



COLLEGE OF  
**PHYSIOTHERAPISTS**  
of ONTARIO

*Regulating Physiotherapists*

# 2022-2023 Annual Report



# Land Acknowledgement

We acknowledge the land our office is on is the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples and is now home to many diverse First Nations, Inuit and Métis peoples. We also acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit.







# Our Work: Protecting the Public

As the regulator for physiotherapists in Ontario, we set rules and develop programs to ensure that physiotherapists practice in the best interest of the public.

Every patient should have access to safe, competent and ethical physiotherapy care. We work to protect the rights of patients by supporting more than 11,000 physiotherapists in the province to continually improve their practice.



# How do we protect the public?

01

Inspiring confidence in the profession: Physiotherapists must be registered with the College and have appropriate qualifications to practice in Ontario.

02

## **Investigating concerns and taking appropriate action when necessary:**

We consider all complaints or concerns about physiotherapists. In some cases, we may take further action to help make sure the physiotherapist is practicing safely, ethically and in accordance with the standards of practice.

03

## **Helping patients make informed decisions about their care:**

We keep an up-to-date list of all physiotherapists in the province called the Public Register. The Public Register includes important details to help the public make informed decisions, including a physiotherapist's education, professional conduct history, and specialized areas of practice.

04

## **Ensuring quality physiotherapy care:**

We set the standards of practice that physiotherapists must follow, and make sure they are committed to their ongoing learning and development.



# Mission, Vision & Values



## Mission

To protect the public interest by ensuring physiotherapists provide **competent, safe, and ethical care.**



## Vision

Inspiring **public confidence** in the physiotherapy profession.



# Values

Integrity  
& Trust



Inclusion  
& Respect



Transparency  
& Accountability



Collaboration



## Regulation & Risk

Effectively regulate the physiotherapy profession in Ontario and advance its statutory work through a risk-based approach.

### INITIATIVES

Create, implement and maintain a culture grounded in risk-based assessments and evidence-informed decision making.

Assess the pathways to licensure to ensure that they are appropriate and fair to both Canadian trained and internationally educated physiotherapists.

## Engagement & Partnerships

Collaborate, partner and engage with the public, profession, and other stakeholders in a clear, transparent and timely manner to enhance trust and credibility.

### INITIATIVES

Engage in purposeful and meaningful engagement, collaboration and partnerships which further our strategic goals and statutory mandates.

## People & Culture

Promote a collaborative environment and a culture based on equity, diversity and inclusion principles while ensuring staff and Council have the resources they need to do their best work.

### INITIATIVES

Develop and maintain an organizational infrastructure which supports our statutory obligations and strategic priorities.

## Performance & Accountability

Implement strong corporate and governance structures and systems that include effective data, technology, and processes to enable informed decision-making and progressive corporate performance to extend CPO's work and impact.

### INITIATIVES

Develop and maintain an enterprise risk management strategy which supports organizational, governance and statutory activities of the College.

Develop and implement a Data Management Strategy to support risk-based and evidence-informed decision making.





## Focus on Equity, Diversity & Inclusion (EDI)

Embrace a culture where an Equity, Diversity and Inclusion lens is intentionally incorporated into all levels of decision making at the College.



## Improve Governance Based on Government Direction and Best Practices

Create a governance framework which meets or exceeds industry standards as assessed against our regulator peers.



# Joint Letter from Leadership



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

This was a year of change and growth for the College of Physiotherapists of Ontario. As the regulator for more than 11,000 physiotherapists in the province, we were challenged by the aftermath of a global pandemic, a nation-wide health care crisis, and ongoing hurdles around entry to practice. As professionals and human beings, we were tested by the sudden loss of our friend and colleague, Rod Hamilton.



Through everything, the College of Physiotherapists of Ontario remained steadfast in our mission to protect the public interest by ensuring physiotherapists provide competent, safe, and ethical care. We also continued to evolve as a health profession regulator and grow as a dynamic, forward-thinking organization.

Our primary goal was to address the entry to practice challenges in the absence of a clinical exam in a way that is reliable, sustainable and equitable. While several options were considered, we determined that the best way to meet our mandate to protect the public interest was to launch our own clinical exam that would ensure new physiotherapists have the knowledge, skills and abilities to practice safely, competently, and in accordance with professional standards.

Successfully launching the Ontario Clinical Exam (OCE) was a massive undertaking. Today, we are pleased to say that 456 candidates have completed the exam, and an additional 500 people are registered for future exams. This is in addition to 1,031 physiotherapists who received their license through the Exam Exemption Policy that was implemented until a reliable exam was in place. Before the pandemic, we did not anticipate moving into the exam space, but we are proud of what we have accomplished and will continue to accomplish in this new area.



