

# MANITOBA PHYSIOTHERAPY - IN TOUCH

COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA NEWSLETTER

Fall 2006

## Note From The Editor

### Greetings from Newly Appointed Newsletter Editor!

Hello, my name is Carol Baird, newly appointed Newsletter Editor. I presently serve on Council for The College of Physiotherapists of Manitoba as a Public Member. My interest in Physiotherapy began when my sister graduated from the University of Manitoba Physiotherapy Program. She is currently working in Thunder Bay. We are continually in contact and it is interesting to share some of her thoughts regarding Ontario's rules, regulations, views and how they compare with Manitoba's.

For many years, I worked and continue to work in the health field as a Secretary/Administrative Assistant, as well as eight years as a Paralegal in one of Winnipeg's largest law firms. My experience in these positions has led me to become "picky" when it comes to spelling and grammar, thus leading to my appointment as Newsletter Editor.

Many thanks to Denny Elliot for her past work on the Newsletter. Denny has done an outstanding job in assisting, developing, and proofing articles/messages for previous Newsletters. Her shoes will be hard to fill, but I will give it my best.

If anyone has information they feel pertinent to Physiotherapy and wish to share with the Membership, please forward it via email to the College. I would also appreciate hearing any comments or suggestions you may have on how you would like to see your Newsletter improved.

I look forward to communicating with you in future Newsletters.

*Carol Baird*  
*Newsletter Editor*

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## CPM 5th Annual General Meeting: April 6, 2006

The 5th Annual General Meeting of the College of Physiotherapists of Manitoba was held on April 6, 2006 at the Holiday Inn Airport West. It was obvious how much those who attended enjoyed the speakers' presentations. For those who were unable to attend, you missed three very interesting and informative presentations.

**Jeannette Edwards**, Special Advisor to the Deputy Minister of Health, gave a very informative update on "Primary Care" and Physician Integrated Networks (PIN). The key considerations of PIN include a contracted relationship between physician groups; working relationships with Regional Health Authorities for service linkages; the ability to contract or sub-contract other health providers to assist in meeting deliverables and the opportunity to work with other providers in teams.

**Jerry Pritchard**, Public Member of the Council, presented "Helping Clients to Become Motivated: A Brief Overview of The Transtheoretical Approach and Motivational Interviewing". Jerry discussed the stages of change and the common characteristics of individuals in each stage. As well, he presented strategies to help individuals move through change and the keys to success in treatment. Motivational learning was described as a brief intervention to assist individuals with behavioural change by facilitating their progression through the stages of change. Principles and tools were then discussed.

**Eric Dowsett** is a part time student in the doctoral program at the University of Manitoba in Educational Administration. He also serves as president of the Canadian Association of Student Activity Advisors and is currently developing his own consulting business through Open Door Associates. Eric has presented at a number of conferences and workshops. His name may be familiar because he is married to physiotherapist, Marita Dowsett.

Eric's presentation covered professional portfolios and why they are an excellent tool to provide tangible evidence of a person's learning and experience. He described uses for a professional portfolio, including the requirement to show the College how a physiotherapist is maintaining their competence to practice physiotherapy. Eric further went on to link the portfolio to the Continuing Competence Framework being developed by CPM.

All three topics were quite connected and flowed together to provide an overall view of helpful information for all Physiotherapists.

### **This year's AGM was attended by:**

58 Voting Members, 3 Student Members, 3 Public Members, 3 Observers and 1 Secretary.

There is one new Council Member: Oliver Omega; two new Co-Chairs: Heather Martin-Brown and Mavis O'Donohue. The Council presented the previous Co-Chairs, Denny Elliot and Pam Shymko, with certificates in appreciation for their contribution of serving on Council.

2006/2007 promises to be an exciting year with greater emphasis on the role of Physiotherapists in Primary Health Care and in Continuing Competence.

