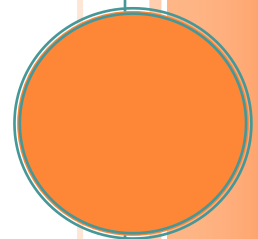




*College of  
Physiotherapists of  
Manitoba*  
2011 Annual Report



*Message from the Chair of Council*

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When I first joined Council in 2008, I did not know what I was getting involved in. At that time, CPM to me basically consisted of just two things: the people that raised registration fees and the people that wrote the “blue binder” (I’m referring to the binder that was given to some of us in physiotherapy school and probably remained on our bookshelf for a long period of time before it was actually opened).

It was only when I started to be involved on Council did I begin to understand what CPM was all about. I had questions about why do fees increase, what is the process of handling complaints, why is the Continuing Competency Program so important, and how do changes to the legislation actually affect our profession. I started to get the answers I wanted. Eventually, my entire view of CPM was changed a few months ago when the following question came up: if we lost the ability to self-regulate, do we know what would happen to our profession in Manitoba? From that point on, I began to appreciate how crucial CPM was.

CPM’s mission is to protect the public interest. As members, we do this by way of self-regulation in which we govern our own profession and are accountable for our own conduct. The work required to maintain this status of self-regulation is being performed by our hardworking office staff and by our dedicated members themselves. The review of practice standards, the establishment of the continuing competency program, the development of regulations and by-laws in accordance with the new Regulated Health Professions Act, and the ongoing handling of complaints are just some of the work that is being completed by our own peers and colleagues.

I am thankful to all of the members that have volunteered their time on Council and on all of the various committees. To call you volunteers would be an understatement. You are physiotherapists that are fulfilling your professional obligation and responsibility. The ability to self-regulate is a privilege and to maintain such a privilege requires the continued support and time of committed members like you.

Sincerely,  
Sean Gupta, Chair of Council

### *About the College*

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The College of Physiotherapists of Manitoba is a not-for-profit organization dedicated to regulating the practice of physiotherapists in the public interest. Physiotherapists take a comprehensive approach to providing healthcare- the College takes a similar approach to protecting the public. By ensuring that physiotherapists meet educational standards, are competent and endeavour to continually improve the quality of their practice, the College sets the standard for the delivery of safe, effective and ethical physiotherapy services.

### *Vision*

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The College of Physiotherapists of Manitoba (CPM) serves the public interest by ensuring the ongoing pursuit of excellence in the quality of physiotherapy services in Manitoba. CPM assures the public of a trusted, fair and responsive relationship. The Council educates the membership and government on the value and role of CPM, ensuring safety and promoting the public reputation of CPM. The benefit of strong leadership to the viability of our organization is evident in public confidence in CPM as well as government confidence in our role of protecting the public. Strong leadership has also earned us the respect of the membership and associate organizations.

### *Mission*

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To protect the public interest by working to continually improve the quality of physiotherapy care for Manitobans.

Striving For Excellence

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Environmental Analysis

Similarly to all organizations, CPM functions within a dynamic, fast paced environment. To assist in ensuring our accountability to our mandate, while managing change, we are vigilant in two key activities. One activity is to develop a yearly strategic plan to guide our work and to measure our successes and accomplishments. The other area is scanning provincial, national and international trends to consider their potential impact on regulation.

Factors affecting the regular activity of the College in the past year included:

- Participation of the Chair and Registrar in “Vision 2020”, held in Ottawa, to discuss the preferred future of physiotherapy in Canada
- Meetings with Human Resources and Skills Development Canada to participate in discussions about new labour mobility requirements.
- CPM participated in a project which looked into all provincial physiotherapy registration categories
- The coming into force, on June 1, 2011 of The *Regulated Health Professions Act*, which signaled to CPM urgency of working on developing new Regulations, deciding on reserved acts and other changes that will be necessary
- Participation on Alliance Committees including:
  - The Evaluation Services Committee which oversees the credentialing and examination activities of the Alliance
  - The Registrar’s Committee
  - Chairing the Advisory Group of the Supervision in Regulatory Entry to Practice Matters Project
  - The Continuing Competence Ad Hoc Committee
- Participation on the Council and Board of Physiotherapy Education Accreditation Canada (PEAC, formerly ACCPAP)
- Continued partnered work related to internationally educated physiotherapists. Specifically, this included
  1. Participating on a project related to developing language benchmarks for the profession, in collaboration with the occupational therapists
  2. Participating on an international committee looking at reciprocity of entry requirements between Canada and Australia
- Collaboration with the Office of the Fairness Commissioner (OFC), following the development of a framework for collecting data on internationally educated professionals. The OFC was also piloting a framework for a review of registration criteria and procedures which CPM will become involved with in 2012