Beyond entry to practice, we created several new resources to assist physiotherapists and the public in understanding two issues commonly seen in complaints – boundaries and communication. These brief videos serve as an important reminder of the intricacies of the therapeutic relationship and the significance of patient-centred care. Additional materials to support understanding in this space will be released next year.

We continued to strengthen our relationships with external stakeholders including other regulators, the Ontario Fairness Commissioner, the Ontario Physiotherapy Association, the Canadian Alliance of Physiotherapy Regulators, and the academic community by building a foundation of trust and collaboration. We engaged with other regulators to host learning sessions on equity, diversity and inclusion, we met with Ministry of Health representatives to discuss opportunities to leverage the skills of physiotherapists within the health care system, and we worked alongside the Fairness Commissioner to consider improvements to our registration process. Building these relationships will remain a key focus in the year ahead.

We also completed a comprehensive organizational review and implemented several changes at the staff level. This, combined with the development of strategic initiatives that align with our strategic plan, will help ensure we are achieving our vision and mission, while functioning as a high-performing organization.

We appreciate that many physiotherapists felt equally challenged over the past year due to burnout, mental health concerns, and uncertainty for aspiring physiotherapists on their path to registration. We acknowledge and celebrate the determination and passion of physiotherapists across the province. The profession would not be where it is today, and we would not be able to progress as a regulator without you.

We would also like to extend our gratitude to Council, Committees and staff at the College. As leaders, we are only as good as our team, and we are very lucky to have all of you.

As we reflect on the challenges and success of this past year, we are motivated by the opportunities that are just around the corner. With a new President in Nitin Madhvani (the first public member of Council to assume this role), and a new Registrar & CEO in Craig Roxborough, we will continue to inspire public confidence in the physiotherapy profession through regulatory innovation.

Sincerely,



Theresa Stevens  
President



Anita Ashton  
Interim Registrar

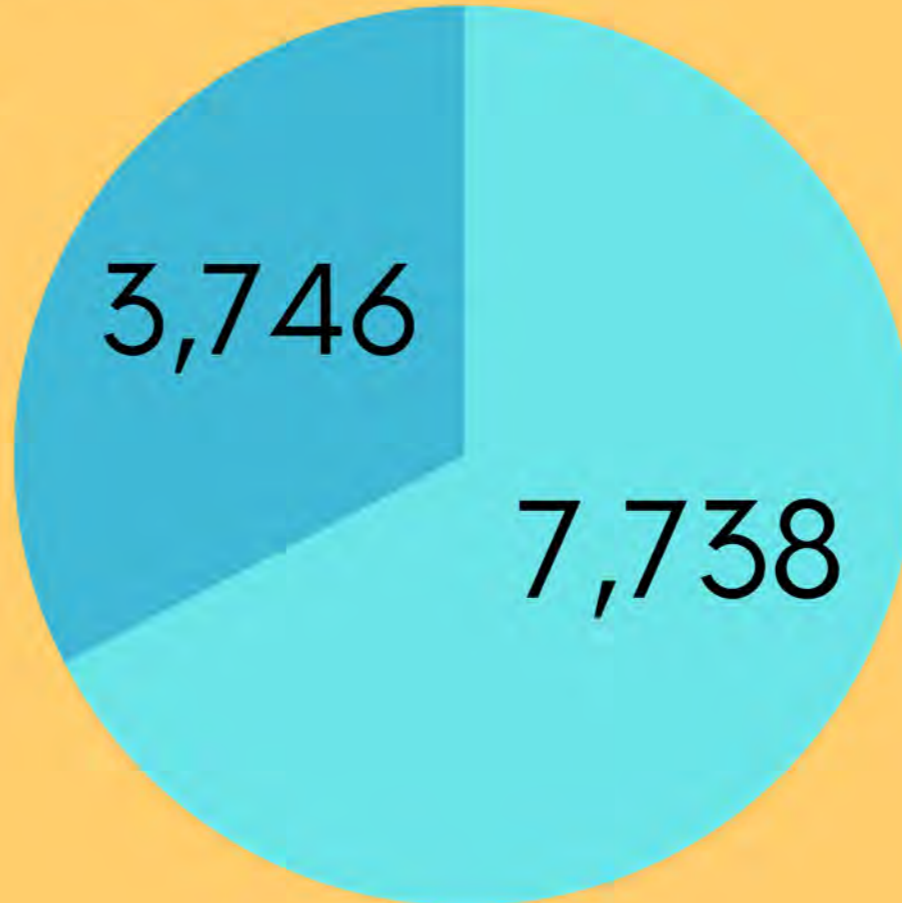


# Registration: Physiotherapists in Ontario

In 2022-2023 there were 11,484 physiotherapists registered with the College. 705 were newly registered physiotherapists.

