



CAPR
Canadian Alliance
of Physiotherapy
Regulators

ACORP
Alliance canadienne des
organismes de réglementation
de la physiothérapie

**BUILDING
A FOUNDATION
FOR INNOVATION
2019 ANNUAL REPORT**

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MESSAGE FROM THE PRESIDENT

“When the winds of change blow, some people build walls and others build windmills.”
— *Chinese Proverb*

These are exciting times in the regulatory world, and certainly change is the word of the day. CAPR has embraced change and continued to grow and progress as an organization this past year. We have reinforced our staff with the hiring of an in-house psychometrician and a data analyst to help lead us on the path to excellence in evaluation services. New staff in communications, finance and human resources will allow the CEO to better

focus on engagement and innovation as we continue to cultivate regulatory excellence.

We have worked to establish a firm foundation on which to continue to build the organization and support the physiotherapy regulatory community. Further, we have embraced the idea of change and of stepping beyond the status quo in our pursuit of excellence.

Socrates said, “The secret of change is to focus all of your energy, not on fighting the old, but on building the new.”

As an organization, we have built a strong base from which to push forward with our strategic plan. In 2019, we made substantial progress in our transition to an electronic records-management system, with the goals of improving customer service and enhancing our data-mining capabilities. We are ready to launch self-service portals in 2020.

The Credentialing Program has crafted a new Alternative Credential Evaluation Policy to facilitate the process for refugees and those affected by disasters. As part of our transition to a new exam blueprint, we have completed the review, re-tagging and editing of exam items. We will complete launch preparations in 2020 and administer the first exams based on the new blueprint in 2021.



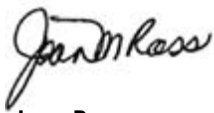
We continue to engage with our external stakeholders. We initiated and participated in a visioning exercise on professionalism with the Canadian Council of Physiotherapy University Programs, the National Association for Clinical Education in Physiotherapy and the National Physiotherapy Advisory Group, and we participated in the Vision OTA/PTA Project.

Work with the physiotherapy regulators is ongoing, and this year we issued a joint statement on *The Role of the Physiotherapist in the Assessment and Management of Concussions* and revised our *Memorandum of Understanding to Support Physiotherapy Labour Mobility within Canada*. The Board of Directors carried out a governance self-evaluation this year to help inform our needs going forward.

CAPR is known for excellence in evaluation services. We have built a solid foundation over the past few years, and we are a model for best practice. Now we want to build on that foundation and erect a new framework for what excellence should look like in the future. I see more collaboration and innovative thinking in the upcoming years, and that is as exciting as it is daunting! But to paraphrase Edith Widder: exploration drives innovation, so let's all go exploring!

In closing, I would like to extend a huge thank you to our CEO Katya Masnyk and the CAPR staff, as well as the Registrars, Board members and subject-matter experts for all the volunteer and 'in-kind' hours they have put in to uphold the work of CAPR. They are the 'rebar' in our foundation; without them, we would not be what we are or where we are.

Respectfully,



Joan Ross

BOARD OF DIRECTORS

Joan Ross (NS), President, after May
Denis Pelletier (QC), Vice President
Joyce Vogelgesang (AB), Treasurer
Katya Masnyk (CAPR CEO), Secretary

Chris Boodram (YK)
Dianne Millette (BC)
Brandy Green (SK)
Brenda McKechnie (MB)
Gary Rehan (ON)
Rebecca Bourdage (NB), until June
Ellen Snider (NB), as of December
Sonia Chaudhary (PEI)
Kelli O'Brien (NL)
Mark Hall (ESC) as of December

REGULATOR MEMBERS

Professional Licensing and Regulatory Affairs, Government of Yukon
College of Physical Therapists of British Columbia
Physiotherapy Alberta – College + Association
Saskatchewan College of Physical Therapists
College of Physiotherapists of Manitoba
College of Physiotherapists of Ontario
Ordre professionnel de la physiothérapie du Québec
College of Physiotherapists of New Brunswick/Collège des physiothérapeutes du Nouveau-Brunswick
Nova Scotia College of Physiotherapists
Prince Edward Island College of Physiotherapists
Newfoundland and Labrador College of Physiotherapists

AFFILIATE MEMBER

The Federation of State Boards of Physical Therapy (USA)

COMMITTEES OF THE BOARD

EVALUATION SERVICES COMMITTEE

Mark Hall, Chair
Dragana Susic
Roger Hur
Marla Nayer
Ann Read
Janelle Van Heeren
Joyce Vogelgesang

GOVERNANCE AND NOMINATIONS COMMITTEE

Dianne Millette, Chair
Sonia Chaudhary
Brandy Green
Joan Ross

CEO REVIEW COMMITTEE

Joan Ross, Chair
Joyce Vogelgesang
Brandy Green, until June
Denis Pelletier, as of June

WHO WE ARE

The Canadian Alliance of Physiotherapy Regulators (CAPR) provides centralized services to the provincial and territorial physiotherapy regulators of Canada.

CAPR verifies the education and qualifications of applicants newly educated outside of Canada.

