



CPM Holiday Closures

The CPM will be closed
October 14, 2013 for
Thanksgiving and
November 11, 2013 for
Remembrance Day.

Inside this Edition

Page 1

- A Note from the Editor
- New Grad Orientation

Page 2

- Update on
Incorporation

Page 3

- PT Standards
Committee Update
- Board of Assessors
Update

Page 4

- BOA Update continued
- New Projects at the
College

Page 5

- Volunteer Spotlight
- What's New at the
College?
- Call for Nominations!
- **Important Reminders
from the College**

A Note from the Editor

I hope you are enjoying the Fall weather and are getting some yard work done, it's a great way to fit in family exercise while being outside and having fun!

This edition of In Touch provides you with an update from the PT Standards Committee as well as the Board of Assessors Committee. The PT Standards committee has recently updated a Practice Statement, please read below for the most recent update. Our Board of Assessors Committee will be looking into the recommendation from the Canadian Alliance of Physiotherapy Regulators to update the new graduate policy moving towards more supervision versus mentorship.

Please read on below to look at the information provided by the college in regards to incorporation. There is an update from the incorporation committee which is a subcommittee from the Legislative committee, and where that is headed for the future.

There are new projects that the College will be undertaking this year with regards to the Continuing Competence Program as well as reviewing the Vision and Mission Statement, so stay tuned for updates as the year progresses.

Our committees are just getting going for this Fall and all offer interesting discussions, and great connections with fellow physiotherapists, please call the Registrar if you are interested in getting involved.

I hope everyone has a relaxing Thanksgiving weekend with family and friends! Happy reading.

Respectfully submitted by:
Jacquelyn Gulenchyn (Newsletter Editor)

New Grad Orientation

In collaboration with the Manitoba Physiotherapy Association, CPM participated in a "New Grad Orientation" session in early July of 2013. Merle MacAulay arranged for some very interesting members of the physiotherapy community to speak to the new grads with "pearls of wisdom" about practicing as a new grad. CPM spoke about "Transitioning to Practice" and the requirements for registration, ongoing competence, and other College related topics like complaints and discipline, standards of practice and the law.

About 30 new graduates attended and the feedback from them indicated that they received value for the time they spent at the session and that it should be done again next year.

Registrar: Brenda McKechnie

Deputy Registrar: Jennifer Billeck

Office Administrators: Crystal Davis and Christie McKechnie

Council 2011/2012

Chair: Tanya Kozera

Vice-Chair: Tania Giardini

Treasurer: Rachel Wu

Council Members: Jackie Gulenchyn, Andrea Thiessen

Public Members: Sheron Miller, Leslie Wilder, Fred Arrojado

Student Representatives:
Lindsay Pratt (MPT2) and
Michael Millar (MPT1)

Committee Chairs 2013/2014

AGM: Tania Giardini

GNC: Rachel Wu

Board of Assessors: Nicole Littlewood

Complaints: Andrea Thiessen

Continuing Competency: Drew Neufeld

Continuing Competence
Evaluations: Gil Magne/Leah Dlot

Ethics: Trish Fisher

Legislative: Darcy Reynolds

PT Standards: Elizabeth Harvey

Update on Incorporation

According to the *Corporations Act of Manitoba*, clause 15(3) states that **Where the practice of a profession is governed by an Act, a corporation may practice the profession only if the Act expressly permits the practice of the profession by a corporation and subject to the provisions of such Act.** This clause came into power in 1987.

The *Physiotherapists Act of Manitoba* does not have a clause in the legislation which expressly permits the practice of the profession by a corporation. Therefore, no physiotherapy practice can be or should be incorporated lawfully at this time.

A physiotherapy practice may have a “holding company” which is a separate entity from the practice and does not provide physiotherapy services. The holding company may hire employees, pay the rent, purchase equipment. The holding company can be incorporated but must not use the words physiotherapy/physical therapy in the name.

The new *Regulated Health Profession Act* does have provision for incorporating a professional practice. CPM has had several meetings with Manitoba Health about the Regulations for incorporating physiotherapy practice. We have been advised that the Regulations will need to address a number of items, such as shareholder ownership etc. We have been advised to develop Regulations similar to the College of Physicians and Surgeons of Manitoba with respect to incorporation.

