



**MEETING OF THE COUNCIL OF THE COLLEGE OF
PHYSIOTHERAPISTS OF ONTARIO**

MINUTES

June 22-23, 2021

College Boardroom & Virtually via Zoom

In-person Attendees:

Theresa Stevens, President
Jennifer Clifford, Vice-
President

Zoom Attendees:

Janet Law, PT
Hervé Cavanagh, PT
Karen St. Jacques, PT
Katie Schulz, PT
Dennis Ng, PT
Anna Grunin, PT
Jesse Finn, Public
Tyrone Skanes, Public
Nitin Madhvani, Public
Myles MacLeod, Public
Carole Baxter, Public

Regrets:

Paul Parikh, PT

Zoom Guests:

Allison Henry, MOH (June 22)
Alan Bromstein, WeirFoulds (June 22)
Brad Quinn, TNG Consultant (June 22)
Darryn Mandel, ETP WG (June 22)
Gary Rehan, CAPR Board Rep (June 22)
Blair MacKenzie, Hilborn (June 23)

Staff in person

Rod Hamilton, Registrar

Staff on zoom

Anita, Ashton, Deputy Registrar
Zoe Robinson
Melissa Collimore
Justin Rafton
Lisa Pretty (June 23)
Fiona Campbell (June 23)
Allan Mak (June 23)
Shelley Martin (June 23)

Recorder: Barbara Hou

Tuesday June 22, 2021

8:30 am.

Welcome

The President welcomed all members and introduced newly elected professional members Dennis Ng and Anna Grunin. It was noted new academic member Paul Parikh would not be in attendance. All Council members were given the opportunity to introduce themselves.

1.0 Approval of the Agenda

Motion

It was moved by T. Skanes and seconded by D. Ng that:

the agenda be accepted as presented with the possibility for changes to the order of items to address time constraints.

CARRIED.

2.0 College Response to Terrorist Action in London, Ontario

Motion

On Sunday June 6, Salman Afzaal, a physiotherapist and his family were struck and killed by a motor vehicle while walking in London Ontario. A moment of silence was observed by Council in solidarity with and recognition for Salman Afzaal and his family following this senseless attack.



It was moved by T. Skanes and seconded by J. Law that:

the Council approves the Executive Committee's recommendation to donate \$1000.00 to the Afzaal family.

CARRIED.

3.0 Motion Approval of the Council Meeting Minutes of March 23, 2021 and May 19, 2021

It was moved by M. MacLeod and seconded by K. St. Jacques that:

the Council meeting minutes of March 23, 2021 and May 19, 2021 be approved.

CARRIED.

4.0 Board Governance Education

Brad Quinn, TNG Consultants facilitated a closed education session for Council on Board Governance.

Council resumed at 1:00 pm

5.0 Ministry of Health-Allison Henry

Allison Henry, Director, Health Workforce Regulatory Oversight at the Ministry of Health provided Council with a presentation on the ongoing legislative and regulatory work being led by the Ministry. The update focused on:

1. The recent passing of the *Advancing Oversight and Planning in Ontario Health System Act, 2021* which included a new regulatory authority for personal support workers under the *Health and Supportive Care Providers Oversight Authority Act, 2021* and added the regulation of physician assistants under the CPSO and behaviour analysts under the College of Psychologists.
2. The Ministry's review of the College's Year 1 submission for the College Performance Measurement Framework (CPMF) alongside considerations of governance changes to the RHPA model to align with best practices and trends.

6.0 Presidents Report

T. Stevens, President provided an update on the following:

- Planning for a strategic planning process for the College to occur in the fall in order to develop a new three-year plan;



- Prioritizing Entry to Practice matters in order to register physiotherapy residents as soon as possible;
- Engaging in collaborative work alongside the Canadian Alliance of Physiotherapy Regulators (CAPR) to launch an exam by fall;
- Received a letter from the Office of Fairness Commissioner, which will be considered by the Entry to Practice Working group; and
- Received a letter from the Ontario Physiotherapy Association.

7.0 Registration and Examination Overview

A. Ashton, Deputy Registrar and M. Collimore, Manager of Registration provided Council with a high-level overview on the journey of how physiotherapists become registered with the College, with a focus on the examination process.

8.0 Entry to Practice (ETP) Working Group: Alternative Motion Examinations and Review Scope

In light of the multiple cancellations and delays to the clinical portion of the Physiotherapy Competency Exam (PCE) administered by CAPR, Council established and initially tasked the ETP Working Group to review and consider alternate examinations in case of further delays.

