



SCPT

Saskatchewan College
of Physical Therapists

**January 1 to December 31, 2014
Annual Report**



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Saskatchewan College of Physical Therapists

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Council Roster

Elizabeth Rackow - President,
Executive Council and Legislation Chair;
Ex-officio: Communications, Continuing Competency and Supervised Practice Committees
Work: Cypress Regional Hospital Phone: (306) 778-9443
2004 Saskatchewan Drive, Swift Current SK S9H 5M8

Sarah Sarauer - President Elect
Executive Council; Chair, Professional Standards of Practice Committee
Work: Humboldt District Hospital Phone: (306) 682-8105
Box 10, Humboldt SK S0K 2A0

Jodie Yathon – Secretary
Executive Council; Chair, AGM Committee
Work: Yorkton Regional Health Centre Phone: (306) 786-0178
200 Bradbrooke Dr, Yorkton SK S3N 2K5

Brandy Green - Treasurer
Executive Council; Chair, Finance; Chair, Support Worker Council Liaison; Alliance Representative
Work: Synergy Physio Phone: (306) 569-6683
2332 Scarth St, Regina, SK; S4P 2J7

Cathy Cuddington - Member at Large
Legislation Committee
Work: Wascana Rehab Centre Phone: (306) 766-5100
2180-23rd Ave, Regina SK S4S 0A5

Tasha Descottes- Member at Large
Chair, Communications Committee
Work: Regina General Hospital Phone: (306) 766-4358
1440-14th Ave, Regina SK S4P 0W5

Kimberley Becker - Member at Large
Chair, Nominations; Finance Committee; AGM Committee
Work: Kindersley Integrated Health Care Facility Phone: (306) 463-1000 ext. 329
1003 – 1st Street West, Kindersley SK S0L 1S2

Cindi Pederson-Member at Large
Communications Committee
Work: Saskatoon City Hospital: (306)655-8000
701 Queen Street, Saskatoon SK S7K 0M7

Melissa Turk – Member at Large
Chair, Registration Committee
Work: Bourassa & Associates Rehabilitation Centre Phone: (306) 652-1972
109 - 294 Venture Cr.; Saskatoon, SK; S7K 6M1

Stacey Lovo-Grona- Member at Large
Continuing Competency Committee
Work: CPTe Program Director Phone: (306) 966-2043
U of S P.O. Box 60001, RPO University, Saskatoon SK S7N 4J8

Elsie Waddington - Public Representative
Legislation Committee
Phone: (306) 931-6661
301 – 230 Heath Avenue; Saskatoon, SK S7S 1N7

Bernie Zintel - Public Representative
Discipline and Professional Standards of Practice Committee
Phone: (306) 764-3367 (H); 961-9873 (C) 931-6661
Box 2125; Prince Albert, SK S6V 6V4

Richard Porter – Public Representative
Finance Committee
Phone – (306) 747-7694 and (306) 477-3494
#17 100 Brooklyn Lane, Warman, SK S0K 0A1

Office Administration

Lynn Kuffner – Interim Executive Director and Registrar; ed@scpt.org

Olawale Salaam – Administrative Assistant and Registration Coordinator; admin@scpt.org

2014 PRESIDENT'S ANNUAL REPORT

There were 2 main events that the Executive and Council were required to focus on this year:

1. Preparation for the Special Members Meeting held on March 7th, 2015 (see Appendix A)
2. A change in personnel at the office in November 2014 leading to the appointment of Lynn Kuffner, PT as the Interim Executive Director, and the hiring of Olawale Salaam as the Registration Coordinator/Administrative Assistant.

I would like to thank my colleagues on Council for their unanimous support, and the incredible amount of work they have put in without the assistance from the office. Thank you to our public reps who always teach me something new and remind me what we are here for. A special thanks to my Executive who have gone above and beyond: Sarah and Brandy who ran the office on top of their Council roles, and Jodie who prepared so many documents for us.

The following is a quote from *The Fellowship of the Ring*, first movie in *The Lord of the Rings* trilogy and best illustrates my personal experience in the last year:

Frodo: I wish the ring had never come to me. I wish none of this had happened.

Gandalf: So do all who live to see such times. But that is not for them to decide. All we have to decide is what to do with the time that is given to us.

I remain expectant that the “time given to me” in this two year term - the difficult decisions and experiences of this past year – will prove to advance the SCPT in both the near future and in the long term.

Respectfully submitted,

Elizabeth Rackow, PT
President, SCPT
2013-2015

2014 EXECUTIVE DIRECTOR'S ANNUAL REPORT

This has been a year of change for the SCPT administration with changes late in the year in both the Executive Director/Registrar and Registration Coordinator/Administrative Assistant positions. I am very pleased to be able to serve as the Interim Executive Director until the role of this position is reviewed and a permanent Executive Director is selected.

I would like to commend our new Registration Coordinator/Administrative Assistant, Olawale Salaam on his skills and performance in his new position with SCPT. In spite of being new to the position his skillful coordination of license renewal and communication with members were major factors in the efficiency of license renewal this year.

The SCPT website remains the best method for Members to connect with the SCPT and to stay informed about matters that may affect practice such as Bylaw and Practice Guideline changes.

