

SCPT

MOMENTUM



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President's Message

Our incoming SCPT President, Brandy Green, highlights 2017

At the SCPT AGM, I officially transitioned from president-elect to president for a two year term with the SCPT. This transition comes with a steep learning curve and as such I am sincerely grateful to Sarah Sarauer for continuing with council for a final term to mentor me through it. Sarah led the SCPT council in such a professional, organized and directed manner and I wish to thank her for her dedication and focus over the past 2 years.

I would also like to take this opportunity to thank all of the Members who attended this year's AGM. SCPT offered

live streaming remote access to the AGM via WebEx for the first time this year, which allowed for increased access to the AGM as well as the Brag 'n Steal session held after AGM. Although we only had a few members take advantage of this opportunity, it was a great success and will continue to be an option for future AGMs. Thank you to Stacey Lovo-Grona for facilitating the remote access and managing it throughout the AGM, the opportunity this created for our rural members was greatly appreciated!

The Brag 'n Steal session was, as always, enlightening and inspiring. It is always



heartening to see how much Saskatchewan physical therapists are contributing to our profession on both a national and international scale.

For those of you unable to be present at the AGM, please take a moment to review our draft AGM 2017 minutes which will be posted to the website in the Members Area under Council Minutes. All items discussed at AGM are also still available on the website under AGM April 22, 2017. Our 2018 AGM is tentatively scheduled for April 28th in Regina.

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The legislation committee has been quite busy this year reviewing the National Standards of Practice and National Code of Conduct documents developed by the Registrar's Committee of The Alliance. These documents have both been approved and accepted by the SCPT council and can now be found on the website under the Bylaws section. Please take a few minutes to review both of these documents as they provide excellent guidance for practice decisions.

In June, Council approved a new audit policy for the malpractice insurance and criminal record check requirements of registration, which will be implemented over the summer of 2017. For the malpractice insurance audit 10% of members will be randomly selected and requested to submit proof of current professional malpractice insurance to the SCPT within 30 days of the request. For the criminal record check audit 2% of members will be randomly selected and requested to have a criminal record check (CRC) without the vulnerable sector check. SCPT will reimburse members with "satisfactory" CRC. "Satisfactory" is

defined in SCPT CRC Policy/Procedure. The member will be given 90 days to produce a recent (within the past year of the request) CRC. More information regarding these policies can be found on the website.

In June, the SCPT and SPA held a joint meeting to discuss potential intersecting topics and directions. As both SCPT and SPA are entering new strategic plans, it was determined that a discussion should be had as to possible collaborations in the future regarding areas of both public and professional interest. This inaugural meeting was designed as a brainstorming session to set the groundwork and direction for future meetings and committee work. Outcomes of this meeting and future directions will be available on the website and in a future issue of the Momentum as they are available.

The SCPT council had some transition this year with Stacey Lovo-Grona, Jodie Yathon, Heather Burrige and Cindi Pederson finishing their terms on council. I extend an ardent thank you to all of them for their dedication and significant contributions to the SCPT during their

terms. I would also like to welcome our two new council members, Dale Pitura and Kent Earle. We are glad to have your expertise joining council! I look forward to what the next year will bring and am excited to work with our engaged and energetic Council and staff. A sincere thanks to all Council members for devoting their time to bettering our profession and our organization.

Please take a moment to read the rest of this Momentum. Thank you to the communications committee for their work in putting this together. As always, feel free to provide feedback or questions to myself anytime at president@scpt.org.

Wishing all our members a wonderful summer vacation season!



