



## Special Interest Articles

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## Editor's Note

*Lori Graumann, Newsletter Editor*

Hi everyone! I am excited to be starting my term with the CPM Council and I am pleased to announce that I will be your CPM Newsletter Editor this year!

One of the things I would like to accomplish as Editor is to further increase readership of our newsletter, and I'll be looking to all of you for ideas on how to do that.

What would make *you* really look forward to reading your next issue of "*In Touch*"? Think about it, and watch for a member survey on that topic which will be sent out to you in fall.

I also welcome your feedback at any time regarding:

- the current issue
- future article ideas
- any other suggestions

that you think could make our newsletter even more interesting and informative!

I look forward to working with all of you to keep CPM members "*In Touch*" with the latest important professional issues.

Contact me at:  
[cpmnews@manitoba.physio.com](mailto:cpmnews@manitoba.physio.com)

## Annual General Meeting

*Brenda McKechnie, Registrar/Executive Director*

The Annual General Meeting of the College of Physiotherapists of Manitoba was held on Saturday May 1 at the Masonic Memorial Temple, located at "Confusion Corner" in Winnipeg. The meeting was comprised of a short business meeting and three educational presentations.

Moni Fricke, Chairperson of the Legislative Committee spoke about the new *Regulated Health Professions Act* which was passed by government in June 2009.

The new legislation will not be enacted for physiotherapists until new regulations are written and approved by government.

Moni's presentation discussed definitions of physiotherapy scope of practice as well as reserved actions, which are identified high risk activities that will be removed from the public domain and granted to the regulated health professions that have the knowledge, skills and abilities to perform them.

Currently, CPM is identifying which of the 22 reserved actions should be granted to physiotherapists, either through Competence or under delegation of another health care professional. The discussion at this meeting was important to engage the membership and seek their opinions in order to provide direction to the Legislative Committee.

Also making a presentation was Nancy Love of the Manitoba Ombudsman's Office.





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*If the CPM is not effective, the self-regulatory status of the physiotherapy profession in Manitoba could be at stake.”*

## Annual General Meeting - Continued

Nancy’s presentation included information about amendments to the *Personal Health Information Act* which will affect physiotherapists and became effective May 1, the day of our AGM. Nancy discussed access and privacy pitfalls under PHIA and best practices to avoid them.

The last presentation, which was brief due to time constraints, was a ‘debate’ put on by the members of the Ethics Committee to gauge members’ opinions about the current advertising policies of the CPM and whether the policies should be broadened.

The business portion of the Annual General Meeting was delayed in starting due to a lack of quorum. Those in attendance called friends and co-workers to attend the meeting in order to reach the required quorum of 37 members.

The Council was very pleased to see the 37 members who took the time to attend the AGM. However, with a membership of 737 voting members, it was extremely disappointing to find that not more than 37 members could attend!

The College would like to encourage all members to consider the negative effects of missing an event as important as the CPM Annual General Meeting:

- 1) The Council decisions made at this year’s AGM were based on the opinions of only 37 out of 737 members. The opinions of as many members as possible are important in order to ensure that the CPM is accurately representing the voice of the majority of its membership.
- 2) The business of the College directly affects your personal practice as a physiotherapist, and missing the AGM causes you to miss out on important information that you need to continue practicing legally and safely. For example, if you missed this year’s meeting, you missed hearing the details of the PHIA amendments that directly concern your practice.
- 3) A lack of quorum at the AGM could prevent CPM from making important decisions and accomplishing necessary tasks. If the CPM is not effective, the self-regulatory status of the physiotherapy profession in Manitoba could be at stake. Regulation of the profession could eventually be taken over by the government or others.

The ability to self-regulate our profession in Manitoba is a great privilege that we all need to work hard to preserve. The College not only needs your input at the AGM, but they need you to continue volunteering your time for the various committees as well. Please do your part by becoming involved in your College and securing the self-regulatory status of the physiotherapy profession in Manitoba: attend the AGM, participate in a committee, or even run for Council.

## Amendments to the Personal Health Information Act (PHIA)

Amendments to the *Personal Health Information Act* (PHIA) came into effect on May 1, 2010.

These amendments will affect physiotherapists practicing in Manitoba.

