



MOMENTUM

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Executive Director & Registrar's Report

I am very happy to write my first EDR report for Momentum. I started in this position on October 1st and was immediately attending Council's pre-AGM meeting, the AGM, and Council's post-AGM meeting; nothing like jumping into the deep end! From my perspective, the transition has been smooth with the very supportive assistance of Brandy Green, Tammy MacSymetz, Jody Rice, as well as Council and committee members. I am grateful to have come into such a great team and profession. I look forward to meeting and interacting with individual members in the coming months.

The SCPT **Annual General Meeting** was held on October 2, 2021 online with over 60 people attending. The AGM recording and related documents can be found on the [SCPT website](#). It is great to see so many engaged practitioners participating in the AGM.

All of the proposed **bylaw changes** presented at the AGM were approved by members. These bylaw changes have been sent to government for Ministerial approval. If/when the amendments are approved by the Ministry

of Health and published in the *Gazette*, we will send out additional communications to members to notify them that the bylaws have been enacted.

The SCPT has completed all the **annual audits** (Professional Liability Insurance, Practice Hours, and Criminal Record Checks) and all have come back satisfactory or with only small and expected issues that were easily corrected. As always, we are appreciative of members' prompt submission of their documentation.

As a reminder to members, please keep in mind the **Continuing Competency Program (CCP)**. The office has made some changes to the CCP website to make it more user friendly and straightforward to obtain information and to complete/upload the necessary documentation. As renewal approaches, be aware that you won't be able to complete your renewal without having completed your CCP uploads. Please feel free to contact the SCPT Practice Advisor, Jody Rice, at practiceadvisor@scpt.org for any CCP questions and assistance.

2022-2023 Renewal will open on January 3, 2022. Additional information about renewal is included in this edition of Momentum, but also watch your email for Eblasts and other communications related to renewal as the time approaches.

My initial months with the SCPT has also been filled with implementing the **Practice Based Assessment (PBA)** for those on Restricted License and who have been affected by the cancellation of the Clinical PCE. Again, with the support and assistance of the Registration Committee, Council, Brandy Green, and members, the PBA is well on its way. 43 Restricted Licensees are currently eligible for the assessment and we have 15 very engaged members serving on the Evaluation Committee. Additional information on the PBA is found on the [SCPT website](#) and in this edition of Momentum.

As 2021 comes to a close, I hope everyone has an opportunity to reflect back on year, look forward to the new one, and is able to find time to rest and relax with family and friends.

Jason Vogelsang, Executive Director and Registrar



President's Report

As we come close to Christmas 2021 and moving into the 2022, I take a moment to look back at my first few months as the “official” President of the SCPT. I realize, even more, at the dedication and engagement the membership has for the profession. The discussion and comments that were brought forward at the AGM gave witness to this. This time within the profession is not stagnant by any means. The membership is not stagnant but engaged.

To the volunteers that put forth their time to sit on committees, Council, ad hoc committees, etc., I thank you. This goes to the volunteers of the past that have dedicated their time as well. Again, just witness to the dedication to the profession.

The “agenda” going forth for the membership, steered by the Council, is large. Continuing the process to have our restricted licensures moved onto full licensure is front and center. Obtaining feedback on the clinical exam recommendations is in the works and will be proceeding shortly. Continuing to integrate Jason into his new role as EDR will be ongoing. Working with the CAPR to determine long term solutions to licensing candidates. All important, all timely and all in the works.

I do need to say thank you to Brandy Green for fulfilling the interim role of EDR. And further thank Jason for moving into the role quite seamlessly, on the surface. Jason is a tremendous asset to our organization, is always well prepared and does a lot of work behind the scenes. He has come in at a very tumultuous time and is doing an admirable job.

Thank you to all the membership for allowing me to serve our profession at this time.

Dale Pitura, SCPT President

Introduction of New SCPT Council Members

The SCPT AGM is a time of change, particularly with Council membership. This year's AGM saw three outgoing members of Council: Daysha Shuya, Debbie Poncsak, and Kathryn Harrison. Everyone at the SCPT would like to extend a huge thank you to each of them for their time, hard work, and contributions to Council.

This year there were four council positions open for election. All four positions were filled by acclamation with William Chukwu, Amanda Crow, Lee Hall, and Dale Pitura filling the vacancies. Additionally, Council welcomed Kelsey Neill as a Student Representative.