Respectively
submitted by
Brandy Green

2017-8 Committee Listing

Professional Conduct: Pat Beharry (Chair); Abiodun Adefolarin; Lee Hall; Kim Woycik; Andrea Wollbaum; Merrilee Rasmussen (Legal Counsel)
Discipline: Richard Bourassa (Chair); Gordon Pullar; Elyse Greenberg; Scott Anderson; Judy Grant (Public Representative); Heather Miller (Legal Counsel)

Legislation: Elizabeth Rackow (Chair); Beverly Wilson; Jacquie Holzmann; Cathy Cuddington; Brandy Green; Abhilash Surabhi; Nicole Miller; Jackie Hunchak (Public Representative); Merrilee Rasmussen (Legal Counsel); Lynn Kuffner (EDR)

Professional Standards of Practice: Sarah Sarauer (Chair); Steven Mach; Mark Walkner; Dale Pitura; Melissa Cursons; Judy Grant (Public Representative)

Finance: Cathy Cuddington (Chair); Beverly Wilson; Heather Burrige; Brandy Green; Richard Porter (Public Representative); Lynn Kuffner (EDR)

Registration: Melissa Turk (Chair); Shona Nickel; Kim Woycik; Lisa Benson; Cathy Cuddington (Council Liason)

Communications: Tasha Descottes (Chair); Brandy Green; Suzanne Baan; Cindi Pederson; Lauren McLellan; Bryna Jandl; Kent Earle; Lynn Kuffner (EDR)

Continuing Competency: Celeste Boucher (Chair); Stacey Lovo-Grona (CPTe Liaison); Arlis McQuarrie; Karla Horvey; Lynn Kuffner (EDR)

Alliance Representative: Brandy Green



The Saskatchewan Physiotherapy Association Advocates for Access to High Quality Physiotherapy Services

The Saskatchewan Physiotherapy Association (SPA) is dedicated to advocating for equitable access to physiotherapy in Saskatchewan and supporting physiotherapists to allow them to provide high quality care to Saskatchewan residents. This is an exciting time for physiotherapy and funds from membership dues support a number of advocacy and awareness initiatives in Saskatchewan.

- Advocating for public funding for physiotherapy services for people receiving social assistance benefits to enable access. SPA has submitted a proposal to the Strategic Management Branch of the Ministry of Social Services.
- Supporting the recruitment of PT's in rural and remote areas of Saskatchewan to improve access to care. Advocacy efforts include regular meetings with SaskDocs Health Team and the Human Resources Managers in rural communities to discuss rural recruitment and retention of PT's.
- Advocating for physiotherapists as members of primary health care teams in Saskatchewan to enhance the quality of care.
- Advocating for fees from 3rd party insurance companies for completion of forms, assessments and other unpaid services to ensure proper time can be allocated to services such as assessment and functional testing. Wages determined in public and private practice sectors are related and have an impact in their respective bargaining processes.
- Providing a complete online database of PT services available in Saskatchewan and educating the public and other health care providers on how to access services based

on geographical location, specialization or condition.

- Working with the Canadian Physiotherapy Association (CPA) to engage in a national strategy to align physiotherapy with the needs of the aging populations.
- Working with CPA to address the issue of overuse and misuse of Opioids and how physiotherapy can provide an effective and safe alternative for pain management.

SPA memberships are purchased combined with Canadian Physiotherapy Association (CPA) memberships. A popular benefit of membership with SPA / CPA includes access to the most comprehensive professional liability insurance (<https://physiotherapy.ca/insurance>) available. Public practice physiotherapists receive a 15% discount on insurance. Many public practice PT's are accessing individual insurance coverage in the event of a college complaint which wouldn't be covered by employer insurance. Enjoy the peace of mind knowing you have comprehensive coverage.

As a CPA/SPA member, you have access to a wide range of news, publications and research databases. These resources enable you to stay current with the latest research supporting your practice. Visit CPA website (<https://physiotherapy.ca/member-benefits>) for more information.

CPA will provide a \$100 credit for referring new members. The details of the program are described on the following page: <https://physiotherapy.ca/recruit-member>

Join CPA / SPA on the CPA website:
<https://physiotherapy.ca/?lang=en-ca>

Thank you to all of the members that continue to support SPA.

An Update from Canadian Alliance of Physiotherapy Regulators

The CAPR held our board meeting and AGM on May 12, 2017 in Toronto. Several guests were present for the AGM including CPA president Linda Woodhouse, CCPUP ED Keith Johnson, PEAC ED Kathy Davidson and FSBPT president Nancy Kirsch.