### ***Environmental Analysis cont'd***

Within its mandate and the outlined environment, the College maintained its strategic focus on continuing to build its capacity, to seek opportunities to partner and collaborate and to provide leadership in regulation.

### ***Evidence of Performance***

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#### **Professional Conduct**

The College receives complaints, concerns and mandatory reports regarding the practice of physiotherapists. On occasion, the College also receives information suggesting that individuals who are not registered with the College are referring to themselves as physiotherapists or purporting to practice physiotherapy.

Three complaints that were received in 2010 were carried over and completed in 2011.

1. Nature of complaint was a breach of the Code of Ethics and standards of practice and billing issues. Two members were ordered to cease and desist certain practices including having clients apply their own ultra-sound and LASER treatments
2. Issues of timely communication with client and with the College, record storage. Recommendations to improve practice made to member.
3. Issues of miscommunication and billing practices. Member was issued recommendations to improve practice.

In 2011, eight new complaints against members were received. Four of the complaints have been concluded. The other four are forwarded into 2012. The complaints that were completed in 2011 include:

1. This was an unsubstantiated complaint which had elements of miscommunication. Complaint was resolved.
2. This complaint was sent to investigations for more information. Issues of communication. Complaint was resolved.
3. Issue of inappropriate touching. Complaint resolved after apology by member.
4. Issue of poor communication. Complaint resolved. Practice advice given to members.

### ***Professional Conduct cont'd***

In 2011, the Registrar was made aware of three advertising situations where physiotherapy was advertised as being provided by someone other than a College member. Cease and Desist letters were sent to all offending parties. The notification of these advertisements to the Registrar was made by College members.

### ***Evidence of Performance***

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#### **Continuing Competence Committee Report**

In 2011 two hundred and one active practicing members were asked to participate in the pilot of the Continuing Competence Program (CCP) in Manitoba. The program consisted of submitting two “Learning Plan Goal sheets” at renewal time for evaluation by the CCP committee. Members were provided with a *Professional Portfolio and Learning Plan Guide* to begin collecting items for a Portfolio, detailed information on setting Learning Goals, links to an online survey about the pilot, and an introduction to the *Activities Tracking* sheet and *Accomplishment Statement* sheets that will be required documents in their Portfolios.

Eighty six percent of the respondents successfully completed the requirements of the CCP (using a standardized evaluation sheet) and received a letter with tips for future reference from the committee.

The pilot allowed the committee to make recommendations, streamline and change some of the internal processes that occur at the College.

Future considerations include:

- Develop an online form and trial prior to December deadline
- A basic content audit to be completed at the time of submission. Online submissions will be linked to renewal and will not be accepted unless all areas on the form are completed.
- A database to be developed to assist with the organization of the Random selection cycle for submissions
- Communication by email about the program beginning in December. To include a reminder in mid- January 2012.
- An ad-hoc committee to be developed to evaluate the Learning Plan Goal Sheets to allow the parent committee (CCC) to continue to further develop the program. (i.e. Practice Audits, Portfolio Audits and discussion of non-clinical members.)  
Suggestion: Continuing Competence Evaluation Committee –or CCEC.

***Continuing Competence Report cont'd***

- The Chair of the Ad Hoc committee (CCEC) to collect, evaluate and summarize the future submissions and complete a report to the Registrar and Council.