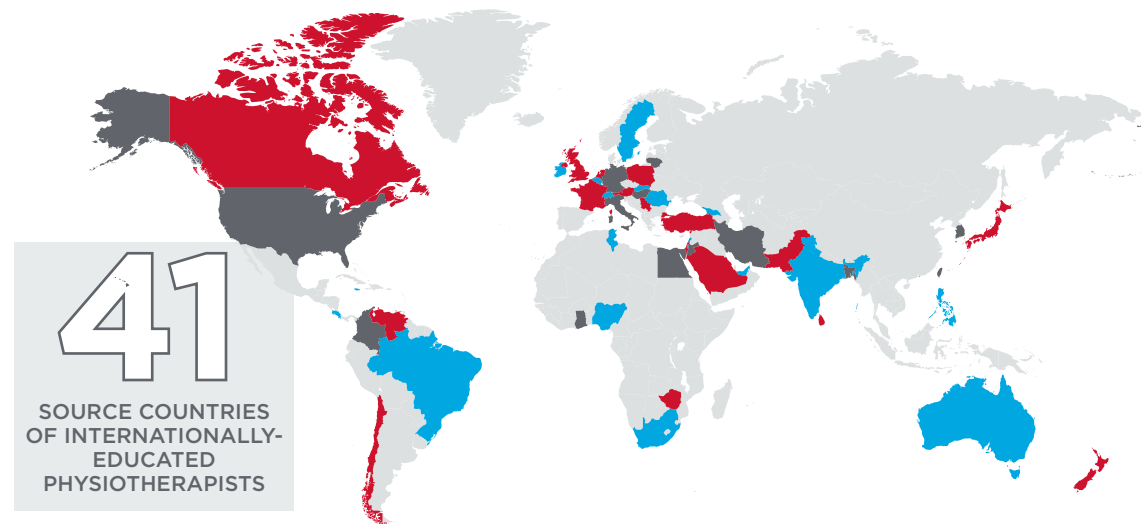
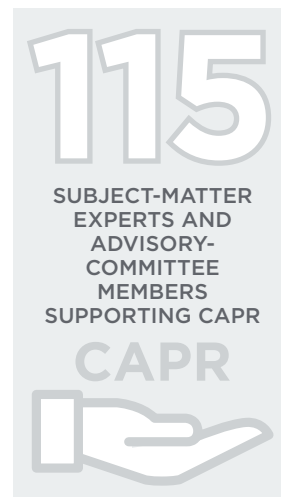
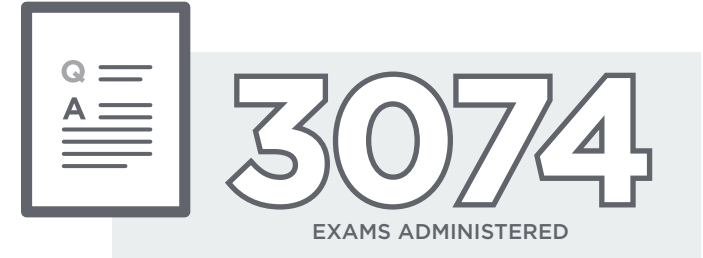
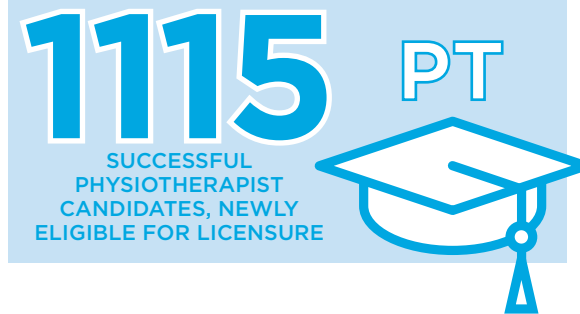
For both Canadian- and internationally-educated physiotherapists, CAPR administers the Physiotherapy Competency Examination to determine a candidate's readiness for safe, effective and independent physiotherapy practice.

CAPR also provides knowledge brokering and policy services to advance harmonized regulatory practices and support labour mobility across Canada.

On behalf of the Regulator Members, CAPR collaborates with other organizations on projects with national and international scope related to the regulation of physiotherapy.

We do all our work in support of the public interest.

2019 BY THE NUMBERS



CAPR STRATEGIC FRAMEWORK

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

2019: BUILDING A FOUNDATION FOR INNOVATION

If you don't have a solid foundation, you cannot build even the most basic structure—let alone an innovative one. But our goal over the next few years is to innovate. And so, in 2019, we set out to firm up our foundation in evaluation services and regulatory knowledge exchange, so that we can reach new heights in the upcoming years.

To that end, we hired staff in targeted areas such as finance, human resources and communications. We updated our exam blueprint and invested in an electronic records-management system. We

OUR STRATEGIC OBJECTIVES 2018-2022

ENSURING EXCELLENCE IN EVALUATION SERVICES

CULTIVATING REGULATORY EXCELLENCE

ENGAGING STAKEHOLDERS

increased our capacity for research by adding a psychometrician and a data analyst to our in-house team. And we engaged in environmental scanning to explore possibilities in the world of examinations.

This Annual Report documents CAPR's work to implement its three strategic objectives and features some of the significant projects we completed to fortify our foundation as we prepare to build a stronger, more innovative Canadian Alliance of Physiotherapy Regulators.

RECOGNIZING STAFF 2019

Katya Masnyk,
Chief Executive Officer

Derek Rodrigues,
Corporate Director, Finance and Operations

Heather Campbell,
National Director, Evaluation Services

Diana Sinnige,
Director, Policy and Communications

Wanda Trottier,
Manager, Human Resources

Elena Alexandrova
Navnit Bains
Maggie Barnes-Ahlbrand
Sabrina Belvedere
Nimfa Bodino
Lakeysa Campbell
Kelly Casey
Rebecca Chamula
Mamadou Diallo
Makyta Duvalko
Erin Gollaher
Keshia Gudge
Gillian Japal
Hervé Jodouin
Gina Maio
Adryan Malcolm-Zorec

Rajiv Maraj
Shereen Mir-Jabbar
Maureen Okojie
Nancy Osadetz
Deona (Jens) Pelagio
Lyons Pereira
Ruth Pereira
Kelly Piasentin
Colleen Reid
Adam Sayers
Laura Segal
Carena Tran
Lindsay Weidelich
Anna Wolska
Aya Xuan

INVESTING IN ELECTRONIC RECORDS-MANAGEMENT

In 2019, CAPR embarked on an ambitious business-modernization project. Our project team designed specifications and engaged a vendor to build a tailor-made electronic records-management system.