One of the key priorities for the 2017/18 year is continuing to act on the recommendations of the ProExam external review of the exam program. Among the recommendations that are being considered is a simplification of the clinical exam scoring such as moving from checklist to holistic scoring of the clinical exam stations, the use of different analysis techniques to better assess the performance of items, reducing the number of items needed to assign a score, adding field test items to each administration, and transitioning the items for our present practice based blueprint to the new competency based blueprint, as well revisiting the possible responsibilities of the Board of Examiners. We are also looking at strategies to increase the number of items produced, reviewed and placed in the field test item banks for both the written and clinical exams. One of the strategies that has been suggested is that of holding regional workshops where item writers spend two days in an intense item writing environment where they can get instant feedback on the items they are creating.

The Evaluation Services program conducted a new standard setting session for the written component and implemented the new passing standard in May 2017. Standard setting needs to be done every few years for any high-stakes assessment. The purpose of standard setting is to do a “check-in” where expectations for the “minimally-competent” entry-level physiotherapist are discussed with a group of subject-matter experts (SMEs) and an overall pass-score is set. CAPR is going through this standard setting exercise as they move away from norm-based scoring of the written exam to criterion-based scoring – a process that is needed to ensure that our exam scoring is consistent with best practice. The standard setting process will result in written exam scoring that is different from our current process in a few key ways:

- 1) Currently, the pass-score is set each and every time an exam is administered by standardizing raw scores against an agreed-upon pass-score of 330, which makes it a normative score. The new standard setting process will not take place each and every exam – it will be done once and will be set for the next several years or until the new blueprint is set.
- 2) The current pass-score is set by looking at the actual performance of Canadian first-time test takers who are taking each particular exam. The new standard setting process was based on SMEs reflections regarding *all test-takers*, not just Canadians, and not just first-time test takers. As such, it should be more reflective of the entire population of candidates.

- 3) The standardization process used to make exam pass-scores comparable over time will be replaced with a process called “equating” which will allow the criteria-based standard to persist over time.

The Triple P project has been completed leading to a new Essential Competencies document and Entry-to-Practice milestones for physiotherapy. The CAPR board approved the final documents at our May meeting and will now start developing a new blueprint based on these new documents. Survey results and the final Essential Competencies and Milestones documents will be released publicly in the Fall of 2017 once all individual National Physiotherapy Advisory Group (NPAG) partner boards have approved them.

The CAPR board approved our 2018-2023 Draft Strategic plan outline at the May meeting as well. The following are the key priorities:

Strategic Objectives:

1. Excellence in Evaluation Services
2. Stakeholder Collaboration
3. Regulatory Excellence

Goals:

- Exceed international standards for competency assessment.
- Implement effective/efficient governance model for evaluation services
- Continue to be leaders in educational credential assessment
- Develop collaborative, research-based process to inform the development of a single system of ensuring competency of PTs
- Collaboratively develop and implement a single Physiotherapy Identification Number (PINC)
- Develop and implement a communication strategy to engage all Stakeholders
- Proactively explore harmonization of regulatory process to enhance regulatory effectiveness and achieve efficiencies
- Continue collaborative policy work, environmental scanning and the sharing of information to protect the public interest



Dale Pitura

New Member-At-Large

Dale has been a treating physiotherapist in Saskatchewan since 1995 when he graduated from the University of Saskatchewan. Along with his physiotherapy degree, he has a kinesiology degree and a certification in athletic therapy. He is blessed with two children – Sandi and Philip - and his wife Sue.

He has held a variety of positions over the years from staff therapist, to management positions to ownership in a private physiotherapy clinic and a multidisciplinary health facility. He was able to spend over 20 years assisting with the Saskatchewan Roughrider football team and 7 years working with the University of Regina athletes. Recently he worked with the RCMP at Depot Division followed by work within the RQHR Musculoskeletal Program and as a Therapy Coordinator at the Regina General Hospital. He currently works on two multidisciplinary assessment teams, consults for the Saskatchewan Worker’s Compensation Board, treats private clients and works as a clinic coordinator.

