committee and inquiry committee as set out in Section 17(1)(2) and 31(1)(2) of The Act.
a) The members eligible for appointment to the Complaints Committee and the Inquiry Committee are those who meet the eligibility criteria enumerated in *Bylaw 7.1 d) Eligibility for appointment to Council.*
c) Public representatives shall be appointed by the Minister.
BYLAW 9: COMMITTEES AND BOARDS
9.2 The Council shall establish the following standing committees and boards:
c) The Appointments Committee
9.7 The Council shall appoint the chair and members of all committees.
9.8 The Council may, by a majority vote, remove a member from a committee if:
9.9 The chair of each committee shall give reasonable *notice of each meeting of their committee.*

Policies and Legislation Updated in 2025

Legislation

- Code of Ethics
- Bylaws

Practice Directions (updated or new)

- Acupuncture and Dry Needle Therapy
- Advertising and Marketing
- Oxygen Management and Administration
- Pelvic Health Internals
- Physiotherapists Working for Non-Physiotherapists
- Supervision
- Titles, Credentials and Specialty Designations
- Virtual Care

Companion Documents/Resources and Guidelines – updates and new:

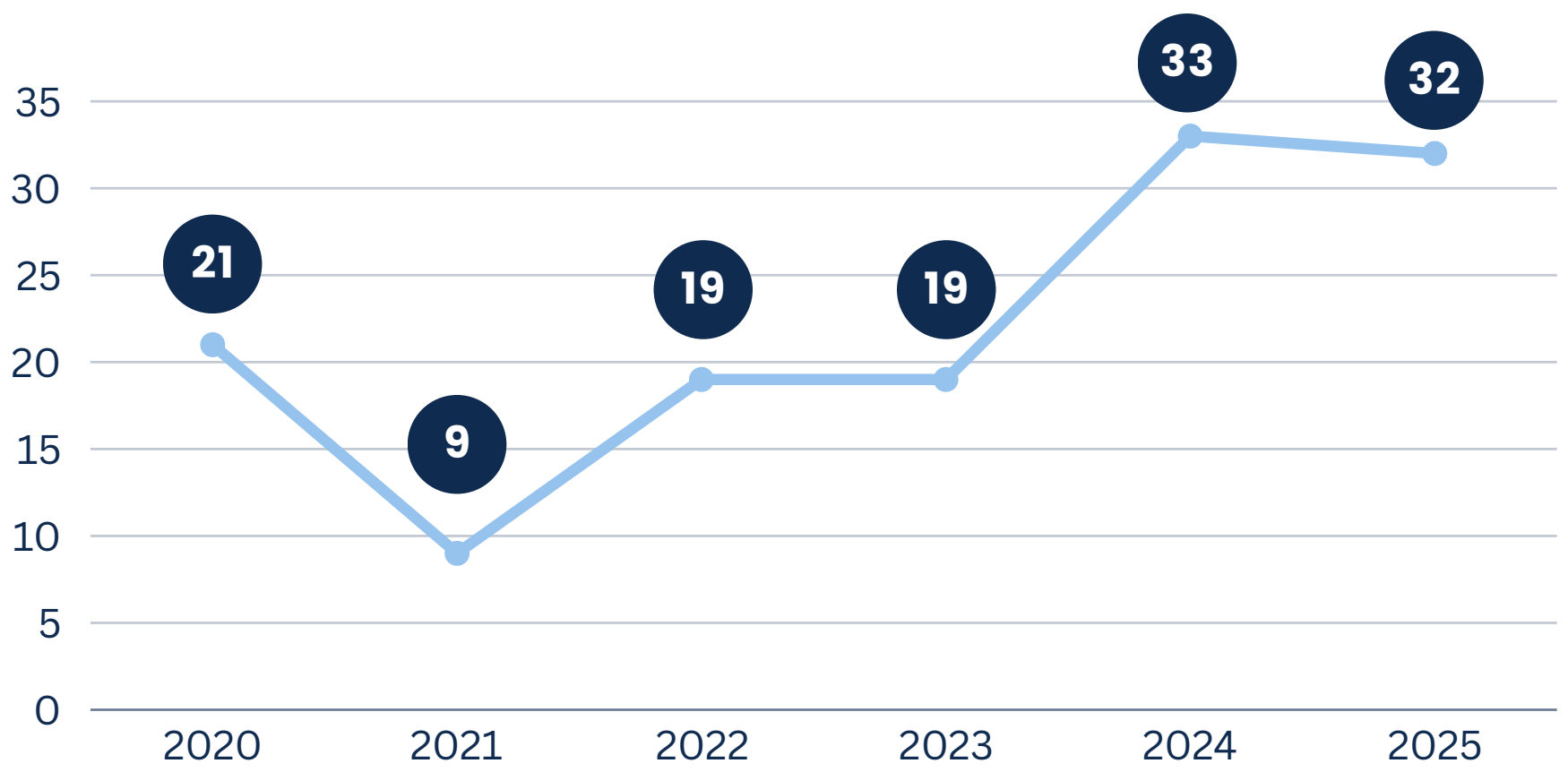
- Accessible Information and Communication Policy
- Registration Misconduct Levy: Guide and Process
- Pelvic Health Communication
- Medical Assistance in Dying (MAiD)
- Guideline for Physiotherapists on the Responsible Use of AI in Clinical Practice
- Virtual Care Guide for Manitoba Physiotherapists
- A Guide for Patients Regarding Sexual Abuse and Sexual Misconduct
- Trauma-Informed Care Resource
- Medication Guideline for Manitoba physiotherapists

Taking Action When Standards Are Not Met
2025 Complaints Committee Annual Report

Respectfully Submitted by Darcy Reynolds, Complaints Coordinator

The Complaints Committee remains dedicated to maintaining accountability and upholding the highest professional standards within the College of Physiotherapists of Manitoba. We continue to address complaints promptly and efficiently, ensuring that all processes are fair, transparent, and in strict alignment with The Physiotherapist Act.

