



CPM Holiday Closures

The CPM will be closed July 2, 2012 for Canada Day and August 6, 2012 for civic holiday.

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A Note from the Editor

Hi there, I hope everyone has been enjoying this wonderful weather we have been having! In the summer issue of In Touch you will have an opportunity to meet the new council members who have joined for this year. Big congratulations to one of them, Jenneth Swinamer for the CPA Life Membership Award!

Please take a minute to look at pages 4 and 5 to meet the new members as they discuss why they joined council, as well as new trends or issues and where they feel the profession is headed.

At the AGM this year there was a question in regards to our current fee structure and whether there should be differences for full or part time physiotherapists. Please have a look at page 3 for more information about this topic.

If any of you are interested in volunteering and joining one of the committees please look at page 6 where it discusses the different committees as well as what they are responsible for. We are always recruiting new members and everyone's voice is important. It is a great way to meet other physiotherapists and an excellent way to help maintain our self regulation.

Lastly but most important please take a moment to read the note from our Continuing Competence Committee where they give us an update on the current pilot studies that have been going on.

Thanks once again to all the hard working volunteers that dedicate their time and help to give back to our profession here in Manitoba. I hope you have a wonderful summer and the next issue of In Touch will be coming out in the Fall.

Respectfully submitted by:
Jacquelyn Gulenchyn (Newsletter Editor)

Did you know...?

CPA Life Membership Award

Presented to individuals, current or former CPA members, who have contributed to the growth of the profession through at least 25 years of service at local and/or national levels.

Awarded to:
Jenneth Swinamer

Associate Professor and Department Head, Physical Therapy, University of Manitoba

Dr. Leah Weinberg

Dip PT, BPT, MSc, PhD, Advanced Certificate in Gerontology

A Note from the Continuing Competence Evaluations Committee

In 2011, the Continuing Competence Evaluation Committee (CCEC) was formed to evaluate the currently developed components of the Continuing Competence Program (CCP).

The CCP is currently comprised of:

1. Minimum number of practice hours
2. Reflective Practice: Portfolio creation, Learning Goal creation (2 per year), Activities Tracking Sheet (to be completed as the year goes on), Accomplishment Statement (2 per year based on previous year's goals)
3. Practice Audits

In 2012, we reviewed the Reflective Practice components of the CCP: Learning Goals Evaluation, Accomplishment Statements Evaluation, and Portfolio Creation Evaluation.

The CCEC members/evaluators were: Gil Magne (Chair), Kim Okano, Sarah Eisbrenner, Leah Dlot, Megan Senchuk, Olivia Coneys, Daniel Fillion.

An electronic process for member submissions and committee evaluations was used to allow for easier collection of submissions and data. Submissions were received using one form, which was then compiled and distributed to the evaluators in pdf format for review. Each member was given an individual ID number for use to ensure anonymity. Evaluators used a separate form to input their results. All submissions were easily received; however there were limitations and issues with members trying to print their submissions for inclusion in their Portfolio. As such, a different process will be used next year.

There were issues with the initial communication to the membership in December. This was discovered when a follow-up email was sent out in January. This led to a short turnaround time for those affected members. The deadline for submission was extended by 1 week to accommodate them.

This year 200 members were asked to submit 2 learning goals using the provided sheets and documents on the website, and then participate in a survey about the program. In total 128 members responded with 2 goals each and 85 members responded to the survey. Standardized feedback statements were created based on the scores from the sheets, with the evaluators able to add additional comments for explanation. This feedback was provided to help educate members on the expectations of the program outlined in the documents of the program (all available on the website).

The participating members from last year's pilot (94 members) were asked to participate in piloting the Accomplishment Statement Sheet with a separate survey. In total 60 members responded with 2 Statements each and 53 members responded to the survey.

We also have a smaller pilot where members are asked to create their Professional Portfolio, which is ongoing. Overall, the pilot provided us with further information about the forms and documents we are using, and the evaluation process. This has led to some recommendations and changes to improve the education to the membership and streamlining the evaluation process.

