



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

November 22, 2022

Meeting time: 4:00 pm to 4:30 pm.

Meeting to be held via Zoom and YouTube

Commitment to the Public Interest

The public interest is the foundation of all decisions made by this Council. Acting in the public interest ensures that decisions consider: Accessibility, Accountability, Equality, Equity, Protection of the public and Quality Care

Conflict of Interest and Bias

Council members are required to declare a conflict of interest or remove themselves from any discussion where they or others may believe that they are unable to consider a matter in a fair, independent and unbiased manner. A declaration in this regard must be made at the start of any discussion item.



Purpose	Item	Topic
4:00 pm		Welcoming Remarks and Roll Call – T. Stevens, President Land Acknowledgement Statement
Governance	1	Approval of Agenda



COLLEGE OF
PHYSIOTHERAPISTS
of ONTARIO

ORDRE DES
PHYSIOTHÉRAPEUTES
de l'ONTARIO

Motion For Decision

Governance

2
Motion

Appointment of the Examinations Committee Members

For Decision

A recruitment for members for the Examinations Committee has been conducted and Council is being asked to approve the appointment of the Examinations Committee members.

ADJOURNMENT

Next Meeting Dates

December 12-13, 2022

March 23-24, 2023

June 26-27, 2023



College of Physiotherapists Land Acknowledgement Statement

Before we begin, we would like to acknowledge with the respect that the land we are meeting on is the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabeg (Awe – Nish – Nah – Beck), the Chippewa (Chip – A – Wah), the Haudenosaunee Hoe – De – Nah – Show – Nee), and the Wendat (When – Dat) peoples.

These lands are now home to many diverse First Nations, Inuit (ee – nu -eet), and Métis (May – Tee) peoples. We also recognize that the meeting place of Toronto, traditionally known as Tkaronto (Tka – Ron – Toe), is covered by Treaty 13 with the Mississaugas of the Credit and is within the lands of the Dish With One Spoon covenant.

We are honouring these lands as part of a deeper commitment to Ontario's Indigenous communities. As provincial health regulators, we have a large role to play in reconciliation to meet the broader goal of public protection.

We would like to encourage you to reflect on the lands you call home and how you came to inhabit them, and on the Indigenous communities who have a traditional kinship with these lands. Those of us joining virtually outside of Toronto are also encouraged to learn more about the traditional keepers of their territory



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Motion No.: 1.0

**Special Meeting of Council
November 22, 2022**

Agenda # 1: Approval of the agenda

It is moved by

and seconded by

that:

the agenda be accepted.



COLLEGE OF
PHYSIOTHERAPISTS
of ONTARIO

ORDRE DES
PHYSIOTHÉRAPEUTES
de l'ONTARIO

Motion No.: 2.0

**Special Meeting of Council
November 22, 2022**

Agenda # 2: Appointment of the Examinations Committee Members

It is moved by

and seconded by

that:

Council appoint the following individuals to the Examinations Committee:

- Harikrishnan Gopalakrishnan Nair, Chair
- Alireza Mazaheri
- Sameera Merchant
- Enoch Ho
- Lea Damata and
- Greg Pope.

Meeting Date:	November 22, 2022
Agenda Item #:	2
Category	<i>Governance</i>
Issue:	Appointment of the Examinations Committee Members
Submitted by:	Elicia Persaud, Governance Analyst

Issue:

A recruitment for members for the Examinations Committee has been conducted and Council is being asked to approve the appointment of the Examinations Committee members.

Background:

Council will recall at its September Council meeting it approved the development of a new non-statutory committee, the Examinations Committee, whose role is to provide oversight of development, administration, and implementation of the Ontario Clinical Exam (OCE).

In keeping with the Terms of Reference, staff conducted a recruitment for the following positions:

- A least one physiotherapist with an Independent Practice Certificate in Ontario who graduated from a Canadian Physiotherapy Program within the last five years
- A least one physiotherapist with an Independent Practice Certificate in Ontario who graduated from a Physiotherapy University Program outside of Canada and received their Independent Practice Certificate within the last five years
- At least two physiotherapists in Ontario who have current experience with supervising or mentoring entry-level practitioners (for example, final year PT students, PT Residents, etc.)
- A member of the public with experience in the areas of assessment or testing

The terms of reference also included the appointment of one publicly appointed member of the College Council.

A call for interest was posted and 34 submissions were received: 4 Canadian graduates, 8 Internationally Educated Physiotherapists, 9 supervisors and 6 members of the public. The remaining 7 candidates were not considered as 5 had conflicts of interest and 2 did not meet eligibility requirements.

Staff assessed the experience and skills of all candidates and shortlisted 9 candidates to be interviewed, ensuring that for each position two individuals were being considered.