Specifically, Council requested further information on the models being used in Alberta and British Columbia. D. Mandel provided Council with an update on the Working Group's preliminary background research and discussions on the alternative examinations. Alan Bromstein, counsel for the College's Registration Committee had been consulted and provided advice on the legislative parameters to assess the entry to practice exam requirements available.

Any examination would need to be considered based upon specified criteria to ensure legal defensibility and public protection. In consideration of such criteria recommended by legal counsel, the Working Group suggested that proposed examinations in Alberta and British Columbia were best fit for further study as potential alternatives.

It was moved by H. Cavanagh and seconded by K. St. Jacques that:

the Council direct staff to investigate in detail the feasibility of using the Alberta or BC examinations as alternative(s) to



the PCE in the event of a further CAPR exam failure. This work would include the dedication of appropriate resources to assess the examination from a legal/psychometric perspective as required to ensure confidence in its appropriateness.

CARRIED.

9.0 Canadian Alliance Physiotherapy Regulators (CAPR)

Gary Rehan, CAPR board representative, provided Council with a CAPR update.

As a result of the ongoing COVID pandemic, Council agreed in November 2020 to support the development of a virtual Physiotherapy Competency Exam (PCE) due to restrictions in holding in-person examinations. The first virtual clinical component of the PCE was to be offered on March 20 and 21, 2021 but failed due to technical challenges. As a result, the March virtual clinical examination had to be cancelled.

G. Rehan assured Council that CAPR had adopted a new vendor, re-organized the logistics of offering access on the online platform and are on track to relaunch a virtual clinical exam in early September 2021.

It was moved by D. Ng that the Council meeting be recessed for the day ending at 4:00 pm.

CARRIED

9:00 am.

Wednesday, June 23, 2021

It was moved by K. St. Jacques and seconded by K. Schulz that the meeting was called to order and resumed.

CARRIED.

10.0 Registrars Report

R. Hamilton, Registrar provided an update on the following:

- Meeting with the Office of the Fairness Commissioner;
- Meeting with Ministry of Labour;
- Ministry of Health soliciting any further governance input from RHPA Colleges;
- *Advancing Oversight and Planning in Ontario Health System Act, 2021*;
- College Performance Management Framework (CPMF) Year 1 Report and Next Steps;
- Council Composition;
- CAPR Registrar update-National Exam;
- Staffing and Operations;



- Health Professions Regulators of Ontario (HPRO) Governance training;
- Medical Council of Canada Exam;
- OPA Survey PT's and HR issues; and
- Upcoming Privacy webinar being hosted by the College and led by Kate Dewhurst.

11.0 Review of Previous Strategic Plan

R. Hamilton, Registrar provided Council with an overview of College's previous Strategic Plan for 2017-2021 and addressed any questions from Councillors on the specific priorities. The presentation highlighted both the goals of the plans and lessons learned looking back. Council would be participating in a new College Strategic planning session, being planned to commence in the fall.

12.0 Annual Committee Report (April 2020 to March 2021) and Program Area update (January to March 2021)

Program managers and committee support provided an annual report on committee activities and statistics alongside an update on program area projects and initiatives being undertaken. This included:

- Executive Office;
- Registration;
- Quality Assurance;
- Inquiries, Complaints and Reports (Professional Conduct);
- Patient Relations;
- Discipline and Fitness to Practice;
- Finance;
- Corporate Services;
- Practice Advice;
- Policy; and
- Communications.

13.0 Standards Review Process- Revised 2021 Proposal

Motion J. Rafton, Manager of Policy and Governance provided Council with the background on the College's Standards review process and proposal for a revised framework.

In late 2019, Council approved a Standards review process. However, due to the COVID pandemic and other initiatives undertaken, the review process had not yet commenced. With Council set to embark on a strategic planning exercise in the fall of 2021, a review of the College's Standards is an area



identified for prioritization in the upcoming years. In light of this and completion of the CPMF, staff have reassessed the standard review process to ensure it still met the needs of an evolving regulatory environment and that there was a practical operational plan going forward.

Staff, in consultation and with support of the Executive Committee, developed a revised proposal to ensure the process was focused, collaborative and regimented. Standards would be grouped by theme and reviewed based on identified priority and risk. Staff would lead the review of one priority grouping each year.

It was moved by J. Finn and seconded by N. Madhvani that:

the Council approves the revised proposal for the ongoing review of the College's Professional Standards to ensure they remain current over time.