Number of Complaints Received by CPM



Taking Action When Standards Are Not Met

Types of Complaints Received in 2025:

The complaints received in 2025 involved a variety of professional conduct and practice issues. Some complaints included more than one issue. Areas of concern included:

- Breaches of Professional Standards and the Code of Ethics
- Breaches of The Personal Health Information Act (PHIA)
- Breaches of Privacy and Record Retention Practice Direction
- Breaches of Documentation Practice Direction
- Practicing without liability insurance while on the Active Practice Roster
- Failure to notify the College of changes in status or workplace
- Deficiencies in professional knowledge or performance in physiotherapy practice
- Breaches of Advertising and Marketing Practice Direction
- Non-compliance with conditions on an examination candidate license to practice
- Breaches of Titles, Credentials, and Specialty Designations Practice Direction
- Failure to fulfill membership obligations
- Incapacity or unfitness to practice
- Treatment resulting in patient injury
- Breaches of the Acupuncture and Dry Needle Therapy Practice Direction
- Breaches of the Risk Management and Safety Practice Direction
- Breaches of the Informed Consent Practice Direction

Taking Action When Standards Are Not Met

Source of Complaints in 2025:

Public: 11

Office of the Registrar: 19

- **10** Relate to being on the Active Practice Register without liability insurance
- **1** Incident involving a PHIA violation
- **1** Failure to meet professional membership obligations.
- **2** Non-compliance with the conditions of the Examination Candidate license to practice
- **5** Non-compliance with the Acupuncture and Dry Needle Therapy Practice Direction

Employer Complaint/Report: 1

Other Health Care Provider: 2

Practice Setting of the Physiotherapist:

Hospital: 9

Public out-patient setting: 2

Private Clinic: 19
(8 Practicing on the Active Practice Roster without liability insurance)

Other: 2

Taking Action When Standards Are Not Met

Complaint Dispositions Determined in 2025:

A total **of 31 out of 32** complaints received in 2025 have been resolved, though some undertakings remain outstanding.

- **Dismissed Complaints:** 13
- **Censures Issued:** 13
  8 for practicing on the Active Practice Roster without liability insurance
  5 for breaching Acupuncture and Dry Needle Therapy Practice Direction
- **Agreements Entered Into:** 5 registrants agreed to complete one or more of the following:
  Specified course of studies by way of remedial training.
  Monitoring or supervising the member's physiotherapy practice.

Disposition of Complaints Carried Over from 2024:

At the start of 2025, five complaints from previous years remained open, pending completion of remedial education programs, practice monitoring, or payment of outstanding costs.

- All registrants have since fulfilled the terms of their agreements, and the complaints have been subsequently closed.

Appeals:

No complaint dispositions from the Complaints Committee were appealed to the CPM Council in 2025.

Disciplinary Dispositions in 2025:

No complaints were referred to the Inquiry Committee for formal disciplinary hearings in 2025.

Investigations:

A total of **7 new investigations** were initiated in 2025.

Complaints Carried Over into 2026:

At the end of 2025, **1 complaint** lodged in 2025 remains unresolved and will carry over into 2026 for further review and disposition.

Promoting Good Practice Through Prevention and Education

2025 Continuing Competency Program Report

The College of Physiotherapists of Manitoba's Continuing Competency Program (CCP) values lifelong learning to promote and ensure competency in physiotherapists. The CCP consists of three separate components: Practice Reflection, Practice Audit and Practice Support.

Practice Reflection

2025 CCP declaration answers for registrants on the active roster:

75%

25%

Promoting Good Practice Through Prevention and Education

Participation Rates for Practice Reflection in 2025

20% of registrants are randomly selected each year to submit their Practice Reflection Submission for peer review.

Registrants on the Active Roster randomly selected	**175**
Registrants removed:	**8**
• Converted to Inactive	4
• Selected in Error	2
• Non-renewal/retirement at renewal	2
Non-submissions	**19**
Active Registrants Completed Practice Reflection Submissions Process	**148 (89%)**
Submissions Requiring Revision	**8**

Promoting Good Practice Through Prevention and Education

Practice Audits

Rating Outcomes of Practice Audits Completed in 2025:

Practice Audits completed in 2025 – 33 (3.3% of the Active Register).

45.5%

30.3%

Rating 1

Displaying knowledge of all relevant professional standards.

Rating 2

Displaying knowledge of all relevant professional standards with no safety concerns.

24.2%

0%

Rating 3

Demonstrated two or more professional standards where the expectations were not applied to practice, and/or, one of more areas were identified as a risk or a safety/quality concern for patients, requiring ongoing learning and improvement activity; these individuals were subsequently provided practice support.

Rating 4

Caution is needed; issues or risky patterns were identified that impact safety and welfare of the public.

By the end of 2025, 252 (25.2%) of Active Registrants had undergone a Practice Audit.

Promoting Good Practice Through Prevention and Education

Practice Support

In 2025, the Practice Support component of the CCP was utilized with **8** registrants. Practice Support Programs are still in progress for 5 of these registrants in 2026.

Changes to the Continuing Competency Program - 2026

Council approved plans for a Competency Screening Interview (CSI) pilot in the first half of 2026. The CSI will be used as a tool to determine which registrants require a more in-depth assessment of their practice (practice audit). The CSI is aiming to recruit 40 volunteers to participate in this pilot. Interviews are expected to begin in February 2026 and be completed by the end of June 2026. Further updates and outcomes will be presented to Council.