Respectfully submitted by:

Andrew Neufeld, Chair of Continuing Competence Committee  
Gilbert Magne, Past Chair of Continuing Competence Committee

***Strategic Direction***

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Over the past one to two years, Council has been focused on engaging the profession in regulation. Plans for the upcoming year include:

- Re-designing the Website to increase accessibility and provide a more intuitive interface for users. Plans include adding portals to access educational materials, case studies on ethics, jurisprudence and an online portal for the Continuing Competence Program
- Continuing to send newsletters by e-mail, more frequently to members. This will include a major edition followed by a smaller edition the next issue. A schedule has been developed.
- Working with Manitoba Health as CPM moves towards new legislation
- Working with the Fairness Commissioner to improve our registration information for internationally educated physiotherapists and as part of the registration audit process.
- Development of a program to assist students, the internationally educated and new registrants to transition to professional practice in Manitoba



**BCCA LLP**  
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**COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA**

**FINANCIAL STATEMENTS**

December 31, 2011

(unaudited)



# **COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA**

## **FINANCIAL STATEMENTS**

December 31, 2011

(unaudited)

### **I N D E X**

Page 1	Review Engagement Report
Page 2	Balance Sheet
Page 3	Statement of Fund Balances
Page 4	Statement of Operations
Page 5	Statement of Cash Flows
Page 6	Notes to Financial Statements

**BCCA LLP**



**BCCA LLP**  
Chartered Accountants  
1505-444 St. Mary Ave  
Winnipeg, Mb  
R3C 3T1

**REVIEW ENGAGEMENT REPORT**

To the Members of  
College of Physiotherapists of Manitoba

We have reviewed the Balance Sheet of **COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA** as at December 31, 2011 and the Statements of Fund Balances, Operations and Cash Flows for the year then ended. These financial statements have been prepared in accordance with Canadian generally accepted accounting principles. Our review was made in accordance with Canadian generally accepted standards for review engagements and accordingly consisted primarily of enquiry, analytical procedures and discussion related to information supplied to us by the company.

A review does not constitute an audit and consequently we do not express an audit opinion on these financial statements.

Based on our review, nothing has come to our attention that causes us to believe that these financial statements are not, in all material respects, in accordance with Canadian generally accepted accounting principles.

BCCA LLP

March 12, 2012

Winnipeg, Manitoba

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James J. Smith Chartered Accountant Inc. • Larry R. Gander Chartered Accountant Inc. • Michael Averbach Chartered Accountant Inc.  
Myron Borden Inc. • Art Pearson Chartered Accountant Ltd.

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COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA

BALANCE SHEET

December 31, 2011

(unaudited)

	<u>2011</u>	<u>2010</u>
<b>ASSETS</b>		
<b>CURRENT:</b>		
Cash	\$ 13,969	\$ 14,760
Marketable securities (note 3)	286,008	223,539
Prepaid expenses	<u>1,992</u>	<u>1,992</u>
	\$ 301,969	\$ 240,291
<b>CAPITAL ASSETS</b> (note 4)	<u>39,296</u>	<u>43,926</u>
	<u>\$ 341,265</u>	<u>\$ 284,217</u>
 <b>LIABILITIES</b>		
<b>CURRENT:</b>		
Accounts payable and accrued liabilities	\$ 3,720	\$ 4,556
Government remittances payable	<u>3,687</u>	<u>3,604</u>
	\$ 7,407	\$ 8,160
 <b>FUND BALANCES</b>		
<b>FUND BALANCES</b> (page 3):		
General fund	\$ 294,562	\$ 232,131
Capital assets fund	<u>39,296</u>	<u>43,926</u>
	\$ 333,858	\$ 276,057
	<u>\$ 341,265</u>	<u>\$ 284,217</u>

APPROVED ON BEHALF OF THE BOARD:

\_\_\_\_\_ Director

\_\_\_\_\_ Director

*The accompanying notes are an integral part of this Balance Sheet*

BCCA LLP

COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA

STATEMENT OF FUND BALANCES

Year Ended December 31, 2011

(unaudited)

	<b>GENERAL FUND</b>		<b>CAPITAL ASSETS FUND</b>	
	<b><u>2011</u></b>	<b><u>2010</u></b>	<b><u>2011</u></b>	<b><u>2010</u></b>
<b>BALANCE</b> , beginning of year	\$232,131	\$192,241	\$43,926	\$56,401
Excess revenues (page 4)	57,801	27,415	-	-
Amortization of capital assets	8,787	13,487	(8,787)	(13,487)
Fund transfer on purchase of capital assets	<u>(4,157)</u>	<u>(1,012)</u>	<u>4,157</u>	<u>1,012</u>
<b>BALANCE</b> , end of year	<u><u>\$294,562</u></u>	<u><u>\$232,131</u></u>	<u><u>\$39,296</u></u>	<u><u>\$43,926</u></u>