This new system will deliver significant benefits to all our key stakeholders. Clients will have access to customer self-service portals, where they can submit documents and manage information online; Regulator Members will have faster, self-service access to data about prospective registrants; and for CAPR staff, the system will facilitate more efficient processing, reporting and data analysis, as well as enhanced research capacity.

We look forward to launching the system in 2020, demonstrating our commitment to improving the client experience.



THE EVALUATION SERVICES COMMITTEE

The Evaluation Services Committee (ESC) is appointed by the Board of Directors and provides oversight to the Credentialling and Examinations Programs. The ESC sets and monitors

performance standards and ensures the effective delivery of services. The committee also provides strategic advice and makes recommendations to the Board about these programs.

In 2019, the ESC supported CAPR's innovation agenda by participating in generative discussions on governance, leadership and innovations in examinations and credentialling during

two in-person, day-long meetings and CAPR's Annual General Meeting, which had a focus on disruptive innovation. These meetings included the chairs of the Clinical Test Development Group (CTDG), the Written Test Development Group (WTDG) and the Board of Examiners.

The ESC worked with both the Registrars Committee and Board of Directors on important policy issues and monitored best practices in credentialling and examination development. The committee provided guidance to the Board of Directors regarding eligibility for the Physiotherapy Competency Examination and updated the terms of reference of the CTDG and WTDG. The committee recommended changes to the Alternative Credential Evaluation Policy and Administrative Reconsideration and Appeal policies for both examinations and credentialling.

The ESC oversaw and provided input into several key CAPR initiatives that will contribute to excellence in evaluation services. Such initiatives included the completion of work to implement the new competency-based examination blueprint and the redesign of the annual academic reports provided to Canadian university programs.



THE CREDENTIALLING PROGRAM

The Credentialling Program had a record-breaking year. For the first time, CAPR received over 800 new credentialling applications in a single year—819 in total. This made for a busy year, as the team was also making significant contributions to CAPR’s transition to a new electronic records-management system. Credentialling team members were involved in software selection, system design, data conversion and developing new business processes. It has been no small task to move from what has largely been a paper-based document management system to an electronic one.

In 2019, the Credentialling team also increased outreach efforts to its stakeholders. The team delivered a number of informational webinars to credentialling clients relating to CAPR’s standards and processes. Team members also shared their expertise with industry peers, delivering presentations at the annual conferences of the Association of International Credential Evaluation

Professionals, the Canadian Network of Agencies for Regulation and the Canadian Immigration Summit. By attending these conferences, CAPR staff enhanced their knowledge and created beneficial contacts from across the country and around the world.

Additional stakeholders benefitted from informational presentations, webinars or consultations offered by the Credentialling Program, including the Ontario Internationally-Educated Physical Therapy Bridging Program at the University of Toronto, the Glasgow Caledonian University, the Canadian Alliance of Audiology and Speech-language Pathology Regulators, the Canadian Association of Medical Radiation Technologists and British Columbia’s Ministry of Health.

Working collaboratively with CAPR’s advisory committees and Board of Directors, the Credentialling Program also invested a significant

amount of time researching and updating its Administrative Reconsiderations Policy, Appeals Policy and Alternative Credential Evaluation Policy. These policies form a strengthened foundation to support robust procedures and clear client communications in these areas.



2019 CREDENTIALLING STATISTICS

CREDENTIALLING ASSESSMENT PROCESSING TIMES

RESULTS	BENCHMARK	ACTUAL WAIT TIME YEAR-END 2019
FILES WITH A PRECEDENT	10-12 WEEKS	9 WEEKS
FILES WITHOUT A PRECEDENT	16-18 WEEKS	13 WEEKS

NUMBER OF NEW CREDENTIALLING APPLICATIONS RECEIVED

2019	819
2018	697
2017	636
2016	708
2015	754
2014	668
2013	741
2012	773
2011	606
2010	568
2009	399

TOP 10 SOURCE COUNTRIES

India, the United Kingdom, Australia and the Philippines remain our top four source countries, with India in the number one spot by a significant margin. For the seventh consecutive year, we saw a decline in applications from the Philippines, which once firmly held the number two spot. Brazil fell out of the top 10, where it was a staple for more than a decade, while South Africa made the top 10 for the second consecutive year after an eight-year absence.

