

CPM Holiday Closures

The CPM will be closed Monday December 23, 2013 at 11:00 am to January 1, 2014. We will re-open at 9:00am on January 2, 2014.

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From the Editor

Respectfully submitted by:
Jackie Gulenchyn (Newsletter Editor)

Happy holidays! I hope that you all have some time to sit down and relax during this season to enjoy this edition of our In Touch Newsletter. There is a lot of interesting and thought provoking information here for you to look through. There are updates from the Ethics Committee as well as the Continuing Competence Committee and an update from our chair of Council based on our work during this past year.

A warm welcome to our new members of council, Michael Millar, our MPT 1 student member as well as Natalie Swain, who will be filling in a vacancy until April of 2014.

Please remember to save the date for our Annual General Meeting that will be held April 24, 2014! We hope to see everyone there

From all the members on Council and from the CPM we wish you and safe and happy holidays!

Changes to the Employment and Income Assistance Regulation

CPM received a letter from Manitoba Jobs and Economy Workforce Development and Income Support Division. The letter outlines a recent change to the Employment and Income Assistance (EIA) regulation. The amended regulation clarifies that persons who are entitled to benefits from First Nations Inuit Health (FNIH), including medical equipment and supplies, are not eligible to receive such benefits from EIA. Accordingly, requests for payment for medical equipment and supplies by First Nations people with treaty numbers will no longer be approved by EIA effective immediately.

Such claims can be directed to:

First Nations Inuit Health
Suite 300-391 York Avenue
Winnipeg, Manitoba R3C 4W1
204-983-4199 or 1-800-665-8507

EIA clients with treaty numbers and those who are recognized Inuit will be advised in writing that they must access their non-insured health Benefits through FNIH

Please note that this may affect private practice owners and some public practice registrants.

If you would like more information on this, please visit the Health Canada's website at www.hc-sc.gc.ca or please contact me at the College for a copy of the letter

Season's Greetings,

Brenda McKechnie, Registrar/Executive Director

A Note from the Chair of Council

Dear Physiotherapy Community,

I have had the pleasure of being Chair of Council since May of this year, and I am pleased to report to you the activities of Council since that time. One of the biggest items on our agenda has been to review and make decisions as to the format of the Continuing Competency Program (CCP).

The Continuing Competency Committee (CCC) has completed a significant volume of work in the development of the structure of this program and made its final proposal to Council in October. This committee is to be congratulated for their hard work and dedication to the program. Goals of the overall CCP are to promote high practice standards and to allow registrants of the College to demonstrate continuing competence as required by our Act to practice. The CCP needs to be fully developed and ready for full implementation at the moment when physiotherapists are proclaimed under the new Regulated Health Professions Act. The CCP will provide evidence that an individual physiotherapist: understands and applies legal and ethical obligations, integrates standards into practice, conducts self-assessment, limits practice according to competence, implements best available evidence, and participates in professional development activities throughout their career.

After reviewing and reflecting on the proposal, Council has approved the format of the Continuing Competency Program to include the following main components:

- 1. Reflective Practice Assessment** which will include:
Professional Portfolio –Registrants will be required to develop a Professional Portfolio. The portfolio will include the following mandatory items: Learning Goal sheets, Activities Tracking Sheets, and Accomplishment Statement Sheets completed on a yearly basis.
- 2. Practice Audit** - which would be randomly done by trained assessors who would submit a formal report at the conclusion of an audit
- 3. Practice Support** - this component would provide practice support and remediation.

The development of the practice audit tools is the next stage of the CCP, as is the training of practice auditors. A pilot of this process will take place late next year. More on this to come, plus opportunities for you to participate in this process, will be announced in the next month or so, so stay tuned.

On other notes, Council has finally had the opportunity to engage in a Mission-Vision and Strategic Planning Workshop in November; more on this will be unveiled in the next newsletter. I would also like to remind you that as outlined at the AGM in April, that the implementation of the mandatory malpractice insurance has only been postponed, and that this requirement will come into force once physiotherapists are proclaimed under the new Regulated Health Professions Act.

