

SCPT

MOMENTUM



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President's Message

Oh, the beautiful crisp fall air! With the changing of the seasons, and summer coming to an end, we are starting the next chapter with the Saskatchewan College of Physical Therapists. We held our second AGM of this unusual and remarkable year at the end of September. If you were not able to virtually attend, the recording can be found on scpt.org. Thank-you to those that did attend, we appreciated hearing your questions and having a chance to interact. A summary of what the SCPT is doing in response to the Canadian Alliance of Physiotherapy Regulators announcement of the cancellation of the November 2020 clinical exams was outlined during that AGM. A virtual town hall discussion will be on Tuesday October 27th to update membership and provide an opportunity for questions. Please check our website for details.

At our post-AGM September meeting, we said thank-you to some members finishing their terms on Council, and welcomed our new Councillors. As important as purpose, mission and vision are in determining which organization to volunteer our precious time for, it is the people that we are surrounded with that make that time enjoyable and the goals obtainable. Tasha Descottes has finished her role on the executive as Secretary, as well as her

third-term on Council. Her skills, contributions and perspectives have been invaluable, especially as part of the executive when the Pandemic began. Thankfully, she has agreed to remain chair of the Communications Committee. Heather Burrige has finished her second term on Council. Her objectivity, clear decision-making abilities and big-picture thinking have been respected and appreciated. Thankfully, she too has agreed to remain chair of the Registration Committee.

Samantha Ilerbrun has finished her term as a representative from the University of Saskatchewan School of Rehabilitation Sciences, we sure appreciated her perspective and contributions, and wish her the best as she becomes closer to starting her career.

Debbie Poncsak has returned to the SCPT as a member of Council, as well as a member of the Legislation Committee. Debbie brings a strong attention to detail along with her previous SCPT experience. Kristie Mueller is new to the SCPT, and I believe she will be an excellent addition with her drive and determination. Welcome to Council.

Thank-you to Alana Morrisette, Betsy Mawdsley, Bryna Andrew, Gordon Pullar, Nichole Miller, Stacey Lovo, and Steven Mach for your work on our committees. The committees are essential to the function of

SCPT, and we thank-you for your contributions. Welcome Amanda Lloyd-Haubrich to the Registration Committee, Amanda Paterson & Emad Abdelmessah to the Professional Conduct Committee, Catrina Wasyliv to the Communications Committee, JoAnn Nilson to the Professional Standards of Practice Committee, as well as Leslie Beck to the Discipline Committee.

Looking ahead, as we enter the final quarter of the year, I encourage you to access and peruse our Continuing Competency Program tab on the SCPT website. The license renewals for 2021 will include the launch of this new program. There has been substantial research and development into the model that has been created. Please keep in mind that it is a fluid program, and may be adjusted in 2022 based on feedback and functionality. This program is grounded in our Essential Competencies throughout the career span as physiotherapists. National and international best practices and research were reviewed and considered, looking at other provinces, countries and professions as this program was created. Hats off to the Continuing Competency Committee, this program has been years in the making.



Executive Director & Registrar's Report

Thank you to all our members who attended and participated in the September 26, 2020 AGM. As always, it is great to see members engaged in our profession and you all have great questions and ideas to share with us!

There were several bylaw amendments approved at the September 26, 2020 AGM, so please be sure to read the summary included later in this Momentum. SCPT will send out a formal email notification to all members if/when the Regulatory Bylaws are approved by the Ministry of Health and published in the *Gazette*, as this must occur prior to those amendments being enacted.

Although we are still monitoring the COVID-19 pandemic situation very closely, over the past couple of months the SCPT has been able to re-focus most of our energies on some of the strategic objectives that we had set out for 2020-2021. These have included the following:

- The development of a Practice Advisory staff position: a job description has been developed for this role and SCPT will be starting recruitment over the winter with the intention of the role being implemented in March 2021.
- Increased social media and website presence with the addition of staffing as required: our Communications Committee has completed a full-scale review of the website content and layout; work has begun by staff to implement the recommended updates. We are in the process of completing a public survey to gain a better understanding of what the public would like to know and how they would like information to be shared, which will help to inform our social media strategy moving forwards. The Practice Advisory staff position will also be responsible for developing content for the website and social

media strategy moving forwards. The Practice Advisory staff position will also be responsible for developing content for the website and social media for both membership and the public. SCPT plans to implement a social media strategy in mid-2021.