*Submitted by  
Carol Baird  
Council Member & Newsletter Editor*

## Alliance AGM

Each year, the Canadian Alliance of Physiotherapy Regulators (the Alliance) presents Recognition Awards to celebrate and thank individuals who, in their expertise, symbolize the core of knowledge within the Alliance. The recipients of the 2006 Recognition Awards from Manitoba are Glenys Perry and Jenneth Swinamer.

Many individuals volunteer their time and energy to complete a variety of essential activities for the Alliance. Others work under contract, providing excellent services in the Alliance's Credentialing and Examination Programs. Recognition Awards provide an opportunity to publicly thank some of these individuals.

Congratulations and thank you to Glenys & Jenneth for their work with the Alliance!

The Alliance held its AGM in 2006 in Winnipeg at Inn at the Forks. One of the highlights of this year's meeting was the transition of the organization to a new governance model. Alison Baldwin from Manitoba will continue on the new Executive of the Alliance.

## The Alinity Database

The College has recently signed a contract with the Softworks Group, based out of Edmonton to license a new database called Alinity.

Data collection software for health profession regulators is a specialized area and there are not many providers available who cater to the needs of the regulator. When investigating the College's options, one company stood out because of its work in providing appropriate software to the College of Physical Therapists of Alberta, the College of Physiotherapists of British Columbia as well as other professional colleges (e.g. nursing and OT's) in other Western provinces. The software is called Alinity and is unique to the Softworks Group.

The Alinity program will allow CPM to be better able to provide database information to our provincial government, the Canadian Institute of Health Information and others who are seeking demographic information on physiotherapists in Manitoba. Because of the mandatory registration of any physiotherapist who wishes to practice in the province, the College is the ideal source to collect demographic information on members.

Demographic information provided to researchers or those seeking this type of information, will be provided in a manner which preserves the confidentiality of College members. The information can be aggregated in a fashion that does not allow identification of an individual. Special codes, known only to office staff, will be used to convey the database information on members.

The database project will be conducted in two stages, over a two year period of time. Work will begin this August to convert the existing database information into the Alinity program. As well, a committee module will be developed in order that information on present and past committee members can be tracked. In stage two of the process, the CPM database will be updated and become interactive. The benefit to the members of the College will be that in future, you will be able to register and renew your membership online and pay your fees by credit card. Renewal could be done at any time of the day online. This membership service provides improvement over having to come to the CPM office to renew your registration, during regular business hours, or worrying about your renewal being lost in the mail.

As a technological advancement, Alinity will permit the College to be a leader in the field of data provision which has become an important tool for evidence based practice and funding decisions.

## Continuing Competence

### Background

One of the challenges facing health care professionals today is maintaining professional competence in an era 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 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 documented evidence of continuing competence.**

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 evaluation of practice. Continuing competence focuses on the knowledge, skills and behaviors that are relevant to the particular role or responsibilities of the individual physiotherapist.

### Continuing Competence vs. Continuing Education

Continuing education traditionally has involved voluntary 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 formal 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 needs, implementation of strategies to maintain or advance competency within the current or desired role and practice setting, and an evaluation process to ensure that learning objectives have been met.

## Continuing Competence

### **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 continued 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. For example, 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.

## Reflective Practice and Self-Assessment

### **What does “Reflective Practice” mean?**

Reflective practice is a professional development tool. It generally is said to involve a process of internal examination which is triggered by experience and results in a changed perspective, understanding or appreciation. Reflecting on experience is an important part of learning from that experience. The term “experience” includes everyday events that occur in practice and also the broad multifaceted knowledge upon which practice is based. Reflection may cause you to challenge your assumptions, to generate questions and explore alternatives. Learning goals can be developed in response to reflection and result in a changed perspective and integration of new knowledge into your practice.

