

MANITOBA PHYSIOTHERAPY - IN TOUCH

COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA NEWSLETTER

Winter 2005

Note From The Editor

Seasons Greetings

Once again it is that time of year. Virginia is working hard to get the renewal packages out on time and so I have promised to be brief. We had toyed with the idea of not having a newsletter this year with the renewal packages. This was in response to hearing some members say that there was too much material being sent out with the December renewal package and they didn't have time to read the newsletter. However, it seems that there is always information to share and we try to be as timely as possible. Therefore, I am pleased to present you with a smaller newsletter which I think you will find is chockfull of interesting information.

This year we have good news to share. The office of CPM is moving (imminently we hope) to the space next door. We will have more than doubled our space. Our present location was no longer fulfilling the needs of the College. Storage was becoming a real problem. Whether we like it or not the profession is evolving and that means the space has to evolve too. We are looking to the future. Continued competence is here to stay and the government is requiring the development of a Database for Physiotherapists (you may be aware of the recently announced database for physicians). This will all require the housing of confidential documents and data on top of all the documents we already have. Now this data will be in a locked storage area. Renovations are almost at an end and by the time you receive this newsletter the move will have taken place. For those of you who wish to visit the new office it is only a few steps further down the hallway from the old location.

Last month a number of Council members met with Mr. Sale, the Minister of Health. The discussion centered on incorporation and the role of Physiotherapy in Primary Health. I was unable to attend but in discussion with my colleagues later, the meeting sounds to have been a success, with information traveling both ways. The Minister appears to have been receptive to hear of the many roles Physiotherapists are able to fulfill and the broadness in our scope of practice. Now it is our turn to be innovative and proactive in primary health care possibilities. In the recent years we have been too complacent and willing to forfeit our place in health care. It is time to take our place back and the best way to that is open and frequent communication with physicians, the public and politicians. We are the only people who can inform others about what physiotherapists can do to enhance services to the public. So, lets Do It!

Have a wonderful Yuletide Season, Denny Elliott

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Memo to all Physiotherapists treating motor vehicle accident patients:



On all the Therapy Forms for Manitoba Public Insurance, the physiotherapist is asked:

Does this condition pose a safety risk to operating a motor vehicle? Yes or No.

If the physiotherapist determines that there is a risk, the physiotherapist is advised to:

- (A) discuss their safety concerns with the patient.
- (B) justify their position based on best practice objective findings.
- (C) notify the family physician in writing of the reasons for their concern.

The MPI Therapy form can be copied to the treating physician for ease of communication.

The treating physician is the professional that can notify the Driver's License Branch regarding the suspension of a driver's license. Physiotherapists are not legislated to authorize suspensions. However, the physician will likely rely on the objective findings of the physiotherapist.

Submitted by Kelly Milan, Chair of the MPI Liaison Committee.

“The *Physiotherapists Act* proclaimed by the provincial government in 2001, requires that the College of Physiotherapists of Manitoba commence the process of ensuring that registered physiotherapists in Manitoba be able to provide evidence of continuing competence”.

Continuing Competence Background

One of the challenges facing health care professionals today is maintaining professional competence in an area of accelerated scientific and technological advancements. At a time when experts estimate that knowledge doubles every 3-10 years life-long learning is not only desirable, it is critical. The public, policy makers, employers and health care accrediting agencies expect all health care professionals to remain competent in the skills and knowledge needed to perform their jobs in a safe and effective manner. Increasingly, verifiable evidence of a commitment to ongoing competence is being demanded. **The *Physiotherapists Act* proclaimed by the provincial government in 2001, requires that the College of Physiotherapists of Manitoba commence the process of ensuring that registered physiotherapists in Manitoba be able to provide evidence of continuing competence.**

Continuing Competence Background - Continued

The College of Physiotherapists of Manitoba (CPM) recognizes that physiotherapists in Manitoba are competent practitioners, who continually engage in the maintenance and enhancement of their practice-related knowledge, skills and attitudes. The expectation for ongoing competency is reflected in the College of Physiotherapists of Manitoba Code of Ethics which reinforces the obligation of the therapist to engage in ongoing learning to continually improve his/her knowledge and professional skills (1.9.1), use an evidence based practice approach (1.9.2) and refrain from practicing outside his or her level of competence (1.9.5).

Definition of Continuing Competence

Continuing competence is defined as the on-going capacity to apply a cluster of related knowledge, skills and behaviors that affect the physiotherapist's role, responsibility and judgement and can be measured against acceptable standards. Continuing competence requires a commitment to lifelong learning, the incorporation of new knowledge and skills into practice and ongoing behaviors that are relevant to the particular role or responsibilities of the individual physiotherapist.

Continuing Competence vs. Continuing Education

Continuing education traditionally has involved volunteer or mandatory participation in structured work-related professional courses. There has been over recent years a gradual shift by licensing authorities of several professional health care organizations away from traditional continuing education programs to continuing competency programs. Continuing competence involves a systematic approach to learning that is continuous, self-directed, self-initiated and self-evaluated. This differs from the traditional continuing education approach which may be arbitrary and fail to incorporate an evaluation process or address an identified career goal. Continuing competency programs are inclusive of learning approaches beyond continuing education courses.

Other learning methods include but are not limited to health care conferences, critical incident analysis, in-service education/rounds, learning from patients, mentoring and supervising, original published work, personal experiences, professional contacts, project work, reading/journal club, research and development, student supervision, teaching, and teleconferences. Most continuing competency programs involve a self-assessment process to identify learning or desired role and practice setting, and evaluation process to ensure that learning objectives have been met.