- Survey of membership to determine what they would value from the SCPT: this will be sent out over the winter months as well; we look forward to hearing back from membership with respect to what would be helpful to them to assist them in complying with the College's regulations. We have also started work on the development of resource documents for our Professional Corporations, which should be available prior to December's Professional Corporation renewal period.
- The completion of our Risk Management Framework and reporting mechanisms: SCPT Council will be receiving an educational session on Risk Measurement and reporting mechanisms this fall/winter, and then will be moving forward with development of a reporting mechanism to assist Council in better monitoring this component of their fiduciary duties.
- Completion and implementation of the Continuing Competency Program: The Continuing Competency Committee, along with the assistance of two U of S SRS students, have continued to develop the new Continuing Competency Program, which will be implemented in January 2021. An educational session was included with the September 26 AGM, and further educational and orientation materials has now been posted to the SCPT website to help membership become familiar with the requirements of the program prior to implementation. The membership will have until renewals 2022 to submit their first competency documents.

In the past several months, SCPT has also been monitoring the

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governance/regulatory changes in both BC and Alberta closely. The governments of both provinces have released recommendations for changes to the regulatory structures for self-regulated professions. BC has already started to implement many of these recommendations, and will be moving to amalgamated Colleges over the next few years. SCPT has reviewed all of the recommendations out of each province and has started to consider a proactive approach to many of the recommendations. Our newly formed Governance and Nominations Committee will be taking an active role in this process over the next year or so.

The SCPT Policy Committee is currently working on the development of a Governance Procedures Manual that will be used in conjunction with the newly approved Governance Policy Manual, which has been posted to the SCPT website. Looking forward into 2021, the policy committee will also be working on development of Fitness to Practice policies and procedures, a Cultural Humility Policy for SCPT and a policy/procedure for the management of sexual harassment/assault allegations as part of the complaints management process.

The Professional Standards of Practice (PSOP) committee has started work on the development of a project manager role for a full scale review of the content of the Practice Guidelines over the next couple of years, SCPT will be reaching out to membership to recruit for this role. Further information on this project will be available as it progresses. PSOP will also be working on the development of guidelines for appropriate billing practices, as well as the use of imaging ultrasound as a therapeutic modality. These will be sent out to membership for review once they have been developed.

SCPT has now completed the majority of the annual declaration audits (Professional Liability Insurance, Practice Hours and Criminal Record Checks), thank you for your timely submissions for those who were selected for the audits this year. All of the audits have come back satisfactorily thus far.

As always, thank you to the SCPT Council, Committees and my staff for all of your hard work and time that you dedicate to this organization! Welcome to our 2 new Council members and several new committee members that joined us as of AGM, I look forward to the opportunity to get to know you all better!

Respectfully submitted,

Brandy Green
Interim Executive Director & Registrar
edr@scpt.org



Kristie Mueller New Member-At-Large

Originally from Swift Current, Kristie obtained her Bachelor's degree in Kinesiology at the University of Regina and her Master's in Physical Therapy at the University of Saskatchewan in 2011. In November she will convocate from the University of British Columbia with a master's degree in Rehabilitative Science, along with a graduate certificate in manual physical therapy in accordance with the FCAMPT designation.

Previously she worked at Stapleford Physiotherapy in Regina for eight years but is currently working at the University of Regina in the Dr. Paul Schwann Centre. Over the span of her career, she found a keen interest in sport therapy, receiving her Sport Diploma in May 2019 and is currently working as the senior therapist for the Regina Thunder of the Canadian Junior Football League. She has also taken part in national and international sporting events such as the U18 National Rugby competition in 2011-2015, the NAIG games in 2014, the Pan Am games in Toronto in 2015, the Western Canada summer games in 2019, the NACAC games in El Salvador in 2016 where she was the therapist for Team Canada Athletics, and currently works with the U18 Saskatchewan football team in the summer.

Kristie has always found continuing education and involvement in the profession to be an important aspect of her career. She currently holds a board position with the Sask division of Sport Physio Canada and enjoys learning, teaching and mentoring students.

