



CAPR
Canadian Alliance
of Physiotherapy
Regulators

ACORP
Alliance canadienne des
organismes de réglementation
de la physiothérapie

2018 ANNUAL REPORT



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MESSAGE FROM THE PRESIDENT

“ I can't change the direction of the wind, but I can adjust my sails to always reach my destination.

Jimmy Dean ”

Those words certainly ring true for me in my new role as President of the Canadian Alliance of Physiotherapy Regulators. I came onboard a ship that was already sailing in a direction of growth and change, a direction set by the need to keep pace with change in physiotherapy practice and its entry-level evaluation. In aspiring to excellence in Credentialling, Examinations and Member Services, we have advanced the work of our strategic plan and we have grown in positive ways.

This past year we continued our investment in communications. We increased our social media presence, including a YouTube channel with exam-orientation videos and credentialling webinars. Based on stakeholder demand, we created Physiotherapy-Competency-Exam Quick Facts and posted them on



our website. The informative, bi-monthly newsletter continues to be popular with Board members and other stakeholders.

To continue along the path of excellence in our evaluation services, some restructuring in the corporate services was necessary. These transitions went smoothly and have proven to be effective in improving the work of the organization. This allowed us to move forward with the IT modernization of our business practices.

The transition to Prometric has been completed. Through our collaboration with the Canadian Council

of Physiotherapy University Programs Curriculum Committee, the Registrars and Physiotherapy Education Accreditation Canada, we have a new competency-based blueprint. The blueprint is guiding updates to the exam item bank that reflect current practice. This is the ground work needed to roll out updated exam forms in 2020. The collaboration with external stakeholders that this project fostered opens the door for future partnerships that can only benefit physiotherapists.

A consideration of the influences on performance from the beginning of physiotherapy education to the day of retirement is one such area of

potential collaboration to be considered in the future. Understanding these influences may help us understand the educational program components and the legislation and safety factors needed to better manage risk. Working together, we can all adjust our sails towards our destination – where every physiotherapist is a competent and ethical physiotherapist.

I have been a member of the Board for many years, this year as President. I am amazed at how far we have come as an organization and at how we continue to find ways to improve and to grow both internally and, in our stakeholder relationships, externally. I would like to extend a huge thank you to our CEO, Katya Masnyk, and to all the CAPR staff – we wouldn't be here without you! I would also like to recognize all the volunteer and 'in-kind' hours that the Registrars and Board members put in during the year to keep projects moving forward and to inform the work of CAPR. In closing, I would like to echo the enlightened words of Benjamin Franklin...

“ Without continual growth and progress, such words as improvement, achievement, and success have no meaning. ”

Joan Ross
President

BOARD OF DIRECTORS

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

Kelly Allen (YK), until May
Chris Boodram (YK), after May
Dianne Millette (BC)
Brenda McKechnie (MB)
Darryn Mandel (ON), until May
Gary Rehan (ON), after May
Rebecca Bourdage (NB)
Sonia Chaudhary (PEI)
Deb Noseworthy (NL)

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
(United States)

COMMITTEES OF THE BOARD

EVALUATION SERVICES COMMITTEE

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

GOVERNANCE AND NOMINATIONS COMMITTEE

Dianne Millette, Chair
Rebecca Bourdage, until May
Sonia Chaudhary, after May
Brandy Green
Katya Masnyk, until May
Deb Noseworthy, until May
Joan Ross, after May
Shenda Tanchak, until October