*The accompanying notes are an integral part of this Statement.*

BCCA LLP

*College of Physiotherapists of Manitoba*

COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA

STATEMENT OF OPERATIONS

Year Ended December 31, 2011

(unaudited)

	<u>2011</u>	<u>2010</u>
<b>REVENUES:</b>		
Registration fees	\$ 398,228	\$ 338,530
Other fees	903	2,961
Investment (note 5)	8,707	5,608
Unrealized (loss) gain on investments	<u>(10,982)</u>	<u>4,961</u>
	<u>\$ 396,856</u>	<u>\$ 352,060</u>
<b>OPERATING EXPENSES:</b>		
Administrative	\$ 19,415	\$ 24,494
Amortization	8,787	13,487
Insurance	2,603	2,569
Interest and bank charges	11,176	8,094
Meetings and conventions	15,687	11,626
Memberships and licenses	11,704	11,329
Office	23,244	18,095
Professional fees	5,197	21,027
Rental	44,112	42,468
Salaries and wages	188,558	163,258
Telecommunications	6,054	5,659
Training	<u>2,518</u>	<u>2,539</u>
	<u>\$ 339,055</u>	<u>\$ 324,645</u>
<b>EXCESS REVENUES</b>	<u><b>\$ 57,801</b></u>	<u><b>\$ 27,415</b></u>

*The accompanying notes are an integral part of this Statement.*

BCCA LLP

COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA

STATEMENT OF CASH FLOWS

Year Ended December 31, 2011

(unaudited)

	<u>2011</u>	<u>2010</u>
<b>OPERATING ACTIVITIES</b>		
Excess revenues (page 4)	\$ 57,801	\$ 27,415
Adjustments for:		
- amortization	<u>8,787</u>	<u>13,487</u>
	\$ 66,588	\$ 40,902
<b>Net changes in working capital balances</b>		
Unearned revenue	-	(20,385)
Accounts payable and accrued liabilities	(836)	4,056
Government remittances payable	<u>83</u>	<u>982</u>
	\$ 65,835	\$ 25,555
<b>INVESTING ACTIVITIES</b>		
Marketable securities	\$ (62,469)	\$ (55,456)
Purchase of capital assets	<u>(4,157)</u>	<u>(1,012)</u>
	\$ (66,626)	\$ (56,468)
<b>DECREASE IN CASH</b> during the year	\$ (791)	\$ (30,913)
<b>CASH</b> , beginning of year	<u>14,760</u>	<u>45,673</u>
<b>CASH</b> , end of year	<u>\$ 13,969</u>	<u>\$ 14,760</u>

*The accompanying notes are an integral part of this Statement.*

BCCA LLP

COLLEGE OF PHYSIOTHERAPISTS OF MANITOBA

NOTES TO FINANCIAL STATEMENTS

December 31, 2011

(unaudited)

**1. PURPOSE**

The College of Physiotherapists of Manitoba is the licensing body for the profession and was incorporated by a special act of the Manitoba legislature. The College is a not-for-profit organization and is therefore not subject to income taxes.

**2. SIGNIFICANT ACCOUNTING POLICIES**

**Fund Method of Accounting:**

Under the fund method of accounting, the excess of revenue over expenses is allocated to the General Fund and assets acquired are transferred to the Capital Assets Fund.

The General Fund accounts for the College's program and administration activities. Contributions are recognized as revenue of the fund in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

The Capital Assets Fund represents the College's investment in computers, software, office equipment and leasehold improvements. Amortization is recorded as an expense of the Capital Assets Fund.

**Capital Assets:**

Capital assets are stated at cost less accumulated amortization. Capital assets are amortized over their estimated useful lives at the following rates and methods:

Computers and software	-	20%, declining balance
Office equipment	-	20%, declining balance
Leasehold improvements	-	10%, straight line

No amortization is recorded in the year of acquisition.

**Revenue Recognition:**

Registration fees and sundry income are recognized as income in the year to which they relate.

cont'd...