Continuing Competency Program Update

SCPT will be implementing the new Continuing Competency Program (CCP) in January 2021. The CCP is based on the NPAG Competency Profile for Physiotherapists in Canada (2017), which describes the essential competencies required of a physiotherapist in Canada throughout their career span. It includes seven core competencies: physiotherapy expertise, communication, collaboration, management, leadership, scholarship, and professionalism.

For the CCP, every year members will be required to upload a submission template describing their professional development task, as well as documentation providing evidence that the task was actually completed for two of the seven NPAG competencies. One of these will be an essential competency of the SCPT's choosing and one will be chosen by the member. The member cannot choose the same competency again for two years unless it comes up as the mandatory competency.

The SCPT has developed evaluation criteria for each competency domain, as well as templates that can be used as evidence that a task was completed. These can now be found on the SCPT website under the Continuing Competency Program tab, along with further information regarding the program. If you have a professional development task that is not included in the current list, please contact the EDR at edr@scpt.org to discuss the use of that task for your submission.

The initial submissions for all members will be required prior to registration renewal in **January 2022**, so members will have the full year of 2021 to complete their submission requirements. The SCPT mandatory competency for 2021 will be announced in December 2020, as part of the renewal process information.

All members will be able to upload their competency program documents into their profile on the SCPT website by logging into their profile and submitting documents under the Continuing Competency section – further details about the procedures for uploading documents will be provided closer to the renewal period, as we are currently in the process of programming the new requirements into our registration system.

Thank you to all of our members who completed the survey and provided feedback on the CCP, we value your input and have implemented many of your ideas into the program development. We will continue to seek input from membership over the next couple of years as the program continues to develop.

Committee Listings

Statutory Committees

Professional Conduct Committee- Pat Beharry (Chair); Leah White, Lee Hall, Amanda Paterson, Emad Abdelmasseh
Discipline Committee: Kent Earle (Chair), Jackie Hunchak (Public Representative), Richard Bourassa, Elyse Greenberg, Scott Anderson, Leslie Beck

Standing Committees

Legislation- Liz Rackow (Chair), Jackie Hunchak (Public Representative), Daysha Shuya (ex-officio), Cathy Cuddington, Bev Wilson, Megan Armbruster-Stephan, Debbie Poncsak
Professional Standards of Practice- Judy Grant (Public Representative), Dale Pitura, Melanie Weimer, Natalie Horejda, Joann Nilson
Finance- Cathy Cuddington (Chair), Bev Wilson, Heather BurrIDGE
Registration- Heather BurrIDGE (Chair), Amanda Crow, Cathy Cuddington, Amanda Lloyd-Haubrich

Special Committees

Communications- Tasha Descottes (Chair), Lauren McLellan, Kent Earle, Catrina Wasyliv
Continuing Competency- Karla Horvey (Chair); Judy Grant (Public Representative), Daysha Shuya (Ex-officio), Kendra Usunier, Barbara Anderson
Governance and Nominations- Dale Pitura (Chair), Liz Rackow

Debbie Poncsak New Member-At-Large

I graduated from the Univ. of Sask in 1990 with a BScPT, with distinction. I have been working for 30 years as a Physical Therapist, primarily in public practice in the SHA (RQHR) - with approximately 5 years spent in the WRC Children's Program with 3 years specialized seating experience; approx. 5 years in the WRC Public hand program; approx. 8 years in orthopaedics as Senior Therapist at the Pasqua Hospital and WRC Functional Rehab Program in a tertiary multidisciplinary WCB/SGI program, and approx. 10 years in Community Therapy in Regina rural and Home Care (Including 4 years as Regina Home Care Therapies manager of PT, OT, and SW, from 2011-15). I also have worked 2 years in private practice in 2017-2019, following my early retirement from SHA. Currently I have been re-hired in SHA, and am working as a Sr. Community Therapist in Regina rural (Fort Qu'Appelle, Indian Head areas).