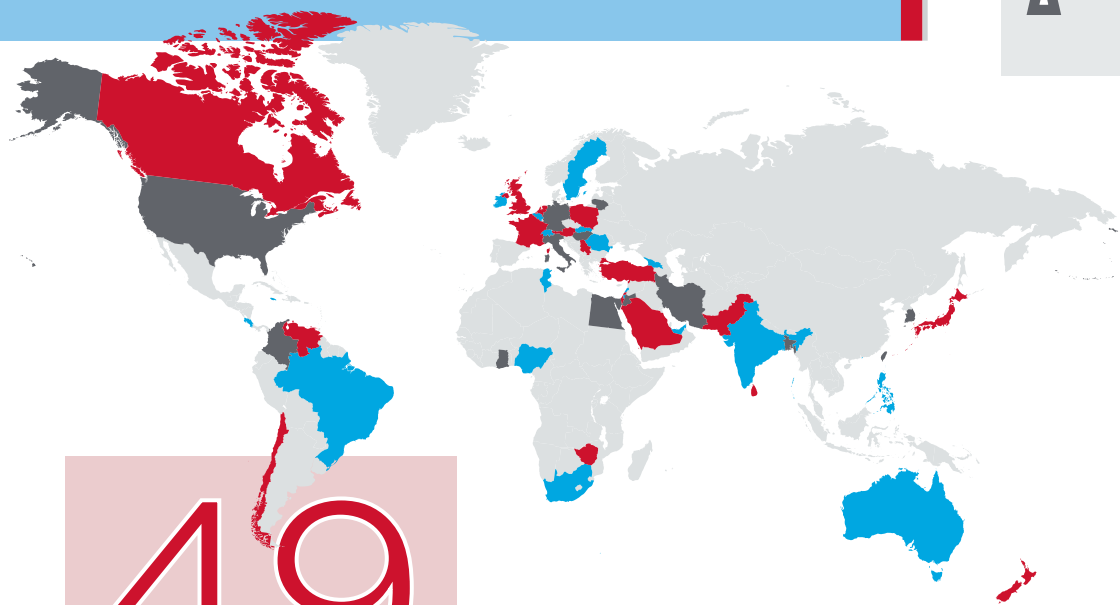
CEO REVIEW COMMITTEE

Brandy Green, Chair until May
Joan Ross, Chair after May
Brenda McKechnie, until May
Joyce Vogelgesang

WHO WE ARE...

The Canadian Alliance of Physiotherapy Regulators supports the provincial and territorial physiotherapy regulators across Canada, delivering evaluation, knowledge brokering and policy services.

Evaluation services, our core business, includes the assessment of educational credentials and qualifications of internationally-educated applicants and the administration of the Physiotherapy Competency Examination to determine a candidate's readiness for safe, effective and independent physiotherapy practice.




49

SOURCE COUNTRIES OF INTERNATIONALLY-EDUCATED PHYSIOTHERAPISTS

2018 BY THE NUMBERS

PT **1115**



SUCCESSFUL PHYSIOTHERAPIST CANDIDATES, NEWLY ELIGIBLE FOR LICENSURE

14

PRESENTATIONS DELIVERED TO STAKEHOLDERS



697

CREDENTIALLING APPLICATIONS RECEIVED




102

CAPR



SUBJECT-MATTER EXPERTS AND ADVISORY-COMMITTEE MEMBERS SUPPORTING CAPR



3204

EXAMS ADMINISTERED

RECOGNIZING STAFF 2018

Katya Masnyk, CEO

Derek Rodrigues,
Corporate Director, Finance and Operations

Heather Campbell,
National Director, Evaluation Services

Diana Sinnige,
Director, Policy and Communications

Samantha Vigrow,
Human Resources Business Lead

Ruth Pereira
Zara Armstrong
Maggie Barnes-Ahlbrand
Sabrina Belvedere
Marcia Blair
Kelly Casey
Rebecca Chamula
Nancy Durrant
Maksym Duvalko
Erin Gollaher
Keshia Gudge
Gillian Japal
Hervé Jodouin
Jennifer Lippa

Adryan Malcolm-Zorec
Shereen Mir-Jabbar
Fergus O'Connor
Maureen Okojie
Nancy Osadetz
Lyons Pereira
Colleen Reid
Adam Sayers
Laura Segal
Carena Tran
Lindsay Weidelich
Aya Xuan
Christine You

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

OUR STRATEGIC OBJECTIVES 2018-2022

› ENSURE EXCELLENCE IN EVALUATION SERVICES

› CULTIVATE REGULATORY EXCELLENCE

› ENGAGE STAKEHOLDERS

2018: OUR STRATEGY IN ACTION

In 2018, CAPR launched a new strategic framework to make real our vision that every physiotherapist be a competent and ethical physiotherapist. Side by side with our valued partners in physiotherapy, CAPR made excellent progress in 2018 towards our three stated objectives. Of 20 strategic initiatives planned for the year, 12 were completed and substantial progress had been made on an additional six by year's end.

