

**In this Issue:**

|                                  |            |
|----------------------------------|------------|
| <b>Presidents' Message</b>       | <b>1-2</b> |
| <b>New Council Member</b>        | <b>3</b>   |
| <b>2015/16 Committee Members</b> | <b>3-4</b> |
| <b>Discipline Results</b>        | <b>4</b>   |
| <b>Rules of Order for AGM</b>    | <b>4-6</b> |
| <b>Alliance Update</b>           | <b>7-9</b> |

## MESSAGE FROM THE PRESIDENT

As of April 25<sup>th</sup> 2015, I have now moved from president-elect to president for a two year term with the SCPT. I begin my term with big shoes to fill and a hard act to follow. I wish to extend my sincerest thanks and appreciation to Liz Rackow, for her dedication to the SCPT organization over the past two years. Her hard work, professionalism, and perseverance are to be commended. On a very happy note (particularly for me in this challenging role as President), she will be continuing on Council for an additional two year term. The knowledge Liz brings to Council, and the mentorship she has provided to me as incoming president is invaluable and very much appreciated.

I would like to take this opportunity to thank all of the Members who attended this year's AGM. Something new this year was the Brag and Steal sessions which were very well received by the membership in attendance. This was an excellent opportunity to share in the exciting research and development projects being undertaken across the province by our colleagues. It makes me proud to practice as a physiotherapist in this province when I witness such passionate and knowledgeable individuals present on physical therapy projects near and dear to their hearts. I would like to extend a huge thank you to the AGM planning committee for organizing such an amazing event.

Following extensive research, investigation and discussion at an Executive and Council level, the SCPT has now begun the process of recruiting for permanent staff for both our part time Executive Director position and our full time Office Manager positions. This is an exciting time for our organization and we are committed to updating the membership as we progress through the recruitment and hiring process. Further information regarding these positions is available on our website at [www.scpt.org](http://www.scpt.org). Thank you to Lynn Kuffner and Olawale Salaam for the work in their interim roles over the past 7 months. With a large amount of hard work and contributions from these two individuals as well as from Liz Rackow as President, Brandy Green as Treasurer, Jodie Yathon as Secretary and important contributions from the rest of Council, we have been able to keep the office and our organization running smoothly and efficiently. We have completed the 2015/2016 renewal period

## MESSAGE FROM THE PRESIDENT CONT'D

and are in the process of planning for the upcoming renewal year. We are also looking forward to things returning to “normal” allowing Council and the Executive to step back into our largely volunteer roles of making Council decisions and overseeing the strategic plan and leave the operations and day to day running of the SCPT to office staff (in consultation with the Executive and Council.)

As many of you are aware, the last year has been a busy one for the SCPT. In addition to regularly scheduled Council meetings and activities, we held a special membership meeting in March focusing on increasing education and awareness and responding to questions, comments, and concerns from the membership regarding our complaints and discipline processes. A large volume of information related to this meeting and the research and background that led to that day remain available on our website under the Members area. Feedback is always welcome; please feel free to forward any additional questions or comments to the SCPT. I wish to thank our Professional Conduct and Discipline Committees for their service to the SCPT. Committing and volunteering to participate on these committees is a large time commitment and the dedication, professionalism, and hard work that these individuals have shown is to be commended. We look forward to working with some new members and faces on these committees over the upcoming year (please see committee listing article for details and information on committee membership this year).

In addition, following approval by the membership at our AGM, we have now submitted our proposed regulatory bylaw amendments to government for approval. The government has 90 days to respond to our request for consideration and if approved they will come into effect following publication in the Gazette. Based on previous years’ timelines for regulatory bylaw approval, it is likely this would occur around October, 2015. We will keep the membership updated on the progress with this item.

Something else to update the membership on is the progress with the opening of the Physical Therapists Act. As you are aware, at our 2013 AGM members voted in favor of a motion to open the Act to allow for amendments including proposed protection of practice terms as well the inclusion of a protection clause for information gathered during continuing competency activities (allowing for progression toward the inclusion of a portfolio as the third pillar of our continuing competency program.) This was submitted to government but did not make it onto the legislative agenda. Council is committed to resubmitting this information this year and we will keep the membership updated on our progress.

The 2015/2016 SCPT year will be a busy one for Council and the Executive. We welcome the Membership’s feedback, comments, and suggestions for improvement. Please feel free to forward this feedback to myself at [president@scpt.org](mailto:president@scpt.org) or by contacting any of our Council members or our Executive Director. I look forward to what the next year will bring and am excited to work with our dynamic and energetic Council and Executive. Sincere thanks to all Council members for devoting their time to bettering our profession and our organization.