Promoting Good Practice Through Prevention and Education

Practice Guidance Data

Top 7 Practice Directions Referred

1. SUPERVISION
2. AUPUNCTURE & DRY NEDDLE THERAPPY
3. PELVIC HEALTH INTERNALS
4. FUNDING FEES & BILLING
5. PRIVACY & RECORD RETENTION
6. DOCUMENTATION
7. APPROVAL OF A BUSINESS NAME

Sources of Requests for Practice Guidance (total 254)

- ACTIVE PHYSIOTHERAPISTS: 195
- NON-PHYSIO (LAWYER,OTHER HCP, INSURANCE REPRESENTATIVES): 29
- EXAMINATION CANDIDATES/STUDENTS: 32
- PUBLIC: 17
- OUT OF PROVINCE PTs: 7

- TOTAL NUMBER OF PRACTICE GUIDANCE INTERACTIONS: 280
- 10% INCREASE IN VOLUME COMPARED TO INTERACTIONS IN 2023
- ON AVERAGE, PRACTICE GUIDANCE QUESTIONS RECEIVED A RESPONSE WITHIN 1 BUSINESS DAY

Promoting Good Practice Through Prevention and Education

Communication and Resources for Registrants

College Selected Activity

The College Selected Activity (CSA) continues to be a mandatory requirement for renewal by the Board of Assessors.

In 2025, all registrants were notified of the CSA for renewal by email on October 3, 2025 and were required to complete the "Informed Consent for Physiotherapists", an educational module on documentation for Active registration in 2025. In 2025, 97% of Active registrants had completed the module by December 7, 2025.

Website Additions

- EDI Resources page
- Transitioning under the RHPA page

Lunch and Learns

- March 9, 2025 - Bylaw Edits Lunch and Learn
- July 15, 2025 - Pelvic Health Internal Notation
- September 17, 2025 – Private Practice Lunch and Learn

2025 Newsletters

- March
- May
- October
- November

Governance Committee Report

The Governance and Nominations Committee was active in various aspects of recruitment and selection of physiotherapy members and public members to serve on the Council and committees. The committee also reviewed and updated Governance policies of CPM.

In 2025 the Governance and Nominations Committee:

- Worked on the required edits to the Bylaws to present at the 2026 AGM. These changes are required to match updated policies and allow for a smooth transition under the Regulated Health Professions Act.
- Planned and prepared for a Governance review to begin in 2025.
- Updated and developed 32 Goverment Administrative Policies:

- Annual General Meeting
- Appointment and Remuneration of Investigators
- Appointments Committee TOR
- Board of Assessors Terms of Reference
- Capital Reserve Fund
- Complaints Committee Terms of Reference
- Continuing Competence Committee Terms of Reference
- Continuing Competence Evaluation Committee Terms of Reference
- Council
- Council and Committee Code of Conduct, Confidentiality and Conflict of Interest Policy
- Council Honorarium
- Council Policy Development Updating and Approval
- Document Retention and Destruction Guidelines
- Election of Council Members
- Eligibility Criteria and Selection Process for Council, Complaints, Inquiry and BOA
- Executive Committee TOR
- Governance Committee Terms of Reference
- Guideline for Council Meeting Observers
- Legal Reserve Fund
- Legislative Committee Terms of Reference
- Newsletter Policy
- Nomination Process for Council
- Operating Reserve Fund
- Orientation Procedure for Members of Council and Committees
- Personal Health Information Act Policy and Procedure
- Practice Direction Registration and Licensing Direction Review
- Pro-Rated Fees
- Public Member Recruitment Committee Terms of Reference
- Recruitment and Selection Policy
- Refunds
- Setting Annual Fees
- Special Projects Committee Terms of Reference

Registration Report

Board of Assessors Committee

The Board of Assessors (BOA), in their role to consider and decide on registration applications and requirements for the College, has reviewed sixty-two Practice Based Competency Assessment final reports in 2025. This interim clinical evaluation allows the transition from Examination Candidate to Active registration for successful applicants for the two-exam pathway available on or before December 31, 2025.

In accordance with the College Licensing Directions, the BOA has annually reviewed physiotherapy practice hours to ensure a member's currency within the profession and to assure the public that members are competent to practice. The committee addresses shortfalls in practice hours individually with registrants.

Re-Entry into the profession was initiated with one individual in December 2025 with the Board of Assessors outlining requirements for re-entry and planning to monitor progress with the accrual of practice hours for this individual under supervision.

The Board of Assessors continued to use the process developed in 2023 which allows registrants to have their position reviewed to accrue practice hours in non-traditional roles by submitting the Recognition of Physiotherapy Practice – Position Description Template. In 2025, the Board of Assessors approved six non-traditional roles to accrue practice hours on the Active register through this process.

The BOA has also assisted in updating and reviewing Registration and Licensing Directions with seventeen policies reviewed in 2025 to ensure they reflect current changes within the profession.