To learn more about our work to make our Vision and Mission a reality, please continue reading this Annual Report which describes our progress towards each of our three strategic objectives.

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 ESC provides strategic advice and makes recommendations to the Board about these programs.

In 2018, the ESC continued work started in 2017 to review the composition of the committees that work with CAPR's Credentialling and Examinations Programs. The ESC made recommendations to the Board to enhance the subject-matter expertise available to both the programs. The committee worked with both the Registrars Committee and Board of Directors on important policy issues and monitored best practices in Credentialling and Examination Development.

The ESC provided guidance and oversight to several key CAPR initiatives that contribute to excellence in evaluation services, including:

- The recruitment and appointment of a number of new members and Chairs to key committees such as the Board of Examiners, the Appeals Resource Group and Test Development Groups;
- Recommendations to the Board of Directors on key policy issues such as language proficiency, exam eligibility time limits and the terms of reference of the Board of Examiners;
- The transition to a new computer-based written examinations provider, Prometric, and subsequent delivery of four exam administrations with the new provider; and
- A variety of quality improvement initiatives such as the enhancement of examiner training and improvements made to the reports delivered to Canadian physiotherapy academic programs.



CREDENTIALLING PROGRAM

The Credentialling Program started 2018 by launching a new, interactive Credentialling Process Guide to assist credentialling applicants. The previously existing text-based guide is now complemented by one in a user-friendly 'Prezi' format which allows users to follow the flow of a credentialling application from start to finish while providing an applicant's most needed information. By late April 2019, the new guide had been viewed 9400 times by over 5700 different users.

CAPR's Credentialling Program became a founding member of the International Physiotherapy Assessment Authorities Network (IPAAN) along with the Australian Physiotherapy Council. CAPR staff have developed a niche expertise in physiotherapist educational credential assessment and IPAAN was established for similar organizations to exchange information regarding developments in physiotherapy qualifications assessment and regulation in countries around the world. The UK Health & Care Professions Council and CORU (Republic of Ireland) have also become members of IPAAN.

Credentialling Team members offered two customer-service webinars in 2018, one regarding the new Process Guide and the second explaining CAPR's requirements relating to the knowledge of Canadian physiotherapy practice and language proficiency.

In 2018, the program's credential assessment work ran smoothly and efficiently, receiving an increase in applications over 2017. Applications were processed in timelines shorter than approved benchmarks and the program received very low numbers of administrative reconsiderations (one request) and appeals (one request), in line with previous years.

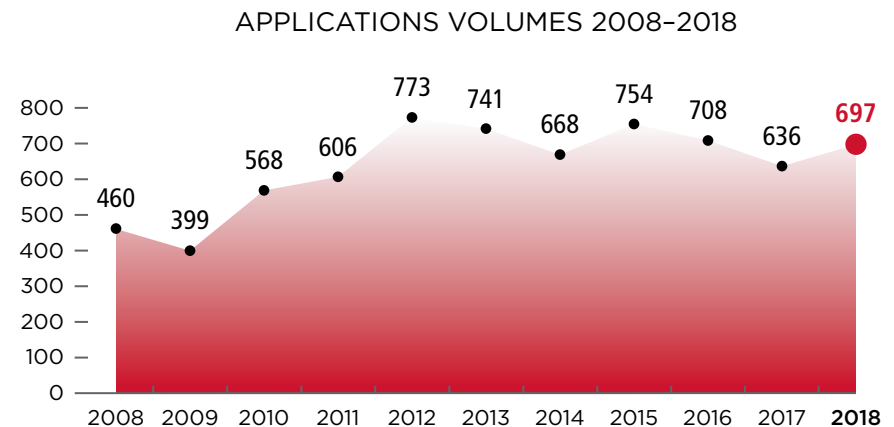


2018 CREDENTIALLING STATISTICS

CREDENTIALLING ASSESSMENT PROCESSING TIMES

RESULTS	Benchmark	Actual Wait Time Year-End 2018
Files with a Precedent	10–12 WEEKS	9 WEEKS
Files without a Precedent	16–18 WEEKS	13 WEEKS

NUMBER OF NEW CREDENTIALLING APPLICATIONS RECEIVED



TOP 10 SOURCE COUNTRIES

India, the United Kingdom, Australia and the Philippines are our perennial top four countries, with India being our top source country by a significant margin. Since 2013, applications from the Philippines have been on the decline, while the number of applications from Nigeria has almost doubled in the past eight years. Applications from Australia also continue to increase and for the first time in 8 years, South Africa is in the top 10.