It is recommended that members visit www.scpt.org regularly to be cognizant of information affecting SCPT and the practice of physical therapy.

The success of SCPT this past year is due to the strong, knowledgeable leadership provided by the President, Council, and Committee Chairs and members. They demonstrated extraordinary commitments to SCPT in 2014 by ensuring operations were not negatively impacted by the changes to the SCPT administrative staff. SCPT remained focused on its mandate to protect the public.

Respectfully submitted

Lynn Kuffner
Interim Executive Director and Registrar

STATUTORY COMMITTEES

2014 PROFESSIONAL CONDUCT COMMITTEE ANNUAL REPORT

I assumed the role of Chair of this Committee at AGM 2014, after having served as a Committee Member for the previous two years. At the same time Cathy Cuddington and Christina Gokavi resigned from the Committee after completing their terms, and we welcomed three new members: Abi Adefolarin, Lee Hall and Mark Walkner. Keith Fitzsimmons (past Chair) remained on the Committee, and Merrilee Rasmussen continued as Legal Counsel. I would like to thank all of these aforementioned Committee Members for their time and dedication to our profession, and for their willingness to participate in the often difficult task of maintaining a fair and transparent self-regulation process.

In 2014 the Committee held 9 meetings, all by teleconference.

Five complaints were received in 2014, and there were six other complaints outstanding at the start of the year.

Final disposition of an outstanding case from 2010 was received from the Discipline Committee in May 2014, and the case was consequently closed.

An outstanding case from 2012 had been referred to the Discipline Committee and the hearing was held in January 2014. The final disposition from the Discipline Committee has not been received as of the time of writing of this report.

Two outstanding complaints from 2013 were dismissed with no further action being taken and two were resolved by Alternate Dispute Resolution /Consensual Resolution Agreements.

Of the five complaints received in 2014:

- Two were dismissed with no further action taken
- One has been resolved by Alternate Dispute Resolution/Consensual Resolution
- Two cases remain open at the time of writing this report
- Three of the complaints received were related to practice issues, and two related to regulatory compliance.

Complaints that result in Disciplinary Action or are resolved by Alternate Dispute Resolution/Consensual Resolution Agreements are published on the SCPT website in order to fulfill the mandate of SCPT to protect the public.

Respectfully submitted

Pat Beharry
Chair, Professional Conduct Committee

2014 DISCIPLINE COMMITTEE ANNUAL REPORT

Current members of the Discipline Committee are Alison Gillespie, Chair; Sherry Gunderson; Jackie Holzman; Jeff Brousseau; Bernie Zintel, Public Representative & Council Liaison; Angela Zborosky, Legal Council

No action has taken place on this committee since April of 2014.

Respectfully submitted

Alison Gillespie
Discipline Committee Chair

STANDING COMMITTEES

2014 LEGISLATION ANNUAL REPORT

Members: Susan Bear, Cathy Cuddington, Jeremy Costley, Jacquie Holzmann, Liz Rackow (Chair), Elsie Waddington (public rep), Beverly Wilson, Merrilee Rasmussen (legal counsel), Lynn Kuffner (interim Executive Director)

Thank you to all of the Legislation Committee Members for their contributions this year. This year has been productive in preparing bylaw revisions to present to the membership at AGM.

Proposed revisions to the bylaws include:

- the right to speak and vote for a number of a Members who did not previously have this right
- inclusion of a criminal record check for new members, and audit for current members
- revision to the specialized procedure bylaws of dry needling and manipulation
- revision to the advertising bylaw

Preparation of the manipulation bylaw revision involved extensive literature review and involved key stakeholders in the process.

With regard,

Liz Rackow, Chair
Legislation Committee

2014 NOMINATIONS COMMITTEE ANNUAL REPORT

Committee Members: Kimberley Becker (Chair), Robert Hydomako and Lorraine Duerksen

The objective of the Nominations Committee is to recruit and retain Members for Council and Committees, and to award the SCPT bursaries. This objective is achieved through vacancy announcements in Momentum, email updates to Members, and through word of mouth.

The activities of this committee over the past year included:

- Recruiting 2 new members for vacant Council positions (Stacy Lovo-Grona and Cathy Cuddington).
- Recruiting for 3 vacancies on the Professional Conduct Committee, 2 vacancies on the Discipline Committee, and single vacancies on the committees of Legislation, Professional Standards of Practice, Registration, and Communications, ensuring that all SCPT Committees were full and operational.
- Organized a review of the Supervised Practice Committee. It was found that the committee had met the objectives asked of it and that the Registration Committee was able to take over any outstanding issues. Therefore it was no longer necessary for this committee to be in operation and it was discontinued.
- Created a document explaining to membership how Council and Committee vacancies are filled.

Plans for 2015 include continuing to work on committee and council succession planning.

Respectfully submitted,

Kimberley Becker PT,
Chair, Nominations Committee

2014 PROFESSIONAL STANDARDS OF PRACTICE COMMITTEE ANNUAL REPORT

Members of the Committee are: A. McQuarrie; S. Westlake; G. Pullar; S. Mach; B. Zintel; and S. Sarauer (Chair)

The Committee held 4 teleconferences in the time period from January, 2014 to January, 2015.