New and updated Registration and Licensing Directions:

- Review by Council
- Re-Entry to Practice
- Practice Hours
- Language Proficiency Policy
- Privacy and Confidential Information
- Criminal Record Checks for Registration
- College Selected Activity
- Registration Misconduct Levy
- Renewal
- Temporary Registration
- Disclosure of a Condition or Disorder
- Practice Based Competency Assessment Program
- Prior Learning and Remediation Evaluation (PLAR)
- Approved Entry-to-Practice Examination
- Failure of an Entry to Practice Clinical Evaluation
- Registration on the Examination Candidate Register
- Approval of Academic Programs/Education Facilities

Registration Report

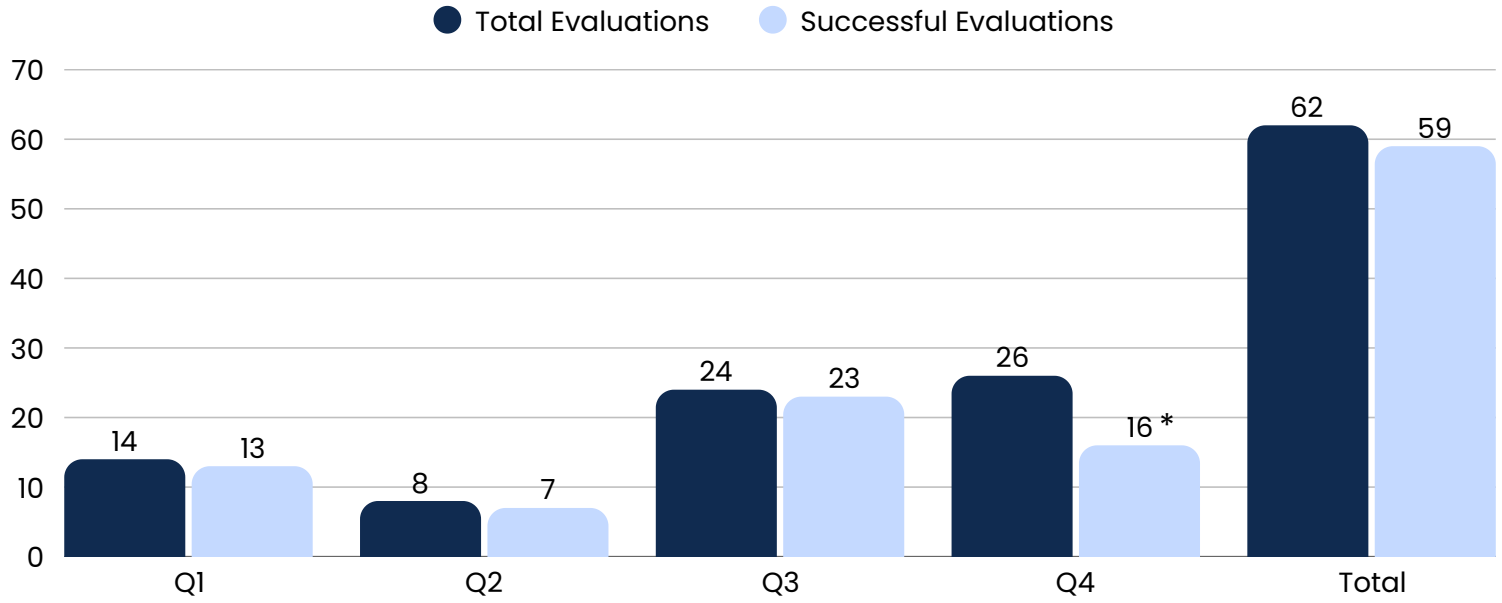
Practice Based Competency Assessment 2025

Council approved successful completion of the CPM Practice Based Competency Assessment (PBCA) as a Clinical Component for Examination Candidates to convert to the Active Practice register as part of the two-exam pathway.

- The deadline for applicants to access the two-exam pathway and access the PBCA was December 31, 2025.
- The single examination, the Canadian Physiotherapy Examination (CPTE) is the new approved entry-to-practice examination as of January 1, 2026.

2025 In Review

- The Board of Assessors continued to review the PBCA final report, including the recommendations of the evaluator, to make the final determination to offer Active Registration to the Examination Candidate.
- 72 PBCA evaluation were initiated in 2025



*10 PBCA Evaluations carried over to 2026 for BOA review

As shown in the graph above, 3 examination candidates were not offered active registration (unsuccessful attempt at the PBCA) by the Board of Assessors.

The common issues identified for Examination Candidates in the PBCA process for 2025 related to the following Practice Directions:

- o Informed Consent & Documentation
- o Title, Credentials and Specialty Designations
- o PHIA – Management of privacy breach

Registration Report
Board of Assessors (BOA) Committee

The number of applications for all registration categories are shown below:

Examination Candidate Applications in 2025

Internationally Educated	24
University of Manitoba	45
Re-Entry to Practice	1
Incomplete*	4*
TOTAL	74

***Reasons for Incomplete Registration:** Not eligible for employment in MB (2), Unknown (2)

Active Applications in 2025

New to Province/Return to Province	13
Transfer to Active from Clinical Evaluation (Practice Based Competency Assessment)	55
Incomplete**	1**
TOTAL	69

****Reasons for Incomplete Registration:** Employment did not meet requirements for registration.

Registration Statistics

Registration Status

As of December 31, 2025

Registration Categories	2022	2023	2024	2025
Active	868	897	947	1001
In-Active	64	70	49	75
Examination Candidate	66	66	72	80
Students - MB	96	99	98	112
Students - Out of Prov	0	0	1	1
Temporary	4	7	44	12
Total	1098	1139	1211	1281