I have completed many post graduation courses, including completing orthopaedic Level 3 Upper and Lower quadrants in 2005; respiratory COPD Trek training and educator course in 2013, and Canadian Falls Prevention Curriculum completion in 2012. In 2012 to 2015 I worked with Dr. Shanthi Johnson, Univ. of Regina (now Dean of Univ. of Alberta school of Public Policy), in "Canadian Centre for Activity Aging" training course delivery and implementing a community based research project on fall prevention in Regina Home Care PT. I am also a certified TLR instructor (re-cert in 2019) and have chaired OH and Safety committees within SHA, with Level 1 and 2 OH and S training completed in 2011.

Professionally, I have been a CPA member for 30 years. I have volunteered for SPA and SCPT previously in the following roles:
-SCPT: Council board member 2000-2003. Treasurer and Finance committee chair 2002-03. Secretary 2000-02. Chair of LASER ad hoc committee 2001-03. Chair (2001-03) and member of SCPT Support Worker committee 2000-06. SCPT rep to the Canadian National Alliance support worker committee 2002-03.

-SPA: Sask section Sport PT Canada (division of CPA) chair elect 1993; Chair 1994-1996; Regina unit Treasurer 1998- 2000; SPA rep to Sask Sport Medicine Council Board 1993- 96; and SPA public practice committee rep 2012-14.

I have been a clinical preceptor many times in my career for Univ. of Sask and Univ. of Alberta PT students, and PTA students from SIAST and AB. I have also assisted in PTA training updates with SIAST courses for ultrasound (1999) and LASER (2005-07). In the past I have also been a sport taping and sport First aid instructor with the Regina High school trainers program and SK Sports Medicine and Science Council.

My hobbies include cycling, hiking, spending time with my dog, travelling to new places, music, painting and quilting. I am a Metis-Canadian, and have been spending time recently further researching and learning about my Metis ancestry, including a recent trip to Scotland to "Grantown on Spey" in 2019.



Volunteers Required

The SCPT is still looking for volunteers to sit on our Finance Committee and our new Governance and Nominations committee. Filling these positions allows for succession planning and for a wide variety of experiences on our committees.

For a description of these committees please follow the link:

<https://scpt.in1touch.org/uploaded/web/Governance%20Manual%202020.pdf>

If you are interested in either of these committees, please email edr@scpt.org.



Professional Liability Insurance Update

At AGM on September 26, 2020 the SCPT membership voted in favor of a change to the Professional Liability Insurance requirements for licensure, mandating that as of January 1, 2022 all members will be required to have individual liability insurance, independent of any insurance that may be available through an employer.

Many jurisdictions across Canada have already made this shift, and SCPT held an education session with SPA a few years ago to investigate the pros and cons of this decision.

It was determined at that time that having only employer-provided professional liability insurance does put both the public and the physical therapist at risk in several ways. For example, it only provides coverage within the workplace where insurance is provided. As a healthcare provider, a physical therapist's skills tend to extend beyond the workplace, where physical therapists are consistently asked for advice and to volunteer in different capacities. There is also a higher expectation for healthcare providers to act should a medical emergency occur, as they have more training to do so.

Employer-provided insurance does not typically provide the physical therapist with coverage for complaints made to the College that include unprofessional attitude or improper conduct, as the professional would be expected to behave professionally in the workplace and the wording in the insurance policies often include clauses to reflect those expectations. Physical therapist's relying on employer coverage would be left to independently secure legal representation to defend against these claims and would be responsible for the associated costs, which may mean that a patient is not appropriately compensated should compensation be required.

Employer-provided insurance generally shares limits of liability with all employees and the organization involved in a claim instead of having an individual limit of liability. If these limits are exceeded, the physical therapist may become responsible for a portion of legal costs, including settlement or damage costs. It also does not typically reimburse criminal defence costs, for instance allegations of physical or sexual assault that are brought before a criminal court.

By purchasing independent liability insurance, the physical therapist can ensure that they are covered in all professional activities, regardless of workplace. They can also ensure that they have appropriate amounts of coverage, coverage for criminal defense and tail end insurance to protect them after they retire (as claims regarding things such as sexual assault have no statute of limitations so could be made long after an individual is no longer practicing).

SCPT decided to implement this for licensure renewals in January 2022 in order to allow all members appropriate time to purchase the insurance and speak to their employers about the change in regulations. This is an amendment to the Regulatory Bylaws, and as such does need approval from the Ministry of Health prior to being enacted. SCPT will update the membership when we have a response from the Ministry.