SOURCE COUNTRIES

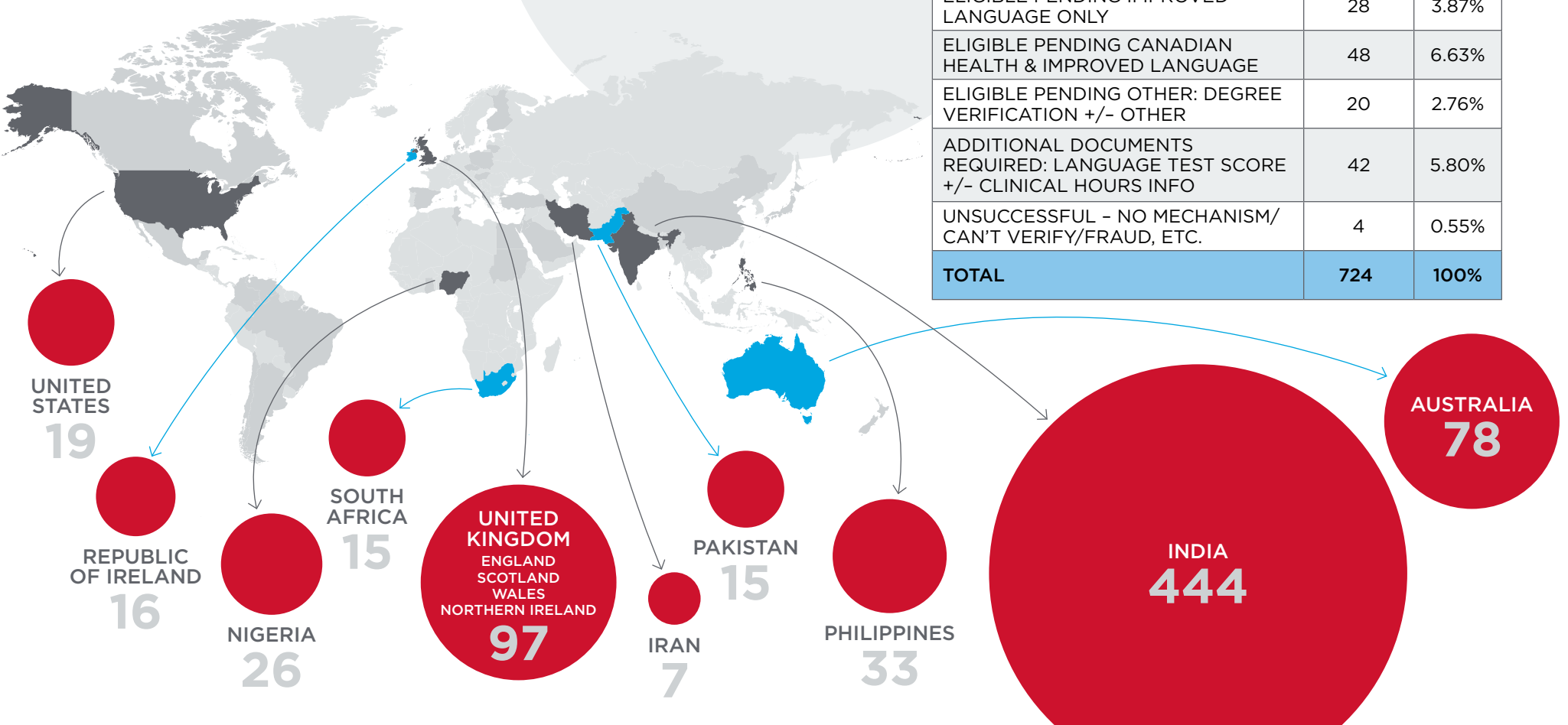
41

TOTAL NUMBER OF APPLICATIONS

819

OUTCOMES OF CREDENTIAL ASSESSMENTS COMPLETED IN 2019

OUTCOME OF REVIEW	NUMBER	%
ELIGIBLE FOR EXAM	512	70.72%
ELIGIBLE PENDING CANADIAN HEALTH SYSTEM COURSE	70	9.67%
ELIGIBLE PENDING IMPROVED LANGUAGE ONLY	28	3.87%
ELIGIBLE PENDING CANADIAN HEALTH & IMPROVED LANGUAGE	48	6.63%
ELIGIBLE PENDING OTHER: DEGREE VERIFICATION +/- OTHER	20	2.76%
ADDITIONAL DOCUMENTS REQUIRED: LANGUAGE TEST SCORE +/- CLINICAL HOURS INFO	42	5.80%
UNSUCCESSFUL - NO MECHANISM/ CAN'T VERIFY/FRAUD, ETC.	4	0.55%
TOTAL	724	100%



STRENGTHENING OUR ALTERNATIVE CREDENTIAL EVALUATION POLICY

Due in large part to the increased number of displaced people finding resettlement opportunities in Canada, CAPR's Credentialling Program has enriched our Alternative Credential Evaluation Policy. The policy establishes a standardized method for assessing the educational credentials of internationally-educated physiotherapists (IEPTs) who cannot access the required documents or information due to extraordinary circumstances.

CAPR's credentialling team will begin working with IEPTs within the new policy framework in 2020. The new policy includes rigorous requirements to ensure a fair and consistent evaluation process in the absence of traditionally required documentation.



EXAMINATIONS PROGRAM

In 2019, CAPR's Examinations Program focused on four substantial projects: the implementation of the new examination blueprint, the exploration of innovation in assessment, the delivery of a package of process improvements, and the building phase of CAPR's new electronic records-management system. These projects were carried out in addition to the program's core exam administration responsibilities,

which saw a small decline of four percent in total exam administrations compared to 2018 (see our exam statistics on Page 13 for more detail). Based on year-end trends and credentialing application numbers, CAPR projects an uptick in exam registrations for 2020. These variations are considered normal.

Work to update the examination blueprint was initiated in 2018 and

completed in 2019. All exam items or stations relating to both the Written and Clinical components of the PCE had to be 'retagged' based on the new entry-to-practice milestones outlined in the Competency Profile for Physiotherapists in Canada (2017). This allows CAPR to determine the domain(s) assessed by each item or station. The retagging was completed by an external consultant, a

member of CAPR's Evaluation Services Committee, who is a physiotherapist, psychometrician and assessment expert. National test development groups will validate the work as exam forms are created. Necessary standard-setting exercises originally scheduled for April 2020 will take place as soon as possible. CAPR anticipates that the first exams administered using the new blueprint will be delivered in early 2021.