### **How does this relate to physiotherapists?**

Physiotherapists often engage in the reflective process throughout their professional careers. If you have ever determined that next time given a similar clinical situation you would consider a different treatment approach, you have engaged in a reflective process. Often there is no ‘right and wrong’ approach but rather ‘best and not so good’. The initiative to do things differently may trigger the formulation of a learning goal designed to broaden your knowledge in a relevant area. Reflection encourages “thinking about our thinking” and can encompass “self-knowledge, political, social and economic knowledge and practical knowledge, as well as traditional technical/scientific knowledge.” (Kinsella, 2001)

## Reflective Self Practice and Self Assessment

### **When should physiotherapists reflect?**

Reflection is a constant process that is cyclical in nature. Reflection leads to learning and incorporation of new insights and knowledge into your practice. Reflection on the outcome of implementing this new knowledge into your practice leads to setting of new goals and a new learning cycle.

### **How should physiotherapists begin to reflect on their practice?**

The first part of the reflection process involves a conscious, constructive examination of skills, knowledge or ability. This may take the form of formal or informal self-assessment process, and it may be planned or be in response to a situation encountered in daily practice. The Self Assessment Questionnaire (SAQ) which is derived from the *Essential Competency Profile for Physiotherapists in Canada* document, may be a helpful self-assessment tool as a starting point in your reflection cycle. Subsequent articles will describe the SAQ in more detail.

### **Why Reflect?**

“Reflective practitioners think about their experiences in practice and view them as opportunities to learn” (Kinsella 2001). Reflective practice is an integral tool in the integration of knowledge and experience and is the path that ultimately leads to professional expertise.

*Submitted by  
Lori de Pauw*

## Ultra Sound Testing

Manitoba Health have hired two new Radiation Protection officers in Winnipeg who are currently getting caught up on testing ultra sound equipment. Their priority areas are ionizing radiation (X-Ray, gamma ray etc) but they are also responsible for non-ionizing radiation emitting devices such as ultrasound and possibly short wave. They also test equipment in private practice. For more information, please contact:

Greg Zaporozan    Phone: 787-4404  
                                 Fax: 787-1684  
                                 Pager: 787-4145

Esther MacKinlay    Phone: 787-2166  
                                 Fax: 787-1684  
                                 Pager: 787-4145

## Evolving opportunities for Physiotherapists in Primary Healthcare Workshop June 20, 2006



*Participants at the workshop on Primary Health Care, June 20, 2006 .*

On June 20, 2006, roughly 60 physiotherapists gathered at the School of Medical Rehabilitation to discuss the profession's role in the evolution of primary health care delivery in Manitoba. The therapists represented rural and urban settings, private and publicly-funded clinical services, education, regulatory, and administrative streams. Interdisciplinary collaboration was evidenced by the presence of three of our occupational therapy colleagues. The full-day workshop was co-sponsored by the College of Physiotherapists of Manitoba (CPM), the Manitoba Branch of the Canadian Physiotherapy Association (MBCPA), the Department of Physical Therapy at the University of Manitoba, and the Winnipeg Regional Health Authority (WRHA).

Following a warm welcome by Réal Cloutier, from the WRHA, the day was filled with a series of lectures and opportunity for small group discussion. Plenary sessions included Moni Fricke covering the principles of primary health care; leaders from the Primary Health Care Unit at Manitoba Health about the current state of primary health care reform in Manitoba; Pamela Fralick, Executive Director of the Canadian Physiotherapy Association from Toronto, discussing CPA's involvement in the national Enhancing Interdisciplinary Collaboration in Primary Health Care initiative; and Jenneth Swinamer challenging all present to consider how extensively physical therapists truly collaborate in today's health care environment.

Small group work gave those present an opportunity to discuss some of the potential roles that therapists could play in this evolving health care delivery paradigm; what some of the strategies should/could be; and what individual therapists could do to model an enhanced collaborative role.

The workshop coordinators would like to thank all those who participated in the day's events, either taking time away from their busy practices or even giving up a vacation day for some individuals! Stay tuned for more evolving opportunities you, too, can play in primary health care!

