



CAPR
Canadian Alliance
of Physiotherapy
Regulators

ACORP
Alliance canadienne des
organismes de réglementation
de la physiothérapie

ANNUAL REPORT 2022



30 YEARS OF ALLIANCE:
Protecting the public - Together

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LAND ACKNOWLEDGEMENT

We would like to start this report by acknowledging the Indigenous Peoples of all the lands that we are on today. We want to acknowledge the importance of the lands, which each of us calls home. We invite you to take a moment of personal reflection before reading this report.

We wish to acknowledge the land on which Canadian Alliance of Physiotherapy Regulators (CAPR) operates, land that has been a site of human activity for 15,000 years. The Anishinaabemowin (**Ah-nish-nah-be-mo-win**) name for this area is adoobiigok (**ah-doh-bih-gok**) which means the Place of the Alders. The name “Etobicoke” originates with the Mississauga First Nation, who called Etobicoke Creek and the area around it “adoobiigok,” meaning “where the alders grow.” We acknowledge that our office is on the traditional territory of many different Indigenous Nations, The Mississaugas of the Credit, The Anishnabeg (**ah-nish-naw-bek**), the Chippewa (**chipp-i-waa**), the Haudenosaunee (**hoodt-en-oh-show-nee**) and the Wendat Peoples.

Toronto is covered by Treaty 13 which was signed by The Mississaugas of the Credit, and the Williams treaties which were signed by multiple Mississaugas and Chippewa bands.

We acknowledge this and we offer our appreciation for living and working on this beautiful land. By offering this land acknowledgment, we wish to remind ourselves that we live on a land with great diversity and are accountable for our relationships with everyone who lives here.



ABOUT US “To support the physiotherapy community in protecting the public”

The Canadian Alliance of Physiotherapy Regulators (CAPR) is a non-profit organization founded in 1992 to provide centralized evaluation services to Canada’s provincial and territorial physiotherapy regulators.

In service to our Regulator Members, CAPR verifies and assesses the education and qualifications of physiotherapists educated outside of Canada and administers the Physiotherapy Competency Examination (PCE) to all candidates seeking eligibility for independent physiotherapy licensure in Canada.

CAPR also provides knowledge brokering and policy services to advance harmonized regulatory practices, support labour mobility across Canada, and collaborate with other organizations in the Canadian physiotherapy community on regulatory projects with national and international scope.

Our Vision

Every physiotherapist is a competent and ethical physiotherapist.

Our Mission

To support the physiotherapy community in protecting the public.

Our Values

- Serving the public interest
- Good governance
- Excellence
- Integrity
- Collaboration
- Transparency

MESSAGE FROM THE PRESIDENT

“With challenges come opportunities”



Dale A Pitura

This annual report marks the end of my first year as President of the Canadian Alliance of Physiotherapy Regulators (CAPR), and what a year it was. The past 12 months have been a period of learning and collaboration as we laid the foundation necessary to ensure CAPR's continued growth and relevancy. When I stepped into the role as President of CAPR's Board of Directors, the organization was dealing with significant challenges brought

on by varied factors such as the pandemic and cancellation of the clinical examinations. However, based on our shared vision and purpose, Members stepped up and assisted CAPR in areas that proved to be the most difficult. Their support and participation enabled us to plan for and implement changes which will give rise to a principle driven and fiscally sound organization. On behalf of CAPR, I extend thanks to each of our Members for their unwavering support.

In 2022, focus was placed on re-envisioning our assessment services, governance, and operations. To re-imagine our Evaluation Services, we struck an Expert Advisor Panel. This group of experts have done tremendous work over the past year. Through research, discussions, and visioning exercises the panel has brought forth recommendations to re-position CAPR as a leader in assessment services. Over the next few years Ms. Brandi Park, our new National Director of Evaluation Services, will lead her team in providing more products and services which will improve assessment services.

CAPR also launched the Joint Working Group on Governance to examine our structure, minimize the potential for conflict of interest and ensure that CAPR is governed effectively. The recommendations from this working group will inform an accountable governance model and provide direction on enhanced communication strategies, diversity, and inclusion areas. This project will coincide with a cultural and customer service shift driven by CAPR staff in a bid to ensure improved services to Members and candidates.

CAPR's accomplishments amidst the challenges must be credited to the commitment of our interim CEO - Monique Porlier. Words certainly cannot describe Monique's tremendous work during her tenure. I personally would like to thank Monique for her devotion to the organisation as she continues to serve CAPR in her role as Corporate Director, Finance and Operations. I would be remis if I did not thank our staff who put in countless hours over the past year. Their attentiveness and dedication to CAPR's mandate and vision is the driving force behind a sustainable and valued organization.

Finally, I extend once again, a big welcome to Dr. R.G. (Bob) Haennel Ph.D. FACSMM who assumed the role of CEO on January 1, 2023. We are excited to have Bob lead us in laying the foundation for the future of excellence.

In closing I want to thank the membership and my fellow board members for giving me the opportunity to lead this organization. As the saying goes “with challenges come opportunities” and I am grateful to be a part of an organisation committed to excellence. The future looks bright for CAPR as we will continue to think and act strategically to ensure we remain leaders in evaluation services.

Respectfully submitted,

Dale A Pitura

President of CAPR Board of Directors

MESSAGE FROM THE CEO AND INTERIM CEO

“Our priority initiatives stayed true to our drive to continually evolve and improve”

This past year, CAPR like many organisations impacted by COVID-19 faced many challenges brought on by the pandemic. Through the commitment and dedication of our Board, leaders, and staff, we embraced the challenges and the changes which prepared us for a re-envisioned approach to fulfilling our mandate of “Protecting the public - together”. As we celebrated our 30th anniversary we were reminded of our many accomplishments, collaborations, and the impact the organisation has on the physiotherapy profession and the communities we serve.

Our priority initiatives stayed true to our drive to continually evolve and improve. The governance review undertaken by the Board of Directors and informed by our Regulator Members, will lead to an improved governance structure and practices to support our renewed mandate in the coming year. The explorations of an Expert Advisory Panel launched in spring 2022 will provide us with recommendations which will guide us as we re-envision physiotherapy evaluation services into the future. While we continued to provide services to a growing number of Credentialling applicants and Examination candidates, staff also invested time and effort into improving tools to support candidates, including an online client portal to be launched

by mid 2023.

You will also read in the following pages about the many accomplishments that would not have been possible without our dedicated staff and the invaluable engagement of our Regulator Members, the registrars, our partner national physiotherapy-related organizations, the volunteer board of directors, committee and working group members.

We wish to thank the Board of Directors for their diligence and support through the 2022 interim Chief Executive Officer mandate and the recruitment of our new CEO to strategically lead us through innovation and sustainability.

We are excited for the road ahead as we continue to build on our mandate of excellence in evaluation services and knowledge brokering and positioning the Canadian Alliance of Physiotherapy Regulators as industry leaders.