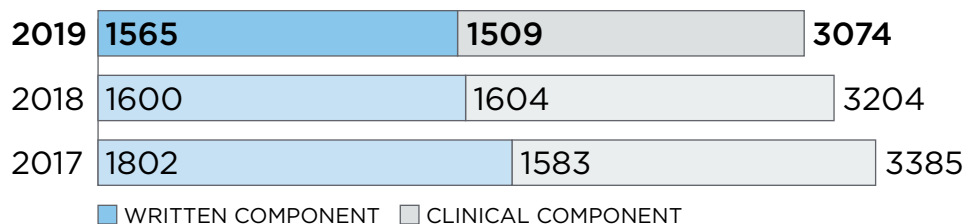
Also in 2019, the Examinations Program began to explore "innovating the PCE." Foundational work was done to consider a variety of options available and their feasibility—options that ranged from being considered innovative for CAPR or the assessment industry, to disruptive innovation. These interdependent, exploratory exercises were undertaken by external consultants collaborating with stakeholders across the country. The Board of Directors has been involved at all stages. The program continues to explore options more fulsomely in 2020.

The Examinations Program also implemented a package of process improvements to exam delivery. This completes the quality improvement work arising from the independent program review done by the external consultants ProExam in 2016.



EXAMINATIONS PROGRAM STATISTICS 2019

TOTAL NUMBER OF EXAMS ADMINISTERED



TOTAL NUMBER AND PERCENTAGE PASS RATES FOR WRITTEN COMPONENT AND CLINICAL COMPONENT

WRITTEN COMPONENT	2017		2018		2019	
	N°	% PASS	N°	% PASS	N°	% PASS
CANADIAN-EDUCATED	690	94%	690	94%	715	95.2%
INTERNATIONALLY-EDUCATED	1112	42%	910	53%	850	50.9%
ALL CANDIDATES	1802	62%	1600	71%	1565	71.2%

CLINICAL COMPONENT	2017		2018		2019	
	N°	% PASS	N°	% PASS	N°	% PASS
CANADIAN-EDUCATED	733	83%	793	84%	769	89.9%
INTERNATIONALLY-EDUCATED	850	42%	811	55%	740	57.3%
ALL CANDIDATES	1583	61%	1604	70%	1509	73.9%

EXAM RESULT WAIT TIMES (WEEKS)

	BENCHMARK	ACTUAL (AVERAGE)
WRITTEN COMPONENT	6 WEEKS	5.2 WEEKS
CLINICAL COMPONENT	12 WEEKS	10 WEEKS

2019 PASS RATES (FIRST-TIME & REPEAT TEST TAKERS)

	WRITTEN % PASSED	CLINICAL % PASSED
OVERALL	71.2%	73.9%
CEPT ¹ 1 ST TIME	95.3%	91.3%
CEPT REPEAT	94.4%	80.6%
IEPT ² 1 ST TIME	51.2%	54.1%
IEPT REPEAT	50.4%	61.6%

¹ CANADIAN-EDUCATED PHYSIOTHERAPIST

² INTERNATIONALLY-EDUCATED PHYSIOTHERAPIST

NUMBER OF CANDIDATES WHO PASSED THE CLINICAL COMPONENT AND ARE ELIGIBLE TO APPLY FOR LICENSURE

2019	1115
2018	1115
2017	964

PREPARING TO LAUNCH A NEW EXAM BLUEPRINT

Through 2019, CAPR worked to align the Physiotherapy Competency Exam (PCE) with the new competency-based exam blueprint approved in 2018. CAPR's exam team worked with subject-matter experts to review and recode our entire item bank to ensure the continued validity and integrity of the PCE when built using the new exam blueprint.

CAPR plans to complete necessary standard-setting exercises for the new blueprint by the end of 2020 and administer the first exams under the new blueprint in 2021. The physiotherapy community will benefit from a renewed exam blueprint that accurately reflects the current state of entry-to-practice physiotherapy in Canada.



REGISTRARS COMMITTEE 2019: STRONGER TOGETHER

CAPR's Registrars Committee is composed of the Registrars or Executive Directors of the 11 physiotherapy regulatory bodies across Canada. In 2019, committee members worked together on a number of diverse projects and issues to cultivate regulatory excellence.

COLLABORATIVE PROJECTS

Committee members, with support from CAPR staff, researched and drafted a joint position statement titled *The Role of the Physiotherapist in the Assessment and Management of Concussions* and updated a *Memorandum of Understanding Supporting Physiotherapy Labour Mobility within Canada*. The group collaborated with the Canadian Council of Physiotherapy University Programs, participating in a day-long symposium on professionalism. The Registrars participated in a multi-stakeholder consultation project exploring the role of physiotherapist and occupational therapist assistants. Additionally, the committee engaged in an annual review and update of the *Core Practice Standards for Physiotherapists in Canada*.

KNOWLEDGE EXCHANGE AND RELATIONSHIP BUILDING

Committee members shared their expertise with each other on a variety of regulatory issues such as approaches to advanced practice, online registration software, advertising standards, pelvic health guidelines and temporary licences.

The group, or designated representatives, have connected with external stakeholders such as the Canadian Physiotherapy Association, the National Physiotherapy Advisory Group, the Canadian Health Workforce Network, regulatory representatives in Nunavut and the Northwest Territories and third-party payers.

CONSULTATION

The Registrars Committee also provides regular advice to the CAPR Board, committees and staff. In 2019, the committee provided feedback to CAPR on a number of issues including PCE eligibility, credential assessment policy and CAPR's electronic-records future state.



REGISTRARS COMMITTEE 2019

CHAIR

Jody Prohar

Physiotherapy Alberta – College + Association

MEMBERS

Chris Boodram

Government of Yukon

Dianne Millette

College of Physical Therapists of British Columbia

Lynn Kuffner (until July 2019)

Shelley Burwood (as of November 2019)

Saskatchewan College of Physical Therapists

Brenda McKechnie

College of Physiotherapists of Manitoba

Rod Hamilton

College of Physiotherapists of Ontario

Denis Pelletier

Marie-France Salvas

l'Ordre professionnel de la physiothérapie du Quebec

Rebecca Bourdage (until June 2019)

Ellen Snider (as of July 2019)

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

Joan Ross

Nova Scotia College of Physiotherapists

Joyce Ling (until December 2019)

Jennifer Kelly (as of December 2019)

Prince Edward Island College of Physiotherapists

Josephine Crossan (until June 2019)

Michael Kay (as of August 2019)

Newfoundland and Labrador College of Physiotherapists

FOND FAREWELLS AND NEW BEGINNINGS

The professional regulation of physiotherapy saw a great deal of change in 2019. CAPR bid farewell to four Registrars: Rebecca Bourdage (NB), Joyce Ling (PEI), Josephine Crossan (NL) and Lynn Kuffner (SK). We would like to thank each one of them for years of dedicated work helping CAPR foster regulatory excellence.