In keeping the objectivity of the process, in addition to their skills and experiences the following were also considered in the selection process:

- The Committee composition requirements as set out in the Bylaws
- Eligibility criteria as set out in the Bylaws
- Consideration of diversity in committee membership
- Consideration of practice sector diversity
- Consideration of gender balance

With this in mind, staff are recommending the following individuals be appointed to the Examinations Committee:

Proposed:	Candidate Profile
Canadian Graduate	
Alireza (Ali) Mazaheri	<ul style="list-style-type: none"> • Canadian graduate with three years experience as a physiotherapist • Telehealth, private practice and homecare experience • Fluent in French • Experience with mentoring new graduates <p>Link to public register: https://portal.collegept.org/public-register/display-member-contact/?id=76a691dd-48d5-e911-a812-000d3af42c56</p>
Internationally Educated Physiotherapist	
Harikrishnan (Hari) Gopalakrishnan Nair	<ul style="list-style-type: none"> • Internationally educated Physiotherapist with 17+ years experience as a physiotherapist with 4 years of practice experience in Ontario • Graduate from the University of Toronto OIEPB Bridging Program in 2018 and is currently an alumni mentor • Hospital setting experience including research and teaching <p>Link to public register: https://portal.collegept.org/public-register/display-member-contact/?id=90123c5e-1032-e811-8142-480fcff44541</p>
Supervisors	
Sameera Merchant	<ul style="list-style-type: none"> • 10 years of leadership and clinical physiotherapy experience • Experience supervising or mentoring entry-level physiotherapists including providing one-on-one mentorship, as well as small group and larger group facilitation

	<p>Link to public register: https://portal.collegept.org/public-register/display-member-contact/?id=f79ff3e4-9002-e811-8136-480fcfeae051</p>
Enoch Ho	<ul style="list-style-type: none"> • Internationally educated physiotherapist with over 30 years of physiotherapy practice experience in Ontario • Experience in private practice, teaching, and quality and clinical evaluations • Experience mentoring and supervising physiotherapy residents <p>Link to public register: https://portal.collegept.org/public-register/display-member-contact/?id=246964de-8a02-e811-8134-480fcff4f671</p>
Lea Damata	<ul style="list-style-type: none"> • 4 years physiotherapy experience working in the hospital setting • Experience with mentoring and supervising final year physiotherapy students, and entry level physiotherapists <p>Link to public register: https://portal.collegept.org/public-register/display-member-contact/?id=3c01f105-9402-e811-8136-480fcfeae051</p>
Public Member (Testing)	
Greg Pope	<ul style="list-style-type: none"> • Psychometrician with 25 years experience working with high stakes large scale testing programs • Current Director of Examinations for the Association of Engineers and Geoscientists of Alberta (APEGA) <ul style="list-style-type: none"> • Oversees the National Professional Practice Examination (NPPE) • Extensive experience in data analytics and all areas of the assessment lifecycle

In addition to the non-council committee members, the composition for this committee includes one public member of Council.

A call for interest was sent to public members of Council, however due to the availability and workload of the current public members, they have no capacity to contribute to this committee at this time. It is being recommended that the appointment of the public member of Council be considered later. As this is a non-statutory committee, the composition requirements and quorum are not statutorily defined.

Based on the Committee's Terms of Reference as approved by Council, the Committee is still constituted and meetings can proceed even if the public member position is vacant.

Identifying a Committee Chair

As this is a new committee that is comprised of all new non-council committee members, the prospective candidates were asked to submit an interest in chairing if they were interested. Four candidates indicated an interest and provided some additional information about their relevant experience and understanding of the role.

Staff reviewed the information collected and are recommending that Hari Gopalakrishnan Nair be appointed as the Chair of the Committee. He is currently the Co-Chair of the Corporate Equity Committee at Women's Health College and demonstrated a clear understanding of the skills and competencies needed to be an effective Chair.

Public Interest Assessment:

To effectively engage in statutory work of the College, committees must be constituted, and a slate selection process must ensure that committees have the relevant skills, representation and experience needed to make decisions to protect the public.

Decision Sought

Council is asked to appoint the following individuals to the Examinations Committee:

- Alireza Mazaheri,
- Harikrishnan Gopalakrishnan Nair, Chair
- Sameera Merchant,
- Enoch Ho,
- Lea Damata, and
- Greg Pope

Attachments

- Appendix A – Revised Committee Slate as of November 2022

Related Action Items:

Action item description	Required by date
Inform committee members of their appointment.	November 2022