Respectfully submitted,

R.G. (Bob) Haennel

Chief Executive Officer

Monique Porlier

Interim Chief Executive Officer



R.G. (Bob) Haennel



Monique Porlier

BOARD OF DIRECTORS

Officers

Dale Pitura (SK), *President*
(from June)

Denis Pelletier (QC) (until June)

Dianne Millette (BC),
Vice President

Manon Dufresne (QC),
Treasurer (from June)

Joyce Vogelgesang (AB)
(until June)

Monique Porlier
Secretary, Interim (CEO)

Directors

Laurianne Grenier-Deschenes (YK) (until June)

Angela Jantz (YK) (from
June to August)

Stephanie Connolly (YK)
(from September)

Dianne Millette (BC)

Joyce Vogelgesang (AB)

Dale Pitura (SK)

Brenda McKechnie (MB)
(until May)

D'Arcy Bain (MB)
(from June to November)

Jennifer Billeck (MB) (from
December)

Gary Rehan (ON)

Denis Pelletier (QC) (until
June)

Manon Dufresne (QC)
(from June)

Ellen Snider (NB)

Kristin Taylor (NS)

Jennifer Buote (PEI)

Michael Kay (NL)

Mark Hall (Evaluation
Services Committee)

OUR TEAM IN 2022

Senior Leadership:

Katya Masnyk, *Chief Executive Officer*
(until February)

Monique Porlier, *Interim Chief Executive
Officer* (from February) and *Corporate
Director, Finance and Operations*

Kathy Davidson, *National Director,
Evaluation Services* (until September)

Brandi Park, *National Director,
Evaluation Services* (from November)

Diana Sinnige, *Lead, Policy and
Governance*

Lovel Dhir, *Manager, Human Resources*

Staff Members

Adam Sayers

Adryan Malcom-Zorec**

Aimee Leung*

Andrea Guevara*

Carena Tran**

Colleen Reid

Elena Alexandrova*

Erin Gollaher

Fallon Allen*

Gillian Japal

Gina Maio*

Jens Pelagio*

Juleen Anderson*

Kelly Casey**

Kelly Piasentin

Keshia Gudge

Lakeysa Campbell

Margaret Barnes-Ahlbrand**

Maryam Haji*

Melanie Ventura

Nicole Prieto

Nimfa Bodino

Rebecca Chamula

Russell Pecar*

Sarah Estrin*

Shereen Mir-Jabbar

Tamika Lucas*

Trudy-Ann Dunkley

** Until January

* Partial Year

COMMITTEES OF THE BOARD

CEO Review Committee

Dale Pitura (Chair)

Dianne Millette

Denis Pelletier (Past Chair)

Ellen Snider

Jennifer Buote

Evaluation Services Committee

Mark Hall, *Chair*

Joyce Vogelgesang

Margaret Autea-Ton

Julia Goquingco

Alison Greig (PEAC)

Mahan Kulasegaram

Theresa Muddada

Paul Stratford (CCPUP)

Tricia Twogood

Wing Ting Truong (CPA)

Leanne Loranger

Cheri Gunn

Sandy Rennie (WTDG)

Janet Bowring (WTDG)

Dragana Susic

Janelle Van Heeren

Ann Read

Governance and Nominations Committee

Dianne Millette (Chair)

Joyce Vogelgesang

Brenda McKechnie

Denis Pelletier

Dale Pitura

Gary Rehan

OUR 30TH ANNIVERSARY

“Celebrating 30 years of alliance:
Protecting the public – together”

April 9, 2022, marked 30 years since CAPR was officially inaugurated to provide centralized evaluation services to Canada’s provincial and territorial physiotherapy regulators. Since its inception, CAPR has made significant progress in meeting its mandate of supporting the physiotherapy community and protecting the public through strategic policies and initiatives focused on evaluation services best practices.

To commemorate this significant milestone, we launched a 30th-anniversary celebration campaign to memorialize the achievements and challenges that have shaped CAPR into the formidable driving force it is today and to recognize the invaluable contributions of our various stakeholders. Our celebratory campaign started with the re-design of our logo to incorporate the year and the tagline, “Celebrating 30 years of alliance: Protecting the public – together”. A 30th-anniversary video that captured the well-wishes and sentiments from the staff was also created and shared on various platforms accompanied by a digital “Thank You” card sent to Members, staff, committees, awardees and working groups. We also launched a social media campaign, “30 Hidden Gems About CAPR” where we engaged the public with weekly social posts on achievements and little-known facts about the organization and staff.



Our various stakeholders who can be credited for our longevity were engaged through events and customized items. Staff received a 30th-anniversary custom-made scarf and mask, and all stakeholders were invited to a virtual movie screening of the critically acclaimed masterpiece “The Twentieth Century”.

Celebrations will continue in 2023 with an in-person staff event, a social responsibility initiative, and an external stakeholder newsletter feature campaign.

EVALUATION SERVICES

“Re-envisioning
our evaluation services”



CAPR’s Evaluation Services include credentialling and competency assessment. We review the education and qualifications of internationally-educated applicants to determine whether or not they are substantially different from those of Canadian-educated physiotherapists. For both Canadian and internationally-educated physiotherapists, we administer the Written Component of the Physiotherapy Competency Examination (PCE) to determine a candidate’s readiness for safe, effective and independent physiotherapy practice.

CAPR Evaluation Services are supported by the Evaluation Services Committee (ESC) – a Board Committee – and its sub-committees. The mandate of the ESC is to provide proactive, strategic advice and makes recommendations to the CAPR Board of Directors on matters pertaining to the Credentialling and Examination programs.

The Evaluation Services Re-envisioned project to reconceptualize CAPR’s evaluation services, was launched in 2022. [The Expert Advisory Panel](#) (EAP), an ad-hoc committee of nine members, was recruited to lead exploratory background work and preparatory research, consider the data and feedback from stakeholder consultations and prepare recommendations. The members of the EAP brought knowledge and expertise in measurement, assessment, and competence.

In the latter half of 2022, the EAP engaged in a series of meetings to develop recommendations for review by the Evaluation Services Committee (ESC). The recommendations will be presented to the CAPR Board of Directors for approval in 2023.

Evaluation Services 2023 Focus

- The EAP recommendations will inform the Board of Directors decisions for the strategic development and implementation of CAPR Evaluation Services Re-envisioned project.
- Several continuous quality improvement projects will focus on improving client experience, removing barriers, and increasing efficiencies.
 - » Accepting marks and degrees through verified digital documents services.
 - » Streamlining of credentialling document requirements.
 - » Launching the client portal which will allow clients to apply for credentialling and examination services online, upload required documents and obtain status updates.
 - » Expanding language proficiency tests to include those accepted for immigration purposes under the Immigration and Refugee Protection Act (Canada).
 - » Introducing a sixth annual Written Component Examination starting January 2024 to address the increase in applications and gap between the November and March exams.
 - » Increasing client communication, obtaining structured client feedback, and measuring client satisfaction.
 - » Launching a new practice examination that provides a closer proxy to the actual Written Component Examination and provides a better indication of candidate readiness for the exam.

GOVERNANCE REVIEW

“External governance review launched in commitment to good governance and accountability to Members”

In keeping with a commitment to Board evaluation and continuous quality improvement, CAPR engaged the Institute on Governance to complete an external governance review in 2022. The review, launched in January 2022, had the primary objective of considering the most appropriate model of governance to fulfill CAPR’s mandate and meet future needs.

The process, overseen by the Governance and Nominations Committee (GNC), included an environmental scan of best practices and organizations with a similar structure. Interviews and focus groups were conducted with 20 regulatory stakeholders, four similar organizations and selected executive staff.

A final report was accepted by the Board in May and presented to Members at the June 2022 Annual General Meeting. The recommendations of the report addressed the need for the organization’s mandate to guide its governance structure; called for enhanced communication with Member organizations; and identified diversity, equity, and inclusion as areas for focus. The report also provided some recommendations relating to Board operations and committees.