OUTCOMES OF CREDENTIAL ASSESSMENTS COMPLETED IN 2018

OUTCOME OF REVIEW	Number	%
Eligible for Exam	472	73.8
Eligible Pending Canadian Health System Course	61	9.5
Eligible Pending Improved Language Only	19	3
Eligible Pending Canadian Health & Improved Language	50	7.8
Eligible Pending Other - Degree Verification +/- Other	17	2.7
Additional Documents Required: Language Test Score +/- Clinical Hours Info	17	2.7
Unsuccessful - Credentials are Substantially Different	4	0.6
TOTALS	640	100

EXAMINATIONS PROGRAM

After a peak of 3457 exams administered in 2016, CAPR has seen a small decline in exam administration numbers over a two-year period – a three percent decrease in 2017 and a five percent decrease in 2018 – to bring the total of written and clinical exams administered to 3204 in 2018. This peak and gradual decline was anticipated after CAPR cleared a credentialing-application ‘bulge’ in 2013.

In addition to administering these exams, the work of the Examinations Program focussed on two substantial projects: the transition of the written exam to a new service provider, Prometric, and the development of a new exam blueprint. The transition to Prometric, a world leader in the delivery of high-stakes entry-to-practice exams, was completed in 2018. This was a large and complex undertaking. The first computer-based written exam hosted by Prometric was delivered in May 2018. Procedures relating to administration and communication were updated to facilitate this transition.

Work continued on the development of a new blueprint for the Physiotherapy Competency Exam – both Written and Clinical Components. A proposed blueprint, based on the work of the Blueprint Steering Committee, guided by the 2017 Competency Profile for Physiotherapists in Canada and validated by our national test development groups and our Board of Examiners, was approved by the CAPR Board of Directors in May 2018. Implementation activities have included recoding the items in our



exam question banks to correspond to the new blueprint domains and entry-to-practice milestones. Necessary standard-setting exercises will take place in early 2020, and CAPR anticipates that the first exams administered using the new blueprint will be delivered in May (Written Component) and June (Clinical Component) of 2020.

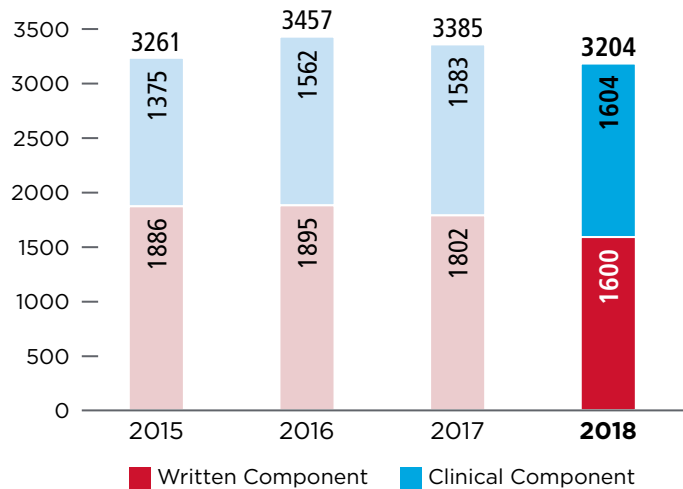
The Examinations Program made a number of

additional process improvements to exam delivery in 2018. These improvements were based on recommendations made in 2016, resulting from a continuous quality improvement review completed by ProExam, an independent exam-program assessor. Examples include activities to enhance examiner expertise, to increase the ease of use of test-marking sheets and engaging in targeted recruitment for examiners and subject-matter experts.