*Submitted by  
Moni Fricke  
Council Member*

Professional Practice and Liability on the Net  
Bernard C. LeBlanc  
Steinecke Maciura LeBlanc  
Professional Regulation and Discipline

Vol. 7 No. 4  
January 2006

### **PAYING OFF COMPLAINANTS: CAN YOU BUY YOUR WAY OUT OF TROUBLE?**

Professionals often try to avoid getting involved in their regulator's complaints and discipline process. After all, most regulators have the right not only to suspend or revoke a practitioner's license to practice, they also have the right to levy significant financial penalties. A question often arises as to whether or not a professional can essentially buy off a complainant by paying money to the complainant in exchange for the complaint being withdrawn.

A recent case in Nova Scotia demonstrates that most regulators generally frown on these sorts of efforts. In *Carr v The Nova Scotia Board of Dispensing Opticians 2006 N.S.S.C. 13*, the customer, Mr. Hayden, was dissatisfied with glasses he purchased from Mr. Carr of Wizard Optical Centre. Not getting satisfaction from Mr. Carr, Mr. Hayden commenced an action in Small Claims Court and obtained default judgment. Immediately thereafter, Mr. Hayden also complained to the Nova Scotia Board of Opticians ("the Board") about Mr. Carr's failure to provide appropriate glasses and for Mr. Carr's allegedly insulting behavior toward Mr. Hayden.

When Mr. Hayden attended Wizard Optical to collect on the judgment, he was referred to Wizard Optical's lawyer, who offered to pay the default judgment (\$414.00) on condition that Mr. Hayden withdraw his complaint with the Board. Mr. Hayden refused and registered the judgment with the Sheriff, who eventually collected the money on Mr. Hayden's behalf. Mr. Hayden also expanded the scope of his complaint against Mr. Carr, complaining that he was asked to drop the original complaint before he would be paid his Small Claims Court judgment.

In a somewhat lengthy decision that dealt with other matters as well, the Honourable Justice MacLellan found that Mr. Carr, through his counsel, did make this offer and that doing so constitutes professional misconduct.

In contrast to the *Carr* case, some regulators sometimes help to negotiate the resolution of complaints which may, in some cases, involve withdrawing the complaint in exchange for the member paying money to the complainant. However, these cases usually involve situations where there are no threats or coercion, and where the alleged misconduct is not terribly significant.

*Continued on next page.....*

Professional Practice and Liability on the Net

Bernard C. LeBlanc

Steinecke Maciura LeBlanc

Professional Regulation and Discipline

Vol. 7 No. 4  
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### **PAYING OFF COMPLAINANTS: CAN YOU BUY YOUR WAY OUT OF TROUBLE?**

#### **Continued**

Another situation is where a complaint is launched but before the regulator disposes of the complaint, the complainant purports to withdraw the complaint when, unbeknownst to the regulator, the practitioner has essentially paid off the complainant. While complainants are generally free to withdraw complaints, most regulators are not necessarily bound by a complainant's decision to formally withdraw a complaint. Virtually all regulators are established to act in the "public interest". Among many other things, this means that regulators will still investigate a complaint even if it is withdrawn if the complaint appears to raise issues of sufficient seriousness.

The lesson in all of these cases is that practitioners should generally not attempt to pay off a complainant unless the regulator is involved in the disposition of the complaint.

*[Professional Practice and Liability on the Net is a monthly Internet newsletter addressing issues of interest to a wide range of professionals. Please consult with a lawyer for specific legal advice. If you wish to reprint this article, please provide appropriate credit, and send a copy of the publication to, Steinecke Maciura LeBlanc, 393 University Avenue, Suite 2000, Toronto M5G 1E6. Or, call 599-2200, ext. 232, or email: bleblanc@sml-law.com. Visit our website at <http://www.sml-law.com>. Comments and suggestions are also welcome.]*



Physiotherapists who have attained the CPM Standard to  
Practice Acupuncture Effective June 30, 2006

**~A~**

ABRAHAM, Sherisse  
AIKENHEAD, Bruce  
ALLAN, Scott  
ALLISON, Lynette  
ANGUS, Jaime  
ARNIEL, Lia-Marie  
ARNOLD, Margaret