Implementation of the recommendations began immediately with the hiring of a project manager in July, followed by the first in a series of Board education sessions. Terms of reference for a new Finance and Audit Committee and for a Governance Joint Working Group were approved in September, with recruitment commencing immediately thereafter. A Board bulletin was launched by CAPR’s President and Interim Chief Executive Officer, created with the goal of providing regular communication to CAPR Members. In October, the Board President and Chair of the GNC engaged in a cross-country ‘road show’ to engage the members of every Regulator’s Council or Board. They presented the findings of the governance review, listened to feedback, and worked to recruit members for the Governance Joint Working Group.

The Joint Working Group, whose primary task is to make recommendations relating to CAPR’s mandate and Board composition, began meeting in late November 2022. Their work will continue in early 2023 with the plan of presenting recommendations to the CAPR Board in May 2023. All 2022 work relating to the Governance Review and the implementation of its findings was completed on schedule and within budget.

COMMUNICATIONS

Effective communication is of utmost importance to CAPR. We value our stakeholders; regulatory members, committees, working groups, board members, external partners, candidates, applicants, and the public. In 2022 we re-instated and established new communication strategies and tools to better interact with our stakeholders, keep them informed and nurture those relationships.

To address the concerns of our Members and provide timely and relevant information, we reinstated our newsletter which was discontinued in 2020. The newsletter, titled “CAPR Bits and Bites” re-launched in June to positive reviews and feedback. Bits & Bites goes out to all stakeholders every two months and features CAPR initiatives, relevant projects, and resources. Additionally, we launched another newsletter titled “In The Know” geared towards providing Members with information to share with their councils/boards, including matters of governance, strategic priorities, initiatives, oversight of the Evaluation Services Re-envisioned initiative, and new policies. A record of Board

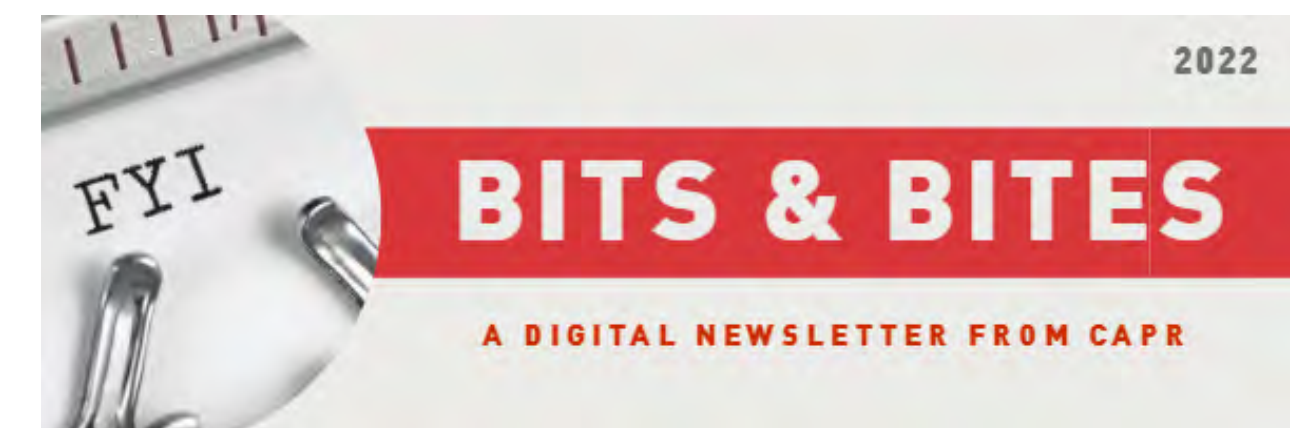
decisions, key messages, and additional information is also highlighted in the bulletin. The Bulletin is published one week following CAPR Board of Directors meetings.

Continuing our work on ensuring all our stakeholders have access to relevant and important information as well as keeping up to date with best practices, we concluded in the early part of the year that a re-design of our website was crucial. A needs assessment

was conducted and from that, a Request for Proposal was issued to selected vendors based on referrals, references, and research. Interviews were carried out and a vendor was contracted in December to spearhead the re-design of the website, with the project expected to commence in January 2023.

On a separate but final note, we restructured the Board of Directors website page to include a profile of each board member along with a headshot. The initiative aimed to put a face to the names of those behind the various governance, strategic and best practice policies that impact the mandate of CAPR and by extension other stakeholders.

“Good communication builds and maintains good relationships”



JUSTICE, EQUITY, DIVERSITY, INCLUSION

“Creating and advocating for a respectful
and fair environment”

In 2021, CAPR adopted an Equity, Diversity, and Inclusion Policy, which affirmed our commitment to justice, cultural humility, and equity. To move forward with meaningful change, in 2022, we retained respected educator, Robin Adams, to deliver a three-part education package, focusing on Indigenous cultural safety.

The series titled “**Indigenous Cultural Safety and Humility Education**”, comprised of three virtual educational sessions customised for CAPR by Ms. Adams. The first session covered Indigenous history in Canada, the second session focused on the intent and logistics of land acknowledgements, while the third session observed the National Day for Truth and Reconciliation, focusing on residential schools and Indigenous Cultural Safety and Humility in health care profession evaluation services today.

All three sessions were attended by CAPR staff and guests, including members of the Board of Directors, Registrars Committee, Evaluation Services Committee, Board of Examiners, Expert Advisory Panel and Written Item Writers.

In 2023, we will continue building on our commitment to meaningful change with a review of job descriptions to ensure inclusivity and an all-staff training session on matters of justice, equity, diversity, and inclusion.



CAPR AWARD OF DISTINCTION AWARD

The CAPR Award of Distinction is presented to an individual who has made an outstanding contribution to a regulatory organization or to physiotherapy regulation in general.

The recipient is someone who represents the following characteristics:

- exemplification of professionalism;
- commitment to promoting public interest values and ethical conduct;
- commitment to best practice in conducting regulatory affairs;
- ethical problem solving and decision making;
- commitment to mentoring, guidance and sharing with colleagues.

“Congratulations to Uriel Pierre”

Uriel Pierre

In 2022, CAPR presented its highest honour to Uriel Pierre for his outstanding contributions to physiotherapy regulation in Canada.

Uriel is an established health professional with more than 10 years of involvement in the world of regulated professions, as a manager, board member, teacher, and researcher. He has served as a staff physiotherapist at McGill University Health Centre (MUHC) Montreal’s Children Hospital with a specialization in Neurosurgery, Trauma, and Orthopedic. Additionally, Uriel was the Deputy Registrar for 9 years for admissions at Ordre professionnel de la physiothérapie du Québec (OPPQ).

He also served as the manager of the Clinical Research Committee for 6 years where he developed and coordinated the research grant application review process, provided recommendations to the board regarding clinical research, and chaired all committee meetings. Additionally, he sat on the Board of the Canadian Network of Agencies for Regulation (CNAR) and was Chair of the working group, Quebec-France mobility agreement for physiotherapists.

Uriel is quite distinguished with a Master’s in Public Administration and another in Rehabilitation Sciences. He has been nominated for Excellence in clinical teaching and Long-term clinical teaching from McGill University and has been credited for work in several publications and books including; the Journal of Clinical Epidemiology 1998 and Clinical and Investigative Medicine 1997.

CAPR thanks Uriel Pierre for his dedication and leadership which has contributed to positive outcomes for CAPR and the profession.