Respectfully submitted by:

Gil Magne (CCE Committee Chair)

Registrar: Brenda McKechnie

Deputy Registrar: Jennifer Billeck

Executive Assistants: Crystal Davis and Christie McKechnie

Council 2011/2012

Chair: Lori Graumann

Vice-Chair: Tanya Kozera

Treasurer: Jenneth Swinamer

(Rachel Wu - Finance Committee)

Council Members: Tania Giardini, Jackie Gulenchyn, Rachel Wu

Public Members: Sheron Miller, Leslie Wilder, Fred Arrojado

Student Representatives: Jennifer McLeod, Aaron Wong

Committee Chairs 2011/2012

AGM/Governance: Tania Giardini

Board of Assessors: Trish Penner

Complaints: Tanya Kozera

Continuing Competency: Drew Neufeld

Continuing Competence Evaluations: Gil Magne

Ethics: Shayla Moore

Legislative: Moni Fricke

PT Standards: Elizabeth Harvey

Registration Fees

A question arose from a member at the Annual General Meeting as to why CPM does not implement a fee structure based on part time versus full time employment.

Currently, CPM's fee structure is based upon whether a member is working, not working, retired, or working temporarily in the province. There is also a special category for members who are completing the Physiotherapy Competency Examination. Your rights as a member are linked to the category of membership under which you are registered. For instance, members on the Examination Candidate Register are not allowed to vote or hold office.

This structure of membership is based on common practice for physiotherapy regulators across the country and for other health professions in Manitoba. Fees charged to members are linked to this structure.

However, from a purely practical point of view, this fee structure makes sense. If the fees were structured upon whether you worked full or part time, what would happen when a member has more than one part time job? If you worked part time at renewal and then began full time work during the year, you would need to report this to the CPM and pay additional fees. Currently, CPM has enough problem trying to keep the database up to date with address changes which are often not reported.

CPM depends upon membership fees as the main source of revenue to operate. Budgeting for the needs of the organization is based upon membership numbers. If membership numbers fluctuate a great deal because of part time versus full time work, it will be very difficult to budget for the year. As well, revenues to CPM would probably be decreased. In order to continue to operate, it would likely be essential that fees would increase. In other words, the Active full time members would see an increase in fees to compensate for the loss of revenue due to Part Time members.

Whether you work part time or full time, all members reap the same benefits resulting from the work of CPM. The College is still working to protect the public and promote good physiotherapy practice whether you are full or part time. What CPM provides you with is a license to practice. It is your choice as to whether you work full or part time or not at all.

If you think about other models of membership or licensing, comparisons can be made. For example, you may have a drivers license which you renew on a yearly basis. You pay a fee for the privilege of driving, whether you drive a little or a lot or not at all, during the year. Another example is a membership in a golf course or a membership at a gym. You pay a fee which is not based on how much you use the facilities. In fact, a membership in a golf course covers a period of time in which you are not able to golf because of the weather. However, the facilities must still operate, even though you cannot golf.

At this time, CPM Council is not planning to change its fee structure to a part time/full time model. The current structure is consistent with physiotherapy regulators across the country and with other health care professions in Manitoba.

Respectfully submitted by:
Brenda McKechnie (Registrar/Executive Director)

Introducing Your New Council - Part 1



Lori Graumann, BMR, PT - Council Chair

Why did you run for Council?

I have always enjoyed volunteering in other aspects of my life and I decided that I would like to start dedicating some of those volunteer hours to my own profession. I was also really intrigued by the concept of self-regulation and I wanted to have a greater understanding of the issues facing the physiotherapy profession in Manitoba.

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

I think the development of a continuing competency program is a really great step in a positive direction for our profession. The more we push ourselves and our colleagues to continue a lifetime of professional learning and self-reflection, the more we will achieve as a profession in the years to come.

How do you view the professions future?

It is my idealistic hope for the future that the Canadian health care system will eventually shift towards a focus on injury and disease prevention rather than management and treatment, and I believe that physiotherapists are well-prepared to play a vital role in this type of health care model. I envision increasing physiotherapy involvement in public health education and I see endless possibilities for the role of physiotherapists in preventative maintenance of cardiovascular fitness and neuromusculoskeletal health.

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

If you want to learn new skills or if you have valuable skills already that you're willing to share, you should seriously think about signing up for a CPM committee or running for Council. My experience as a CPM volunteer so far has honestly been more rewarding than I could have ever anticipated.



Tania Kozera, BMR, PT - Council Vice Chair

Why did you run for Council?

I ran for Council for two reasons; to acquire a greater understanding of the role of the College in the regulation of the physiotherapy profession and to contribute to the profession through participation in College activities.

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

There are several important issues and trends facing our profession of which evidence based practice is an important one. I heard recently that the volume of knowledge and evidence is growing at such an exponential rate that it challenges our capacity to acquire, digest and apply new knowledge. It is important for all of us to figure out ways to acquire and use this new knowledge to maintain and advance our standards of being an evidence based profession.

How do you view the professions future?