Though adieus are sad, there is a bright side. CAPR welcomed four new regulatory collaborators into the fold: Ellen Snider (NB), Jennifer Kelly (PEI), Michael Kay (NL) and Shelley Burwood (SK). We look forward to new opportunities to learn, exchange information and to benefit from fresh ideas as we move forward with our innovation agenda.



Departing registrars Jo Crossan (left) and Rebecca Bourdage (right) were honoured for their contributions to CAPR in June 2019.

CAPR AWARD OF DISTINCTION

The Canadian Alliance of Physiotherapy Regulators 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

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 CAPR AWARD OF DISTINCTION: BERNADETTE MARTIN AND SHENDA TANCHAK

In 2019, CAPR presented its highest honour to Bernadette (Berni) Martin and Shenda Tanchak for their outstanding contributions to physiotherapy regulation in Canada.

Berni, a long-serving faculty member at the University of Alberta and a former member of CAPR's Physiotherapy Practice Profile (Triple P) Steering Committee, was instrumental in helping develop the 2017 Essential Competency Profile for

Physiotherapists in Canada (ECP). She advocated for the use of entry-to-practice milestones within the ECP to set a single profession-wide expectation of entry-level practice. Berni also led the Curriculum Committee of the Canadian Council of Physiotherapy University Programs in the development of a *Common Conditions in Physiotherapy* document. CAPR has aligned this list with its *Areas of Practice Evaluated by the PCE*, which makes up part of the new PCE blueprint. Berni's efforts have contributed to the alignment of physiotherapy regulation and academic education in Canada.

Since 2012, Shenda has been an integral voice in physiotherapy regulation in Ontario and Canada. She has held numerous roles in CAPR's committees, including member of the Governance and Nominations Committee and Executive Committee and Chair of the Registrars Committee, which, under her leadership, completed several important pan-Canadian regulatory projects. Her roles at the Canadian Network of Agencies for Regulation and the International Network of Physiotherapy Regulatory Authorities helped advance the profile of physiotherapy regulation in Canada. Her innovative thinking, transparent communication style and willingness to ask difficult questions have made her a respected leader in professional regulation both nationally and internationally.

CAPR thanks both Berni and Shenda for their dedication and leadership and is proud to honour them with CAPR's 2019 Award of Distinction.



2019 CAPR Award of Distinction recipients Shenda Tanchak (left) and Bernadette Martin (right).

ENGAGING STAKEHOLDERS THROUGH COLLABORATIVE WORK

CAPR was grateful this year for many opportunities to collaborate with partners within the physiotherapy community and beyond. These exchanges of knowledge, feedback and ideas elevate our work and are key to the success of our innovation agenda.

WITH THE CANADIAN COUNCIL OF PHYSIOTHERAPY UNIVERSITY PROGRAMS (CCPUP)

- The CAPR-CCPUP Liaison Committee launched in 2018 and continued to meet through 2019. The primary focus of discussion and analysis this year was candidate performance in the Clinical Component of the PCE.
- CAPR and CCPUP collaborated to organize and facilitate a full-day Professionalism Workshop (read more on Page 19).
- CAPR participated in the CCPUP Curriculum Guidelines Committee.

WITH PROVINCIAL AND TERRITORIAL REGULATORS

- CAPR staff supported the Saskatchewan College of Physical Therapists with its programmatic review of entry-to-practice requirements. CAPR Exam program staff, including the Lead Psychometrician, provided in depth data analysis on University of Saskatchewan student performance on the clinical component.
- CAPR staff provided data and policy information to help the College of Physiotherapists of Ontario assess the timeliness and effectiveness of using the PCE as one part of the College’s entry-to-practice procedures. CAPR’s CEO and National Director of Evaluation

Services also met with the CPO’s Registration Committee in an educational meeting regarding the credentialing and assessment programs.

AS PART OF THE NATIONAL PHYSIOTHERAPY ADVISORY GROUP

- The NPAG confirmed two new projects this year—the identification of mature practice milestones for a new competencies document and the creation of a single Physiotherapy Identification Number for professionals.

CPA will lead the former project and CAPR will lead the latter.

WITH INTERPROFESSIONAL PEERS

- CAPR’s Exam Program managers co-created a joint committee with the Pharmacy Examining Board of Canada (PEBC) and the Medical Council of Canada (MCC). The committee meets quarterly to discuss issues of common interest, such as appropriate sites for performance-based examinations.



A FOCUS ON PROFESSIONALISM

In June 2019, CAPR and the Canadian Council of Physiotherapy University Programs (CCPUP) hosted a workshop to explore issues related to professionalism among physiotherapists through the lens of both regulators and educators.

The workshop was led by Sue Murphy of the University of British Columbia, Susan Paul of the College of Physical Therapists of British Columbia and Kathleen Norman of Queen's University, and attended by 11 regulatory staff from 10 provincial/territorial jurisdictions and 45 educators representing all 15 Canadian physiotherapy education programs.

The result was a commitment to work together towards a national vision for professionalism and a common vocabulary to facilitate data collection and ongoing education.