The amendments require a trustee to use a sign, poster or brochure to inform individuals of their right to examine and receive a copy of their personal health information and how they can exercise this right. The notice must also state that an individual has the right to authorize another person to examine and receive a copy of their personal health information. This notice must be prominently displayed in as many locations and in such numbers as the trustee reasonably considers adequate to ensure that the information is likely to come to the individual's attention.

New time frames have been established for Trustees to provide client/patient requested information:

Hospital inpatients have the right to see the information about their current care not later than 24 hours after requesting it or

- See and get a copy of the information about their current care not later than 72 hours after requesting it if they are a resident in a personal care home, hospital outpatient or receiving health care in the community;
- Receive access about care they received in the past, not later than 30 days in any other case.

A patient/client may name another person, such as a family member to access their personal health information on their behalf. The patient/ client may ask a physiotherapist to make corrections to inaccurate or incomplete personal health information.

CPM has developed a template for a poster that can be used by physiotherapists to inform their patients/clients. Please go to the CPM web site ([www.manitobaphysio.com](http://www.manitobaphysio.com)) to access this template. For more information on these changes, please access the website of the provincial Ombudsman: [www.ombudsman.mb.ca](http://www.ombudsman.mb.ca).

## Welcome to the New Deputy Registrar

Council is pleased to announce that Jennifer Billeck was selected to be the new Deputy Registrar for the College of Physiotherapists of Manitoba. Jennifer started working for CPM on a part time (.4) basis as of June 1, 2010.

Jennifer has had experience in both public and private practice, most recently employed at St. Boniface Hospital. She has served as the Chair of CPM's Ethics Committee and on the CPM Complaints Committee as well as the CPM Ad Hoc Whirlpool Committee.

In her new role as Deputy Registrar, Jennifer will be taking the lead on developing the Continuing Competence Program.

Welcome, Jenn!



*"Amendments to the Personal Health Information Act (PHIA) came into effect on May 1, 2010."*



## Report of Inquiry Panel

The Inquiry Panel completed a 4 day hearing in January of 2010 against a member of the College. The Inquiry Panel found the member guilty of professional misconduct and/or contravening The *Physiotherapist Act* or the Regulations, By-Laws or Code of Ethics of the College and was guilty of conduct unbecoming a member in that:

1. The member displayed a lack of judgment in the practice of physiotherapy and balancing boundary issues with a client.
2. The member fraudulently issued receipts to the client and other clients for payment for physiotherapy treatment which the member did not provide, contrary to the Code of Ethics;

The Inquiry Panel ordered that the member

- research information and write a paper that will guide the member's clinical decision making process regarding a physiotherapist's relationship with clients and friends;
- pay a fine of \$1000.00
- to make a contribution to the costs in the amount of \$2500.00

## The Continuing Competence Program

*Jenn Billeck, Deputy Registrar*

The new **Health Professions Act** requires all regulated health professionals - like the College of Physiotherapists of Manitoba - to establish and maintain a continuing competence program to promote high practice standards amongst registrants. In order to maintain our self-regulated status it is imperative that the College develop a Continuing Competence Program (CCP).

Physiotherapists in Manitoba have always engaged in continuing professional development activities. In order to support their efforts the Continuing Competence Committee has designed a user friendly program that is relevant to all, and has the flexibility to adapt to various workplace environments. The proposed CCP is designed to provide the Physiotherapist with the tools to demonstrate the maintenance of Competence and enhancement of practice.

The proposed CCP consists of 3 components: a minimum number of practice hours in the previous 5 years, development of a Professional Portfolio and Learning Plan, and a Practice Audit. Please see the *information on the next page*:

*"In order to maintain our self-regulated status it is imperative that the College develop a Continuing Competence Program (CCP)."*



## The Continuing Competence Program - *continued*

### Proposed CCP Outline:

1. **Practice hours:** A minimum of 1200 hours in the previous 5 years. (Currently in place)
2. **Professional Portfolio and Learning Plan:**
  - All Members will be required to develop a Professional Portfolio
  - All Members will be required to complete 2 Learning Plans (or Goals) on a yearly basis linked to registration.
3. **Practice Audit:** a peer led onsite audit once approximately every 5 years.