CARRIED.

14.0 Bylaw and Governance Policies Review- Final Approval
Motion

J. Rafton, Manager of Policy and Governance provided Council with the background on the Governance Working Group's review of the By-law and governance policies and provided an update following on from the public consultation.

In December 2018, Council approved a proposal to conduct an in-depth review of the College's by-laws and governance policies. The Executive Committee became the working group for this review. The Executive Committee brought forward proposed by-laws and governance policy changes in late 2020 and early 2021, following a legal review. The changes were approved in principle, pending a by-law consultation with stakeholders.

The by-law changes were distributed for consultation, and Council were provided with the collated responses. The Executive committee reviewed the feedback and recommended two subsequent changes be made under *Part 2.10 The Registrar* in the bylaws. The Executive Committee now brought forward a final proposal of changes for approval.

It was moved by K. St. Jacques and seconded by T. Skanes that:



the Council approves the proposed changes to the College's by-laws and governance policies.

CARRIED.

15.0 Approval of the 2021-2022 Committee Slate

Motion Council discussed the proposed 2021-2022 Committee slate. The discussion focused on the implication of consecutive term limits for non-Council member committee involvement, following the recent by-law amendment.

It was moved by K. Schulz and seconded by N. Madhvani that:

Council approved the proposed committee slate with the removal of D. Mandel from the Inquiries, Complaints and Reports Committee (ICRC).

CARRIED.

Executive Committee	Theresa Stevens, PT (Chair) Jennifer Clifford, PT (VP) Katie Schulz, PT Tyrone Skanes, Public Nitin Madhvani, Public
Inquiries, Complaints and Reports Committee (ICRC)	Gary Rehan, PT non-council (Chair) Dennis Ng, PT Jennifer Clifford, PT Carole Baxter, Public Tyrone Skanes, Public Monica Clarke, PT non-council
Discipline & Fitness to Practice Committee	James Wernham, PT non-council (Chair) Katie Schulz, PT Janet Law, PT Hervé Cavanagh, PT Karen St Jacques, PT Paul Parikh, PT Anna Grunin, PT Nitin Madhvani, Public Jesse Finn, Public Myles MacLeod, Public Carole Baxter, Public Daniel Negro, PT non-council Angelo Karalekas, PT non-council Richa Rehan, PT non-council Nicole Graham, PT non-council



Sue Grebe, PT non-council
Felix Umana – PT non-council
Theresa Kay – PT non-council

Quality Assurance
Committee

Antoinette Megens, PT non-council
(Chair)
Hervé Cavanagh, PT
Dennis Ng, PT
Beth Bergmann, PT non-council
Jesse Finn, Public
Myles MacLeod, Public

Registration Committee

Tyrone Skanes, Public (Chair)
Katie Schulz, PT
Paul Parikh, PT
Jesse Finn, Public
Carole Baxter, Public

Patient Relations

Anastasia Newman, PT non-council
Karen St Jacques, PT (Chair)
Anna Grunin, PT
Antoinette Megens, PT non-council
Nitin Madhvani, Public

Finance Committee

Janet Law, PT (Chair)
Theresa Stevens, PT
Jennifer Clifford, PT
Nitin Madhvani, Public
Myles MacLeod, Public

Canadian Alliance of
Physiotherapy
Regulators (CAPR)
Board Representative

Gary Rehan, PT non-council

16.0 Audited Annual Financial Statements ending March 31, 2021
Motion Blair Mackenzie, College auditor, Hilborn provided an overview of the audited financial statements ending March 31, 2021.

The auditor noted that it was a “clean audit” and no concerns were identified. It was also noted that this audit was completed virtually.

Z. Robinson, Director of Corporate Services, presented Council with the Colleges financial performance for Quarter 4 (Q4) FY 2021 Year end.

It was moved by J. Law and seconded by J. Clifford that:



the Council approves the 2020-2021 Audited Financial Statements ending March 31, 2021.

CARRIED.

17.0 Consideration of College Auditor

Motion It was moved by J. Law and seconded by D. Ng that:

the Council appoints Hilborn LLP as the external financial auditor for the year ending March 31, 2022.

CARRIED.

18.0 Councillor Conference Written Report

K. Schulz provided an update on key learnings from attending the Virtual CPA conference.

19.0 Members' Motion/s

None

Adjournment

It was moved by N. Madhvani that the Council meeting be adjourned.
The meeting was adjourned at 3:10 PM.

CARRIED.

Theresa Stevens, President