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## 2. SIGNIFICANT ACCOUNTING POLICIES, continued

### Marketable Securities:

Marketable securities, bonds and short term investments are classified as available-for-sale and their fair value is determined using quoted market bid prices. Changes in the fair value of marketable securities are recorded as unrealized gains and losses and included in other comprehensive income.

### Measurement Uncertainty:

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, revenues and expenses. Management believes its estimates to be appropriate; however, actual results could differ from the amounts estimated.

### Financial Instruments:

The College's financial instruments consist of cash, marketable securities and accounts payable and accrued liabilities. Unless otherwise noted, it is management's opinion that the company is not exposed to significant interest, currency or credit risks arising from these financial instruments. The fair values of these financial instruments approximate their carrying values, unless otherwise noted.

### Contributed Services:

The work of the College is dependent on the voluntary services contributed by many members. Contributed services are not recognized in the financial statements because of the difficulty in determining their fair value.

## 3. MARKETABLE SECURITIES

The marketable securities are pooled funds managed by The Investors Group. The College is exposed to market risk from fluctuations in the interest rates and the market value of the equities within the fund.

	2011		2010	
	<u>Market</u>	<u>Cost</u>	<u>Market</u>	<u>Cost</u>
Investors Income Plus Portfolio B	<u>\$ 286,008</u>	<u>\$ 287,309</u>	<u>\$ 223,539</u>	<u>\$ 214,639</u>

cont'd ...

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## Registration Statistics (as of December 31, 2011)

### Registration Status

REGISTER	Number	Percent
Active	721	84.5%
In-Active	38	4.5%
Retired	7	0.8%
Exam Candidate	36	4.2%
<b>Other:</b>		
Temporary	0	0.0%
Students - Manitoba	51	6.0%
Students - Out of Province	0	0.0%
<b>Total Membership</b>	<b>853</b>	<b>100%</b>

### New Registrations/Non-Renewals

New registrants educated in Manitoba	31
New registrants educated in other provinces in Canada	6
New registrants non Canadian-educated	1
Total Number of New Registrations 2011	38
Number of Registrations NOT Renewed	56
Total Number of Re-Registrations	8
First Year Students	0
<b>Net Gain</b>	<b>-10</b>

### Male/Female Distribution

Active		Exam Candidate	In-Active	Retired	Manitoba Students
Male	161	10	5	1	17
Female	560	26	33	6	34
<b>TOTAL</b>	<b>721</b>	<b>36</b>	<b>39</b>	<b>7</b>	<b>51</b>

### Specific Area of Practice: Acupuncture

Female	Male	Total
205	84	289

### Registrant Age Groups

Age	Active			In-Active			Retired			Exam Candidates		
	F	M	Total	F	M	Total	F	M	Total	F	M	Total
19	0	0	0	0	0	0	0	0	0	0	0	0
20-24	19	3	22	1	0	1	0	0	0	20	0	2
25-34	192	41	233	16	2	21	0	0	0	5	9	14
35-44	124	53	177	8	0	8	0	0	0	1	1	2
45-54	115	38	153	5	0	5	1	0	1	0	0	0
55-64	101	24	125	2	0	2	4	1	5	0	0	0
65-74	9	2	11	1	0	1	1	0	1	0	0	0
75+	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>560</b>	<b>161</b>	<b>721</b>	<b>33</b>	<b>5</b>	<b>38</b>	<b>6</b>	<b>1</b>	<b>7</b>	<b>26</b>	<b>10</b>	<b>36</b>

## Education Statistics (as of December 31, 2011)

### Entry Level Physiotherapy Education Credential

Credential	Active			In-Active		
	F	M	Total	F	M	Total
PT Diploma	102	19	121	4	0	4
Baccalaureate Degree	450	141	591	27	5	32
PT Masters	8	1	9	2	0	2
PT PhD	0	0	0	0	0	0
<b>Total</b>	<b>560</b>	<b>161</b>	<b>721</b>	<b>33</b>	<b>5</b>	<b>38</b>

### Post Entry Level Physiotherapy Education Credential

Credential	Active			In-Active		
	F	M	Total	F	M	Total
Baccalaureate Degree	74	13	87	3	0	3
PT Masters	15	5	20	1	0	1
PT PhD	1	0	1	1	0	1

