



CPM Holiday Closures

The CPM will be closed July 1, 2013 for Canada Day and August 5, 2013 for civic holiday.

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A Note from the Editor

I hope that everyone has an opportunity this summer to take some time to relax, enjoy the weather and remain active with family and friends. Our summer newsletter provides you with an update from the Continuing Competence Evaluation Committee and introduces you to the new Council members, Andrea Thiessen and Maureen Walker. We are excited to have them join Council and look forward to all they have to offer! A big congratulations goes to Brenda McKechnie in receiving the Alliance Award of Distinction, please read below for more information on the award and all of Brenda's hard work!

Please take the time to read the message from our new Chair of Council Tanya Kozera, we look forward to continuing to work towards bettering the profession and as always, gladly welcome and appreciate your input and opinions at anytime!

Respectfully submitted by:

Jacquelyn Gulenchyn (Newsletter Editor)

Did you know...?

Alliance Award of Distinction

Presented to an individual who is the exemplification of professionalism, is commitment to promoting public interest values and ethical conduct, is commitment to best practice in conducting regulatory affairs, has ethical problem solving and decision making and shows commitment to mentoring, guidance and sharing with colleagues.

The 2013 Award of Distinction was presented to **Brenda McKechnie**. The award is presented in recognition of Brenda's long standing contribution as a regulatory member on the **Council of Physiotherapy Education Accreditation Canada (PEAC)**. Brenda joined the PEAC Council as the regulatory member in 2004. She has served for 3 consecutive terms for a total of 9 years. She served as a Council member and as Secretary from 2006-2012. She also participated on various peer review teams.

Brenda is recognized for bringing key regulatory issues forward to PEAC for consideration and always contributing to accreditation award discussions. Further demonstration of her commitment is that during her tenure, Brenda never missed a meeting. PEAC will miss Brenda's wisdom, knowledge and experience.

Brenda graduated as a physiotherapist from the University of Manitoba and holds a Masters of Business Administration also from the University of Manitoba. She has been the Registrar of the College of Physiotherapists of Manitoba since 1990 during which time the College has grown into a respected regulator in Manitoba and Canada. In 2006 Brenda decided to return to clinical practice and works part time for Home Therapy Services.

On behalf of The Alliance, thank you for representing the regulatory perspective well. Congratulations Brenda on this award.

Dianne Millette, PT, MHSc.

President Physiotherapy Alliance

Registrar - Physiotherapy Alberta - College + Association

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

(Maureen Walker - Finance Committee)

Council Members: Jackie Gulenchyn, Andrea Thiessen

Public Members: Sheron Miller, Leslie Wilder, Fred Arrojado

Student Representatives: Lindsay Pratt

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

Message from the Chair

I am honoured and pleased to accept the position of Chair of the 2013-14 Council. As your new Chair, I look forward to building upon the work of past councils in ensuring that we are actively guiding and contributing to the safe and effective practice of physiotherapy in Manitoba.

I would like to congratulate the profession on the best ever attended CPM AGM in recent years. It is nice to see this level of engagement. This is an exciting and eventful time for the College with priorities in continuing competency, personal professional liability insurance requirements, ever increasing numbers and complexity of complaints, not to mention ongoing work preparing for the upcoming *Regulated Health Professions Act*. Your new council has already met and begun work on setting priorities for our strategic plan for the next year. If you are aware of any issues/concerns that you feel would be important for Council to address over the next year please do not hesitate to contact myself at cpmchair@manitobaphysio.com or the registrar Brenda McKechnie.

As you enjoy our brief summer I invite you to ponder the question; *'What have you done recently to ensure that your patient's right to receive safe, effective physiotherapy care has been met?'* As registrants of a self-regulated profession, it is up to all of us to actively engage in this pursuit on an ongoing basis. We can revisit our practice standards and statements; we can engage in a re-evaluation of our safe practices; we can update our skills by taking a course; pursue evidence based practice recommendations; we can start a journal club; join a special interest physiotherapy group; we can even volunteer for CPM. The opportunities are endless – we just need to commit to this as a priority.