Items discussed and brought to Council and/or Members included:

1. **Kinetacore Dry Needling Level 1 Course Review** – Based on review of current Regulatory Bylaws and Practice Guidelines course does not meet requirements for inclusion as an approved course for the specialized procedure of dry needling. Item for Discussion (IFD) was submitted to council recommended rescinding of previous approval for this course. This recommendation eventually resulted in Council approving rescinding of approval and upon further review Kinetacore Level 1 in combination with basic acupuncture training or additional Kinetacore training was considered sufficient (please refer to Practice Guideline # 10 for further details).
2. **Review of all approved Dry Needling Courses** – A review of all Council approved dry needling courses was undertaken by the committee. The results of this review indicated that other courses included as approved meet current Regulatory Bylaw requirements for the specialized procedure of dry needling.
3. **List of Approved Courses Compiled and Updated** - “List of Approved Courses for Specialized Procedures” of acupuncture, dry needling, manipulation, and pelvic floor therapy was compiled and updated. This list was brought forward to and approved by Council and subsequently posted to the website for both Members and the public to access. This list is monitored and updated by the PSOP as new Courses are approved by Council.
4. **Rostering** - Recommendation and IFD to Council concerning Rostering. Committee felt that rostering was useful to the SCPT as an organization and recommendation was made that Council consider legislating this as mandatory for Members. At this time rostering is voluntary and it would require legislative changes to make this mandatory. The role of the PSOP Committee is to monitor and update the list of approved courses and practice guidelines as needed. Wording on the website reflects the voluntary nature of these lists at this time.
5. **Acupuncture Foundation of Canada Institute Course Name Changes** - Review of Acupuncture Foundation of Canada Institute course name changes related to Practice Guideline # 9 and the specialized procedure of Acupuncture. Determined that courses offered under newer terminology are equivalent to the previous system. Recommendation made to Council that Practice Guideline #9 and list of approved courses be updated to reflect new terminology/names. Please refer to Practice Guideline # 9 for details.
6. **University of Saskatchewan Student Pelvic Floor Therapy Course** - Review of University of Saskatchewan Pelvic Floor Therapy Course for possible addition to list of approved courses for the specialized procedure of invasive pelvic floor therapy. Recommendation was brought forward to the legislation committee that wording “post graduate” be removed from our current regulatory bylaws pertaining to this area in order to allow for inclusion of this course as it meets all other bylaw requirements. Bylaw changes require government approval. In the interim Practice Guideline #11 was approved by Council and updated to include wording recognizing courses in this area taught at recognized Canadian Universities. Please refer to Practice Guideline # 11 for details.

7. **Dealing with PSOP/Standards of Practice Inquiries from Members** - Developed an action plan/strategy for dealing with clinical and standards of practice type issues/questions from the Membership that are referred to our Committee. Adopted process of circulating drafted email response for Committee consideration prior to sending response. Numerous responses have been sent to Members regarding a variety of Professional Standards of Practice Issues.
8. **Terms of Reference Update** - Terms of reference for PSOP Committee were updated and brought forward to Council as an IFD. These were subsequently approved by Council.
9. **Clinical Education in Saskatchewan Position Statement** - This was discussed and reviewed. Item was brought forward to Council at January meeting and has now been referred back to PSOP for development of a practice guideline in this area (ongoing).
10. **Dry Needling Course Approval Request** - Additional Dry Needling Course was reviewed by the committee after being submitted by the course instructor and a Member. It was determined that at this time the Course does not meet Regulatory Bylaw requirements. A number of these bylaws are being reviewed by Legislation Committee and Council and with changes this Course may be considered (Course Instructor will be contacted to resubmit following applicable Bylaw changes if approved).

Thank you to all Members of the Committee for their contributions and engagement over the past year.
Respectfully submitted,

Sarah Sarauer
Chair, Professional Standards of Practice Committee

2014 REGISTRATION COMMITTEE ANNUAL REPORT

Committee members include: Shona Nickel, Kim Woycik, Cathy Cuddington, Lisa Benson, Melissa Turk (chair)

The Registration Committee met via teleconference in the past year and has made several recommendations to council. A summary of these activities is as follows:

- 1) Review of the Registration Committee Terms of Reference
- 2) Recommendations made to various individual Members regarding registration in appropriate Membership categories
- 3) Review of the membership categories
- 4) Review of Restricted License extension requests past the 18 month timeframe

The Registration Committee has also now taken on the role of the Supervised Practice Committee in reviewing supervisory agreements and answering requests/questions regarding supervision of restricted license holders.