Previous Award Recipients

Beth Maloney Award

- 2000 Cathryn Beggs
- 2001 Marilyn Atkins
- 2002 Brenda McKechnie
- 2003 Steve Lawless
- 2004 Sue Turner
- 2005 Louise Bleau
- 2006 Susan Glover Takahashi
- 2007 Margaret Warcup
- 2008 Laura May
- 2009 Dianne Millette
- 2010 Jan Robinson

CAPR Award of Distinction

- 2011 Joyce Vogelgesang
- 2012 Lori Neill
- 2013 Brenda McKechnie
- 2014 Monika (Moni) Fricke
- 2015 Helen McKay
- 2016 Brenda Hudson and Sue Murphy
- 2017 Nancy Cho
- 2018 Dianne Millette and Joyce Vogelgesang
- 2019 Bernadette Martin and Shenda Tanchak

FUTURE FORECAST

Website

A website development firm was contracted to design a new website for the organization. The project will commence in January 2023 with a launch planned for late 2023. The project aims to improve information accessibility, customer service and process efficiencies.

Governance Review

The Joint Working Group on Governance whose primary task is to make recommendations relating to CAPR's mandate and Board composition will continue their work in early 2023 with the plan of presenting recommendations to the CAPR Board in May 2023.

Registrars Committee

Work will continue on pan-Canadian values for the profession, validation of the Core Practice Standards, working towards a common language for data collection regarding issues of professionalism and exploring the possibility of a national unique identification number for physiotherapists in Canada.

Justice, Equity, Diversity and Inclusion

In 2023, we will continue building on our commitment to meaningful change with a review of job descriptions to ensure inclusivity and an all-staff training session on matters of justice, equity, diversity and inclusion.



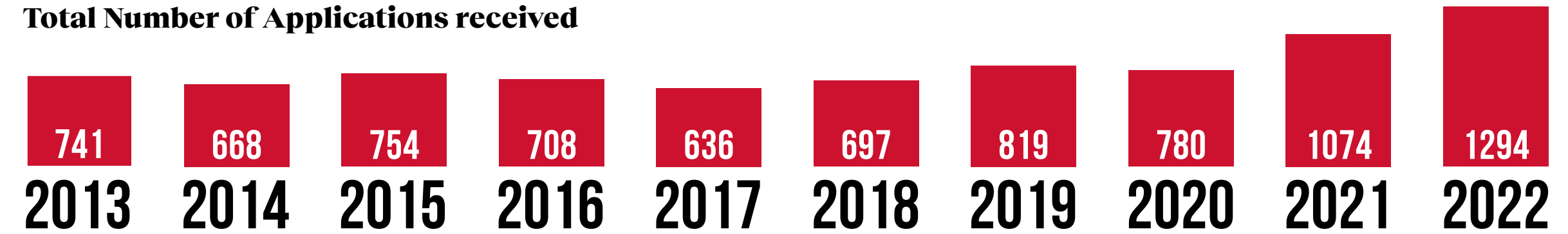
CREDENTIALLING PROGRAM

- For the second year in a row there were a record number of credentialling applications - exceeding 2021s application numbers by 20%.
- In 2022, the credentialling program continued to focus on reducing the credentialling backlog due to the surge in number of applications.
- In August 2022 CAPR retained a consultant to:
 - Identify meaningful metrics and Key Performance Indicators (KPIs) to monitor and report progress on addressing the backlog and establish a target date to eliminate the backlog
- Continuous process improvements included:
 - Eliminating the requirement for photos.
 - Workflow efficiencies and further development of our client record management system.
 - Clear and transparent communication to support applicants on the website.
- Senior Credentialling Officer collaborated with [Windmill microlending](#) on their blog.

“Record number of credentialling applications”

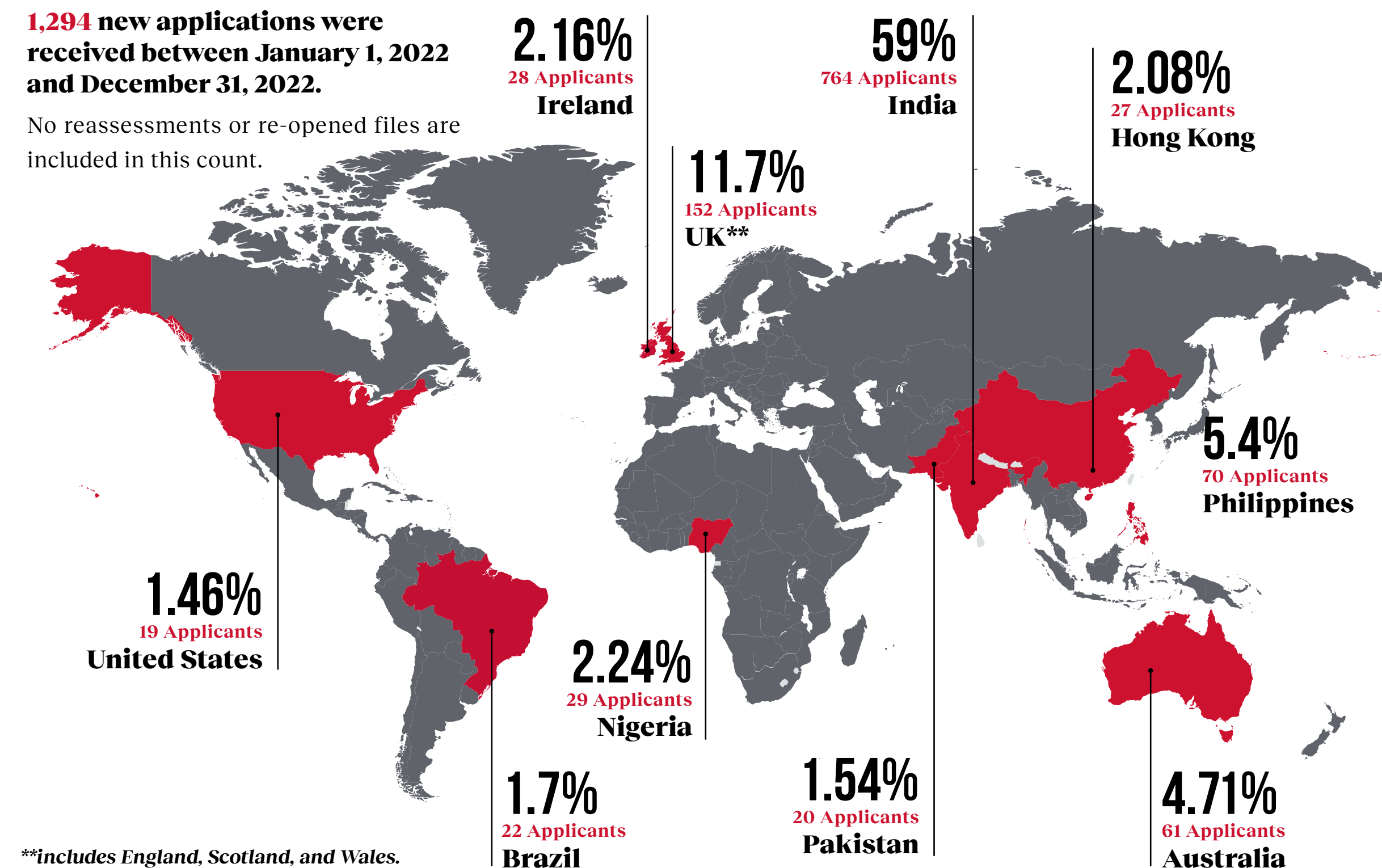
CREDENTIALLING PROGRAM - STATISTICS

Total Number of Applications received



1,294 new applications were received between January 1, 2022 and December 31, 2022.