Dale has long been interested in governance and volunteer board work. In the past he has been chair of the Private Practice Division of Saskatchewan, he spent 6 years with the Sports Medicine and Science Council of Saskatchewan including 2 years as president, he spent 3 years on the Canadian Athletic Therapists Association board of directors including one year as President, he is currently a member of the Saskatchewan Games Council board of directors serving as secretary.

Dale hopes to bring his past experiences and interest in board governance to serve the SCPT, and its members, to strengthen the physiotherapy profession within the province of Saskatchewan.

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As part of the Stakeholder Collaboration priority of our strategic plan, the board heard presentations with regards to relationships with Academic programs from John Pugsley with PEBC (Pharmacy Examining Board of Canada), Ian Bowmer with MCC (Medical Council of Canada) and Lorin Meuller with FSBPT (Federation of State Boards of Physical Therapy). These presentations highlighted the areas of common ground and areas of conflict of interest between the different groups among the different professions. The information provided will be used to help inform our continued relationship building with the CCPUP members.

The CAPR board will meet again in September/October to discuss implementation of the strategic plan.

PCE Confidentiality and Security of Exam Material

The following was recently posted on the Canadian Alliance of Physiotherapy Regulators (CAPR) website with regards to a recent exam material breach:

“During regular monitoring of the internet, CAPR staff discovered a person advertising purported Physiotherapy Competency Exam questions for sale. With the assistance of a professional investigator, CAPR gathered evidence and concluded that cheating had occurred.

The physiotherapist candidate attempting to sell the information online has been banned from attempting the Physiotherapy Competency Exam for a 5-year period. All Canadian regulators have been notified of this candidate’s status. Because of the CAPR sanctions, the candidate will not be able to re-attempt the PCE until 2022 and will not be able to practice physiotherapy until that time. The sanctions demonstrate the gravity of the ethical breach committed by the candidate.

The CAPR takes its role in protecting the public seriously. Monitoring the internet for suspicious activity is only one of many security measures that we take to safeguard the integrity of the exam.”

There have been an increasing amount of reported cheating incidents on the PCE over the past year, especially the clinical component. As such, the SCPT would like to draw attention to the CAPR Rules of Conduct for the Physiotherapy Competency Exam and Exam Security, as well as the potential consequences of being found in violation of these rules.

By participating in the Physiotherapy Competency Examination, you agree to the following rules: (<http://www.alliancept.org/taking-the-exam/exam-application-information/exam-policies/>)

- The Physiotherapy Competency Examination and its contents are the exclusive property of the Canadian Alliance of Physiotherapy Regulators (CAPR).
- You cannot remove any part of the Physiotherapy Competency Examination from the exam site, or memorize/record questions for distribution.
- Your behaviour before, during and after the exam cannot disturb other candidates or cause them anxiety. Do not make disruptive comments about the exam, unnecessarily question exam policies and procedures or engage in other behaviour that could disturb other candidates.

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- If you cheat, as defined below, we may ask you to leave the exam site, we may decide not to mark your exam or we may take other appropriate action.
- It is assumed that you are in the PCE participating in a good faith attempt to pass. Any actions or behaviors in contravention of this assumption will be considered “cheating”. This includes anything that could affect your results, the results of another candidate or the results of a potential future candidate. It also includes behaviours that CAPR considers analogous to cheating, such as modifying CAPR documents to give the false impression of having passed the exam. Some examples of cheating are listed below, however this list is not exhaustive:

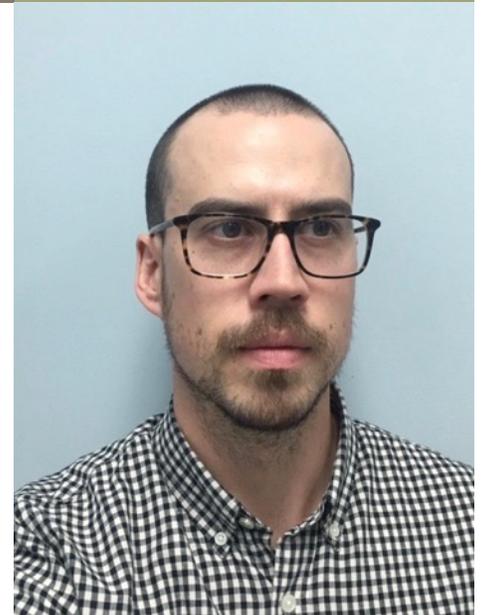
- Non-registered individuals posing as registered candidates
- Bringing study materials to the exam room(s), or any other material that has not been expressly permitted including electronic devices
- Giving or receiving help during the exam
- Engaging in any conduct during the exam that disturbs or is disrespectful towards other candidates or exam staff
- Removing or trying to remove exam materials from the exam site
- Receiving or distributing information about the Written Component or the Clinical Component **either before or after** the exam.^[1] You cannot share information about the diagnoses, tasks or activities that are included in the exam. Do not discuss information about Clinical Component stations with other candidates or examiners even after the exam
- Commencing the exam before being instructed to do so and/or continuing the exam after being told to cease
- Disregarding instructions from the exam supervisor, invigilator, or any exam staff
- Modifying exam results letters or other CAPR documentation to give a false impression of having passed the exam or misrepresenting your exam status
- Any activity that would be considered illegal, such as assault, harassment, or theft

Actions of CAPR in the Event of Suspected Cheating:

- Exam personnel may take your exam materials, as well as any other documents, objects or materials that could be used for cheating and make you or others leave the exam site. The exam personnel report any suspected cheating to the Manager of Operations – Examinations of CAPR.
- The Manager of Operations – Examinations conducts appropriate investigations into all suspected cheating. You will have an opportunity to submit a written response to the suspicion of cheating.
- The Exam Steering Group will forward a declaration of possible cheating to the Evaluation Services Committee. The Evaluation Services Committee will review the investigation and the recommended sanctions and will make one of the following decisions:

- CAPR declares that we cannot confirm that you cheated.
- CAPR declares that you did cheat and approve the sanctions.

- If the recommended sanctions include a permanent ban on testing, termination of a contract or initiation of legal action, the Evaluation Services Committee will forward



Kent Earle

New Member-At-Large

Kent is a manual physical therapist who practices in a busy private practice centre in Saskatoon. He graduated in 2009 from the University of Saskatchewan as part of the first class of the Master’s of Physical Therapy program and receiving both the Canadian Physiotherapy Award and the Joan Eaton Memorial Award. He also has a Bachelor’s degree of Kinesiology.

He has completed course work in the Orthopaedic Level system and has been credentialed in Gunn IMS.

Kent has an interest in the ethics and quality improvement of health care for the public. This is his first role in the Saskatchewan College of Physical Therapists.

He lives south of Saskatoon on a small hobby farm with his wife and young baby daughter, Monroe.

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the recommendation to the Executive Committee for review and approval.

- If the Exam Steering Group or the Evaluation Services Committee declares that we cannot prove cheating occurred, we will release your score, if possible, or we will let you take the next available exam without charge.
- CAPR reserves the right to begin an investigation into suspected cheating at any time before, during or after the Physiotherapy Competency Examination is administered.
- If the Evaluation Services Committee declares that cheating did occur, one or more of the following will happen:

- We will record your exam result as “undetermined.”
- If we allow you to take the exam again, we will take special measures (at your expense) to prevent you from cheating again.
- We will report findings to the physiotherapy regulators.

- In addition, the Executive Committee may approve the following sanctions:

- We may permanently ban you from testing. This means you would not be eligible to write the exam again.
- We may take legal action against you.

We do not need to hold a hearing if we give you at least two weeks to respond in writing to the allegation of cheating. You can appeal the Evaluation Services Committee’s decision.