### New Registrants Educated Outside of Manitoba

Province	Active			In-Active		
	F	M	Total	F	M	Total
Alberta	2	0	2	0	0	0
Ontario	1	0	1	0	0	0
Nova Scotia	1	0	1	0	0	0
Saskatchewan	0	1	1	0	0	0
Quebec	1	0	1	0	0	0
<b>Total</b>	<b>4</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>

### Current Active & Examination Candidate Registrants Internationally Educated

Country	Active			In-Active		
	F	M	Total	F	M	Total
Argentina	1	0	1	0	0	0
Australia	2	1	3	0	0	0
Colombia	1	0	1	0	0	0
Croatia	1	0	1	0	0	0
Egypt	0	1	1	0	0	0
England	3	0	3	0	0	0
Hong Kong	1	1	2	0	0	0
India	1	1	2	0	0	0
Ireland	1	0	1	0	0	0
Jamaica	1	0	1	0	0	0
Philippines	2	2	4	0	0	0
Poland	0	0	0	1	0	1
Scotland	2	0	2	0	0	0
South Africa	4	0	4	1	0	1
United Kingdom	0	1	1	0	0	0
United States	2	1	3	0	0	0
Yugoslavia	0	0	0	0	0	0

## Employment Statistics

### Employment Status: (Active and Examination Candidates)

Category	Count	Percentage
Full-time Permanent	320	42.3%
Full-time Temporary	15	2.0%
Part-time Permanent	211	27.9%
Part-time Temporary	17	2.2%
Casual	25	3.3%
Self Employed Part Time	52	6.9%
Self Employed Full Time	97	12.8%
Employee, Unspecified	20	2.6%
<b>Total working in physiotherapy</b>	<b>757</b>	<b>100.0%</b>

### Employment Status: Not Working in Manitoba

Working in Physiotherapy outside of Manitoba	8
On Leave of Absence from Physiotherapy	21
Working in Another Field	4
Unemployed and Seeking Employment in Physiotherapy	1
Unemployed and Not Seeking Employment in Physiotherapy	-
Unemployed, Unspecified	4
Not Working (Students, Temporary, Retired)	-
<b>Total Not Working</b>	<b>38</b>

### Focus of Practice (Active & Examination Candidates)

Clinical Focus on Musculoskeletal System	388
Clinical Focus on Neurological System	36
Cardio Vascular & Respiratory System	19
Clinical Focus on Skin & Related Structures	1
Clinical Focus on More than One System	245
Not Applicable	67
Unknown	1
<b>Total</b>	<b>757</b>

### Patient Age Group

Category of Patients	Count
Adult	137
Seniors	59
Paediatric	45
All Ages	450
Not Applicable	60
Unknown	6
<b>Total</b>	<b>757</b>

### Client Level

Client Level	Count
Acute	116
Long Term Care	25
Rehabilitation	134
Mixed	416
Not Applicable	1
Unknown	65
<b>Total</b>	<b>757</b>

## Employment Statistics

Area of Practice  
(Active & Examination Candidates)

Area of Practice	F	M	Total
Administration	12	9	21
Amputations	0	3	3
Burns & Wound Management	1	1	2
Cardiology	2	1	3
Client Services Management	0	1	1
Consultant	13	4	17
Critical Care	1	2	3
Direct Patient Care	47	20	67
Ergonomics	3	0	3
General Practice	139	65	204
Gerontology	17	4	21
Home Care	1	1	2
Mental Health	1	0	1
Neurology	27	11	38
Oncology	1	0	1
Orthopedics	195	91	286
Other Area of Direct Service	8	4	12
Other Education	0	0	0
Other Area of Practice	5	4	9
Palliative Care	1	0	1
Perineal	2	0	2
Plastics	3	2	5
Prevention/Health Promotion	0	3	3
Vestibular Rehab	1	1	2
Return to Work Rehab/Ergonomics	2	3	5
Research	5	1	6
Respirology	4	1	5
Rheumatology	1	3	4
Sports Medicine	8	4	12
Teaching, physiotherapy related	11	0	11
Women's Health	3	1	4
Unknown/Not Applicable	2	1	3
<b>Totals</b>	<b>516</b>	<b>241</b>	<b>757</b>

Organization Type/Primary Employment  
(Active & Exam Candidates)