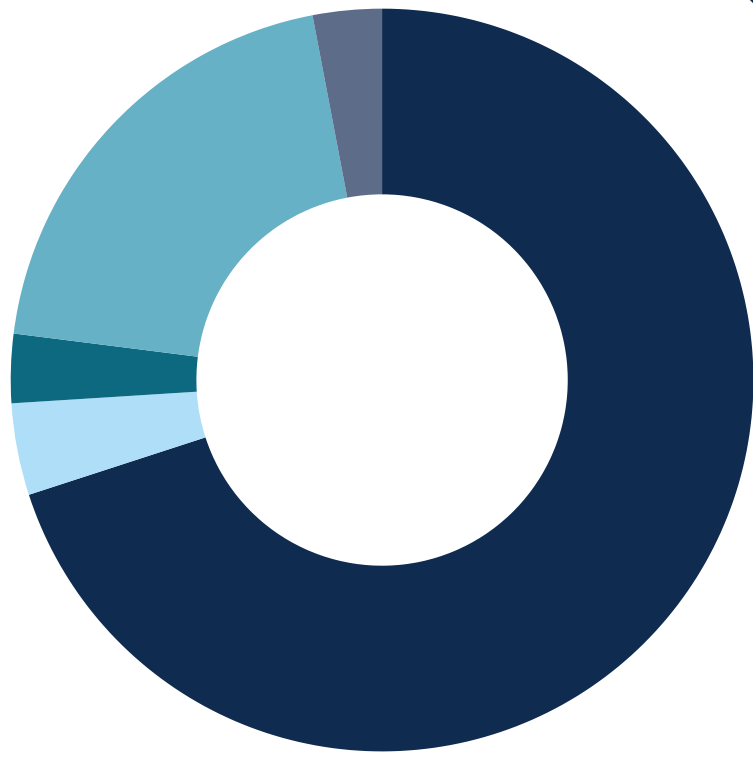
New Registrations

	2022	2023	2024	2025
New Registrants Educated in Manitoba	49	50	46	48
New Registrants Educated in other Canadian Provinces	7	2	4	2
New Registrants Internationally Educated	13	12	21	27
Re-instatements from Non- Renewal	9	8	9	9
Re-Entry	0	0	2	2
Total Number of New Registrants	78	72	82	77
Number of Registrants Not Renewed	34	34	43	33
Net Gain	44	38	39	44

Registration Statistics

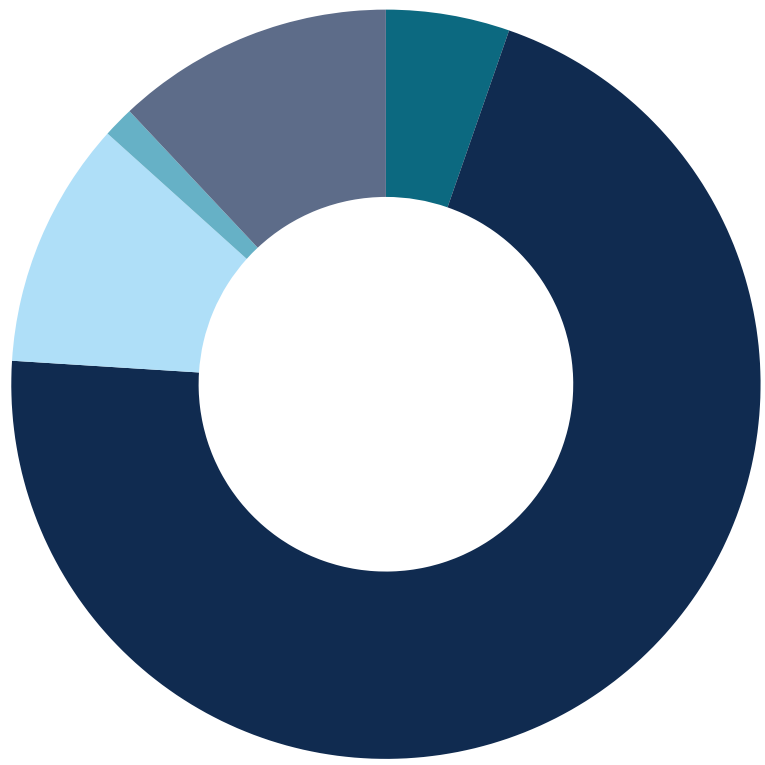
Employment Status Active & Examination Candidate 2025

- Permanent Employee: **70%**
- Self Employed: **20%**
- Temporary Employee: **4%**
- Employee Unspecified: **3%**
- Casual: **3%**
- Not Employed: **0%**



Status of In-Active Registrants 2025

- On leave of absence from Physiotherapy: **71%**
- Unemployed, not seeking employment in PT: **12%**
- Employed outside profession, not seeking employment in PT: **11%**
- Working in Physiotherapy outside Manitoba: **5%**
- Employed outside profession: Seeking in profession: **1%**
- Unemployed, seeking employment in PT: **0%**