**~D~**

DAVIES, Brigitte  
DAWSON, Anne  
DEBRINCAT, Mark  
DIMARCO, Anna  
DIRKS, Charles  
DOBBIN, Karen  
DOOMA, Curtis  
DOWSETT, Marita  
DYCK, Katie

**~G~**

GALL, Ron  
GOBERT, April  
GOODALL, Nancy  
GRANT, Cynthia  
GREEN, Jacqueline  
GROSS, Joanne  
GROVE, Kenneth  
GUTHRIE, Jacaline

**~B~**

BARKOWSKI, Pamela  
BASSON, Celeste  
BEREZOWSKI, Henryk  
BERZUK, Kelli  
BITTNER, Darren  
BLAIN, Kristy  
BLAIR, Jefforey  
BLAIR, Gayle  
BOBROWICH, Bradley  
BRECHKA, Monica  
BROWNLIE, Wendy

**~E~**

ELLIOTT, Derek  
ESCHUK, Patricia  
EVANS, David

**~H~**

HADATH, Barbara  
HAINES, Estelle  
HAMM, Gordon  
HAZLEWOOD, Angela  
HERMAN, Robert  
HIROSE, Ken  
HODGES, Kimberly  
HODKINSON, Craig  
HOLMES, Lorraine  
HOPKO, Karen  
HORBAL, Russell  
HORVATH, Trevor  
HOWDLE, Heather  
HUDSON, Kimberley  
HUGHES, Paula  
HUNTLEY, Patricia

**~C~**

CAMPBELL, Lesa  
CARNEGIE, Nicole  
CARRIERE, Dominique  
CARSWELL, Joanne  
CHARBONNEAU, Donald  
CHRISTIE, Catherine  
COADY, Lydia  
CONNELL, Amanda  
CONNOR, Barry  
COULTHART, Sandra  
COWAN, Drayson  
CROCKATT, Kyle  
CURRIE, Jennifer

**~F~**

FERNANDES, Melanie  
FRASER, Aynsley  
FRECHETTE, Mireille  
FRUEHM, Carrie

**~J & K ~**

JASPER, Lisa  
JIANG, Yong Qing  
JONES, Donald  
KAMINSKI, Penny  
KOZERA, Tanya  
KUZIO, Stefan



Physiotherapists who have attained the CPM Standard to  
Practice Acupuncture Effective June 30, 2006

## ~L~

LACKO, Wayne  
LAVALLEE, Silvia  
LECOMTE, Gina  
LEGAULT, Sheri  
LEUNG, Stephen  
LEVESQUE, Monique  
LIGHTLY, Evelyn  
LITKE, Carla  
LITTLEWOOD, Nicole  
LOBB, Lori-Anne  
LOUCKS, Gregory

## ~R~

REIMER, Karen  
REYNOLDS, Darcy  
ROBERECKI, Stephanie  
ROBSON, Donovan  
ROSS, Bradley  
ROSS, Darryl  
RUSSELL, Romy

## ~S~

SALIAS, Fedra  
SALTEL, Joel  
SARNA, Donna  
SASEK, Lyle  
SCHELLENBERG,  
Elizabeth  
SCHMIDT, Shannon  
SCHRAM, Bobbi Jo  
SCHULTZ, Chandra  
SCHULZ, Cameron  
SEN-DOLYNIUK, Anita  
SHAW, Kim  
SHAY, Barbara

## ~M~

MACHUTCHON, Murray  
MACHUTCHON, Neil  
MADISON, Kimberly  
MAH, Mei-Ling  
MALENCHAK, Karen  
MARIER, Nicole  
MARTENS, Katherine  
MARTIN, Erica  
MAYER, Laura  
MCDONALD, Jeffrey  
MCKENZIE, Wanda  
MCLEAN, Amanda  
MELNYK, Marnie  
MESEMAN, S. Anastasia  
MILNER, Peter  
MOORE, Shayla  
MOREIRA, Paula  
MORRISON, Janet  
MURRAY, Erin  
MURRAY, Catherine