Council Member Introduction Continued

William Chukwu

Having been practicing in physical therapy for close to 10 years now, William graduated with a Bachelors in Medical Rehabilitation with a Physiotherapy major from Nigeria in 2008 where he was avidly involved in sports especially basketball, volunteering and continued education.

He has always been passionate about helping others to achieve their goals and was interested in pursuing a career in health

care from a young age. This passion combined with a personal experience of the journey from sport injury to recovery, led him to a career in physiotherapy. Ever since then he has gone on to practice in a wide variety of settings in both Nigeria and Canada including hospital, acute care and outpatient settings, treating various conditions.

A strong believer in exercise therapy and patient education he also is skilled at using modalities and manual therapy in treatment and believes in providing patients with a good understanding as to the nature of their injury, as well as explaining the treatment choices he makes. In an effort to contribute more to preventative physiotherapy on the community level, he also has a Master's degree in Public Health.

William is a father of three lovely kids, a committed family man and when he is not working, he can be found spending time with family and cycling.



Lee Hall

Lee is a well experienced and committed senior health care leader with over 30 years of operational leadership with increasing role responsibilities in the delivery of comprehensive health services. Lee's strengths include her solid, well integrated systems knowledge and her expertise, innovation and continuous quality improvement focus.

Lee is a licensed physiotherapist graduating from the University of Saskatchewan. With a focus on continuing her education, Lee went on to receive her Certified Health Executive (CHE) designation and then completed her Masters in Health Studies in Alberta. She has recently completed the Equine Rehab diploma through the CPA.

Currently the CEO of ACHIEVE Management Consulting Lee provides strategic and operational planning, senior leadership support and organizational and leadership capacity development to her clients. As a long-standing surveyor and educator with Accreditation Canada and Accreditation International, Lee brings an in-depth knowledge of national and international health standards, with quality improvement and risk management expertise.

Lee has been a member of the PCC for SCPT for the past six years. Additionally, she sits as on the University Senate as an elected member and is a member of the Executive Committee of the Senate for the past four years. Lee has a variety of Board experience both as CEO and Board member. She was previously the Co-Chair for the Alberta Chapter of Canadian College of Health Care Leaders as well as represented Northern Health in BC as their representative on the Western Health Improvement Network prior to returning to Sask.



Kelsey Neill

Kelsey graduated with distinction from the University of Regina in 2019 with a bachelor's degree in Kinesiology. After graduating, Kelsey became a CSEP-Clinical Exercise Physiologist and worked as an exercise therapist in a functional rehabilitation clinic before entering the Masters of Physical Therapy program at the University of Saskatchewan. Kelsey is looking forward to gaining practical experience in all areas of physical therapy and her new role as the Student Representative on the SCPT Council.

The full list of Council members can be found at the [SCPT website](#).

An additional recognition of committee members who ended their time on various SCPT committees and those members who volunteered their time to join a committee. The SCPT would not be able to operate without the generosity of time and expertise from members serving on committees.



SCPT License Renewal for 2022

In preparation for 2022-2023 SCPT license renewal, please be aware of the following information as it also highlights some changes for this upcoming renewal process.

License renewal will begin **January 3, 2022**. You must renew your license for April 1, 2022-March 31, 2023 licensing year before February 28, 2022 to avoid late fees.

Continuing Competency Program (CCP)

Members must have uploaded their CCP documents into their member portal **BEFORE** they are able to renew their license for 2022. We strongly recommend that you have everything uploaded before the end of the calendar year to avoid any delays with your renewal.

To assist members with the process, staff have made some changes to the [CCP website](#) to make it clearer and more user friendly, including adding a downloadable [step-by-step guide](#) and videos on how to upload CCP documents.

Any questions about the CCP can be emailed to practiceadvisor@scpt.org

Liability Insurance – New This Year

1. Effective January 1, 2022, all members are required to have individual liability insurance, independent of any insurance that may be available through an employer. If you haven't already done, so you will want to explore individual liability insurance to ensure that it is in place prior to January 1, 2022.
2. Liability insurance coverage must now include both cessation of practice and leave of absence coverage. This requirement needs to cover the period of at least two (2) years following cessation of practice but it is strongly recommended that it be indefinite following cessation of practice.

Additional information regarding these changes and liability insurance in general can be found in the [Fall 2021 MOMENTUM](#) and by viewing a liability insurance webinar [HERE](#).