An Incorporation Sub-committee of the Legislative Committee was formed several years ago and their work was presented to Manitoba Health in July 2012. Manitoba Health felt that more specific requirements were needed for a number of topics. At this time, following another meeting with Manitoba Health in July 2013, the Legislative Committee now has specific direction to continue its work on Reserved Acts and a Code of Ethics. The incorporation section is still on the radar but will be addressed by the CPM lawyer at a later date, but before the Regulations are submitted to government for approval.

Manitoba Health has been working on incorporation for the past few months. They have provided CPM with information indicating that they know some physiotherapy clinics are incorporated but should not be. The impact of their research on the direction the new incorporation requirements will take, is not known at this time.

PT Standards Committee Update

The PT Standards Committee continues to be busy and productive. Welcome to Marlee Beaupre who began volunteering her services to our committee in early 2012 and to Leo Larocque, who joins us from Brandon via *Go To Meetings*; a technological feat!

A standard that we have recently updated is *Practice Statement 4.4: Safe, Sanitary and Appropriate Environment*. Providing a professional environment, free from hazards, is a responsibility for all physiotherapists. Here are a few points to remember:

- Clients must be appropriately supervised at all times. This means call bells or another type of alarm system must be available for clients who are not under direct supervision.
- The physical environment is kept tidy and regularly cleaned; guidelines on routine practices (Practice Statement 4.5) are followed at all times.
- A third party is available to be present for any client interaction as required or requested by the client, their parent/guardian or by the physiotherapist.

Please take the opportunity to brush up on your responsibilities in this area by visiting the complete standard on the CPM website.

We are nearing completion on updating *Practice Statement 4.13 – Laser*, *Practice Statement 4.1: Client Records when Closing/Selling a Clinic*, *Practice Statement 4.8: Physiotherapists Assigning Physiotherapy Care* and *Practice Statement 4.10: Communication and Consultation with Physicians*. Keep checking the website for the new versions.

Thank you to Kim Hamilton who was a hard-working member of our committee for four years. The continued dedication of Maureen Walker, Allison Guerico, Brenda McKechnie, Tia Kiez and Leah Pinx allows for us to keep plugging away at updating the Practice Standards; many thanks to those members. We welcome the addition of any new members who'd like to join our little team – we meet approximately once a month and pride ourselves on having good food, good discussion and ending on time!

Respectively submitted by:
Elizabeth Harvey
 Chair of PT Standards Committee

Board of Assessors Committee Update

This month's committee submission is from the Board of Assessors (BOA), which meets monthly. The purpose of this committee is to determine whether applicants have met the requirements for registration within the College. Primarily, this involves new grads, exam candidates, and foreign trained physiotherapists. The committee also monitors any members under supervision and mentorship.

As our scope of practice broadens and non-traditional roles develop for our profession, we as a college need to be evaluating what is deemed acceptable for practice hours. This task falls under BOA responsibilities and we are frequently in discussion and review of this issue. This past year, the committee decided to consider volunteer hours towards practice hours, as per our policy.

Earlier this year, on request from the Fairness Commissioner, we revised our criminal record check procedure. After making the necessary adjustments, a new criminal conviction policy was developed.

Board of Assessors Committee Update cont'd

As this new term begins, the BOA along with the School of Medical Rehabilitation will be completing the evaluation of the international student placement brochure.

Our biggest endeavor for the coming year is to tackle the mentorship for the new graduates' policy currently in place. Recommendation from the Canadian Alliance of Physiotherapy Regulators is to have a new grad supervised, rather than mentored, from time of graduation until successful completion of the Physiotherapy Competency Examination (PCE). This will involve ending the existing CPM mentorship program. We are currently evaluating adoption of an existing supervision model which is reflective of trends from across the country.

Respectively submitted by:
Nicole Littlewood
Chair of the Board of Assessors

New Projects at the College

The College has undertaken to accomplish two large projects at the end of 2013.

One project involves work on the Continuing Competence Program. The Continuing Competence Committee has undertaken a massive amount of research and discussion to look at tools used in other continuing competence programs. With so many tools available, the committee hired a continuing competence expert, Dr. Marla Nayer, a physiotherapist based out of Ontario, to provide guidance to the committee. Dr. Nayer will be coming to Winnipeg in September to hold a workshop for the committee. Following the workshop, the committee will be able to proceed forward and bring this project to near completion.