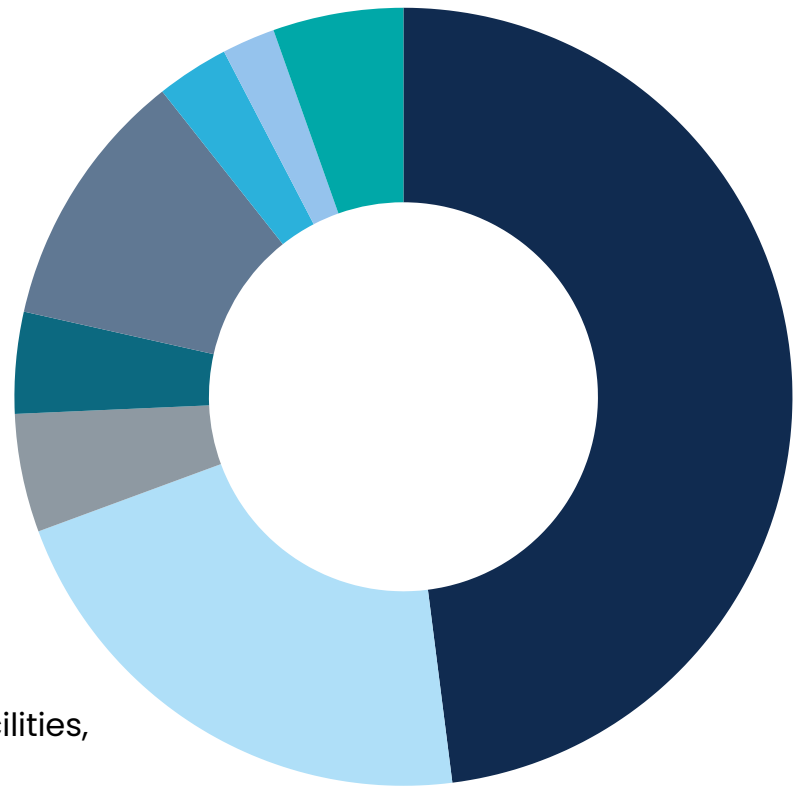


Registration Statistics

Organization Classification/Primary Employment 2025

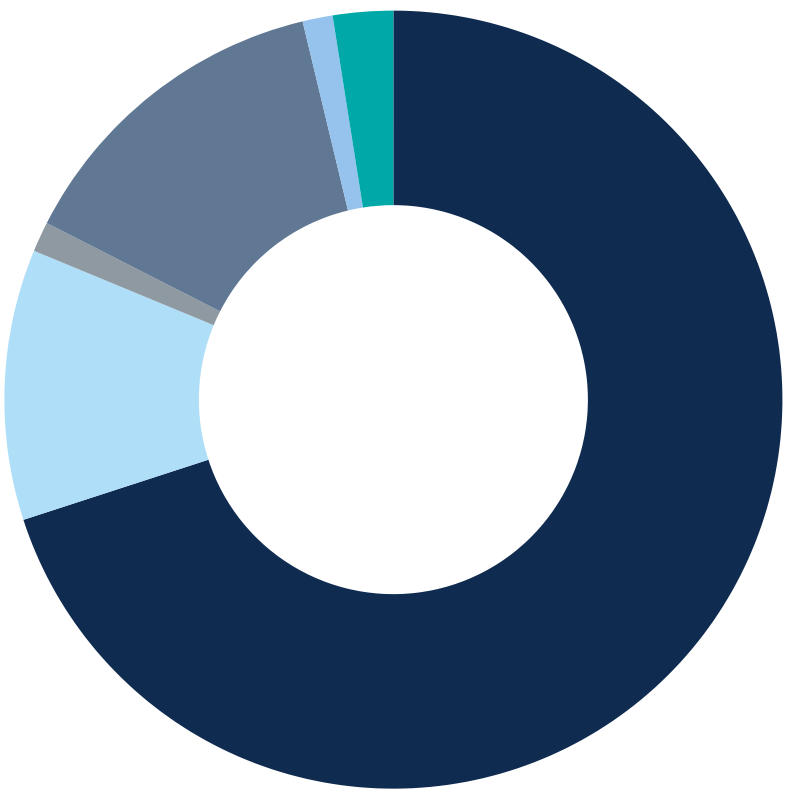
Active:

- Private Practice: **48%**
- General Hospital: **21%**
- Community Health Centre (Private & Public): **11%**
- Rehabilitation Hospital/Facility (Private & Public): **5%**
- Association/Government /Para-Government: **4%**
- Assisted Living Residence: **3%**
- Post Secondary Institution: **2%**
- Other: Includes mental health hospitals/facilities, schools or school boards, visiting agencies, insurance providers, and residential care facilities (private and public): **6%**



Examination Candidates:

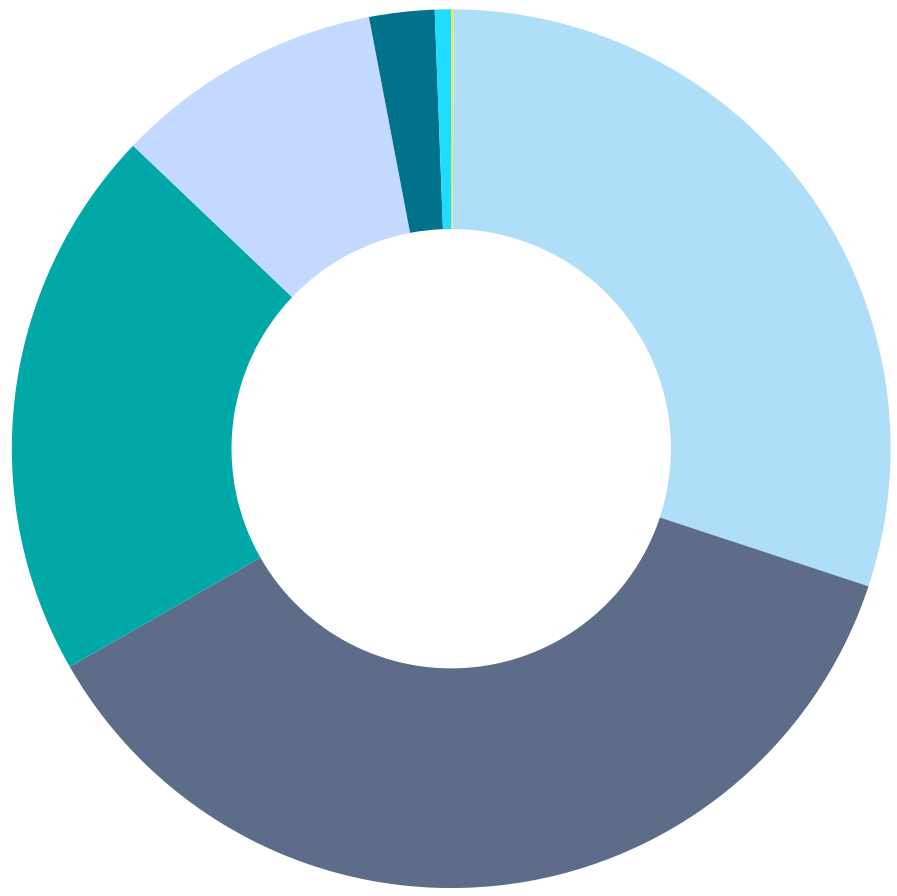
- Private Practice: **70%**
- Community Health Centre (Private & Public): **14%**
- General Hospital: **11%**
- Residential Care Facility: **3%**
- Rehabilitation Hospital/Facility (Private & Public): **1%**
- Mental Health Hospital/Facility: **1%**