2018 EXAMINATION STATISTICS

NUMBER OF EXAMS ADMINISTERED - WRITTEN COMPONENT AND CLINICAL COMPONENT

NUMBER OF EXAMS ADMINISTERED 2015 TO 2018



TOTAL NUMBERS AND PERCENTAGE PASS RATES FOR WRITTEN COMPONENT AND CLINICAL COMPONENTS

WRITTEN COMPONENT	2015		2016		2017		2018	
	N	% Pass	N	% Pass	N	% Pass	N	% Pass
CANADIAN-EDUCATED	703	92	700	93	690	94	690	94
INTERNATIONALLY-EDUCATED	1183	41	1195	46	1112	42	910	53
ALL CANDIDATES	1886	60	1895	63	1802	62	1600	71

CLINICAL COMPONENT	2015		2016		2017		2018	
	N	% Pass	N	% Pass	N	% Pass	N	% Pass
CANADIAN-EDUCATED	607	90	738	84	733	83	793	84
INTERNATIONALLY-EDUCATED	768	64	824	51	850	42	811	55
ALL CANDIDATES	1375	76	1562	67	1583	61	1604	70

N = Number of exams administered. Some candidates may take more than one exam per year.

EXAM RESULT WAIT TIMES

RESULTS	BENCH MARK	Actual Wait Time Average 2018
WRITTEN COMPONENT RESULTS	6 WEEKS	4.8 WEEKS
CLINICAL COMPONENT RESULTS	12 WEEKS	10.75 WEEKS

2018 PASS RATES (%) - FIRST-TIME TEST TAKERS OR REPEAT

	WRITTEN % Pass	CLINICAL % Pass
Overall	71	70
CEPT* - 1st Time	94	86
CEPT - Repeat	94	76
IEPT** - 1st Time	53	52
IEPT - Repeat	50	59

* Canadian-Educated ** Internationally-Educated

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

	2015	2016	2017	2018
NUMBER OF CANDIDATES NEWLY ELIGIBLE TO APPLY FOR LICENCE	1041	1042	964	1115

REGISTRARS COMMITTEE 2018: A YEAR OF KNOWLEDGE EXCHANGE

CAPR's Registrars Committee is composed of the Registrars or Executive Directors of the 11 physiotherapy regulatory bodies across Canada. Here is a short synopsis of their work cultivating regulatory excellence and serving the public interest.

SUPPORTING REGULATORS

The members of the Registrars Committee shared expertise with each other and aligned their jurisdictional positions to the greatest extent possible regarding the following issues or initiatives:

- use of credentials by physiotherapists
- the attempt to establish Doctorate of Physiotherapy program(s) in the Canadian context
- the physiotherapist's role in the assessment and management of concussions
- defining 'advanced practice'
- revisiting and recommitment to the Physiotherapy Mutual Recognition Agreement that underpins the work of the Canadian Alliance of Physiotherapy Regulators.

SUPPORTING CAPR EVALUATION SERVICES

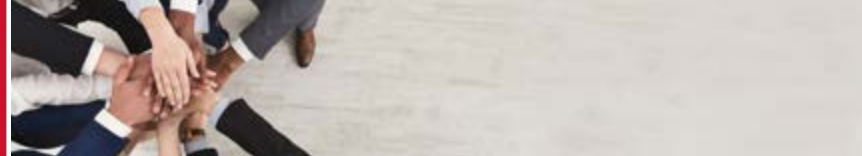
The committee provided expertise to CAPR staff regarding:

- credential assessment in the absence of standardized documents
- time limits on exam eligibility
- improved tracking of exam registration transfers where it affects provisional licence eligibility
- the assessment of professionalism at the entry-to-practice level.

SUPPORTING THE PHYSIOTHERAPY COMMUNITY

Representatives from the Registrars Committee collaborated with the following external partners on behalf of CAPR:

- the Steering Committee of the OTA-PTA Visioning Project
- the Canadian Council of Physiotherapy University Programs on an initiative to better define and promote professionalism among physiotherapists
- the Canadian Physiotherapy Association on various topics including a harmonized Code of Ethical Conduct, liability incident trend reporting, advanced practice and certification of specialists
- the National Physiotherapy Advisory Group regarding Canadian supervised-clinical-practice-hour requirements for physiotherapy students.