Fees

1. The license renewal fee is \$500 and is payable as part of your renewal application but no later than February 28, 2022 to avoid late fees.
2. **New this year:** the SCPT will not accept payment from employers. Each member will be responsible for paying their fees.

As in previous years, the following will be required as part of renewal:

- A. Proof of Professional Liability Insurance.
- B. The number of hours practiced in 2021. (January 1 – December 31)
- C. The Jurisprudence Questionnaire
- D. Specialized Procedure certificates, if applicable

Further information and instructions for renewal will be sent to members in the coming weeks and when renewal opens, however in the meantime if you have any questions, please email operationsmanager@scpt.org.

Continuing Competency Program

The Continuing Competency Program (CCP) is a yearly requirement for Physical Therapists wishing to maintain their license within the province of Saskatchewan. The program must be completed by members renewing as Full Practicing or Academic. Physical Therapists renewing as Restricted or Non-Practicing are not required to complete the CCP.

The program must be completed prior to your license renewal for 2022. You will not be able to renew your license until the required documents are uploaded to your member portal.

CCP Continued

Information on the CCP may be found on the SCPT website here - [Continuing Competency Information & Completion - SCPT | Saskatchewan College of Physical Therapists](#).

When you are ready to complete and upload the documents to your member portal, refer to the new condensed instructions document available on the website under CCP - Information Only Resources - [Condensed Instructions CCP.pdf \(in1touch.org\)](#).

CCP FAQ's

1. How many documents do I complete & upload to my member portal?

You are required to complete two documents for the mandatory Collaboration domain and two documents for your Choice domain – a proof of task and a general submission form.

2. Can I use a course I presented in January of 2020 as one of my tasks?

No – the task must have been completed between April 1, 2020, and March 31, 2022, to be acceptable for renewal for the 2022 licensing year.

3. I am currently on parental leave and will be returning to full time employment in June of 2022. I will be renewing in February as non-practicing. When I return to work in June and change my status to full practicing will I then need to complete the CCP requirements?

No, you will not be required to complete the CCP when you change to full practicing in June. CCP requirements are based on how you renew at the time of annual renewal.

4. I have completed and uploaded my documents on the member portal. How can I view my uploaded documents?

Refer to 'Step 6 View and Edit Documents' found on the Instructions Document found here - [Condensed Instructions CCP.pdf \(in1touch.org\)](#).

Consult Jody Rice practiceadvisor@scpt.org with any questions regarding the CCP.



Practice Based Assessment Program

Due to a variety of factors, primarily COVID-19 public health measures, the Physiotherapy Competency Exam Clinical Component (PCE CC) has not been available since 2019. In response to this situation, the Saskatchewan College of Physical Therapists amended its Regulatory Bylaws in 2021 to allow for an alternative assessment to the PCE CC when the PCE CC was unavailable for more than one year.

The SCPT considered partnering with a variety of entities to offer an alternative clinical examination process but the associated timeline to implement was deemed too lengthy and the risk associated with COVID too great. Therefore, a practice-based assessment was determined to be the most appropriate at this time.

SCPT Council approved a practice-based assessment program in late October 2021 to address the licensure needs of candidates who have been unable to access the PCE CC.

The SCPT Practice Based Assessment will consist of the following components, each weighted accordingly:

- Canadian Physiotherapy Assessment of Clinical Performance (ACP): 30%
- Interview of Restricted Licensee: 25%
- Interview of Supervising Physical Therapist: 25%
- Chart Audit: 10%
- SCPT Continuing Competency Program (2 Domains): 10%

Applicants to the SCPT Practice Based Assessment must have:

1. been licensed with the SCPT prior to September 13, 2021,
2. a minimum of 1,200 hours of practice under supervision while holding a Restricted License in Saskatchewan, and
3. not have any prior or outstanding complaint or discipline history.

The first application window closed on November 30th with 43 Restricted Licensees applying and eligible for the Practice Based Assessment. The first cohort of 15 Restricted Licensees will begin the assessment process in December with the second and third cohorts anticipated to start the assessment in January and February respectively. Additional application windows will be made available February or March.

Full program information can be found on the [SCPT website](#).

PCE Clinical Component Review Update

Earlier in the year, the SCPT PCE Review Working Group's report was circulated to membership and a webinar to discuss the report's findings was held.