No reassessments or re-opened files are included in this count.



**includes England, Scotland, and Wales.

EXAMINATIONS PROGRAM

“13% increase in the number of candidates attempting the Written Component in 2022”

The Written Component

The Written Component continued to be offered at designated test centres and via remote proctoring. 2022 saw an increased demand for test centre appointments coinciding with the reduction, and eventual removal, of public health restrictions due to COVID-19. Notwithstanding the increase in demand for test centre appointments, remote proctoring continued to be a highly valuable testing modality; by providing additional capacity and offering the opportunity for candidates to take the exam outside of Canada.

Physiotherapy Competency Examination (PCE) Blueprint

As of May 2022, the PCE Written Component is based on the Physiotherapy Competency Examination Blueprint 2018 (exams prior to May 2022, including March 2022, are based on the Physiotherapy Competency Examination Blueprint 2009).

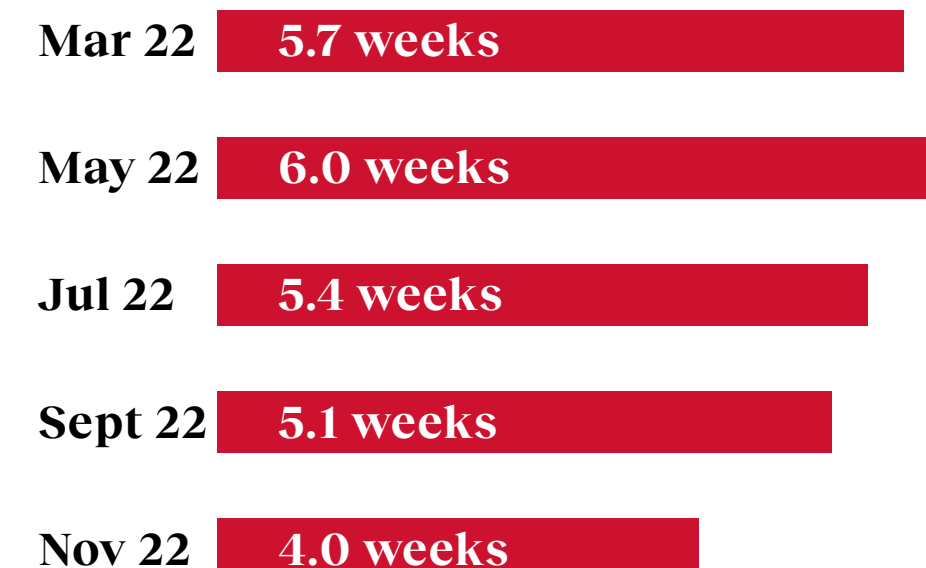
The purpose of a blueprint is to describe qualitatively and quantitatively what content is covered on an exam and in what format. While the previous blueprint was organized around three Functions (Assessment and Evaluation; Interpretation, Planning, Intervention and Re-Evaluation; and Professional Responsibilities), the PCE Blueprint 2018 is organized around seven Domains (Physiotherapy Expertise; Communication; Collaboration; Management; Leadership; Scholarship; and Professionalism). Each domain lists the essential competencies and associated entry-to-practice milestones expected of an entry-to-practice physiotherapist.

The Clinical Component

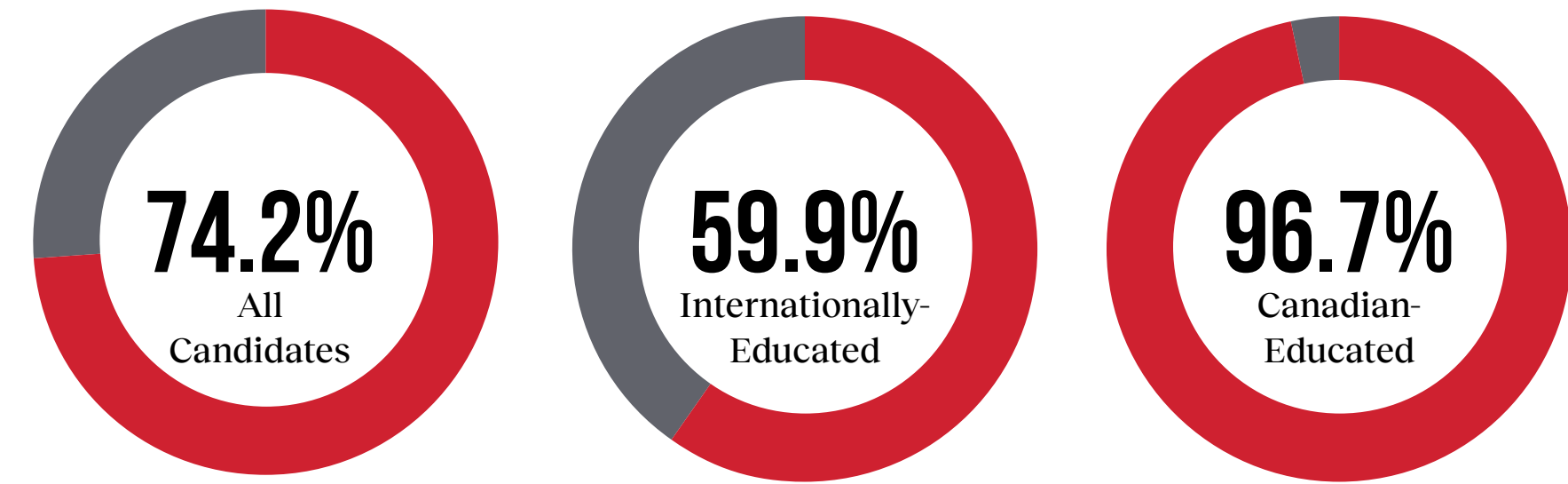
On January 12, 2022, CAPR announced the discontinuation of the Clinical Component of the PCE. The decision to discontinue the Clinical Component was made not only as a result of the pandemic and the related inability to offer large-scale clinical examinations, but also due to a shift in focus to review and re-conceptualize evaluation services for entry-to-practice physiotherapy in Canada.