REGISTRARS COMMITTEE – 2018

MEMBERS:

Kelly Allen (until June 2018),
Chris Boodram (as of June 2018)
Government of Yukon

Dianne Millette
College of Physical Therapists of British Columbia

Jody Prohar (Interim Chair, as of October 2018)
Physiotherapy Alberta – College + Association

Lynn Kuffner
Saskatchewan College of Physical Therapists

Brenda McKechnie
College of Physiotherapists of Manitoba

Shenda Tanchak (Chair until October 2018),
Rod Hamilton (as of November 2018)
College of Physiotherapists of Ontario

Denis Pelletier,
Marie-France Salvas
l'Ordre professionnel de la physiothérapie du Québec

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

Joan Ross
Nova Scotia College of Physiotherapists

Joyce Ling
Prince Edward Island College of Physiotherapists

Josephine Crossan
Newfoundland and Labrador College of Physiotherapists

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 CAPR AWARD OF DISTINCTION: **DIANNE MILLETTE AND JOYCE VOGELGESANG**

In 2018, CAPR presented its highest honour to **Joyce Vogelgesang** and **Dianne Millette** for their ground-breaking work advancing public protection and physiotherapy regulation across the country.

Dianne Millette has served as the Registrar in three separate jurisdictions across Canada. Joyce Vogelgesang is the Deputy Registrar for Physiotherapy Alberta. Both, through their work with CAPR's Registrars Committee, have made significant contributions to the cross-Canada harmonization of regulatory policy and resources in recent years.

Between the two of them, they have led major Registrars Committee projects such as a single regulatory Code of Ethical Conduct, Core Standards of Practice for Physiotherapists in Canada, national decision-making guidelines for Good Character and a Memorandum of Understanding and regulatory guidelines for the delivery of cross-border physiotherapy services. The value of this work – for regulators, for physiotherapists and for physiotherapy candidates – cannot be overstated.

In addition, Dianne and Joyce have both been instrumental to the research in Alberta and now in British Columbia relating to regulatory risk and protective factors for physiotherapy practice.

Dianne is a visionary whose ideas outpace our ability to keep up with her. Partnered with Joyce's clear-eyed analysis and relentless work ethic, great things have happened. CAPR is proud to honour Dianne Millette and Joyce Vogelgesang with the CAPR Award of Distinction.

ENGAGING STAKEHOLDERS THROUGH COLLABORATIVE WORK

CAPR's mission is to support the physiotherapy community in protecting the public. In 2018, CAPR staff engaged with our national and international partners to move this mission forward through collaboration.

CREATING A SINGLE SET OF EXPECTATIONS FOR THE PHYSIOTHERAPY PROFESSION

- CAPR participated in the Council of Canadian Physiotherapy University Program (CCPUP)'s curriculum review;
- Aligned the Physiotherapy Competency Exam (PCE) conditions list with CCPUP's conditions list;
- Sought and incorporated National Physiotherapy Advisory Group (NPAG) input into the PCE blueprint; and
- Along with NPAG partners, launched the 2017 Essential Competency Profile for Physiotherapists.

DEMYSTIFYING THE PCE

- CAPR performed a 'data dive' with CCPUP regarding professionalism and safety flags on the PCE, held a webinar on the topic and as a result incorporated increased feedback relating to safety and professionalism on PCE candidate and



- program reports;
- Redesigned reports to academic programs based on CCPUP feedback; and
- In collaboration with CCPUP, launched a CAPR-CCPUP Liaison Committee.

OCCUPATIONAL THERAPIST ASSISTANT-PHYSIOTHERAPIST ASSISTANT VISIONING INITIATIVE

- A CAPR representative participated actively on this project's Advisory Committee; and
- CAPR's Registrars Committee provided input from a regulatory perspective.