## NEW Council Member- Heather Burridge

I graduated from McMaster University in 2009. Since that time, I have worked in public and private settings and in a variety of practice areas such as sports medicine, rehabilitation and inpatient and outpatient orthopaedics. I moved to Saskatchewan 12 months ago and am really enjoying the province. I work full-time, with a great group of therapists, at Saskatoon City Hospital in the outpatient clinic. In my spare time I enjoy travelling, going for walks with my husband and our dog and giving back to our profession.



## 2015/2016 SCPT Committee Membership Listing

### STATUTORY COMMITTEES

**PCC** - Pat Beharry, Chair; Oluseyi Olubowale; Travis Eveleigh; Abiodun Adefolarin; Lee Hall; Merrilee Rasmussen, legal counsel

**Discipline** - Richard Bourassa, Chair; Gordon Pullar; Jeff Brousseau; Raphael Levi Soares; Elyse Greenberg; Bernie Zintel, Public Representative & Council Liaison; to be determined, legal counsel.

### STANDING COMMITTEES

**Legislation** - Elizabeth Rackow, Chair; Susan Bear; Jeremy Costley; Beverly Wilson; Jacquie Holzmann; Cathy Cuddington; Elsie Waddington, Public Representative; Merrilee Rasmussen, legal counsel; Lynn Kuffner, E.D.

**Professional Standards of Practice** - Sarah Sarauer, Chair; Elzbieta Jovanovic; Steve Mach; Cara Maher; Arlis McQuarrie; Bernie Zintel, Public Representative

**Finance** - Brandy Green, Treasurer/Chair; Beverly Wilson; Kimberly Becker; Richard Porter, Public Representative; Lynn Kuffner, E.D.

**Registration** - Melissa Turk, Chair; Shona Nickel; Kim Woycik; Lisa Benson; Cathy Cuddington

**Nominating** - Kimberley Becker, Chair; Lori Duerksen; Robert Hydumako; Heather Burridge

## 2015/2016 SCPT Committee Listing Cont'd

### SPECIAL COMMITTEES

**AGM Committee** - Jodie Yathon, Chair; Cathy Cuddington; Lorna MacMillan, ED SPA; Lynn Kuffner, ED SCPT

**Communications** - Tasha Descottes, Chair; Sarah Sarauer, ex- officio; Suzanne Baan; Cindi Pederson; Lauren McLellan; Heather Burrige, Lynn Kuffner, E.D.

**Continuing Competency** - Celeste Boucher, Chair; Stacey Lovo-Grona, CPTe & Council Liaison; Arlis McQuarrie; Shannon Schmidt; Lynn Kuffner, Continuing Competency Coordinator

**Support Worker** - Cindi Pederson, Chair; Brandy Green; Katherine Spencer; Melissa Cursons; Ken Dornstauder

Alliance Representative - Brandy Green

## Discipline Results

Results of the most recent Discipline cases or ADR's are now found on the website <http://www.scpt.org/public-information/discipline>

## Rules of Order for Annual General Meetings

It became very apparent to me within the first five minutes of my first Council meeting that none of my professional training had prepared me for this meeting. Words and phrases like "motions", "closing debate", "consent agenda", "amendments", and "in camera" were all words that took on a new meaning, or were foreign to me. Learning the rules of board meetings has been, and will continue to be a steep learning curve.

As per the Administrative Bylaws, the SCPT uses Herb Perry's *Call to Order* as the rules of order for all meetings. Robert's Rules of Order, an older, much more comprehensive American publication is also used to guide conduct in meetings of many different boards and corporations.

Comments from the 2015 AGM were mixed regarding the decision of the Chair to not accept motions from the floor this year. Some members expressed appreciation; others felt that the announcement limited questions and discussion. Whereas it is possible to have motions from Members coming from the floor at an AGM, typically this is not the normal course of business at an AGM.

Robert's Rules of Order lists a number of different types of motions, however to simplify this

## Rules of Order Cont'd

they can be placed into two categories: main motions, and secondary motions. A main motion can be defined as follows: it is a motion that brings business before the assembly upon which action is required. A main motion normally has 2 parts: a preamble that lists the reasons for adoption, and resolving clauses which identify the specific action or position the motion is asking the group to take. Many corporations and boards will have a Resolutions Committee, and all potential main motions need to go through that committee prior to being accepted at an AGM. Many organizations require that Members submit potential motions in advance of the meeting and require that a motion be presented in writing so that the wording is carefully selected, and time is not wasted on carelessly worded motions. A secondary motion is any motion that is made while the main motion is pending and is used to aid with processing that motion or to help with the conduct of the meeting.