Professional Corporation Renewal Notice

The SCPT Professional Corporation Bylaws require that all physical therapy professional corporations renew their permit annually pursuant to subsection 8(5) of The Professional Corporations Act.

Renewals for professional corporation permits open **November 15, 2020** and run until December 15, 2020. You will receive a reminder email when the renewal period starts.

To renew your permit please log in with your corporation username and password (please note that this **is not** the same username and password as you would use for your personal physical therapist licence renewal), and under your corporation profile section, download the certification form and click the green button below "Corporation Renewal" and then follow the instructions provided.

SCPT has **updated the requirements** for document submission for professional corporation renewals this year. As such, the following must be submitted with your renewal application:

- SCPT Certification form signed by all physical therapists who are voting shareholders of the corporation;
- Current Annual Return Report from the Corporations Registry (ISC) for the Professional Corporation; and
- A renewal fee of \$150.00.

SCPT will **no longer** be requiring the Certificate of Status OR the Profile Report for annual renewals of Professional Corporation Permits. Both of these documents will still be required for **initial** professional corporation registration applications though.

All professional corporation renewals must be received in SCPT office by **December 15, 2015** in order for your renewal permit to be processed before expiry date December 31, 2015. If your permit expires you will have to reapply for a Professional Corporation permit.



Bylaw Amendments

At our recent SCPT AGM on September 26, 2020 there were some changes to our bylaws. Fee and Administrative Bylaw amendments take effect immediately and Regulatory Bylaw Amendments require approval by the Government and once published in the *Gazette*, become effective.

Fee Bylaw Amendments

SCPT Fee Bylaws 2020 (no 2) was approved which allows for a 6 month license to be obtained.

Administrative Bylaw Amendments

The SCPT has created a new Governance Policy and in order to move forward with it, changes needed to be made to the Administrative Bylaws. The position of President Elect as been replaced with Vice President and approval of General Administrative Bylaws 2020 makes the change in the position title and allows the Governance Policy to move forward.

Regulatory Bylaw Amendments

The amendments of the Regulatory bylaws were passed at AGM and need to be presented to the Government for their approval. Regulatory Bylaw 5 and 14 regarding restricted practice were amended to limit the amount of time for a restricted license to 24 months after successful completion of the written

component and to extend beyond 24 months in extenuating circumstances. Regulatory Bylaw 12 Professional Liability Insurance was amended to state that public members will be required to hold personal professional liability insurance. (Please see article above). Changes were made to Regulatory Bylaw 13 Full Practicing License and to Advertising Bylaw #27 that removes wording of "promotion of a specific brand of drug, device, or equipment."

Measurement and Use of Velcro Compression Garments

SCPT was asked to consider the roles and responsibilities of physical therapists who are involved in measurement and fitting of velcro based compression garments for home care patients and whether or not there would be any mandatory follow up from the therapists who are performing this task.

Unlike typical compression garments, the velcro based garments do require the patient/home care staff working with the patient to perform some adjustment when applying them daily. Given that the physical therapist is responsible for the initial measurement and fitting, concerns have been brought forward from physical therapists as to whether or not they would be considered “responsible” for ensuring that all of



the Continuing Care Assistants (CCA's) applying compression stockings on a daily basis were competent to do so - would this be considered a delegated task?

SCPT has considered the issue and determined that this **would not** be considered a delegation of physical therapy services, it would be considered a one-time intervention, and therefore no physical therapy follow up would be required. This is considered similar to ordering a gait aid for a patient, the physical therapist would be required to perform the initial assessment, measurements and ensure that it was appropriately fitted initially, however, once the initial set up is complete the physical therapist's intervention is also complete.

It would be unreasonable to expect that an individual physical therapist could be responsible for the actions of so many other care providers, as would be involved in the home care setting. It would also be unreasonable to expect that a physical therapist could take responsibility for any patient's care for the amount of time associated with ongoing use of compression garments.

There are no SCPT Regulations would imply that the physical therapist, by being the individual measuring for the garments, would be responsible for the actions of the care givers who are donning/doffing compression garments.

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