PROMOTING REGULATORY KNOWLEDGE EXCHANGE

- CAPR staff sit on the Board of Directors, Finance Committee and Governance Committee of the Canadian Network of Agencies for Regulation (CNAR);
- For the fourth year running, conceptualized, developed and led CNAR's Annual Regulatory Masterclass. This year's topics were Cultural Safety & Humility and Transformative Regulatory Change;
- Participated in the Planning Committee for CNAR's Annual Conference;
- Supported the planning and financing of the biannual conference of the International Network of Physical Therapy Regulatory Authorities (INPTRA); and
- Were integral to the creation of INPTRA's updated strategic plan.

ENGAGING STAKEHOLDERS THROUGH DIALOGUE AND EDUCATION

In addition to the collaborative projects above, CAPR staff engaged stakeholders through outreach. Staff delivered or participated in a number of presentations to diverse audiences.

TO REGULATORY COLLEGES:

- College of Physiotherapists of Manitoba – Topic: CAPR’s strategic framework and its data-sharing agenda
- College of Physiotherapists of Ontario – Topic: Overview of the PCE

TO UNIVERSITIES:

- Glasgow Caledonian University – Topic: Introduction to CAPR Credentialling and the PCE
- Keele University – Topic: Introduction to CAPR Credentialling and the PCE
- Queens University – Topic: An Introduction to the Canadian Alliance of Physiotherapy Regulators

AT NATIONAL AND INTERNATIONAL CONFERENCES:

- Council on Licensure, Enforcement

& Regulation (CLEAR) Annual Educational Conference –
Topic: Performance Anxiety –
Demonstrating your Effectiveness as a Regulator (presented as part of an international panel)

- CNAR Masterclass – Topics: Cultural Safety and Humility in Regulation; Transformative Change in Regulation
- CNAR Annual Conference – Topic: Pechakucha (rapid-fire presentation) on a history of collaboration among Canadian physiotherapy regulators
- Canadian Physiotherapy Association Congress – Topic: Essential Competency Profile and Entry-to-Practice Milestones (presented along with NPAG partners)

TO EMPLOYERS:

- Saskatchewan Health Authority – Topic: Development and Delivery of the Clinical Component of the Physiotherapy Competency Exam



> ENGAGING STAKEHOLDERS

COMMUNICATION IS KEY

Good communication is vital to engaging our stakeholders. In 2018, CAPR continued its investment in communications by hiring its first Communications Coordinator. This has allowed us to increase our outreach efforts which, this year, included:

- interactive webinars for internationally-educated credential assessment applicants;
- a new YouTube channel;
- updated Physiotherapy-Competency-Exam orientation videos;
- an online, interactive 'Prezi' guide to the credential-assessment process;
- the development of PCE Quick Facts, posted on our website;
- updated online resources for our Regulator Members; and
- collaboration with a new website host to improve site responsiveness and performance.

> ENGAGING STAKEHOLDERS

CELEBRATING VOLUNTEERS

BOARD OF EXAMINERS

Kristin Taylor, Chair
Cynthia Lambert
Roel Buenaventura
Monica Fricke
Catherine Evan
Joyce Sharum
Tyler Friesen
Darryn Mandel
Cheri Gunn
Peter Dilworth

APPEALS RESOURCE GROUP

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

KEY VALIDATION GROUP

Sandy Rennie
Catherine Le Cornu Levett
Stacey McPhail
Anastasia Newman
Gillian Manson



CELEBRATING VOLUNTEERS



WRITTEN TEST DEVELOPMENT GROUP, WRITTEN ITEM GENERATION TEAMS

NATIONAL CHAIR Sandy Rennie	TORONTO Janet Bowring, Chair Gina Lam Tiara Mardosas Felicia Chow
BRITISH COLUMBIA Helen Bolton, Interim Chair Sophia Zhao Kelsey Van Stolk	QUEBEC Manuela Materassi, Chair Sharon Ho Amanda Lee Raji Cambow
ALBERTA Karen McIntosh, Interim Chair Julie Stenner Nele Van Aerde	NOVA SCOTIA Kate Grosweiner, Chair Mark MacKenzie Nancy Walker Reta Holland Stephen Richey
SASKATCHEWAN Bonnie Maclean, Chair Jocelyn Krieg Lacey Nairn Pederson	OTTAWA Melissa Cormier, Chair Benjamin Tobali Carole McMaster Rachel Goard Chloe Lauzon-Ganthier
MANITOBA Rudy Niebuhr, Chair Mirei Belton Megan Ferrone Allison Klassen Vanessa Voth	