## ~S~

SHEPHERD, Sharon  
SHEPPARD, Kimberle  
SHEWCHUK, Meaghan  
SILVARI, Tamara  
SINGER, Wayne  
SMITH, Erica  
SOSNOWSKI, Joanne  
SOUTHAM, Heather  
SPRINGER, Sean  
ST. CROIX, Courtney  
STEINFELD, Sam

## ~N, O, P~

NETT, Cristabel  
NEUFELD, D. Merle  
NEUFELD, Andrew  
O'DONOHUE, Mavis  
OKANO, Kimberley  
OSTASH, Laurie  
PARSONS, Joanne  
PAWLUK, Jennifer  
PENNER, Darryl  
PETERS, Dennis  
PETERS, Carla  
PISCLEVICH, Lori  
PLOTNIKOFF, Leah  
POETKER, Lisa  
POSTMA, Carolyn  
PROFIT, CHARBONNEAU  
Crystal

## ~T~

TATARYN, Joseph  
TAYLOR, Vernon  
TERRIO-BATURIN, Jennifer  
THIESEN, Timothy  
THIESEN, Matthew  
THOMPSON-BOBROWICH,  
Corinne  
TRELOAR, Doug  
TROZZO, Joseph  
TWORDIK, L. Jill



Physiotherapists who have attained the CPM Standard to  
Practice Acupuncture Effective June 30, 2006

**~U & V~**

URBAN, Lawrence  
VASQUEZ, Teri Anne  
VERMETTE, Louise  
VINCI, Andrea  
VINES, Tasha  
VONDERBANK, Mieke

**~W~**

WADE, William (Bill)  
WANG, Sherry Xia  
WATTS-HUTCHINGS  
Dona  
WEBB, Barbara  
WILLIAMS, Sheila  
WILSON, Ainsley  
WONG, Grace  
WOZNEY, Bill  
WURR, Karen

**~X, Y, Z~**

YOUNG, Glen  
ZECHEL, Cindy  
ZWINGERMANN, Ed



## Congratulations to Recent Graduates!

The College of Physiotherapists of Manitoba would like to congratulate the following new graduates who have earned their undergraduate degree and are now able to practice physiotherapy on the Examination Candidate Roster:

### Undergraduate Degrees

ATKINSON, Rebecca	LEUNG, Sonya
BROKKE, Laura	LOHR, Lindsay
CARLSON, Melissa	MACAULEY, Shaun
CHERNETSKY, Vanessa	MCEWEN, Jennifer
CRAWFORD, Tory	MENDIS, Rukmali
DLOT, Leah	O'DONOHUE, Lauren
EDISON, Kerri	POLSON, Melissa
GAMMACK, Trista	PRITCHETT, Yvonne
GONG, Yuan	PROCTOR, Carly
GRONDIN, Jennifer	RECUENCO, Ronald
GROSSI, Antonio	RYBUCK, Jennifer
GUTKIN, Beth	SAWKA, Lee
HADDER, Kristyn	SEMLER, Shanna
HAMPSON, Stephanie	SKULMOSKI, Kinsley
HILDERBRAND, Jared	ST.GEORGE, Kerry
HOLT, Theresa lee	TEETAERT, Kendall
HYDE, Kimberly	TITTLEMIER, Brenda
KROEKER, Monique	WELSH, Aynsley
LAI, Carson	WOLCHUK, Tara
	YAO, Yao

Also completing Part 1 of the PCE:

DRAPETE, Victoria  
 KAPADIA, Naaz  
 PAGGAO, Ricardo  
 UNGER, Laura  
 HAYWARD WILLIAMS, Gladys

The College of Physiotherapists of Manitoba would like to congratulate the following members who have completed Part 2 (OSCE) of the Physiotherapy Competency Examination:

CROCKATT, Kyle  
 PANCHUK, Gavin

## Internationally Educated Physiotherapists: We want to hear from you!

In December 2005, the Canadian Alliance of Physiotherapy Regulators (the Alliance ) was awarded funding by the Government of Canada's Foreign Credential Recognition (FCR) Program to conduct an analysis of the current physiotherapy workforce, focusing on issues affecting the integration of internationally trained physiotherapists. The FCR Program works with provinces, territories and key stakeholder organizations to improve the integration of internationally educated workers into the labour force, supporting projects that will facilitate the assessment and recognition of qualifications acquired in other countries. This endeavor is supported by Regulatory Colleges across Canada who are committed to the fair and equitable treatment of all physiotherapists while safeguarding the public interest.