Total Number of Written Exams Administered **1,885**

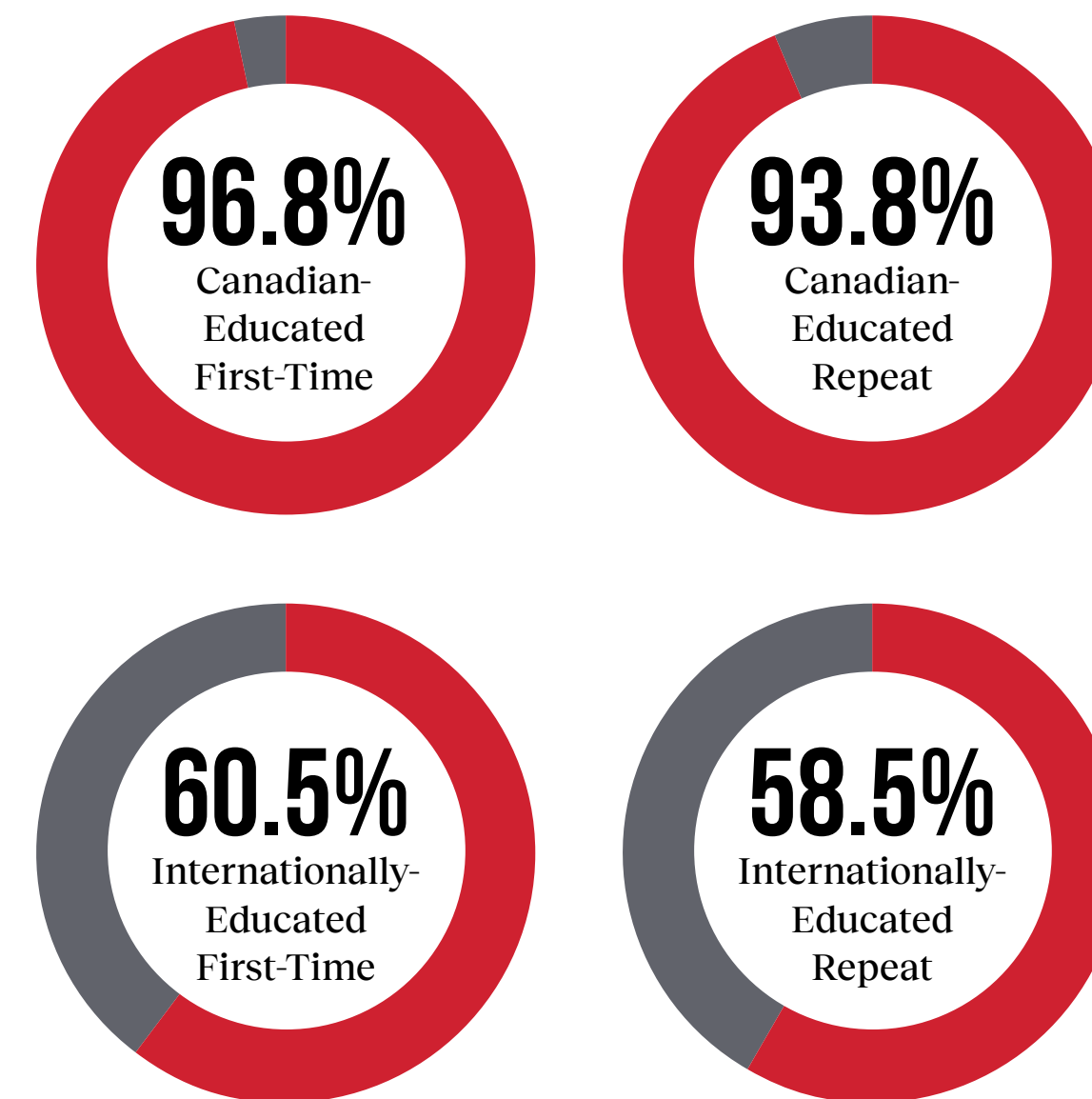
Written Component Results Wait Times



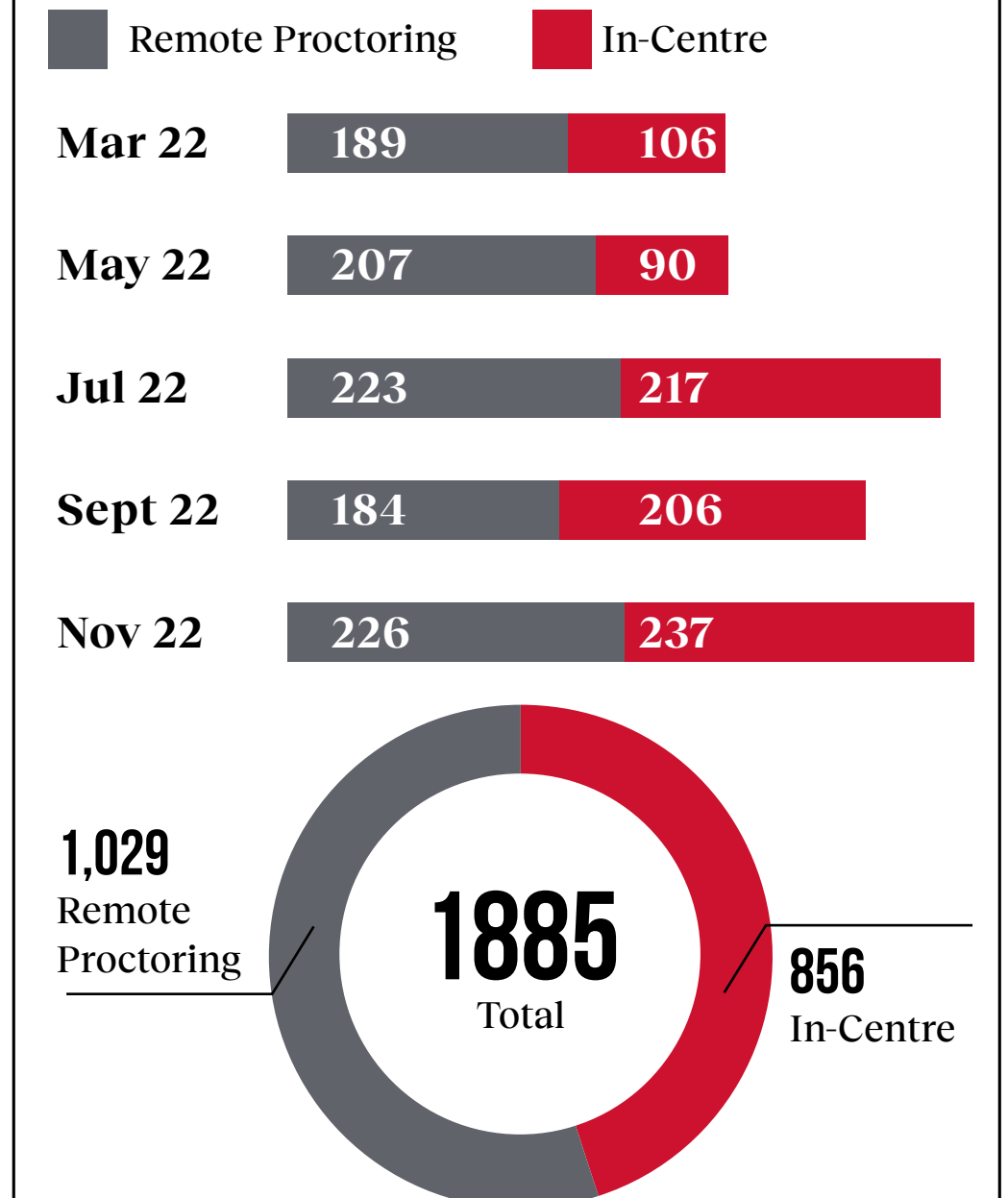
Pass rates for written component



Written Component pass rates (First-time and repeat test takers)



Written Component Distribution of Candidates



REGISTRARS COMMITTEE

2022 marked the 30th year that the Registrars Committee has served as a forum for knowledge exchange and cooperation among the 11 Canadian physiotherapy regulators. It supports policy development on issues of national importance, and serves as an advisory committee to the CEO, providing regional and regulatory expertise on evaluation services issues being considered by the Board of Directors.

“Registrars Committee celebrates 30 years of collaboration”



In early 2022, following the discontinuation of the Clinical Component of the PCE, the Registrars Committee acted as a venue where Registrars could discuss alternative assessment approaches and advise each other on registration and labour mobility issues. The committee also received regular updates regarding the work of CAPR's Expert Advisory Panel on competency assessment innovation.