Registration Statistics

Registrant Age Group: Active Register

- 20-24 Years: 0.10% (1 Registrant)
- 25-34 Years: 30%
- 35-44 Years: 36.7%
- 45-54 Years: 20.4%
- 55-64 Years: 9.9%
- 65-74 Years: 2.4%
- 75+ Years: 0.5%



Active & Exam Candidate Registrants Internationally Educated 2025 (In Total)

106 registrants as of December 31, 2025

Argentina	2	Hong Kong	2	Pakistan	1
Australia	5	India	37	Nigeria	12
Bangladesh	1	Iran	1	Philippines	23
Brazil	3	Ireland	2	South Africa	2
Colombia	1	Israel	1	Turkey	1
Egypt	1	Jordan	1	United Kingdom	7
				United States	3

Registration Statistics

New Registrants Internationally Educated 2025

27 registrants as of December 31, 2025

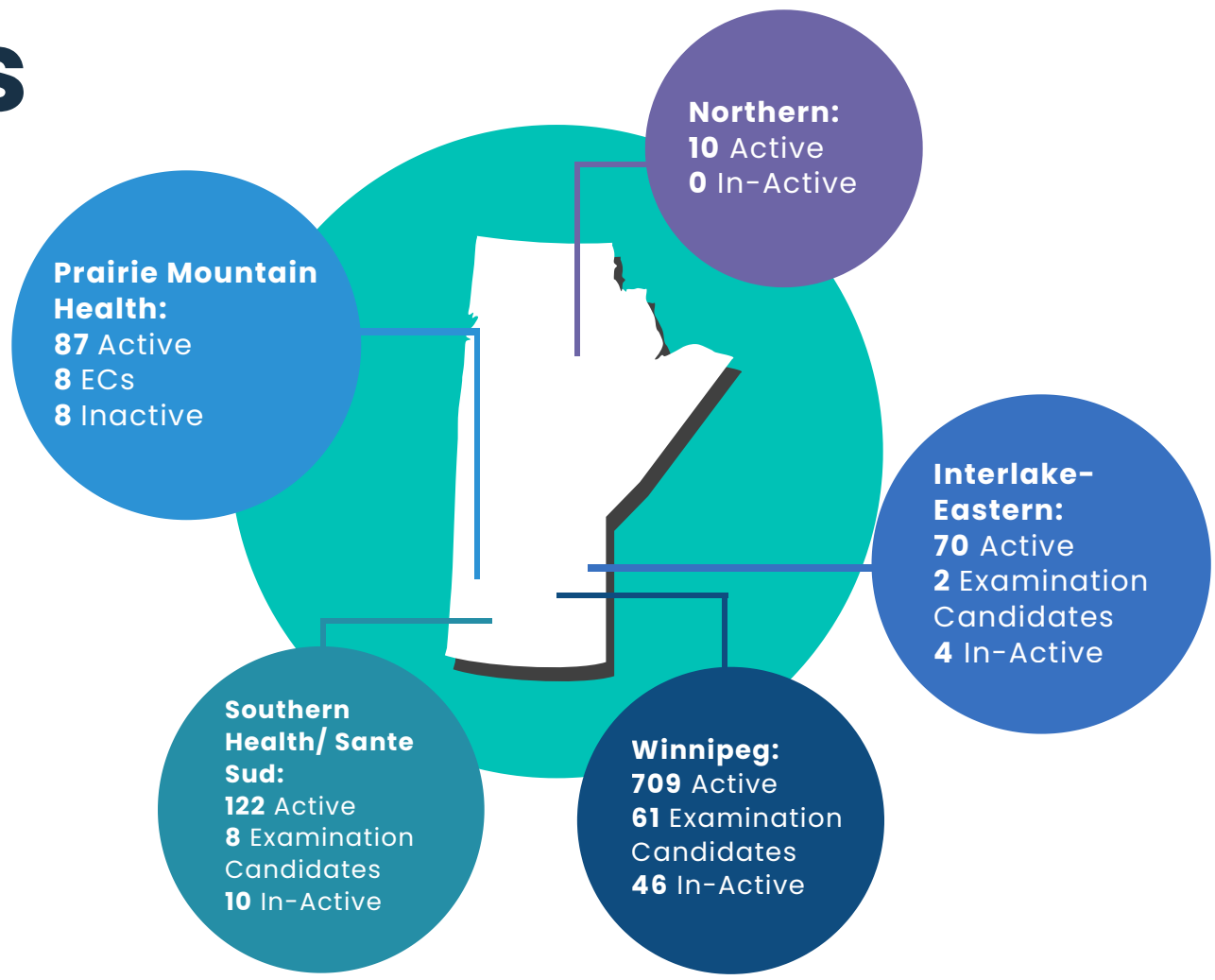
Australia	1	Iran	1	*	**New Registrants Educated Outside Manitoba 2025:**
Argentina	1	Nigeria	6		Alberta 1
China	1	Pakistan	1		Ontario 1
India	14	Philippines	2		

Geographical Statistics

Active & Examination Candidates

As of December 31, 2025

*11 In-Active and Exam Candidate registrants are in other provinces/countries



Financial Statements

The Council of the College of Physiotherapists of Manitoba approved the audited financial statements for the year ending December 31, 2025. The audited financial statements will be presented at the CPM Annual General Meeting on April 15, 2026.
Each slice of the pie chart represents expenses such as administration, governance, rent, or technology. While these areas are necessary to support daily operations, they typically make up smaller portions of the total budget compared to staffing.
Overall, the chart emphasizes that people are the College's most valuable resource. By prioritizing staffing costs, the Council demonstrates its commitment to investing in qualified, knowledgeable staff to ensure services are delivered effectively, and leveraging staff expertise to achieve its goals.