Respectfully submitted,

Melissa Turk

SPECIAL COMMITTEES

2014 AGM COMMITTEE ANNUAL REPORT

Period: May 2014-AGM 2015

Committee Members: : Jodie Yathon (chair); Kim Becker; Lorna McMillan (SPA ED); Tim Eichholz (SCPT ED/Registrar) – May-November 2014; Lynn Kuffner(interim SCPT ED/Registrar) – November 2014-current

Overview:

The AGM committee was created in 2013 as an ad-hoc committee to address several goals formulated during the 2011-14 Strategic Plan. Our main objectives for 2014-15 were to improve the Member experience at AGM through exploration of speakers, educational opportunities, and member incentives. This year we decided to open up the floor to our own Members. Through the Brag ‘n’ Steal Session, members have the opportunity to share with their colleagues the exciting projects and research that they are involved with. We feel this is a great opportunity for our members to keep in touch with what is happening in our field within Saskatchewan; network with colleagues; and hopefully come away with some great ideas for our own practice. Each member will have 10 minutes to present on the topic of their choice and have the opportunity to answer questions from colleagues on the initiatives they have presented. We have received a great response to this session and all slots have been filled!

Another addition to AGM this year is the draw for an Education Bursary, sponsored by the Lymphedema Society of Saskatchewan. Members attending AGM this year will be eligible to enter their names into the draw for this \$500 award, which can be used toward any CPTe course. The award will be presented at the conclusion of the 2015 AGM.

After much discussion, it has been decided that a satellite venue will not be available for the 2015 AGM. We apologize for any inconvenience this may cause.

As per previous years, SCPT and SPA are partnering to organize AGM weekend. Between our organizations, we are able to offer a variety of educational, networking, and information sharing events that we hope you will find valuable!

Looking forward to the upcoming year, we will be reviewing members’ feedback from AGM to determine the direction of future speakers or other learning opportunities that we can incorporate at 2016 AGM.

Respectfully Submitted,

Jodie Yathon
Chair, AGM Planning Committee

2014 ALLIANCE ANNUAL REPORT

The Canadian Alliance of Physiotherapy Regulators met in person on two occasions this year in May and October, in Toronto and Montreal. The also met via teleconference in February, March, August and December.

This year, The Alliance has continued to improve the credentialing process, and has decreased benchmark times to 10-12 weeks for precedent cases and 16-18 weeks for non- precedent cases; the timeframes as of the October 2014 meeting were 5 weeks for precedent and 8 weeks for non-precedent cases. The Alliance did a full practice review of the exam process as well as an external audit for reliability and validity of both exams this year. Both the written and the clinical exams were found to have very good reliability and validity. The psychometricians reported that the exam combination was one of the best processes in Canada - as most professions have gone away from the clinical component due to the expense of running it. The Alliance has a very good exam process, recognized worldwide. The external audit will now be done annually, instead of every 3 yrs. as was previously done. Along with these improvements, the Alliance continues to work on updating their IT needs, improve the website and have more information available for both Canadian and foreign candidates. These changes should help to continue to streamline the credentialing and exam processes, as well as improving the communications with the Alliance.

At the October board meeting an educational session was provided on the Can MEDS model. This model had been previously discussed with The Alliance CEO and President at a CCPUP (Canadian Council of Physiotherapy University Programs – CCPUP) meeting in June where the applicability of the CanMEDS model for the physiotherapy profession was discussed. The CanMEDS 2015 model is part of the Royal College's (Medicine) Competence by Design initiative developed to "help usher in a new era of competency-based medical education in Canada, and with impacts across the learning continuum from residency to retirement." At the core of the CanMEDS framework is the move towards true competency-based (not time based) medical education and competency-based assessment. More information as well as the presentation made to the board are available on The Alliance website. Discussions continue with the Academic council, CCPUP, CPA and The Alliance regarding the possible use of this model within physical therapy education.

The Alliance is in the process of developing a computerized written exam, which should be in use by the end of this year. The exam will still be monitored and held in specific facilities - it will not be available internationally at this point, and will not be available online. The computerization of the exam will allow for more in-depth and faster analysis and release of exam results, as well as increased validity and reliability of the exam, by removing human error. Further information regarding the computerization of the exam can be found on The Alliance website.

Respectfully submitted,
Brandy Green
Alliance Representative

2014 COMMUNICATIONS ANNUAL REPORT

The Communications committee consists of Tasha Descottes (chair), Cindi Pederson, Suzanne Baan, Lauren McLellan and Elizabeth Rackow (President)

The committee's main role is to edit Momentum, the SCPT newsletter. This year the committee has taken on a larger role with this task and has written and edited the newsletter. The Communications committee edits the eblasts that the College sends out to its membership. In addition, the committee works in conjunction with the President and Executive Director to keep the website up to date with accurate and new communication to the membership.

In the upcoming year, the Communications committee will continue to focus on communication between the College and its membership and maintaining the SCPT website. The membership will be informed of activities of the College via Momentum, email updates and the website.

Respectfully submitted,

Tasha Descottes
Communications Committee Chair and Council Liaison

2014 CONTINUING COMPETENCY COMMITTEE ANNUAL REPORT

Committee Members: Celeste Boucher (Chair) Stacey Lovo-Grona, Arlis McQuarrie, and Shannon Schmidt

I would also like to give a sincere thank you to Lynn Kuffner who has recently resigned from her position as Continuing Competency Coordinator to assume the role of Interim Executive Director.

The 2014 license renewal with the mandatory jurisprudence questions was successful. The committee met only once last year via teleconference to review the results of the jurisprudence questions and discuss opportunities to fill knowledge gaps. Work continues at developing questions for the jurisprudence bank. Topic suggestions or questions are always welcome. Plans for the upcoming year include:

1. Review results of 2015 jurisprudence questions.
2. Plan possible areas of education based on results.
3. Continue to generate current topics for new question development.
4. Review the portfolio process in preparation for legislation changes.