[1] You must maintain the same strict confidentiality with station information that you would with patient information. Candidates who have failed the exam but who learn about questions and stations in discussions after the exam will have an unfair advantage on future exams. (In other words, they can pass a station because they already know about the station.)

As passing both components of the PCE is a requirement for registration in Saskatchewan, a finding of cheating on the exam would inhibit a candidate’s ability to be registered with the college and/or licensed to practice physical therapy in Saskatchewan. The SCPT, along with other jurisdictions, is currently reviewing our policy regarding “Good Standing/Good Character” requirements of licensure. As this policy is developed, there may be further consequences for members confirmed of cheating on the PCE, as this is deemed unethical and unprofessional behavior.



Code of Ethical Conduct

The development of a current code of ethics for physical therapy has been undertaken in recent years by both the Canadian Physiotherapy Association as well as the national physical therapy regulators. In 2016 the concept of a harmonized code of ethics that would be applicable to the profession of physical therapy in Canada as a whole was introduced. For full details on this joint project and the development of the harmonized Code of Ethical Conduct, please see the discussion paper: http://www.scpt.org/images/Harmonized_Code_of_Ethical_Conduct.pdf

The Council of the Saskatchewan College of Physical Therapists (SCPT) voted on and approved the adoption of the harmonized Code of Ethical Conduct at the March 2017 meeting. However, since the SCPT code of ethics is embedded in the regulatory bylaws, the new code could only be adopted in principle. Amendments to the regulatory bylaws will need to be developed and then approved by government in order for the national code to be incorporated fully into SCPT legislation.

The harmonized code of ethical conduct is posted on the SCPT website for Members to refer to and familiarize themselves with at this time. When regulatory bylaw amendments are completed and the national code of ethical conduct replaces the current code of ethics, the amended bylaws will be submitted to the Membership for a vote at a future AGM. If the vote is in favour, they will then be submitted to government; if approved and accepted by government the code of ethical conduct will then be considered SCPT legislation and Members will be expected to know and abide by the national Code of Ethical Conduct.

If you have any questions regarding the new Code or the process outlined above, please do not hesitate to contact the SCPT office at 1-306-931-6661 or email edr@scpt.org

NEW: NATIONAL CORE STANDARDS OF PRACTICE FOR PHYSIOTHERAPISTS IN CANADA DOCUMENT



Over the past year, the Saskatchewan College of Physical Therapists (SCPT) has been involved in the review and approval of a national core standards of practice for physiotherapists in Canada document. This document was developed by the College of Physical Therapists of Alberta Core Standards and Ethics Project and was distributed to provincial physical therapy regulators for review and approval.

The Legislation Committee performed an extensive review of the documents and based on the results of this review, a decision was made by Council to adopt these standards as a "sister" document to our existing regulatory bylaws and practice standards. These Core Standards are an educational tool and are meant to be complimentary to the SCPT's existing practice guidelines and legislation. In addition, as a result of recommendations from the Legislation Committee and Council, the Professional Standards of Practice Committee will be undertaking a review of our current SCPT standards of practice. We will update you with further information as this review is undertaken.

The national core standards document can be found on our website at: <http://www.scpt.org/images/CoreStandardsofPracticeforPhysiotherapistsinCanadaMarch2017.pdf>. Members should take some time to review this information. Please feel free to contact us at edr@scpt.org if you have any questions or require further information.

Criminal Record & Malpractice Audit

The SCPT has developed policies for Criminal Record Checks and for Malpractice Insurance. In the summer, an audit procedure will occur where randomly selected members will be asked to produce proof of a satisfactory criminal record check and malpractice insurance up to \$5,000,000. Please visit the following links to each policy.

Criminal Record Check Audit:

http://www.scpt.org/images/CRC_Audit_Policy_2017.pdf

Malpractice Insurance Audit:

http://www.scpt.org/images/Malpractice_audit_policy_2017.pdf

Saskatchewan College of Physical Therapists

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