CLINICAL TEST DEVELOPMENT GROUP, CLINICAL ITEM GENERATION TEAMS

NATIONAL CHAIR Cheri Gunn	HAMILTON Barbara Pollock, Chair Gillian Manson Denise Lai Anastasia Newman Jessica Pilon-Bignell	MANITOBA/ NORTHWESTERN ONTARIO Karen Malenchak, Co-Chair Jessica Marasco, Co- Chair Leah Dlot
BRITISH COLUMBIA Rosalyn Jones, Chair Joseph Anthony Joanna Gueret Dee Malinsky	TORONTO Keith McQuade, Chair Mindi Goodman Bansi Shah Catherine Patterson Sandy Lyeo	WITH SPECIAL THANKS TO Deb Noseworthy Director, 2007–18 Victor Brittain Board of Examiner member/chair, 2005–18
ALBERTA Mona Iyizoba, Chair David Benterud Stacy Culbert Tara Willes Roel Buenaventura	KINGSTON Diana Hopkins- Rosseel, Chair (Tasos) Tom Doulas Graeme Leverette Kate Attwood Kyle Vader	
SASKATCHEWAN Soo Kim, Chair Susan Tupper Melissa Koenig Kristen Quigley	NOVA SCOTIA Suzanne Taylor, Chair Janice Palmer Alison McDonald Krista Sweet Jessica Roy	

DEMONSTRATING ACCOUNTABILITY

SUMMARY STATEMENT OF FINANCIAL POSITION

AS AT DECEMBER 31, 2018

	2018	2017
ASSETS		
Current		
Cash	\$ 816,657	\$ 2,591,883
Short-term investments	4,299,900	2,267,286
Accounts receivable	297	272,634
Prepaid expenses	150,944	112,443
	<u>5,267,798</u>	<u>5,244,246</u>
Capital assets	481,507	514,412
Investments	101,704	203,194
	<u>\$ 5,851,009</u>	<u>\$ 5,961,852</u>
LIABILITIES		
Current		
Accounts payable and accrued liabilities	\$ 737,267	\$ 864,837
Deferred revenue	889,791	898,851
	<u>1,627,058</u>	<u>1,763,688</u>
Deferred leasehold inducement	286,602	262,285
	<u>1,913,660</u>	<u>2,025,973</u>
NET ASSETS		
Invested in capital assets	194,905	252,127
Contingency reserve	1,517,227	1,467,187
Designated reserve	1,011,550	515,184
Unrestricted	1,213,667	1,701,381
	<u>3,937,349</u>	<u>3,935,879</u>
	<u>\$ 5,851,009</u>	<u>\$ 5,961,852</u>

SUMMARY STATEMENT OF OPERATIONS

FOR THE YEAR ENDED DECEMBER 31, 2018

	2018	2017
Revenue		
Examination fees	\$ 4,572,776	\$ 4,676,436
Credentialing fees	743,801	665,046
Registrant levies	493,465	461,088
Investment income (loss)	(50,518)	152,736
Other	33,985	27,864
Member fees	6,131	6,132
	<u>5,799,640</u>	<u>5,989,302</u>
Expenses		
Employment and staffing	2,498,867	2,147,352
Clinical examination	1,658,984	1,615,176
Written examination	453,351	595,703
Occupancy	263,167	266,060
Administration and office	274,902	263,240
Special projects	184,674	150,920
Bank charges and credit card fees	107,357	104,637
Outreach and development	68,894	100,118
Committees	13,640	76,603
Amortization	90,187	67,954
General meetings	55,409	34,811
Professional fees	72,761	27,787
Credentialing expenses	34,035	23,666
Membership fees	8,121	14,408
Translation	13,821	12,603
	<u>5,798,170</u>	<u>5,501,038</u>
Excess of revenue over expenditures	<u>\$ 1,470</u>	<u>\$ 488,264</u>



CAPR
Canadian Alliance
of Physiotherapy
Regulators

ACORP
Alliance canadienne des
organismes de réglementation
de la physiothérapie

2018 ANNUAL REPORT

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