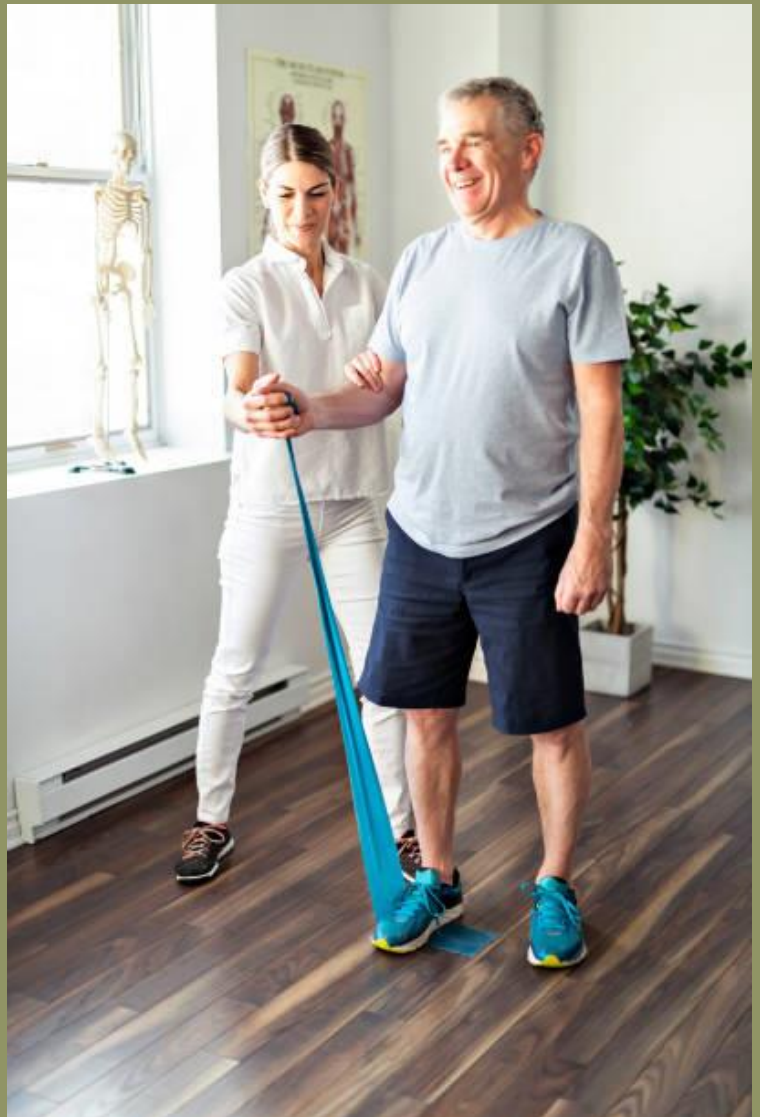
Prior to making any decisions as to potential next steps related to the requirement, SCPT Council will consult with, and gather feedback from, a variety of sources, including membership, internationally trained physical therapists, Restricted Licensees, recent licensees, supervisors, and employers to ensure we capture the full range of perspectives on this issue. At the same time, SCPT will connect with other regulators for their feedback as it relates to labour mobility within Canada.

At this year's AGM SCPT Council presented next step that include:

1. Develop a proposal from feedback obtained during the consultation phase.
2. Present the proposal to membership for approval. Should any of the report's recommendations be implemented this will require Regulatory Bylaw changes. Bylaw approval would likely occur at AGM in October 2022.
3. As the proposal is being developed, SCPT will consult with the Ministry of Health regarding the proposal options and submit first drafts of bylaws to allow for Ministry input prior to formal request for amendments. The Ministry of Health will need to complete their own labour mobility assessment for the changes (ideally this could be done prior to the bylaws coming to membership to save time).

4. If the bylaw amendments are passed by membership, they will be forwarded onto Ministry of Health for review and approval. The Ministry is required to respond within 90 days. They may decide to approve the amendment or send it back to the SCPT for further revision. The Ministry may also deny the request for amendment completely.

SCPT anticipates that this process could take up to 2 years; that includes necessary bylaw changes, revisions to policies, procedures and registration documents, and any changes along the way required by the Ministry of Health.



Ask the Practice Advisor



The role of the practice advisor (PA) is to guide members to information that will assist in making practical decisions respecting professional legislation, guidelines, standards of practice and ethical considerations.