Location	F	M	Total
Assisted Living Residence	32	0	32
Association/Gov/Para-Gov	20	15	35
Community Health Centre	34	3	37
General Hospital	101	99	200
Group Professional Practice/Clinic	158	68	226
Industry	2	0	2
Mental Hospital/Facility	1	0	1
Not Applicable	0	0	0
Other	18	3	21
Post Secondary Educational Institute	17	0	17
Rehab Hospital	51	36	87
School or School Board	8	2	10
Solo Professional Practice/Business	52	15	67
Visiting Agency	22	0	22
Unknown	0	0	0
<b>Totals</b>	<b>516</b>	<b>241</b>	<b>757</b>

## Geographical Statistics

Geographical Breakdown by Residence

Region (Winnipeg & Manitoba)	Active			In-Active		
	F	M	Total	F	M	Total
Assiniboine	18	1	19	0	0	0
Brandon	25	10	35	0	1	1
Burntwood	2	3	5	0	0	0
Central	29	7	36	2	0	2
Churchill	1	0	1	0	0	0
Interlake	16	3	19	2	0	2
Norman	6	0	6	0	0	0
North Eastman	8	1	9	0	0	0
Parkland	16	0	16	2	0	2
South Eastman	5	6	11	0	0	0
Winnipeg Region	391	209	600	18	2	20
<b>Total</b>	<b>517</b>	<b>240</b>	<b>757</b>	<b>24</b>	<b>3</b>	<b>27</b>
<b>Out of Province</b>						
Alberta	0	0	0	0	1	1
British Columbia	0	0	0	1	0	1
Ontario	0	0	0	2	0	2
Saskatchewan	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>4</b>
<b>Out of Country</b>						
China	0	0	0	1	0	1
Qatar	0	0	0	1	0	1
New Zealand	0	0	0	0	1	1
United States	0	0	0	4	0	4
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>1</b>	<b>7</b>

## Leadership

The Council of the College of Physiotherapists of Manitoba (CPM) meets on a monthly basis to manage and conduct the business and affairs of the College.

	<p><b>Council Leadership</b></p> <p><i>Sean Gupta, Chairperson</i>  <i>Lori Graumann, Vice Chairperson</i>  <i>Ricky Paggao, Past Chairperson</i>  <i>Rachel Wu, Treasurer</i>  <i>Andrea Giacobbo, Complaints Committee Chair</i>  <i>Gisèle Pereira, SMR Liaison and Human Resources Committee Chair</i>  <i>Tania Giardini, Governance and Nominations Committee Chair</i></p>
<b>Public Members</b>	<p><i>Sheron Miller</i>  <i>Abby Morris</i>  <i>Lesley Wilder</i></p>
<b>Student Members</b>	<p><i>Jennifer McLeod</i>  <i>Aaron Wong</i>  <i>Carly Taylor</i>  <i>Daniel Russel</i>  <i>Lisa Bartley</i></p>
	<p><b>The Office Team</b></p> <p><i>Brenda McKechnie, Registrar/Executive Director</i>  <i>Jennifer Billeck, Deputy Registrar</i>  <i>Virginia Kaskiw (until August 2011)</i>  <i>Beverly Cole (until July 2011)</i>  <i>Crystal Davis</i>  <i>Christie McKechnie</i></p>
	<p><b>Agents of the College</b></p>
<b>Investigators</b>	<p><i>Sally Lawler</i>  <i>Heather Martin Brown</i></p>
<b>Legal Counsel</b>	<p><i>David Marr, Campbell Marr LLP</i></p>
<b>Accountant</b>	<p><i>BCCA LLP Chartered Accountants</i></p>

# Committee Leadership

## **Board of Assessors**

### **Committee mandate:**

1. To consider and decide an applications for registration where the Registrar may have concerns or questions of eligibility.
2. To review and make recommendations to the Council on matters pertaining to physiotherapy education programs
3. To undertake prior learning experience assessments on appropriate candidates

Patricia Penner, **Chair**

Brenda McKechnie

Corinne Enns

John Moore

Joseph Trozzo

Marika Panchuck

Mary Grimwood

Nicole Littlewood

Susan Zwingerman

## **AGM Committee**

Tania Giardini, **Chair**

Andrea Giacobbo

Brenda McKechnie

Lesley Wilder

Ricky Paggao

## **Human Resources Committee**

Gisèle Pereira, **Chair**

Lesley Wilder, **Public Member**

## **Complaints Committee**

### **Committee Mandate:**

The complaints committee of the College of Physiotherapists of Manitoba reviews written complaints against registered Physiotherapists.