Respectively submitted by:
Tanya Kozera, MSc, BMR-PT
Chair of Council 2013-14

From the Registrar

Just a reminder to registrants of the College about Use of Credentials and also Testimonials in advertising.

Position Statement 4.23 found in the Members Reference Guide (blue binder/USB or on the CPM website) discusses the acceptable credentials that can be added behind your name in advertising, including business cards, websites etc. Credentials earned at an academic university setting are acceptable for use. However, membership in an organization (e.g. MCPA- membership in the Canadian Physiotherapy Association) is not permitted. As well, certificates or diplomas earned in a non-university setting are also not permitted. This would include use of the designation "CAFCI". If unsure about a credential, call the CPM office first before using it.

From the Registrar Cont'd

Testimonials

Reference to the use of testimonials can be found in Position Statement 4.14 on Advertising. The basic principles of advertising allowed by CPM are the following: advertising must be truthful, tasteful and non-competitive. Testimonials or endorsements by clients or others imply superiority and are therefore considered competitive. As well, this type of advertising is non-scientific and has the ability to mislead the public. Therefore, testimonials are not permitted. CPM has noticed that a number of registrant's websites contain testimonials and these must be removed.

Respectfully submitted by:

Brenda McKechnie - Registrar/Executive Director

A Note from the Continuing Competence Evaluations Committee

The CCEC is responsible for evaluating the components of the Continuing Competence Program (CCP) of the CPM. This year we evaluated the Learning Goals (LG) and Accomplishment Statement (AS) Sheets by asking the membership for submissions. We developed a new custom-made, online program to assist in the submission and evaluation processes. We also made a few changes to the evaluation sheets and the process based on our pilot program from the previous year.

The CCEC received 133 member responses for Learning Goals and 91 member responses for Accomplishment Statements for review in 2013. 9 volunteer members of the CCEC evaluated these submissions. There were some problems with the program in the last 3 days in January of submissions, likely related to the volume of last minute submissions. The programmer contracted with the work of creating the program made some changes to help avoid people losing their information if similar occurrences occurred in the future. The use of this program and better numbers of evaluators cut the amount of hours for committee members in half compared to last year and reduced the amount of errors.

The evaluation process involved 2 independent evaluations by the members of the committee, followed by a session where the partners discussed their results and achieved a consensus on an end result and the feedback to be provided to the submitting member.

Summary

Common areas of difficulty were as follows:

1. Members still often used learning activities as goals
2. It was difficult to find objective measures as an indicator of success.
3. Some of the examples provided did not follow the matrix outline as described for the outcome measures.
4. The information provided with the Accomplishment Statement submissions limited the CCEC's ability to fully evaluate the submissions.

Feedback from the membership was collected via an online survey and direct communication to members of the committees:

1. The PPLGG seemed too long, and members would have liked a summarized version to better understand the program.
2. There seemed to be a lack of understanding why these submissions were part of the program.
3. Some of the CCEC and CCP members did informal information sessions to help members complete their submissions. This was found to be very helpful and reduced anxiety.
4. Many people felt they were being monitored and being evaluated on the quality of their goals, and feared punitive measures.

Respectfully submitted by:

Gil Magne (CCE Committee Chair)

Introducing Your New Council - Part 1



Andrea Thiessen, BMR, PT

Why did you run for Council?

I am at a time in my career and personal life where I feel that I can devote more time to supporting my profession. When I was informed that there were openings on Council, and a need for someone to chair the Complaints Committee, I felt that it could be a good fit given my current experience on the Complaints Committee.

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

I think there is a strong movement towards clients seeing themselves as consumers, with more and more people informing themselves about the broad range of health care practitioners available to choose from. I think this is an important time for us as physiotherapists to highlight how highly trained and very skilled we are, and to ensure that we continue to inspire confidence in those who seek our help.