- Staffing: **46%**
- Administration: **21%**
  - Insurance
  - Rent
  - Stationary and Office
  - Professional Development
  - Accounting
  - Telephone/IT/Internet/Web/Alarm
- Governance: **17%**
  - Annual General Meeting
  - Council and Committees Expenses
  - Financial Audit
  - Investigations
  - Legal Fees
- Other: **12%**
  Moving Expenses
  Moving Agent/Legal Fees
  Lease Hold Improvement Costs
- Related Organizations: **4%**

Committees

Board of Assessors

Committee Mandate

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

BOA Committee Members

Lindsey McMillan (Chair), Jennifer Penman, Monique Wichenko, Renée Plante, Maureen Morrison (CPM Public Member), Alyssa McNish, Christine Bell (Government Appointed Public Member). CPM Staff: Jennifer Billeck, Heather Kattenfeld and Marlee Gallagher.

AGM Committee

AGM Committee Members

Timothy Nanassy

Finance Committee

Finance Committee Members

Kinsley Skulmoski.
CPM Staff: Jennifer Billeck

Continuing Competence Committee

Committee Mandate

Oversee the Continuing Competency Program by: Monitoring the work of the Continuing Competence Evaluation Committee, monitoring and making recommendations to the Registrar regarding the results of individual Practice Audits, performing a five-year evaluation of the program, and advising Council on recommendations to improve the Continuing Competency Program.

Continuing Competence Committee Members

Alyssa McAllister (Co-Chair), Andrea Gray (Co-Chair), Karen Grant (Public Member), Julie Kaktins, Shannon Esau.
CPM Staff: Rhona McWilliam

Pelvic Health Notation Special Projects Committee (active June to present)

Kelli Berzuk and Donna Sarna
CPM Staff: Heather Kattenfeld, Jennifer Billeck

Governance Committee

Committee Mandate

To consider and enhance the functioning of the CPM Council, its committees and working groups in relation to monitoring and reviewing governance policies, committee structure and terms of reference as well as managing Council and committee orientation, development and evaluation. The Committee is also responsible for seeking nominations to Council and committees of CPM and for overseeing the election process.

Governance and Nomination Committee Members

Adrian Salonga (Chair), Carly Proctor , Susan Bowman, Kinsley Skulmoski
CPM Staff: Jennifer Billeck and Heather Kattenfeld.

Complaints Committee

Committee Mandate

To review written complaints against registered Physiotherapists

Complaints Committee Members:

3 Government Appointed Public Members
6 Physiotherapists
CPM Staff: Darcy Reynolds

Continuing Competence Evaluation Committee Members

Committee Mandate

To consider written submissions for the Reflective Practice Component of the College's Continuing Competency Program.

Continuing Competence Evaluation Committee Members

Rukmali Mendis, Carly McLeod, Kendall Kinsey, Alexandra de Vries, Brandi Burton, Hailey Gergely
CPM Staff: Rhona McWilliam

Oxygen Management and Administration - Special Projects Committee (active January-April 2025)

Shannon Smith, Kelly Codispodi, Susan Young, Greg Hodges, Lisa Dayton, Wallie Eng
CPM Staff: Heather Kattenfeld

College Staff:

Jennifer Billeck
Registrar/Executive Director

Heather Kattenfeld
Deputy Registrar

Darcy Reynolds
Complaints Coordinator

Rhona McWilliam
Continuing Competence Coordinator

Cheryl Saranchuk
Administrative Operations Coordinator

Anna Kolushkina
Administrative & Communications Assistant

Jacquie Wotherspoon
Administrative Assistant

Agents of the College:

David Marr and Joey Pollock
Legal Counsel, Marr Finlayson Pollock LLP

Blahnik & Associates
Accountant

Susan Bowman
Support to Legislative Committee and RHPA Consultant

Kathy Johnson
RHPA Consultant

Marlee Gallagher
Practice Based Competency Assessment Coordinator

Rosemary Nchinyei
Communications Coordinator (Contractor)

Heather Martin-Brown
Investigator

Pamela Shymko
Investigator

Kori Kagan
CCP Practice Auditor

Sean Edwards
CCP Practice Auditor

Candace Little
CCP Practice Auditor

Darryl Penner
CCP Practice Auditor

Jen Forbes
CCP Practice Auditor

Kelly Milan
CCP Practice Auditor

Paula Sather
CCP Practice Auditor

Bridget Maksymchak
CCP Practice Auditor

Ted Stevenson
CCP Practice Auditor and PBCA Evaluator

Iris Gair
PBCA Evaluator and CCP Practice Auditor

Rosh Narrandes
PBCA Evaluator

Susan Gerlach
PBCA Evaluator

Natasha Mohebi
PBCA Evaluator

Kimberly Hamilton
PBCA Evaluator

Gail Brewis
PBCA Evaluator

Tannis Lotocki-Bell
PBCA Evaluator