The other project is to review the College's Mission and Vision statements. The current statements, which provide the Council and staff with direction for any work they do, were developed in 2004. In the intervening time, many environmental factors have changed. The College no longer works in the same environment as in 2004. Accountabilities to government have changed for one thing. Our mandate to 'protect the public' has expanded tremendously.

The Council has hired Cec Hanec to assist them to re-identify our mission and vision. From there, our strategic plan will be adapted to meet the new Vision and Mission. Operations and priorities will be identified based on the new Mission and Vision. Council hopes to complete the project by the end of 2013.

Mission - Vision - Partners in Quality Care

Volunteer Spotlight



Ricky Paggao, BMR, PT

Why did you volunteer for the Governance and Nominating Committee?

My professional volunteerism roots are with CPM. I spent 5 years on Council and when my term was up, I wanted to stay involved with the college. I was there when the GNC was created, so it was the perfect committee to stay committed to.

Where do you currently work?

I moved from Brandon earlier this year and now work at Elite Sports Injury in St. Vital.

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

I love many outdoor activities, but my favorites have to be running and biking. I love running trails, especially in the fall. I also pretend to know parkour, but only when no one is looking.

What is your favourite Manitoba tradition?

The wedding social! The rest of the world is missing out. Mine will be next year...hint hint.

If you were caught in a dark alley. which physio-related tool would you use to defend yourself?

I would take the big goniometer and swing it around like I'm Bruce Lee using a nunchuk.

What's New at the College?

The College welcomes Carol Rempel as the College's new part time bookkeeper/ accountant. Carol has been assisting the staff by setting up the financial books and accounts and undertaking payroll and accounts payable since the early part of 2013. Welcome Carol!

Most of the Committees are again up and running after the summer hiatus. September exploded on the College calendar and we are now starting to book meetings into October. There is always room for new committee members so if you are looking for some interesting discussion and meeting other physiotherapists, please give the Registrar a call.

The College has moved into the new technology era. We now have committee meetings where a member cannot come into Winnipeg or to the meeting, so we hold meetings by Go To Meetings. The member is on their home or work computer and can talk to the group at the CPM office. Documents can be shared on the computer. We have one laptop for Go To Meetings and one laptop to take minutes and share documents. It's very exciting!!

CPM also has its own server on which all of the staff can share important documents on the network. This makes the work of staff more efficient and effective. The staff are really up on their knowledge of how this all works because the Registrar and Deputy Registrar rely on them to figure this all out! Thanks Crystal and Christie for your patience.

The College has a new website. In the spring, the College experienced a breach of our website and have now entered into a contract with a company to monitor the new website 24/7. We are very excited with the new layout and hope you will find it functional and easy to navigate!

Call for Nominations!

The remainder of a one year term (until April 2014) has become vacant on Council. If you are interested in applying for the position, please fill out the nomination form (can be found [here](#)) and return it to CPM, along with a cv, by **Thursday October 10, 2013**.

Reminders from the College

Committee Volunteers

Joining a CPM Committee is a great way to give some of your time and energy to ensure the quality of physiotherapy for all Manitobans is being met. It provides you with an excellent means to pursue professional growth and development. The experience you gain will be useful in both your professional and social life. Being involved in CPM ensures that we maintain our status as a self-regulated profession. Being self-regulated is a privilege and the ability to maintain this status relies on the commitment of volunteers like yourself. You will have an opportunity to expand your professional network and social network, meet your colleagues, other health regulators, and public representatives. You will build personal empowerment, self-esteem, and instill of supporting your profession to ensure the safety of the public.

Call or email CPM today for more information on how you can join a committee and help to better your profession!

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 – **log onto the website and submit these changes.**

As per CPM **By-Laws Article II: Members: VII. Obligations of Membership**, all of your contact information **MUST** be up to date with the College.

If you have a change in **Marital status** – please submit a copy of your marriage/divorce certificate to the College, as well as a letter stating your former name and the name you wish to have registered with the College.

If you require further assistance, please call the CPM Senior Office Administrator Crystal Davis or Office Administrator Christie McKechnie at 204-287-8502.