As part of a year-long research initiative, the Alliance and its member regulators will be seeking input from key stakeholders including internationally-educated physiotherapists. All applicants who have submitted their credentials for review to the Alliance within the past four years will be sent a survey this summer, allowing them the opportunity to share their experiences related to credentialing, examinations and seeking employment. This survey will be completely anonymous and the information collected will be used to design programs to help internationally-educated physiotherapists work in Canada .

In addition to the survey, we are also inviting informal comments from individuals. Specifically, if you are an internationally-educated physiotherapist who is either working in Canada or has attempted to work in Canada, we would like to hear your impressions on two issues: i) what difficulties you have faced in becoming employed as a physiotherapist in Canada, and ii) what new programs or changes to the existing system would you suggest to improve this process. Comments can be emailed to [kjohnson@alliancept.org](mailto:kjohnson@alliancept.org) or if you prefer to speak directly to the Project Manager, please call 416-234-8800 x27 and ask for Keith Johnson (you do not need to give your name). All responses will be kept strictly confidential.

Funded by the Government of Canada 's Foreign Credential Recognition Program.

Canada 

## **“Integrating Internationally Educated Physiotherapists” - Project Update June 26, 2006**

This initiative, dubbed “Integrating Internationally Educated Physiotherapists” is divided into two phases. The first is a research component aimed at describing the Canadian physiotherapy workforce and identifying the barriers preventing internationally-trained professions from successfully integrating into the Canadian health care system. The second phase involves recommending modifications to the existing system and/or the development of new initiatives that help to remove or migrate the effects to these barriers.

The project, now in its fourth month has made significant progress in the first phase. A contracted researcher has completed a series of focus groups in the Provinces of Alberta, British Columbia, and Ontario. A total of six groups, composed of approximately 40 internationally-educated participants, were held between May 24 and June 1, 2006. The results of these sessions will be used to form the development and administration of two quantitative surveys; one directed at the impressions of physiotherapist employers across the country on this issue. Data from Statistics Canada specific to physiotherapists is being collected and analyzed. Significant internal research is also being done in the areas of credentialing and examination performance among the internationally-educated cohort.

Initial findings will be published in a diagnostic report and be distributed to key stakeholders in the physiotherapy industry and other related disciplines. Stakeholder representatives will be invited to attend a two-day Consensus Building Workshop held in Toronto, Ontario from November 30th to December 1st, to discuss the findings of this report and develop recommendations on how to better integrate internationally-educated physiotherapists into the workforce. Look for more information to follow regarding this event in the coming months.

Funded by the Government of Canada 's Foreign Credential  
Recognition Program.

The logo for the Government of Canada, featuring the word "Canada" in a serif font with a small Canadian flag icon above the letter 'a'.

### Renewal of Registration

Just a reminder to members that renewal of registration will be sent to you in December 2006. Your registration with the College of Physiotherapists of Manitoba (CPM) will expire on January 31, 2007. Please ensure that your renewal form reaches the College office no later than January 31, 2007.

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 mailed 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!

### *FYI*

#### Change in Email address & Web site updates

Our Email address has changed: [info@manitobaphysio.com](mailto:info@manitobaphysio.com)

Please check our Web site for new information and updates. For example, we will be adding more links for your convenience when searching for other regulatory bodies.

#### Art Work Donations

Thank you to: Leona Buchszreiber, Carol Baird and Ali Baldwin, for the wonderful donations of Art Work for our new location.

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We're on the Web!

[www.manitobaphysio.com](http://www.manitobaphysio.com)