ENGAGING STAKEHOLDERS THROUGH DIALOGUE AND EDUCATION

CAPR increased outreach efforts this year, connecting with diverse groups of stakeholders through a variety of mediums. We gave presentations, contributed to expert panels, organized and participated in workshops and delivered live webinars.

STUDENTS AND LEARNERS

HIGHLIGHT

CAPR's Physiotherapist Advisor Maggie Barnes-Ahlbrand spoke to the graduating physiotherapy class at the University of Toronto as part of a professional panel of physiotherapists representing the Ontario Physiotherapy Association, the Canadian Physiotherapy Association, the College of Physiotherapists of Ontario and CAPR.

ALSO IN 2019

- Virtual Q&A session with physiotherapy students from Glasgow Caledonian University
- Presentation to second-year physiotherapy students at the University of Ottawa
- Presentation to second-year physiotherapy students at the University of Toronto
- Presentation to first-year physiotherapy students at Queen's University
- Presentation to participants in the Ontario Internationally-educated Physical Therapy Bridging Program at the University of Toronto

EDUCATORS

HIGHLIGHT

National Director of Evaluation Services Heather Campbell, Manager of Exam Delivery Kelly Casey, Manager of Exam Development Adam Sayers and Manager of Credentialling Rebecca Chamula spoke with physiotherapy staff from Glasgow Caledonian University about CAPR's examination and credentialling processes.

ALSO IN 2019

- Update presentation to the Advisory Council of the Ontario Internationally-educated Physical Therapy Bridging Program at the University of Toronto

CANADIAN PHYSIOTHERAPY REGULATORS

HIGHLIGHT

CEO Katya Masnyk spoke at the AGM of the College of Physiotherapists of New Brunswick about CAPR's Strategic Plan and resultant changes at the organization.

INTERNATIONAL REGULATORY COMMUNITY

HIGHLIGHT

CEO Katya Masnyk and Director of Policy and Communications Diana Sinnige participated in INPTRA 2019, held by

the International Network of Physical Therapy Regulatory Authorities. Katya co-hosted a break-out session about the pros and cons of competency testing, and Diana delivered a presentation on Board Governance.

ALSO IN 2019

- Presentation at the Ontario Physiotherapy Association's Visioning Day
- Meeting with the Canadian Association of Medical Radiation Technologists
- Organization and facilitation of a Regulatory Research Day for the Council on Licensure Enforcement & Regulation (CLEAR)
- Presentation at CLEAR Regulatory Meetings
- Panel participation at the Conference Board of Canada's Immigration Summit
- Teleconference with the Canadian Alliance of Audiology and Speech-Language Pathology Regulators
- Presentation at CNAR 2019, held by the Canadian Network of Agencies for Regulation
- Presentation and panel participation at the Annual Conference of The Association for International Credential Evaluation Professionals (TAICEP)
- Organization and facilitation of a workshop on Disruptive Innovation (read more on Page 21)

GOVERNMENT AND LEGISLATORS

HIGHLIGHT

National Director of Evaluation Services Heather Campbell and Manager of Credentialling Rebecca Chamula participated in a teleconference with Policy Analyst Susan Paul from the British Columbia Ministry of Health. Heather and Rebecca provided perspective to help inform the ministry's provincial workforce strategy.

ALSO IN 2019

- Presentation at a Best Brains Talk for the Canadian Institutes of Health Research
- Participation in stakeholder consultation with the Canadian Institute for Health Information (CIHI)

ONLINE COMMUNITY

HIGHLIGHT

Senior Credentialling Officer Shereen Mir-Jabbar and Credentialling Officer Keshia Gudge developed and presented an original webinar titled *Everything You Need to Know about the Canadian Healthcare System and Language Proficiency Requirements*.

ALSO IN 2019

- Online presentation explaining the Credentialling Application Process

OPENING MINDS TO DISRUPTIVE INNOVATION

CAPR hosted a stakeholder forum and visioning day with the theme of Disruptive Innovation as a supplement to our 2019 Annual General Meeting. At this first-of-its-kind collaborative summit, we welcomed special guests representing CCPUP, PEAC, CPA and the Federal State Boards of Physical Therapy (FSBPT) to engage in conversation with CAPR's Board members, Evaluation Services Committee and in-house leadership. The breadth and scope of the discussions challenged all participants to think broadly and honestly about future physiotherapy practice, regulatory and assessment needs. The conversations were authentic, difficult and constructive.

The event featured a presentation by renowned Canadian author and business consultant Jim Harris and provoked a productive discussion about the role of disruptive technology in the future of regulation and how CAPR can embrace big-picture innovation to benefit both our Credentialling and Exams programs.



VALUING SUBJECT-MATTER EXPERTS

BOARD OF EXAMINERS

Kristin Taylor, *Chair*
Cheri Gunn
Tyler Friesen
Catherine Evans
Monica Fricke
Roel Buenaventura
Lynn Sutter
Leanne Loranger
Alice Yu
Cynthia Lambert

APPEALS RESOURCE GROUP

Nancy Cho
Élise Bouchard
Gareth Sneath
Greg Heikoop
Susan Murphy
Victorina Baxan
Diane Dufour
Kenneth Gilfoy
Kedar K. Mate
Cindy Ellerton