How do you view the professions future?

I think we are on the cusp of exciting growth and progress. Opportunities such as the CPA Clinical Specialty Program are allowing us to celebrate leaders in our profession, and inspire new generations of physiotherapists to find an area of practice that they are passionate about, and become the next wave of leaders in health care.

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

One of the most valuable lessons I've learned through my experience on the Complaints Committee is the value of good communication.



Maureen Walker, BMR-PT, MPT

Why did you run for Council?

Well, technically I didn't actually run! I am finishing off a 1 year term. However, I have been involved in the college for over 6 years now and I had been considering for a while to increase my involvement. So when this opportunity presented itself I knew that this was the right thing to do.

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

Physiotherapists in all areas of practice need to be more aware of our role in health promotion, wellness and chronic disease management.

How do you view the professions future?

I see the role of physiotherapy expanding in the future. I believe we have a vital role to play in health promotion and the management and prevention of chronic disease. For example, I know that there is a huge potential role for physiotherapist's in the development of cancer rehabilitation programs both here in Manitoba and across Canada. I am excited to see how we develop these roles.

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

Get involved! The profession will only progress if we have dedicated people who are willing to give of their time and talent to make things happen.

Volunteer Spotlight



Leah Dlot, BMR, PT

Why did you volunteer for the Continuing Competence Evaluations Committee (CCEC)?

What motivated you to volunteer for CPM?

The first 2 questions meld together for me. I joined the CPM committee to become more involved in the Manitoba Physiotherapy community. A colleague (and friend) was the current Chair of the CCEC and he peaked my interest to learn more about the purpose of the committee and the role of committee members. Volunteering has been, and continues to be, a very positive experience. It has allowed me to understand the portfolio process including how it works and how our fees are determined. It has also reinforced my belief in the importance of the committee and the value of volunteering our time as professionals. We have a simple choice – either become involved and grow professionally or remain apathetic and accept increased professional fees.

Where do you currently work?

I currently work at Elite Sports Injury (14-160 Meadowood Drive Winnipeg, Manitoba R2N 5L6)

It is a private practice clinic located in St. Vital. To a large extent, we follow the functional movement systems approach to assessment and treatment. The clinic is very manual therapy and active based, and see mostly an orthopedic caseload, with a growing neuro population as well.

If you were caught in a fight in a back alley, which physio related tool would you use to defend yourself?

Great question! As a physio, the tool I use most in the clinic that of an educator. Therefore, I believe that I would engage the assailant in conversation with the intent of educating him or her. I would try to explain the pros and cons of what they were about to do and would try to convince them that it would be a very bad choice to harm me in any way. If that failed, I would whack them upside the head with a foam roller or massage sticks which I've been known to carry around with me. Then I would run away as far and fast as possible.

If you could share one thought with the physio community, what would it be?

If I can only share one thought it would be to never stop learning. New information and techniques are popping up all over the place. As a physio, it will only benefit our clients and our profession to strive to practice in the most up to date and educated manner possible.

Happy learning!



A Call for 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.

Joining a CPM committee is NOT only for one type of person. With much activity occurring at the College of Physiotherapists of Manitoba, you can be a part of helping to protect the public's interest by regulating and continually improving the practice of physiotherapy in Manitoba. You possess knowledge and skills that will ideally fit one of CPM's committees.

How do you know which committee is right for you? Depending on your interests and how much time you can commit will determine which committee is the right one for you. We can help you find a committee that will benefit from your particular knowledge and skills.

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

Reminders from the College

New Graduates

Don't forget you need to register with the College! You should have all received your registration packages in the mail. **You are unable to begin working until you are duly registered.** If you haven't already done so, please submit your registration package a.s.a.p. If you have not received one, please contact CPM.

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/registration.html>.**

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.