Finally, I am happy to announce that Council has taken your concerns about stabilizing registration fee increases into consideration and has approved that the registration fees for regular full time practice licences remain at \$600.00 for the 2014 registration year. This, however, meant that we approved a minimal deficit budget for 2014. We have decided to charge a few other supplemental fees to recoup basic expenses in other areas, in keeping with other regulatory Colleges. You can review this list once it is finalized in January 2014. Council will also make decisions on an as needed basis, to draw from the contingency fund.

A Note from the Chair of Council, cont'd

I wish you a happy holiday season, and invite you to consider the difference you could make in the activities of those around you, be it at a personal or professional level. To that end, we will be hosting an informational evening in the New Year to help potential College volunteers make informed choices about the committees they would like to volunteer for.

“What you do makes a difference, - you just have to decide what kind of difference you want to make.” — Jane Goodall.

Best Regards,

*Tanya Kozera, MSc, BMR-PT
Chair of Council*

Updates:

Ethics Committee

We are currently working towards adding an ethical resource section to the new website. The format and content of this information is still under development but our goal is to provide an ethical resource to the Registrants of the College and to provide ethical examples that make you think and talk with colleagues. The most interesting and challenging thing about ethics is that there is no right answer just the best answer all things considered. So how do you as therapist determine that? The answer is that by exploring your own deeply held beliefs and exploring the opinions of others often the circumstances about a situation or dilemma become clearer. Consider all possible options and then pick the best solution all things considered. If there is one thing that I love about ethics is the lively conversation that happens at our table and what you learn about yourself in the process. We are always looking for committee volunteers so if you are interested please approach a member of the committee or the Registrar and we would love to have you join us. If you have ideas for ethics case studies we would love to hear about them too.

If you are interested in ethics we are lucky to have the Manitoba Provincial Health Ethics Network (MBPHEN). On their website (www.mb-phen.ca) you will find ethics e-learning modules for reflection and resources available to you as a clinician. They also present Ethics Level I and II course in the various health regions. These courses are free two-day courses. I encourage you attend to learn tools and processes to work through the situations you encounter. *Edx* the online university (www.edx.org) is also offering a free 6 weeks online course, which you can attend for interest or participate fully for a certificate. This course is taught by leading experts in the field from universities like The Kennedy Institute for Ethics and Georgetown University. One more option available is lectures in bioethics presented by the Center for Practical Bioethics available on iTunes.

*Respectfully submitted by
Tricia Fisher, Chair - Ethics Committee*

Continuing Competence Committee

2013 has been another busy year for the committee.

We would like to thank the members that participated with the submissions of their Learning Goals and Accomplishment Statements. We also appreciated all of the feedback we have received from members, it certainly has been used to help improve the system for both the submission and evaluation processes.

Continuing Competence Committee cont'd

We met with our consultant, who conducted a two day workshop for the committee and members of Council, to help with finalizing the specific components of the continuing competency program and planning the next steps.

*Respectfully Submitted by
Andrew Neufeld, Chair – Continuing Competence Committee.*

Complaints Committee

We have received a number of complaints in which the Complainant alleges that he / she was harmed by a physiotherapist during an assessment. During the process of investigating these complaints, some common factors were noted. The Complainants used words like "suddenly", "grabbed" or "twisted". The tests being described were often provocative tests, specifically tests requiring passive movement of the patient's body by the therapist. In most of these cases the Committee has found no evidence of misconduct on the part of the physiotherapist; however, the therapist had to go through the stress of the Complaints Process before that could be determined.

How can you protect yourself?

- 1) Obtain and document informed consent.
- 2) Ensure the patient has a clear understanding of what test you are about to perform, how you will be moving his / her body, and that he / she is prepared for you to do so.
- 3) Explain the rationale for provocative testing.
- 4) Prepare the patient for post- assessment soreness.
- 5) Document your assessment and treatment thoroughly.

*Respectfully submitted by
Andrea Thiessen, Chair - Complaints Committee*

Volunteer Spotlight



Natalie Swain, BMR, PT

Why did you volunteer for the committee you are on?

I wanted to become more involved with CPM and thought the Complaints Committee would be a good learning experience, which it has.

Where do you currently work?

I currently work at St. Amant in Clinical Services as well as casually at Health Sciences Center.

What do you like to do to stay active in our Winnipeg weather?

Walking my dog keeps me active on a daily basis but otherwise in the winter I enjoy hiking and snowshoeing, in the summer I enjoy playing ultimate and generally any outdoor activity.