Andrea Giacobbo, **Chair**

Andrea Thiessen

Barry Connor

Erin Majcher

Jackie Clift

Lauren O'Donohue

Shanna Semler

Trevor Christie

### **Public Members**

Clarence Clark

Dennis Wray

Mike Davidson

## **Continuing Competence Committee**

### **Committee mandate:**

1. To plan and develop a continuing competency program for all practising physiotherapists in Manitoba.
2. To implement the Continuing Competence Program
3. To evaluate and improve the Continuing Competency Program
4. To develop Practice Audits

Andrew Neufeld, **Chair**

Barbara Shay

Heather Wittenberg

Jennifer Billeck

Jillian Gaudet

Katherine Johnson

Mark Garrett

## **Continuing Competence Evaluation Committee**

Gilbert Magne, **Chair**

Leah Dlot

Kimberley Okano

Daniel Fillion

Olivia Coneys

Megan Sewchuck

Sarah Eisbrenner

**Legislative Committee**

**Committee Mandate:**

The Legislative Committee is an ad hoc committee for the purpose of investigating, informing and making recommendations to the Council on matters pertaining to the legislation of physiotherapy practice

Moni Fricke, **Chair**  
Adrian Salonga  
Aynsley Fraser Kiernicki  
Brenda McKechnie  
Brent Winstone  
Chris Vergata  
Darcy Reynolds  
Gloria Gallant  
Ken Grove  
Marlene Smith  
Megan Cliff  
Tory Crawford

**Incorporation  
Sub Committee**

Gloria Gallant, **Chair**  
Dennis Desautels  
Dominique Carriere  
Gina Imbrogno  
Sharon Sheppard

**Ethics Committee**

**Committee Mandate:**

1. To review and update policies related to Ethics (e.g Code of Ethics, Conflict of interest)
2. To educate the membership and others regarding appropriate ethical behavior.

Shayla Moore, **Chair**  
Allison Watts  
Brenda McKechnie  
Elizabeth Wonneck  
Marlene Graceffo  
Nicole Wotton  
Suzanne Boyd  
Tara Klassen  
Tara Wolchuk  
Tricia Fisher

**Physiotherapy Standards Committee**

**Committee Mandate:**

To investigate, inform and make recommendations to the Council regarding physiotherapy practice as requested by the Council. Practice recommendations will reflect the minimum level of competency or essential competencies required of a physiotherapist. Physiotherapy practice issues may include, but are not limited to, treatment new to the practice of physiotherapy, treatment techniques, program or modalities; or changes to physiotherapy practice that result in significant modification of current procedures or practice.

Liz Harvey, **Chair**  
Maureen Walker (**Acting Chair**)  
Allison Guercio  
Amanda Reimer  
Brenda McKechnie  
Erik Torchia  
Kim Hamilton  
Leah Pinx  
Tia Mitchell

**Inquiry Committee**

**Committee Mandate:**

To receive in whole or in part, matters referred by the complaints committee. This will involve a formal hearing at which the Inquiry Committee is presented with information and facts concerning the misconduct, conduct unbecoming or suitability to practice of a member.

Mary Grimwood, **Chair**  
Anastasia Meseman  
Kelly Waters  
Louise Vermette  
Roland Lavalee  
Rosa Appel  
Susan Bowman

**Governance & Nominating Committee**

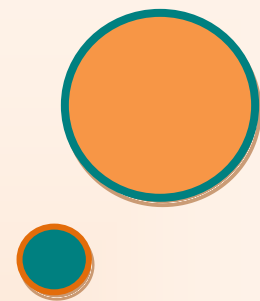
Tania Giardini, **Chair**  
Brenda McKechnie  
Jenneth Swinamer  
Rachel Wu  
Sean Gupta

**Public Members**

Abby Morris

**Public Members**

Alan Stewart  
Arthur Crane  
Ed Hinsburg



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