KEY VALIDATION GROUP

Sandy Rennie
Catherine Le Cornu Levett
Stacey McPhail
Anastasia Newman

WRITTEN TEST DEVELOPMENT GROUP, WRITTEN ITEM GENERATION TEAMS

National Chair
Sandy Rennie

BRITISH COLUMBIA

Helen Bolton, *Interim Chair*
Sophia Zhao
Kelsey Van Stolk
Marian Cayer

ALBERTA

Karen McIntosh, *Interim Chair*
Julie Stenner
Nele Van Aerde

SASKATCHEWAN

Bonnie Maclean, *Chair*
Jocelyn Krieg
Lacey Nairn Pederson

MANITOBA

Rudy Niebuhr, *Chair*
Mirei Belton
Allison Klassen
Vanessa Voth

TORONTO

Janet Bowring, *Chair*
Gina Lam
Tiara Mardosas
Felicia Chow
Christina Simion

QUEBEC

Katharina Ciobanete, *Chair*
Manuela Materassi
Sharon Ho
Amanda Lee
Raji Cambow

NOVA SCOTIA

Kate Grosweiner, *Chair*
Mark MacKenzie
Nancy Walker
Reta Holland
Stephen Richey

OTTAWA

Melissa Cormier, *Chair*
Benjamin Tobali
Carole McMaster
Rachel Goard
Chloe Lauzon-Ganthier

CLINICAL TEST DEVELOPMENT GROUP, CLINICAL ITEM GENERATION TEAMS

National Chair
Cheri Gunn

BRITISH COLUMBIA

Rosalyn Jones, *Chair*
Joseph Anthony
Dee Malinsky
Maria Bertoni
Trevor Moizumi

ALBERTA

Mona Iyizoba, *Chair*
David Benterud
Stacy Culbert
Tara Willes
Sheena Whyte

SASKATCHEWAN

Soo Kim, *Chair*
Susan Tupper
Melissa Koenig
Kristen Quigley

HAMILTON

Barbara Pollock, *Chair*
Gillian Manson
Denise Lai
Anastasia Newman
Jessica Pilon-Bignell

TORONTO

Mindi Goodman
Catherine Patterson

KINGSTON

Diana Hopkins-Rosseel, *Chair*
(Tasos) Tom Doulas
Graeme Leverette
Kate Attwood
Kyle Vader

NOVA SCOTIA

Suzanne Taylor, *Chair*
Janice Palmer
Alison McDonald
Krista Sweet
Jessica Roy

MANITOBA/ NORTHWESTERN ONTARIO

Karen Malenchak,
Co-Chair
Jessica Marasco, *Co-Chair*
Leah Dlot
Rachel Desrochers
Kim Okano
Cynthia Otfinowski
Madeleine Hongisto

PSYCHOMETRIC ADVISORY PANEL

Chris Beauchamp, PhD
Lorin Mueller, PhD
John Wickett, PhD

SUMMARY STATEMENT OF FINANCIAL POSITION

AS AT DECEMBER 31, 2019

	2019	2018
ASSETS		
CURRENT		
CASH AND CASH EQUIVALENTS	\$ 381,953	\$ 816,657
SHORT-TERM INVESTMENTS	3,540,917	4,299,900
ACCOUNTS RECEIVABLE	—	297
PREPAID EXPENSES	164,475	150,944
	<u>4,087,345</u>	<u>5,267,798</u>
INVESTMENTS	1,582,474	101,704
CAPITAL ASSETS	413,647	481,507
	<u>\$ 6,083,466</u>	<u>\$ 5,851,009</u>
LIABILITIES		
CURRENT		
ACCOUNTS PAYABLE AND ACCRUED LIABILITIES	\$ 973,165	\$ 737,267
DEFERRED REVENUE	1,106,327	889,791
	<u>2,079,492</u>	<u>1,627,058</u>
DEFERRED LEASEHOLD INDUCEMENT	247,959	286,602
	<u>2,327,451</u>	<u>1,913,660</u>
NET ASSETS		
INVESTED IN CAPITAL ASSETS	165,688	194,905
CONTINGENCY RESERVE	1,517,227	1,517,227
DESIGNATED RESERVE	836,458	1,011,550
UNRESTRICTED	1,236,642	1,213,667
	<u>3,756,015</u>	<u>3,937,349</u>
	<u>\$ 6,083,466</u>	<u>\$ 5,851,009</u>

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

SUMMARY STATEMENT OF OPERATIONS

FOR THE YEAR ENDED DECEMBER 31, 2019

	2019	2018
REVENUE		
EXAMINATION FEES	\$ 4,458,283	\$ 4,572,776
CREDENTIALLING FEES	877,763	743,801
REGISTRANT LEVIES	522,327	493,465
INVESTMENT INCOME (LOSS)	246,256	(50,518)
OTHER	19,013	33,985
MEMBER FEES	6,000	6,131
	<u>6,129,642</u>	<u>5,799,640</u>
EXPENSES		
EMPLOYMENT AND STAFFING	2,577,701	2,498,867
CLINICAL EXAMINATION	1,815,368	1,658,984
WRITTEN EXAMINATION	511,864	453,351
OCCUPANCY	292,098	263,167
ADMINISTRATION AND OFFICE	268,696	274,902
BUSINESS MODERNIZATION PROJECT COSTS	175,092	46,634
SPECIAL PROJECTS	173,495	138,040
BANK CHARGES AND CREDIT CARD FEES	100,933	107,357
AMORTIZATION	96,147	90,187
OUTREACH AND DEVELOPMENT	95,483	68,894
COMMITTEES	63,233	13,640
GENERAL MEETINGS	55,486	55,409
CREDENTIALLING EXPENSES	31,429	34,035
TRANSLATION	20,737	13,821
PROFESSIONAL FEES	19,041	72,761
MEMBERSHIP FEES	14,173	8,121
	<u>6,310,976</u>	<u>5,798,170</u>
(DEFICIENCY) EXCESS OF REVENUE OVER EXPENDITURES	\$ (181,334)	\$ 1,470



CAPR
Canadian Alliance
of Physiotherapy
Regulators

ACORP
Alliance canadienne des
organismes de réglementation
de la physiothérapie

Cette publication est également offerte en français :
RAPPORT ANNUEL DE 2019

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