Respectfully submitted,

Celeste Boucher P.T.
Chair, Continuing Competency Committee

2014 SUPPORT WORKER COMMITTEE ANNUAL REPORT

The Support Worker Committee consists of Ken Dornstauder, Kate Spencer and Brandy Green as Chair.

The Support Worker Committee met 2 times this year. The committee is currently working on making recommendations to council regarding changing the practice guidelines and bylaws to be more in line with the changes that the Alliance Competency Profile outlines. The committee has been discussing the possible need to return to 2 categories of support workers - those who are formally trained and certified, and those who are not, as there should be different expectations and delegation for these two groups. Along with this, there has been a lot of discussion regarding how IEPT's fit into the PTA role, and whether or not this is a good fit for them. This is a discussion that is also happening at the national level in both the CPA and Alliance with regards to possible secondary options for those IEPTs who cannot pass the PCE. This committee will continue to monitor the environment regarding IEPTs in this role.

The objectives of the Support Worker Committee for this year are to further discuss and make recommendations regarding the bylaws and practice guidelines with respect to the new competency profile.

Respectfully submitted,
Brandy Green
Chair and Council Liaison, Support Worker Committee

2014 PUBLIC REPRESENTATIVE ANNUAL REPORT

As we look back over the past year and realize what has taken shape, I believe that college has made some major changes that will prove to be in the best interest of the college in future years. I want to take this opportunity to say THANK YOU to the council and most of all, the Executive (Liz, Sarah, Brandy and Jodie) for your determination to move the college forward in a positive way. As your public rep I'm happy to have been asked again to serve on your council for another term, which I gladly accepted and look forward to another great year.

Thanks to the council again for job well done.

Respectfully,
Richard (Porky) Porter

SUMMARY OF HIGHLIGHTS OF SIGNIFICANT MOTIONS 2014

14.010	Bylaw 7 change for non-practicing to align with Act: Right of title to non-practicing members with declaration/disclosure “non-practicing” status
14.017	Fee Bylaws accepted
14.019	Rostered Lists: Change the wording of the website to “that the list reflects voluntary participation”
14.021	Current list of approved courses for specialized activities be posted on the SCPT website for the public and SCPT membership to access
14.023	Kinetacore Dry Needling Course approval as an accepted course by council should be removed from the list of approved courses
14.025	Supervision Guidelines: Revise current supervision guidelines to suggest, not require, the use of the CPI or equivalent evaluation tool for supervision of physical therapists with a restricted license
14.026	Change to Administrative fess adopted
14.027	\$1.00 per recipient fee to be charged for using the SCPT database at council’s discretion
14.031	Meal cost to be charged for ‘no shows’ for AGM
14.041	Dry needling: adopt Practice Guideline 10
14.045	Remove the ‘mail annual report’ option from renewal
14.046	SCPT no longer to require a complaint to be on a specific form
14.072	Bulletins that come from Ministry of Health be distributed to members by the SCPT
14.073	Home Care Nurses Requisitioning Change Notice: SCPT to create a strategy to respond to the Ministry of Health on the issues of training home care providers to prescribe SAIL equipment
14.076	A Special Meeting be called for March 14, 2015, in Regina, to have full membership input into the complaints process
14.085	PTAs would not be able to teach crutch walking to patients in day surgery unless assessed first by a physical therapist, as per SCPT Practice Guideline 15, Regulatory Bylaw 24
14.089	Dissolve the Supervised Practice Committee at this time, with duties to be included with the current Registration Committee
14 094	Approve amended Practice Guideline #9 Acupuncture
14.096	Approve updated PSOP Terms of Reference
14.099	Approve Administrative Bylaw 17 (3, 4) Amendment – Emailing the annual report
14.102	Change of date of Special Meeting to March 7
14.104	President to contact ADR Institute to discuss options and costs for a facilitator for the Special Meeting
14.105	Give \$1,000 to the U of S 50 th anniversary celebration

REGISTRATION STATISTICS

	2014	2013
NUMBER OF NEW REGISTRANTS	54	41
NUMBER OF RE REGISTRANTS	0	3

LICENSE STATISTICS

Type	2014	2013
Practicing	715	683
Non - Practicing	27	31
Restricted	15	34
Life/Honorary	4	4
Total Registrants	761	750
Inactive	20	19
Suspended	2	1