Appendix 1: 2022-2023 Committee Slate – November 2022 DRAFT

COMMITTEE	REQUIRED COMMITTEE COMPOSITION	PROPOSED MEMBERSHIP	BRIEF DESCRIPTION OF STATUTORY COMMITTEE'S RESPONSIBILITIES	Staff Support
EXECUTIVE	5 people: <ul style="list-style-type: none"> At least 3 Professional Members of Council At least 1 but not more than 2 Public Appointees Must include President and Vice President 	Theresa Stevens (President) Jennifer Clifford (VP) Hervé Cavanagh Carole Baxter Nitin Madhvani	The Executive Committee provides leadership to Council, promotes governance excellence at all levels, facilitates effective functioning of the College, in certain circumstances, to act on behalf of Council between meetings and when required, to reconstitute itself as the College privacy committee to deal with appeals regarding the manner in which personal information is managed by the College. The Committee has all powers of the Council with respect to any matter that requires immediate attention, other than the power to make, amend or revoke a regulation or by-law.	Anita Ashton Elicia Persaud
INQUIRIES, COMPLAINTS AND REPORTS (ICRC)	At least 5 people, at least: <ul style="list-style-type: none"> 2 Professional Members of Council 2 Public Appointees 1 Non-Council 	Dennis Ng Katie Schulz Tyrone Skanes Carole Baxter Gary Rehan, Chair Anastasia Newman Tammy Morrissey	ICRC investigates complaints and considers reports as per section 79 of the Code related to the conduct or action, competencies or capacity of registrants as it relates to their practicing the profession.	Allan Mak
DISCIPLINE & FITNESS TO PRACTISE	At least 10 people, at least: <ul style="list-style-type: none"> 2 Professional Members of Council 	Janet Law Paul Parikh Hervé Cavanagh Karen St. Jacques Anna Grunin Katie Schulz Sharon Gabison	A panel of at least 3-5 persons convenes to hear allegations of conduct or incompetence as referred by the ICRC. A panel of at least 3-5 persons convenes to hear allegations of incapacity as referred by the health inquiry panel of the ICRC. Hearings are in a judicial setting and can last from one to several days. Decisions and Reasons are documented in detail.	Olivia Kisil

COMMITTEE	REQUIRED COMMITTEE COMPOSITION	PROPOSED MEMBERSHIP	BRIEF DESCRIPTION OF STATUTORY COMMITTEE'S RESPONSIBILITIES	Staff Support
	<ul style="list-style-type: none"> • 3 Public Appointees • 1 Non-Council 	<p>Nitin Madhvani Jesse Finn Laina Smith Carole Baxter Richard O'Brien</p> <p>James Wernham, Chair Daniel Negro Sue Grebe Angelo Karalekas Nicole Graham Richa Rehan Felix Umana Theresa Kay</p>		
QUALITY ASSURANCE (QA)	<p>At least 5 people, at least:</p> <ul style="list-style-type: none"> • 2 Professional Members of Council • 2 Public Appointees • 1 Non-Council 	<p>Dennis Ng Jennifer Clifford</p> <p>Richard O'Brien Laina Smith</p> <p>Antoinette Megens, Chair Venkadesan Rajendran</p>	<p>The Quality Assurance Committee is to administer the College's Quality Assurance program as defined in section 80.1 of the Code that is intended to assure the quality and safety of professional practice and promote continuing competence among the registrants.</p>	<p>Shelley Martin Victoria Lo</p>
REGISTRATION	<p>At least 5 people, at least:</p> <ul style="list-style-type: none"> • 1 Professional Member of Council • 1 Academic Member • 2 Public Appointees • 1 Non-Council 	<p>Katie Schulz, Co-chair</p> <p>Paul Parikh Sharon Gabison</p> <p>Tyrone Skanes, Co-chair Jesse Finn Carole Baxter</p> <p>Einat Mei-Dan Juliana Castro</p>	<p>The Registration Committee makes decisions on registration applications that do not meet the criteria for issuance of a certificate of registration by the Registrar and to ensure that processes related to entry are fair, transparent and objective.</p>	<p>Melanie Liu</p>
PATIENT RELATIONS	<p>At least 4 people, at least:</p> <ul style="list-style-type: none"> • 2 Professional Members of Council 	<p>Karen St. Jacques, Chair Anna Grunin</p>	<p>The Patient Relations Committee is to advise Council with respect to the patient relations program and to administer the program to provide funding for therapy and counselling.</p>	<p>Lisa Pretty Mary-Catherine Fraser Saxena</p>

COMMITTEE	REQUIRED COMMITTEE COMPOSITION	PROPOSED MEMBERSHIP	BRIEF DESCRIPTION OF STATUTORY COMMITTEE'S RESPONSIBILITIES	Staff Support
	<ul style="list-style-type: none"> 1 Public Appointee 1 Non-Council 	<p>Richard O'Brien</p> <p>Greg Heikoop</p>		
FINANCE (non-statutory)	<p>At least 5 people, at least:</p> <ul style="list-style-type: none"> President Vice President 3 Councillors at least 1 or 2 Public Appointees 	<p>Theresa Stevens, President</p> <p>Jennifer Clifford, VP</p> <p>Janet Law, Chair Anna Grunin</p> <p>Nitin Madhvani Jesse Finn</p>	<p>The Finance Committee is to monitor significant financial planning, management and reporting matters of the College, to make recommendations and deliver reports to Council, and to serve as the College's audit committee.</p>	<p>Anita Ashton Zoe Robinson</p>
EXAMINATIONS (non-statutory)	<ul style="list-style-type: none"> At least 1 Canadian-educated recent registrant At least 1 Internationally Educated recent registrant At least 2 Physiotherapy Supervisors 1 Member of the public (Testing/assessment) 1 Public Member of Council 	<p>Alireza Mazaheri</p> <p>Hari Gopalakrishnan Nair, Chair</p> <p>Sameera Merchant Enoch Ho Lea Damata</p> <p>Greg Pope</p> <p>Vacant</p>	<p>The Examinations Committee's role is to provide oversight of the development, administration, and implementation of the Ontario Clinical Exam.</p>	<p>Amanda Sandhu</p>