As in previous years, the committee supported pan-Canadian projects both large - such as a full review of the Core Practice Standards for Physiotherapists in Canada - and smaller - such as aligning the collection of regulatory history information from new registrants. The committee also provided advice to CAPR staff regarding language requirements, records retention, and evaluation services issues and served as a single point of contact to external stakeholders such as the Canadian Health Workforce Network, Physiotherapy Education Accreditation Canada, bridging programs and Canadian researchers in the field of physiotherapy competencies.

In 2023, continued focus will be placed on pan-Canadian values for the profession, validation of the Core Practice Standards, working towards a common language for data collection regarding issues of professionalism and exploring the possibility of a national unique identification number for physiotherapists in Canada.

In Memory of Rod Hamilton

On August 9, Rod Hamilton, Registrar at the College of Physiotherapists of Ontario (CPO) passed away. Rod worked at the College for 25 years and was a stoic supportive leader, and a wonderful person to be around.

REGISTRARS COMMITTEE

Government of Yukon, Professional Licensing and Regulatory Affairs

- Laurianne Grenier-Deschenes (until March)
- Angela Jantz (April to August)
- Stephanie Connolly (from September)

College of Physical Therapists of British Columbia

- Dianne Millette

College of Physical Therapists of Alberta

- Jody Prohar (Chair)

Saskatchewan College of Physical Therapists

- Jason Vogelsang

College of Physiotherapists of Manitoba

- Brenda McKechnie (until May)
- Sue Bowman (June to November)
- Jennifer Billeck (from December)

College of Physiotherapists of Ontario

- Rod Hamilton (until August)
- Anita Ashton (from September)

Ordre professionnel de la physiothérapie du Québec

- Denis Pelletier (until March)
- Daphné Thériault (from April)
- Marie-France Salvas

College of Physiotherapists of New Brunswick/ Collège des physiothérapeutes du Nouveau-Brunswick

- Ellen Snider

Nova Scotia College of Physiotherapists

- Joan Ross

Prince Edward Island College of Physiotherapy

- Jennifer Buote

Newfoundland and Labrador College of Physiotherapists

- Michael Kay

CEO REVIEW AND SEARCH COMMITTEE

“Welcome, R.G. (Bob) Haennel Ph.D.”



R.G. (Bob) Haennel

The CEO Review Committee (CRC) oversaw the transition of the Interim Chief Executive Officer (CEO) and the recruitment of the new CEO. The committee identified the key requirements for the CEO role and developed Terms of Reference for the CEO Search Committee and recruitment of members.

In 2022, the committee launched an extensive national search, overseen by the CEO Search Committee, for a visionary leader, strategic partner, and dynamic individual to collaboratively build a leading-edge organization. We are pleased

to welcome Dr. Robert (Bob) Haennel Ph.D., FACSM as CEO effective January 1st, 2023. Bob is committed to advancing best practice standards in evaluation services, evidence-based policies, transparency, good governance, and sustainability in an evolving industry.

CAPR extends its appreciation to the members of the CEO Search Committee for their dedication and perseverance during the recruitment process. Thank you for your insight and thoughtful consideration.

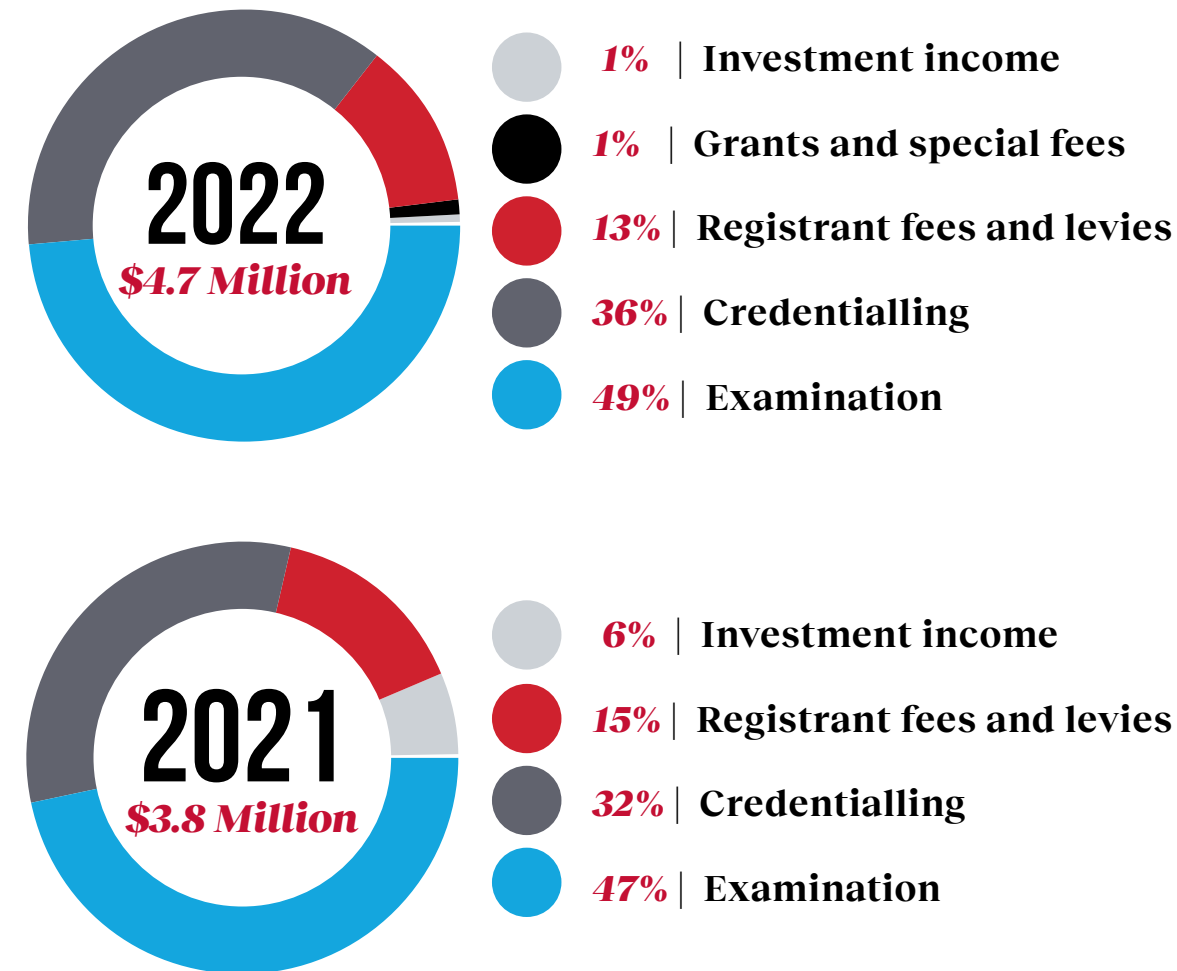
FINANCIAL REPORT

In 2022 CAPR realized a return to financial stability and improved operating results. As a result of increased demand for services and strong controls over expenditures CAPR realized a surplus of \$186,000 which surpassed the planned budget deficit of \$428,000. This is a significant turnaround from the \$2.6 million deficiency of revenue over expenditures incurred in 2021. The 2022 revenues exceeded the prior year's revenues by \$908,000, due mostly to an increase in written examinations administered and the number of credentialling applications processed. Expenses were \$1.3 million lower relative to the costs incurred in 2021 for administering the virtual clinical examinations; the elimination of staff supporting the clinical examination; staff vacancies; and a reduction in LINK Modernization development costs. We continued to make significant investments for the continuing development of the software to support the credentialling and examination services, which was funded through designated reserves for the LINK Modernization project in prior years. Expenditures under Special Projects reflect the initial investment in 2022 to launch the Evaluation Services Re-envisioned initiative and support the Expert Advisory Panel.