	Last Name	First Name	License Number		Last Name	First Name	License Number
1.	Brake	Dion	2029	29	Gerein	Andrea	2048
2.	Nahachewsky	Emile	2030	30	Fritzler	Rachel	2049
3.	Soares	Raphael	2031	31	Butler	Sarah	2050
4.	Patel	Anandkumar	2032	32	Saelhof	Megan	2053
5.	Penney	Michael	2033	33	Gabrush	Jeffery	2054
6.	Milosavljevic	Steven	2034	34	Leigh	Sumita	2055
7.	Patel	Chirag	2035	35	Slobodzian	Anastasia	2056
8.	Calleja	Merlan	2036	36	Keene	Michelle	2058
9.	Burridge	Heather	2037	37	Bisaro	Derek	2059
10.	Leschke	Justin	2038	38	Piller	Jaret	2060
11.	Olubowale	Oluseyi	2039	39	Boychuk	Kellie	2061
12.	Albertyn	Madeleen	2040	40	Herbst	Niki	2063
13.	Tennant	Jodi	2041	41	Halcro	Marcus	2064
14.	Catellier	Sarah	2042	42	Christiansen	Kelsi	2065
15.	Surabhi	Abhilash	2043	43	Hovdestad	Leah	2066
16.	Clay	Lynne	2044	44	Van-Impe Sellinger	Tyler	2067
17.	Sauchyn	Leah	2057	45	Fidek	Teagan	2068
18.	Zimmer	Katelyn	2062	46	Armbruster	Megan	2069
19.	Oberg	Keenan	2047	47	Lewry	Colin	2070
20.	Knapp	Kelly	2051	48	Nyirongo	Daysha	2068
21.	Lougheed	Jordan	2052	49	LeComte	Heidi	2072
22.	Dickson	Nathan	2045	50	Singh	Lauren	2073
23.	Brown	Lyndsay	2046	51	Buckley	Stephanie	2074
24.	Lackie	Amy	2075	52	Freiburger	Emily	2080
25.	Chhokar	Sunjit	2076	53	Whitby	Alyssa	2081
26.	Schaffrick	Lisa	2077	54	Veilleux	Elise	2082
27.	Kaur	Akashdeep	2078				
28.	Sandabria	Ramsay	2079				

The Saskatchewan College of Physical Therapists welcomes all new Members to the College!

2014 SCPT BUDGET

2015 - 2017		Initial proposal						
ITEM	Budget 2013	Actual 2013	Budget 2014	Actual 2014	Budget 2015	Projection 2016	Projection 2017	
Income	\$283,000	\$281,160	\$336,925	\$360,826	\$354,600	\$376,675	\$392,925	
Expenditures	\$400,917	\$291,295	\$480,160	\$348,792	\$389,311	\$364,076	\$360,397	
Net Income	-117,917	-\$10,135	-\$143,235	\$12,034	-\$34,711	\$12,599	\$32,528	
Short and Long term Investments	Checking account (TD)					\$116,866.11		
	RBC Cash Account					\$74,278.01		
	RBC Dominion (2010 – savings)		MF	1.25%		\$75,950		
	RBC Dominion (2020)		MF	1.25%		\$75,882.00		
	RBC Dominion (2030)		MF	1.25%		\$20,235		
	Short term					\$363,211		
	RBC Dominion (GIC – long term)		(10/29/15)	2.26%		\$71,100		
	TD Certificate 62-07		(04/18/15)	1.15%		\$50,331		
	TD Certificate		(04/19/15)	1.15%		\$50,000		
	TD Certificate 62-10		(01/19/15)	1.20%		\$25,333		
	Long term					\$196,764		
	Total						\$559,975	
	Designated Funds	Type	Target	To date	2015			
		Operations	\$300,000	\$150,000	\$50,000	RBF 2010 and 2020		
Legal		\$100,000	\$70,000		RBC Cash Account			
Disaster		\$20,000	\$20,000		RBF 2030			
Total		\$420,000	\$240,000					
Revenue	Actual 2013	Actual 2014	Thorp Presentation					
MEMBERSHIPS	\$278,641	\$346,935						
Interest & Investment	\$10,575	\$13,891						
Total Revenue	\$289,216	\$360,826						
Expenses	Actual 2013	Actual 2014						
Alliance Fees	\$10,018	\$13,765						
Amortization	\$4,107	\$3,376						
Bad Debts	\$0	\$0						

Committee Expenses	\$107,997	\$140,115				
Computer Support, Website	\$13,848	\$10,974				
Insurance	\$2,870	\$3,146				
Interest & Bank Charges	\$1,881	\$1,845				
Licenses & Dues	\$665	\$690				
Office	\$14,780	\$12,253				
Professional Fees	\$14,148	\$13,221				
Recruitment & Relocation	\$0	\$597				
Rent	\$9,053	\$9,053				
Telephone	\$3,429	\$3,258				
Training	\$375	\$39				
Wages & Benefits	\$125,539	\$136,459				
Total Expenses	\$308,710	\$348,792				