What is your favorite Manitoba tradition?

I love driving down Portage Avenue at Christmas time with all the lights, this is something my parents did with us growing up. I also love taking my niece and nephews to the Taylors train during the holidays to ride the steam trains.



Michael Millar - MPT1 Student Representative on Council

Why did you want to join council?

I felt that becoming part of the council would give me a broader view of the physiotherapy profession.

What do you think is the most important physiotherapy issue/trend?

The most important issue facing physiotherapists is public awareness of how broad a scope of practice that we have. As physiotherapists, I believe that we can be the leaders in promoting a healthier community. However, the community needs to know that we are there to help them.

How do you view the professions future?

As our nation's attention is being turned to the cost of healthcare, it has become even more important to prevent injury and disease. As primary healthcare providers we are among the best equipped professionals to promote and administer preventative treatment to the public.

If you could share one thought with the registrants of the College what would it be?

You can get everything in life you want if you will just help enough other people get what they want.

CPM Registration Renewal 2014

Renewal reminder notices were mailed out to members on December 9, 2014. The College renewal procedure is completed online. Renewal forms will not be mailed out to members **unless requested**.

Please review all of your information, and ensure that your personal and professional information is up to date.

You will be required to submit a copy of your liability insurance with your renewal regardless if you submitted it earlier this year. It can be faxed, emailed or mailed to the CPM office but your renewal WILL NOT be processed until it has been received. If you work in a public facility, CPM will accept a letter from your employer verifying coverage.

Renewal will take place from January 1, 2014 until January 31, 2014.

Late renewals will be subject to a 20% late fee.

If you have any questions or concerns during this time, please do not hesitate to contact the CPM office staff.

SAVE THE DATE! CPM 2014 Annual General Meeting

The 2014 AGM will be held on **Thursday, April 24, 2014**. Please stay tuned for announcements of guest speakers and other agenda items. **CPM looks forward to seeing you there!**

Reminders from the College

Council 2013/2014

Chair: Tanya Kozera

Vice-Chair: Tania Giardini

Treasurer: Rachel Wu

Council Members: Jackie Gulenchyn, Andrea Thiessen, Natalie Swain

Public Members: Sheron Miller, Leslie Wilder, Fred Arrojado

Student Representatives: Lindsay Pratt, Michael Millar

Committee Chairs 2013/2014

Board of Assessors:
Nicole Littlewood

Complaints: Andrea Thiessen

Continuing Competence:
Andrew Neufeld

Continuing Competence Evaluations: Leah Dlot/Gil Magne

Ethics: Tricia Fisher

Legislative: Darcy Reynolds

PT Standards: Elizabeth Harvey

AGM: Tania Giardini

GNC: Rachel Wu

Registrar: Brenda McKechnie

Office Staff:

Deputy Registrar: Jennifer Billeck

Senior Office Admin: Crystal Davis

Office Admin: Christie McKechnie

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 yourself, your employer(s) and the College sufficient time to process your documents. **All required documentation needed is listed on the CPM website**

<http://www.manitobaphysio.com/for-physiotherapists/resources>

Information Changes

If you have *any* changes to your personal information, such as address, phone number, email, or employer – you may log onto the website and submit these changes.

If you wish to change your name at the College please submit a letter indicating: the current name you have registered at the College, the name you wish to have registered with the College and the supporting documentation (ie. a copy of your marriage or divorce certificate).

Reference:

CPM By-Laws Article II: Members
VII. Obligations of Membership

All members shall:

6.1 Notify the Registrar of change in name, mailing address, place of employment and membership status;

Attention Exam Candidates!

If you are presently on the [Examination Candidate](#) register and have successfully completed the clinical component of the PCE, you must contact the CPM office in order to change your registration status to the [Active Register](#).

Reminder you have only **30 days** to change your registration to [Active](#) after you have received your results.

College Reference Guide

USB "bracelets" with the College name and logo are now available for purchase for \$12.00! Reference Guide updates for download are now available on the CPM Website.

*If you require further assistance, please call the Office Staff:
Crystal Davis or Christie McKechnie at
204-287-8502.*



*The staff at CPM
want to wish
everyone a safe
and happy
holiday season
and a very
prosperous new
year!*