The SCPT is required to provide notice of holding the AGM 30 days in advance. At this time the agenda for the meeting is presented to the Membership as well. This gives all Members the opportunity to review the information that will be presented at the AGM, and come prepared for informed discussion. Should a main motion come from the floor at an AGM, an amendment to the agenda is required; amendments to the agenda must be voted on by the Membership. Normally this is a matter of process, however, without any opportunity to review the background information, it is very difficult for those in attendance at the meeting to make an informed decision whether the new motion proposed should be on the agenda or not.

Motions that are submitted as new business can be rejected by the Chair if they do not fall within the scope of the meeting. In some organizations motions from the Membership are not accepted if the management of the organization has been delegated to the Board and the motion relates to management issues.

Sitting on any not-for profit Board requires Members to focus on mission fulfillment, to represent the public interest, and to be self-correcting and accountable. However, Council consists of elected Members who are required to ensure responsible governance of the Saskatchewan College of Physical Therapists, which includes representation of the interests of Members as well as members of the public. Any Member is welcome and encouraged to bring concerns, issues, and risks forward to any Council Member for discussion or action at a future Council meeting. Requests for a motion at an AGM can be submitted to any Council Member, or Member of the Executive for consideration on the agenda in advance of the meeting. The SCPT board is committed to exploring options for facilitating submission of motions from the general membership for consideration at AGM. The key to this initiative will be pre-submission of motions well in advance of the AGM (likely at a minimum of 60 days prior). This will allow Council to consider the motion and information and determine its appropriateness for an AGM agenda.

## Rules of Order Cont'd

This gives all Members and all AGM attendees the opportunity and responsibility to review related information and come prepared to make an informed decision. Any Member with other suggestions for improvement or change to this process is encouraged to submit their comments to any member of Council or to the Executive. Council plans to further discuss this initiative at upcoming council meetings and will update the membership as this discussion and planning for AGM moves forward.

Respectfully submitted,

Liz Rackow, with contributions by Sarah Sarauer

### References

SCPT General Administrative Bylaws (2012, April 12). Retrieved from [http://www.scpt.org/images/stories/pdfs/Administrative\\_Approved.pdf](http://www.scpt.org/images/stories/pdfs/Administrative_Approved.pdf)

Perry, H. (2001). Authorized precis retrieved from [http://www.navyleague.ca/documents/call\\_to\\_order.pdf](http://www.navyleague.ca/documents/call_to_order.pdf)

Nailer, W., Benninger, M., & Boyer, D. (2012). How to conduct a meeting. Retrieved from [http://www.cga-ontario.org/assets/file/publication\\_how\\_to\\_conduct\\_meeting.pdf](http://www.cga-ontario.org/assets/file/publication_how_to_conduct_meeting.pdf)

Simplified Rules of Order (1996) Retrieved from <https://www.counseling.org/docs/default-source/Branches/simplified-roberts-rules-of-order.pdf?sfvrsn=0>

An EWB'ers guide to annual general meetings (n.d.). Retrieved from <http://blogs.ewb.ca/board/files/2011/09/AGM-Primer.pdf>

Payne, M. & Heinrich, R. (2013, October 8). What is "proper AGM business"? Retrieved from <http://www.tresscox.com.au/resources/resource.asp?id=1407#.VX5Ug0aGODk>

McKnight, L. (2013, October 22). What happens at an AGM? Retrieved from <https://legalvision.com.au/happens-agm/>

Rosenthal, L & Friedman, B. (2012, April 15) Non-Profit Corporate Governance: the Board's Role. Retrieved from <http://corp.gov.law.harvard.edu/2012/04/15/nonprofit-corporate-governance-the-boards-role/>

## Alliance Update - Brandy Green (Alliance Representative)

The Alliance has been busy working on computerization of the written portion of the PCE. The first computer-based written exam will take place on July 11th this year. We anticipate a number of benefits arising from the computerization

- Improved test taking experience (once the tutorial is completed to get comfortable with the new format)
- More secure exam administration
- Enhanced monitoring capabilities which allow us to track aberrant test taking
- Decreased likelihood of scoring mistakes
- Faster turn-around time for exam results
- Increased flexibility of test dates (apart from Sundays) and
- Increased choice of test locations.

As you may have heard, there was a scoring error for the December 2014 written exam, which affected the results of 50 candidates (only 2 of whom reside in Saskatchewan). This error was due to the transition to a new psychometric company, with whom we have been working to create the computerized exam and to improve the scoring system. The error occurred due to the use of an incorrect equation being used to determine the pass score of the exam. The December 2014 exam was the first exam for which the new firm had performed the scoring analysis for The Alliance. The Alliance has taken several steps and will continue to work very closely with the psychometricians to prevent this from occurring again in the future. The Alliance has also recently had an external audit of the exams to examine validity and reliability of the exams - the exams were found to be very reliable and valid, as well as one of the best competency assessment systems in Canada due to the combination of both a written and practical component being required. For further information regarding this, please see the Alliance website or contact Katya Masnyk at [katya.masnyk@alliancept.org](mailto:katya.masnyk@alliancept.org).