INCOME							
Income Account	Budget 2013	Actual 2013	Budget 2014	Actual 2014	Budget 2015	Projection 2016	Projection 2017
4010 - Initial Registration				\$3,300	\$1,875	\$1,875	\$1,875
4015 - Monitoring fee				\$2,325	\$1,875	\$1,875	\$1,875
4020 - Practising	\$258,750	\$256,143	\$312,750	\$311,175	\$324,000	\$345,000	\$364,250
4030 - Non-Practising	\$3,325	\$3,610	\$4,375	\$3,960	\$4,000	\$4,375	\$4,375
4040 - Temporary	\$300	\$400	\$300	\$850	\$500	\$500	\$500
4050 - Restricted	\$5,625	\$11,738	\$4,500	\$16,875	\$9,000	\$9,200	\$9,400
4060 - Incorporation Fees	\$4,500	\$6,750	\$4,500	\$8,300	\$6,000	\$6,500	\$6,900
4800 - Reg. Fees - Other	\$0	\$0		\$150			
MEMBERSHIPS	\$272,500	\$278,641	\$326,425	\$346,935	\$343,500	\$365,575	\$385,425
4070 - Late fees	\$500	\$1,500	\$500	\$3,080	\$1,000	\$1,000	\$1,000
4080 - Discipline fees	\$0	\$200	\$0	\$600	\$3,600	\$3,600	\$0
4100 - Interest Income	\$0	\$0	\$0	\$954	\$0	\$0	\$0
4440 - Investment Income	\$10,000	\$8,805	\$10,000	\$7,136	\$5,000	\$5,000	\$5,000
4460 - Misc. Income		\$70		\$10	\$0	\$0	\$0
4461- Use of Database				\$2,111	\$1,500	\$1,500	\$1,500
INTEREST & SUNDRY	\$10,500	\$10,575	\$10,500	\$13,891	\$11,100	\$11,100	\$7,500

INCOME							
TOTAL INCOME	\$283,000	\$289,216	\$336,925	\$360,826	\$354,600	\$376,675	\$392,925
EXPENSE							
EXPENSE	Budget 2013	Actual 2013	Budget 2014	Actual 2014	Budget 2015	Projection 2016	Projection 2017
5810 - ALLIANCE FEES*	\$11,730	\$10,018	\$13,358	\$13,765	\$15,208	\$16,798	\$16,900
5815 - AMORTIZATION*	\$6,500	\$4,107	\$6,000	\$3,376	\$3,500	\$4,025	\$4,629
5820 - BAD DEBTS (recovery)		\$0	\$200	\$0	\$0	\$0	\$0
5510 - Alliance Committee	\$3,500	\$3,223	\$7,500	\$7,130	\$7,600	\$8,000	\$8,000
5512 - AGM		\$200	\$785	\$376	\$400	\$400	\$460
5515 - Communications	\$1,255	\$683	\$2,170	\$1,018	\$1,200	\$1,200	\$1,200
5516 - Finance	\$1,100	\$188	\$650	\$312	\$450	\$450	\$450
5517 - Legislation	\$24,850	\$5,785	\$33,363	\$4,166	\$6,200	\$6,200	\$6,200
5520 - CCC	\$19,275	\$10,956	\$14,013	\$4,500	\$6,000	\$6,200	\$6,500
5521 - PSOP	\$2,200	\$757	\$2,250	\$696	\$800	\$920	\$1,058
5522 - Registration	\$1,000	\$695	\$1,300	\$437	\$750	\$800	\$850
5525 - Discipline	\$25,925	\$22,764	\$28,125	\$13,184	\$20,000	\$20,000	\$20,000
5526 - Discipline hearings	\$20,000	\$3,960	\$25,000	\$42,438	\$5,000	\$5,000	\$5,000
5527 - Supervised Practice	\$705	\$300	\$738	\$350	\$0	\$0	\$0
5528 - Support Worker	\$750	\$375	\$800	\$650	\$700	\$700	\$700
5535 - PCC	\$30,680	\$19,564	\$40,297	\$11,872	\$15,000	\$16,000	\$17,000
5531 - Nominations	\$2,075	\$1,375	\$1,150	\$350	\$1,550	\$1,550	\$1,550
5540 - Other Comm. Exp.	\$750	\$23	\$3,000	\$75	\$2,000	\$0	\$0
Committees	\$134,065	\$70,848	\$161,141	\$87,554	\$67,650	\$77,798	\$68,968
5605 - Council AGM	\$8,500	\$7,252	\$15,000	\$10,477	\$11,000	\$12,000	\$13,000
5610 - Council Exec	\$10,050	\$5,672	\$9,900	\$12,555	\$14,000	\$10,000	\$10,000
5615 - Council Expenses	\$20,000	\$18,550	\$24,800	\$16,480	\$19,850	\$20,000	\$21,000
5625 - Council (Other)	\$1,000	\$0	\$16,800	\$8,091	\$8,000	\$1,800	\$1,800
Council Expenses	\$39,550	\$31,474	\$66,500	\$47,602	\$52,850	\$43,800	\$45,800
5710 - NIRO	\$500	\$1,087	\$500	\$271	\$750	\$800	\$900
5715 - CNNAR	\$2,100	\$2,779	\$3,000	\$2,965	\$3,000	\$3,450	\$3,600
5720 - U of S	\$2,000	\$1,384	\$2,000	\$1,592	\$2,000	\$2,000	\$2,000
5735 - SPTAG	\$0	\$58	\$150	\$38	\$100	\$100	\$100