Continuing Competence Background - Continued

College of Physiotherapists of Manitoba Continuing Competency Program

The Continuing Competency Committee has worked diligently to develop a continuing competency program that is based upon current evidence and is forward thinking, flexible and feasible. The committee has developed a portfolio based Practice Enhancement Plan that will provide a framework for physiotherapists to track and document their efforts to maintain and enhance physiotherapy competencies. It incorporates tools to assist in the reflection, needs assessment planning and evaluation processes of the continuing competency plan. The continuing competency program does not directly assess competency but rather will monitor compliance with the program. While the portfolio-based approach promises to be a useful tool the committee continues to appraise additional supporting materials and will carefully consider feedback from pilot studies. There is still much work to be done.

Physiotherapy Competency Programs in Canada

The CPM is not alone in the process of developing a continuing competency program. Colleges of Physiotherapy in British Columbia, Alberta and Ontario have incorporated or are in the process of incorporating continuing competency programs within their provinces. We have benefited greatly from the resources and experience that they have provided.

Submitted by Lori DePauw

Report of Inquiry Panel

On June 29, 2005, a panel of the Inquiry Committee of the College of Physiotherapists of Manitoba held a hearing into the charges against a member of CPM. The background facts giving rise to the matters included: the member continued to provide professional services to several clients during a period for which the member did not maintain professional liability insurance coverage and did not report to the College that he/she was working in a private practice or publicly funded facility. In the course of providing professional services, the member and the client entered into an arrangement whereby the client provided the member with signed cheques in blank. The member took advantage of this situation on two occasions when he/she wrote in a sum greater than the agreed upon normal fee for services rendered. In addition, the member wrote six other cheques to his/her self for amounts ranging between \$240.00 and \$500.00 during which time the client was hospitalized and not receiving professional services from the member. The member accepted gifts of money for his/herself as well as for family members and also jewelry from the client. The member did a painting for the client and charged \$550.00. The member socialized with the client on various occasions. A review of 57 patient charts for services provided in a recent four year time span revealed that the member's record-keeping and charting was woefully deficient and not in compliance with the standards of practice of CPM.

Report of Inquiry Panel - Continued

The Inquiry Panel made the following order:

- The member's Certificate of Registration was suspended for two months.
- The member was ordered to meet with a supervisor approved by the Registrar to review the record-keeping requirements of CPM and satisfy the supervisor that the member possesses a satisfactory understanding of the content and intent of documentation by physiotherapists.
- The member must take and successfully complete a course or counseling approved by the Registrar related to maintaining appropriate boundaries with clients.
- When the member returns to clinical practice, the member shall be inspected by a supervisor approved by the Registrar. The inspection shall include an audit of the member's record-keeping to ensure compliance with the CPM Standards of Practice.
- Any teaching or educating that the member performs related to physiotherapy shall be inspected by the supervisor and the nature and regularity of the inspection shall be determined by the supervisor in consultation with the Registrar.
- Initially, every three months during the period of inspections, the supervisor shall provide evaluations to the Registrar of the member's performance in clinical practice, teaching and record-keeping. The Registrar, in consultation with the supervisor, shall decide the length and frequency of time that the inspections and evaluations shall continue.
- The member shall pay all costs incurred by CPM in monitoring compliance with the above conditions.
- The member shall pay 50% of the investigation costs.
- The Inquiry Panel recommended that the circumstances relevant to this Order may be published but that the member's name not be published.

Submitted by Brenda McKechnie, CPM Registrar / Executive Director

Health Canada Warning

Health Canada has issued an Advisory Notice on the subject of "**Interactions between active implantable medical devices and systems and other medical devices**". This is a further advisory to Health Canada's April 2003 notice entitled "Important safety information regarding DIATHERMY THERAPY in patients with implanted leads and implanted systems with leads".

The entire notice can be found at the Health Canada Website: www.hc.gc.ca. Follow the links to Drugs and Health Products, then to MedEffects. At this screen click on Advisories Warnings and Recalls. At the bottom of this text, click on More Warnings and Recalls. Find Information for Health Professionals and look for October 31, 2005 for complete information on this advisory.

Submitted by Brenda McKechnie, CPM Registrar / Executive Director

For Your Information...
We are moving!



The College of Physiotherapists of Manitoba will be moving , same convenient location, but to a larger office space to accommodate for future growth!

The new office space has bare walls. The College would be interested in featuring art work and/or photography created by our members. If you have art work that you have created and you would be prepared to show it permanently or temporarily at the College office, please contact the Registrar.

At new location: December 12, 2005

**211 - 675 Pembina Hwy
Winnipeg, Manitoba R3M 2L6**

Renewal of Registration

Just a reminder to members that renewal of registration will be sent to you in December 2005. Your registration with the College of Physiotherapists of Manitoba (CPM) will expire on January 31, 2006. Please ensure that your renewal form reaches the College office no later than January 31, 2006.

Over the past few years, many members have taken advantage of post-dating their cheques and mailing early to avoid the late penalty or removal of their name from the Register. Last year, several members returned their forms later in January but Canada Post lost them. By the time they realized what had happened, the due date had passed. Don't let this happen to you!



We wish all the members of the College of Physiotherapists of Manitoba and their families, a healthy and joyous holiday season.

We're on the Web!

www.manitobaphysio.com

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