Our profession has a very exciting future with many opportunities to expand our practice that we should consider at both an individual practice level and at a profession level. For example, in my field of research; as a physiotherapist, we have the necessary knowledge to provide treatment programs for physical inactivity and obesity; problems which has been identified as critical health issues facing Canada. By positioning ourselves in this emerging field, I believe we will see more physiotherapists engaging in this key role of primary prevention either as a primary goal of the physiotherapy treatment program or a secondary one addressing modifiable co-morbidities.

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

Wow, what a great profession we work in! We need to continue to be vigilant to ensure we can continue to practice in a self-regulated manner and to do our part to contribute to the quality and growth of physiotherapy.

Introducing Your New Council - Part 1



Jackie Gulenchyn BMR, PT - Newsletter Editor

Why did you run for Council?

I ran for council because I wanted to become a more active and informed member within the physiotherapy community, and feel that volunteering is a good way to stay connected.

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

An important issue facing physiotherapists at this time is to incorporate more evidence based knowledge into our regular practices.

How do you view the professions future?

I feel that the professions future is both exciting and bright as we move towards better self regulation through the development of the continuing competency program, as well as the masters program at the University of Manitoba.

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

If I could share one thing with the registrants, it would be that I am excited and looking forward to volunteering on the council and becoming more involved.



Jenneth Swinamer, BMR, PT - Treasurer

Why did you run for Council?

I am on Council as a representative from the Physical Therapy academic program and therefore represent the “voice” of physiotherapy academic education in the province.

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

In this age of exponentially growing information and knowledge, we need to sustain our relevance among health professions and to our publics. We need to stay evidence-informed and share this with our publics; and we need to consider fields of practice for which physiotherapy has a role but in which physiotherapy does not have a profile e.g. cancer care; diabetes management among many other conditions in our communities.

How do you view the professions future?

The physiotherapy profession’s future is bright. We have recent and new graduates who are engaged in various physiotherapy organizations. These bright young people will steer the profession into emerging roles, will advocate for new and continuing physiotherapy roles in the community, and will engage in leadership to create

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

I have two quotes from notable persons that are useful thoughts to guide us every day:

- (1) “There’s only one corner of the universe you can be certain of improving and that’s your own self.” (Aldous Huxley); and...
- (2) “there are no mistakes, no coincidences. All events are blessings given to us to learn from.” (Elizabeth Kübler-Ross)

Volunteer Recruitment

The **Continuing Competence Committee** is seeking 3-4 new members.

Activities: **Continuing Competence Committee** is responsible for the planning and development of a Continuing Competency Program for all practicing physiotherapists in Manitoba; implementing the Continuing Competency Program; evaluating and improving the Continuing Competency Program.

The **Complaints Committee** is currently seeking 2-3 new members.

Activities: **Complaints Committee** is responsible for reviewing written complaints against registered physiotherapists. Complaints include, but are not limited to, those that are boundary violations, cause physical harm, result in breach of confidentiality, or are due to unethical behavior. The committee meets as often as needed depending upon the amount and nature of complaints that are presented

The **Ethics Committee** is currently looking for 2-3 new members.

Activities: **Ethics Committee** meets to review and update policies related to Ethics (e.g. Code of Ethics, Conflict of Interest), and to educate the members and public regarding appropriate ethical behavior.

The **Legislative Committee** is currently looking for 2-3 new members.

Activities: **Legislative Committee** is responsible for investigating, informing, and making recommendations to Council on matters pertaining to the legislation of physiotherapy practice. In the past, they have been responsible for drafting and reviewing The Physiotherapists Act (1999) and writing by-laws. This committee is very active now because of recent changes in the legislation and they are drafting CPM regulations and by-laws that will be incorporated into the Regulated Health Professions Act.

The **PT Standards Committee** is currently looking for 2-3 new members.

Activities: **PT Standards Committee** investigates, informs, and makes recommendations to Council regarding physiotherapy practice which may include: 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 of practice.

The **Board of Assessors** is currently looking for 2-3 new members.

Activities: **Board of Assessors** considers and decides on applications for registration where there are concerns or questions of eligibility. This committee has been responsible for developing a new guideline on practice hours. The Board of Assessors also reviews and makes recommendations to Council on matters pertaining to physiotherapy education programs. This would include determining the eligibility of international students coming to do clinical placements in Manitoba.

Contact: If you are interested in helping out any committee, please contact **the CPM office at 287-8502**.

Reminders from the College

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 the College sufficient time to process your documents.

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**. 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 CPM Executive Assistants Crystal Davis or Christie McKechnie at 204-287-8502.