5736 - Scope of Practice				\$31	\$50	\$50	\$50
External Stakeholders	\$4,600	\$5,308	\$5,650	\$4,898	\$5,850	\$6,350	\$6,600
5885 - Travel	\$2,000	\$5	\$2,000	\$11	\$200	\$200	\$200
5886 - Meals	\$750	\$362	\$750	\$50	\$250	\$250	\$250
5900 - Newsletter Expense	\$2,500	\$0	\$500	\$0	\$1,000	\$0	\$0
5905 - Constant Contact	\$500	\$0	\$500	\$0	\$0	\$0	\$0
Travel, Misc.	\$5,750	\$367	\$3,750	\$61	\$1,450	\$450	\$450
COMMITTEE EXPENSES	\$183,965	\$107,997	\$237,041	\$140,115	\$127,800	\$128,398	\$121,818
EXPENSE	Budget 2013	Actual 2013	Budget 2014	Actual 2014	Budget 2015	Projection 2016	Projection 2017
5825 - Computer Support	\$15,000	\$13,471	\$20,000	\$10,819	\$18,000	\$15,000	\$15,000
5890 - Web site Expenses	\$1,500	\$377	\$2,500	\$155	\$500	\$500	\$500
SUPPORT & WEBSITE	\$16,500	\$13,848	\$22,500	\$10,974	\$18,500	\$15,500	\$15,500
5835 - INSURANCE*	\$3,000	\$2,870	\$3,100	\$3,146	\$3,500	\$3,500	\$3,500
5840 - INT. & BANK CHG*	\$700	\$1,881	\$1,300	\$1,845	\$2,000	\$2,000	\$2,000
5850 - LIC. & DUES*	\$675	\$665	\$725	\$690	\$700	\$725	\$750
5842 - Fines		\$304	\$0	\$0	\$500	\$500	\$500
5860 - Office Supplies	\$4,500	\$5,546	\$5,500	\$4,352	\$5,000	\$5,500	\$6,000
5870 - Furniture/Equip.	\$2,500	\$0	\$2,500	\$203	\$300	\$500	\$500
5871 - Capital Expenses	\$0	\$0	\$0	\$0	\$2,000	\$2,000	\$2,000
5881 - Postage	\$1,000	\$1,396	\$1,200	\$636	\$1,000	\$1,000	\$1,200
5895 - Reg. & Renewal	\$7,000	\$7,838	\$12,000	\$7,062	\$8,000	\$8,500	\$9,000
TOTAL OFFICE EXPENSES	\$15,000	\$14,780	\$21,200	\$12,253	\$16,300	\$17,500	\$18,700
5805-Accounting Expenses	\$10,000	\$8,030	\$10,000	\$8,460	\$11,000	\$10,000	\$10,000
5845 - Legal Fees	\$15,000	\$6,118	\$15,000	\$4,761	\$6,000	\$6,200	\$6,500
TOTAL PROFESSIONAL FEES	\$25,000	\$14,148	\$25,000	\$13,221	\$17,000	\$16,200	\$16,500
5877 - RECRUIT/RELOCATE	\$750	\$0	\$750	\$597	\$500	\$500	\$500
5865 - RENT*	\$9,450	\$9,053	\$9,450	\$9,053	\$9,053	\$10,864	\$11,190
5875 - TELEPHONE*	\$4,000	\$3,429	\$4,500	\$3,258	\$3,500	\$3,600	\$3,700
5880 - TRG. & EDUC.*	\$3,500	\$375	\$3,500	\$39	\$500	\$500	\$500
5420 - EI Expense	\$2,500	\$2,102	\$2,900	\$2,068	\$2,500	\$2,500	\$2,500
5430 - CPP Expense	\$4,500	\$3,805	\$4,500	\$3,969	\$4,000	\$4,000	\$4,200

5440 - WCB Expense	\$400	\$129	\$500	\$204	\$250	\$288	\$331
5450 - RRSP'S Employer	\$3,193	\$3,183	\$3,305	\$4,865	\$5,000	\$5,000	\$5,000
5465 - Salary - E. D.	\$80,224	\$80,900	\$82,631	\$86,601	\$115,000	\$85,000	\$85,000
5475 - Salaries - Staff	\$33,280	\$32,298	\$34,000	\$35,452	\$41,000	\$43,680	\$43,680
5480 - Employee Benefits	\$3,300	\$3,122	\$3,700	\$3,301	\$3,500	\$3,500	\$3,500
TOTAL WAGES & BENEFITS	\$127,397	\$125,539	\$131,536	\$136,459	\$171,250	\$143,968	\$144,211
TOTAL EXPENSES	\$408,167	\$309,014	\$480,160	\$348,792	\$389,311	\$364,076	\$360,397

AUDITOR'S REPORT

This report has not been received

APPENDIX #1 – SPECIAL MEETING MARCH 7, 2015

The Special Members Meeting called for at the 2014 AGM was held on March 7th, 2015 from 1:00 to 3:30 PM in Regina. The motion from the floor at AGM was as follows: *that a special meeting be called to have full membership input into the management of the complaints process.*

There were 37 Members in attendance, and 2 observers.

Preparation for the meeting was extensive, and a lot of background work was done by Council to understand our current process and how it compares to other organization. This work was posted to the website in advance of the meeting, and will remain on the website.

There was great engagement from the majority of members in attendance, and ideas for improvement were captured. Correspondence between the Professional Conduct Committee and Council will occur, and responses to questions will be available to the Membership in advance of the AGM.

Respectfully submitted,
Elizabeth Rackow, PT
President, SCPT