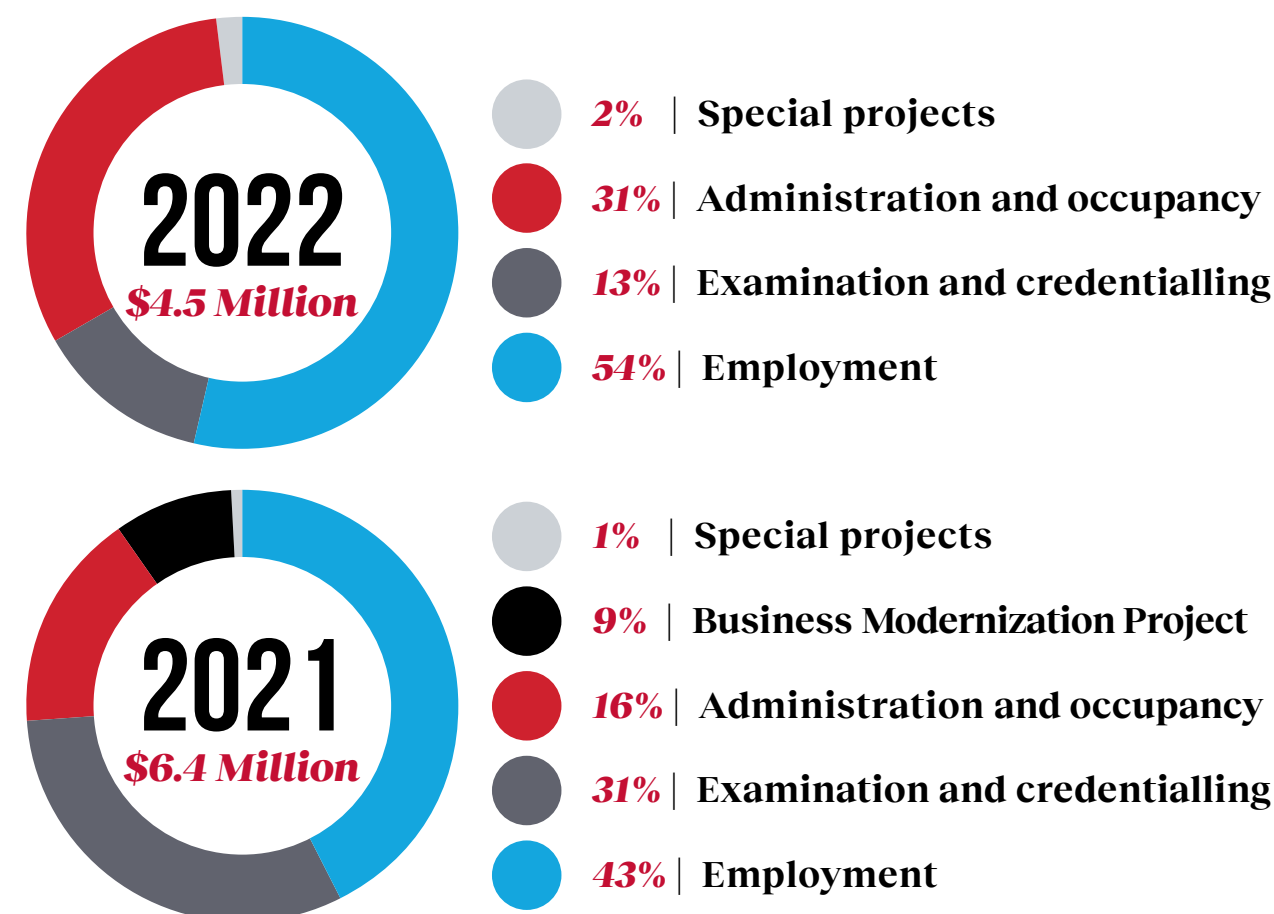
Thanks to the generosity of the Regulators, we received loans totalling \$564,000 plus \$40,000 in grants and special contributions to support CAPR operations and provide the cashflow to ensure sustainability of the organization.

At the end of the year we have a strong cash position and investments which guarantee an operating line of credit. The Regulator loans are scheduled to be repaid in 2024 and 2025. The unrestricted net assets, which were depleted in 2021 have been restored to a balance of \$216,000.

Revenue



Expenditures



The audited financial statements of the Canadian Alliance of Physiotherapy Regulators can be obtained from the organization upon request.

Summary Statement of Financial Position

As at Decemember 31st (in \$1,000s)

	2022	2021
Assets		
Cash	\$ 1,561	\$ 760
Accounts receivable		55
Prepaid expenses	74	73
Investments	681	671
Capital assets	202	277
	<u>\$ 2,518</u>	<u>\$ 1,836</u>
Liabilities		
Accounts payable and accruals	\$ 593	\$ 896
Deferred revenue	943	669
Loans payable	564	
Deferred lease inducements	132	171
	<u>2,232</u>	<u>1,736</u>
Net Assets	<u>\$ 286</u>	<u>\$ 100</u>
	<u>\$ 2,518</u>	<u>\$ 1,836</u>

Summary Statement of Operations

For the Year Ended December 31st (in \$1,000s)

	2022	2021
Revenue		
Examination fees	\$ 2,286	\$ 1,769
Credentialling fees	1,726	1,211
Registrant fees and levies	604	574
Grants and special fees	40	
Investment income	33	227
	<u>4,689</u>	<u>3,781</u>
Expenditures		
Employment	2,423	2,725
Examination and credentialling	584	1,992
Administration and occupancy	1,415	1,042
Business Modernization Project		576
Special projects	81	37
	<u>4,503</u>	<u>6,372</u>
Excess (deficiency) of revenue over expenditures	<u>\$ 186</u>	<u>\$ 2,591</u>

OUR VOLUNTEERS AND CONTRIBUTORS

“Thank you for your support”

Written Test Development Group (WTDG), Written Item Generation Teams (WIGT)

National Chair

Sandy Rennie
Janet Bowring

British Columbia

Helen Bolton (*Chair*)
Marian Cayer
Dee Porter
Andre Siqueira
Sophia Zhao

Hamilton

Anastasia Newman (*Chair*)
Denise Lai

Manitoba

Rudy Niebuhr (*Chair*)
Mirei Belton
Allison Klassen
Karen Malenchak

Ottawa

Melissa Cormier (*Chair*)
Rachel Goard
Chloe Lauzon-Gauthier
Carole McMaster
Benjamin Tobali

Quebec

Katharina Ciobanete (*Chair*)

Saskatchewan

Bonnie Maclean (*Chair*)
Jocelyn Krieg
Lacey Nairn Pederson

Toronto

Janet Bowring (*Chair*)
Erin Beange
Felicia Chow
Tiara Mardosas

2022 Appeal Resource Group

Cindy Ellerton
Diane Dufour
Élise Bouchard
Gareth Sneath
Greg Heikoop
Nancy Cho
Susan Murphy
Victorina Baxan



CONTACT US

Canadian Alliance of Physiotherapy Regulators

Office: 1243 Islington Avenue, Suite 501
Toronto, Ontario M8X 1Y9

Telephone: (416)-234-8800

Email: communications@alliancept.org

For additional information

Visit our website: alliancept.org

Connect with us on social media

 @CAPR_alliancept

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 Canadian Alliance of Physiotherapy



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