The Alliance CEO, president of the Alliance and myself (as VP) attended a meeting in Toronto on Mar 23, 2015 with the NPAG (National Physiotherapy Advisory Group) partners (led by CCPUP - the Canadian Council of Physiotherapy University Programs; formerly the Academic Council) regarding updating the seminal documents (i.e.: The Essential Competencies, The Curriculum Guidelines, The Exam Blue Print and the Accreditation Standards) and the process by which we should go about this in order to have a more in-sync set of documents. The NPAG partners will be going ahead with updating these documents using the CanMEDS model as a foundation, and setting Entry to Practice Milestones to base the seminal documents on. CCPUP/NPAG will be meeting again in June in Halifax to discuss next steps. The practice analysis that The Alliance performs will help to develop/update the Essential Competencies and Curriculums as well as develop the Exam Blue Print.

## Alliance Update Cont'd

As the Vice-President of the Alliance board of directors I had the opportunity to attend the INPTRA (International Network of Physiotherapy Regulatory Authorities) conference and WCPT in Singapore in April. There were approximately 60 attendees at the 2 day INPTRA conference, including representatives from Canada, USA, Australia, UK, Singapore, Sri Lanka, Ireland, New Zealand, France and Kenya. It was a very informative couple of days, with plenty of knowledge sharing and brain storming regarding continuing competency, multidisciplinary regulation, advanced practice, and developing regulation.

WCPT was an amazing experience of over 3000 physical therapists from all over the world coming together to share research and techniques. With hundreds of sessions to choose from with, topics in pediatrics, geriatrics, orthopedics, regulation, academia, neuro, research skills, cardiac, acute care, ICU and ER, there was truly something for everyone, making it very difficult to choose which ones to attend! It was amazing to see how far research in physical therapy has come in the last decade and how much is being done throughout the world. However, I felt that there is a huge need for more knowledge translation work to be done, so that practice can keep up with all the evidence that is now out there! As it turns out, CPA will be focusing efforts on knowledge translation as part of their new strategic plan.

The Alliance AGM was held June 5, 2015 in Toronto. We had several guests join us for the AGM, including David Cane and Keith Johnson from CCPUP, Linda Woodhouse from CPA, Kathy Davidson from PEAC ( Physiotherapy Education Accreditation Canada), Maggie Donahue and Nancy Kirsch from FSBPT (Federation of State Boards of Physical Therapy), and Dianne Parker-Taillon, who is the project manager for the Practice Analysis project. The new board of directors was voted in at the AGM, including myself as President of the board. The board consists of one representative from each provincial jurisdiction. For a full listing of board members, please see the Alliance website.

There was a presentation to the board regarding the CCPUP/NPAG work that has been done to date on the seminal documents - as mentioned above.

Each of the stakeholders of the Alliance also presented a report. FSBPT reported that they will be implementing new credentialing requirements that include English language proficiency and assessment of coursework of the programs applicants have been through, they will also be implementing a USA healthcare module. The Alliance has had all of these requirements for several years; we have recently went away from a course-by course review due to its proven inefficiencies and ineffectiveness in assessing competencies. The FSBPT will also be looking at implementing jurisprudence exams in all of its jurisdictions. In the USA, all jurisdictions are still self-governing; there are several differences in licensing requirements in each of the 53 jurisdictions. CPA reported on their efforts of developing and implementing a system for tracking PT treatment data; they will be discussing funding options with CIHI (Canadian Institute for Health Information). They are also focusing their efforts on translating research to knowledge as well as looking at the impact of PT on the healthcare system.

## Alliance Update Cont'd

We also heard a presentation from Peter Jensen, a sports psychologist, regarding "Igniting the Third Factor", which focused on how to "coach" our employees, patients, and/or colleagues to find and be their best self. This presentation was available to all the jurisdictional boards via webex, and a copy can be found on the Alliance website.

The Alliance board will meet again in September via teleconference and then face to face in November in Vancouver.

## 50th Anniversary of the School of Physical Therapy

The School of Physical Therapy is celebrating their 50th Anniversary. Events take place on September 11th and 12th, 2015. For an update and for further information please the links area of our website at [www.scpt.org/links](http://www.scpt.org/links) and click on University of Saskatchewan School of PT 50th Anniversary Update.



## MOMENTUM

Volume 4; Issue 1 June 2015

### Contact Us:

**Saskatchewan College of Physical Therapists**

**Suite 102 320 21<sup>st</sup> St. West**

**Saskatoon, SK S7M 4E6**

**(306)931-6661; 1-877-967-SCPT**

**Website [www.scpt.org](http://www.scpt.org)**