The committee is currently developing an audit process for the 3 components of the program. The process proposed is as follows:

### Proposed CCP Audit Process:

- A) **The Learning Plan:** Yearly Audit Process: A random number of members will be selected to have their goal sheets audited each year. After review the Members chosen for audit will fall into one of two categories:
  - **Acceptable or "meets requirements" forms** - a report is sent to the Registrar and the member is notified of same. No further action is required.
  - **Unacceptable or "Does not meet requirements" forms:** A report is sent to the Registrar with the names of members whose forms are unsatisfactory. The member is notified that their forms will require revision and must resubmit their forms within 45 days.
    - At re-evaluation time all members whose forms continue to be unacceptable would be required to come in and consult with a mentor from the continuing Competence committee for assistance in completion of their forms.
- B) **Professional Portfolio:** Your portfolio will be audited during the random Practice Audit (#3 see below). The CCP requires that you keep a copy of your yearly goals in your Portfolio for a minimum of 5 years. In addition you should keep documents that illustrate your efforts to maintain your competency in physiotherapy practice in your Portfolio for a minimum of 5 years.
- C) **Practice Audit:** Currently under development by the committee. A Physiotherapist can expect an onsite audit once approximately every 5 years.

## The Continuing Competence Program - *continued*

Remember that our proposed program is not designed to *prove* that a physiotherapist is competent to practice. To *prove* competence to practice physiotherapy would require a *Quality Management* program similar to Ontario or British Columbia where their Provincial Government has legislated that the College *proves* Competence. For example, in Ontario the first component of their program is Practice Reflection, requiring all registrants to maintain a professional portfolio. A mandatory component of the portfolio is the online Professional Issues Self Assessment form that registrants are required to review and answer the questions in the self-assessment tool on an annual basis. In British Columbia members must complete an online self quiz yearly and participate in a written exam every 6 years. However CPM's proposed program has been designed by a committee of your peers to provide each physiotherapist with the tools for documenting continuing education as a means of *demonstrating* to the College your continuing competence. Standardized forms for the Learning Plans will be made available to the membership. It is a program that can be fiscally maintained by the College.

Each year a report will be provided to the Registrar and the results will be proudly reported to the Minister of Health, the Minister of Wellness, the Office of the Fairness Commissioner, and the Winnipeg Regional Health Authority along with various licensing bodies and in our Annual Report.

Participation in the Continuing Competence Program will become a requirement for Registration with the College of Physiotherapists of Manitoba under the new legislation.

If you have any questions, keep an eye on the website for the CCP Q&A page or email the college.

## Reference Guide Updates

Registration Policies and Practice Statements have recently been updated and can be found on the College web site: <http://manitobaphysio.com/refguide.html>

Changes to the following have been approved by Council:

Registration Policies: 3.1, 3.2, 3.4, 3.8, 3.10, 3.11, 3.12, 3.13, 3.16, 3.17, 3.20

Practice & Position Statements: 4.2, 4.3, 4.29

If you would like a copy of any or all of these documents, please contact Virginia, Registration Coordinator/Office manager at: 287-8502



*“Participation in the Continuing Competence Program will become a requirement for Registration with the College of Physiotherapists of Manitoba under the new legislation.”*

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*The mission of CPM is to protect the public interest by regulating and continually improving the practice of physiotherapy in Manitoba.*



**We're on the Web!**  
See us at:  
[www.manitobaphysio.com](http://www.manitobaphysio.com)

## Registration with the College of Physiotherapists of Manitoba

### In-Active Register

If you are presently on the In-active register and planning to return to work, you must contact the CPM office in order to change your registration status to the [Active Register](#) prior to returning to work. Please give the College sufficient time to process your documents.

### Completion of the OSCE

If you are presently on the Examination Candidate register and have recently completed the OSCE you must contact the CPM office in order to change your registration status to the [Active Register](#). Once you have received your examination results you have 30 days to change your registration status.

### Recent Grads

If you have recently completed the written component of the PCE and will be employed in Manitoba, you will need to register on the Examination Candidate register prior to commencing employment.

Please contact Virginia, Registration Coordinator for further information at: 287-8502

## The CPM Web Site

### College Updates

College announcements, links and other important information are posted on the College home page under College Updates.

Please check the web site for current updates.

### Hot Topics

Information regarding topics of importance for the physiotherapy profession. Recently the College had posted an article on Official Marks - What Physiotherapist need to know, as well as a Call for Examiners. Be sure to check the College web site often for updated information.

### Member Profiles

Members are reminded to [log in](#) to their profiles to ensure that the current information (address, employer) is up to date.

If you require assistance with logging in, please contact Virginia, Registration Coordinator at: 287-8502