The PA is also responsible to assist the members with completion of the requirements for the new Continuing Competency Program (CCP).

Each momentum will have a sample member question with a response from the Practice Advisor Jody Rice.

Supervision of Support Workers

I would like clarification on my responsibilities for supervision of support workers.

Typically, I work directly with trained therapy assistants, and it is clear where the PT responsibility for supervision lies. Occasionally, I am consulted to provide PT services for a client in a rural facility where there are limited PT services available. The request is for an assessment and provision of a program that will be administered by inhouse untrained "rehab aids." These staff are not within our staffing complement, which means we have limited, or no control over their qualifications or training.

Following my initial consultation, I have limited ability to supervise or direct the staff in providing this therapy care. In reading the SCPT Practice Guideline for Physiotherapy Support Workers, there is not a clear definition of who is included as a physiotherapy support worker, and I am uncertain who is responsible to supervise, and where that responsibility ends. Please provide me with guidance that supports my responsibilities as a licensed PT when supervising untrained support workers.

You are correct, in [A Practice Guideline 15 Physiotherapist Support Workers March 2019.pdf \(in1touch.org\)](#), the SCPT does not specifically define support workers. The wide variety of support workers relied on to assist PT clients makes defining them challenging.

In all circumstances the SCPT guideline for support workers requires *there to be clear identification of the therapy professional responsible for choosing, delegating to, and supervising the support worker*. The PT must take responsibility for all care they delegate to other members of the health care team.

In the assignment of tasks to a support worker, SCPT Bylaw 24(1) indicates: **A member is responsible for assessing the knowledge, training, experience, and ability of a support worker and shall only assign tasks to the support worker that the support worker has the knowledge, training, experience, and ability to perform.**

Formally trained PTAs are only allowed to work in roles under the supervision of a PT. They do not have an independent scope of practice and therefore must work in a role where there is a PT to supervise them - making the supervisor's role more defined.

Ask the Practice Advisor Continued

As the need for support does not always match the availability of formally trained individuals, the PT's responsibility lies in choosing not only the support worker but in choosing what, if any, tasks are appropriate to delegate to these individuals. The PT must use their professional judgement to determine which clients would benefit from support worker involvement and obtain informed consent from the client.

As you suggest, there certainly are more challenges in the delegation of tasks to a support worker who is not in your staff complement or one who has limited formal training in rehabilitation. In all circumstances, it is important to ensure support workers knowledge and skills are adequate, and supervision is appropriate. In the case where you expect significant changes in the client's condition, it would be expected there would be significant PT involvement and the support workers knowledge and abilities would meet the needs.

Supervision may be a combination of direct and indirect. Virtual care may be partially acceptable to meet the direct supervision requirements if the PT feels that it is an appropriate method for the individual client situation and that the support workers skills and experience would be appropriately evaluated using this technology.

Regardless of level of training, written instructions and formal documentation would be required to ensure there is no misunderstanding of your ongoing involvement and the role of the support worker. The support worker needs to agree that the program provided is not to be deviated from and direction will be provided by the PT should modifications to the program be required.

Typically, in situations when a client's needs become those of maintenance, the client would be discharged from active PT services. When discharging a client from your services there should be clear expectation that the client/caregiver/support worker should contact you if the client's condition changes and requires reassessment and further PT involvement.

Workplace policies and procedures around delegation to support workers would be advised and the employer, the support worker and the PT would be expected to know and work within the SCPT practice guidelines.

The Saskatchewan College of Physical Therapists (SCPT) summarizes their position on the use of support workers as follows:

The College supports the utilization of physiotherapist support workers where:

- 1. A physical therapist is employed.***
- 2. The physiotherapist support worker is adequately trained and is completely safe and competent in the performance of the tasks in the assigned areas.***
- 3. The physical therapist provides adequate supervision according to the competencies of the support worker, the severity and the complexity of the disorder, the complexity of the client, and the clinical setting in which the client is being seen.***
- 4. The supervising physical therapist is available by telephone, teleconference, or other forms of communication, or if unavailable, an alternate physical therapist supervisor is designated.***

Thank you for your excellent question.

If you have further questions or would like help completing the requirements of the CCP, email the practiceadvisor@scpt.org.

Saskatchewan College of Physical Therapists

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