Educated outside of Canada

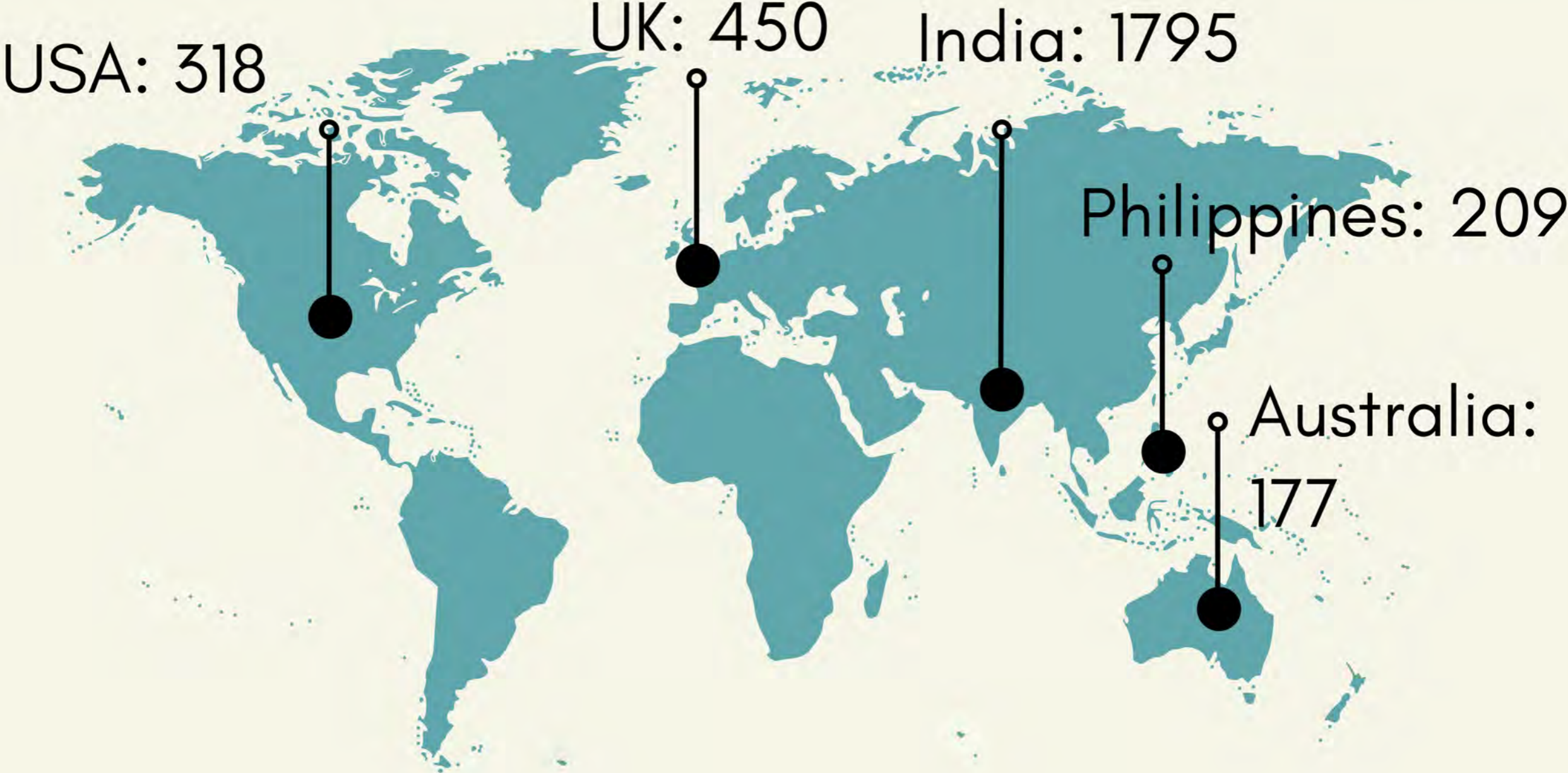
32.6%



Educated in Canada

67.4%

Other than Canada, registrants indicated that they were mainly from these five countries:





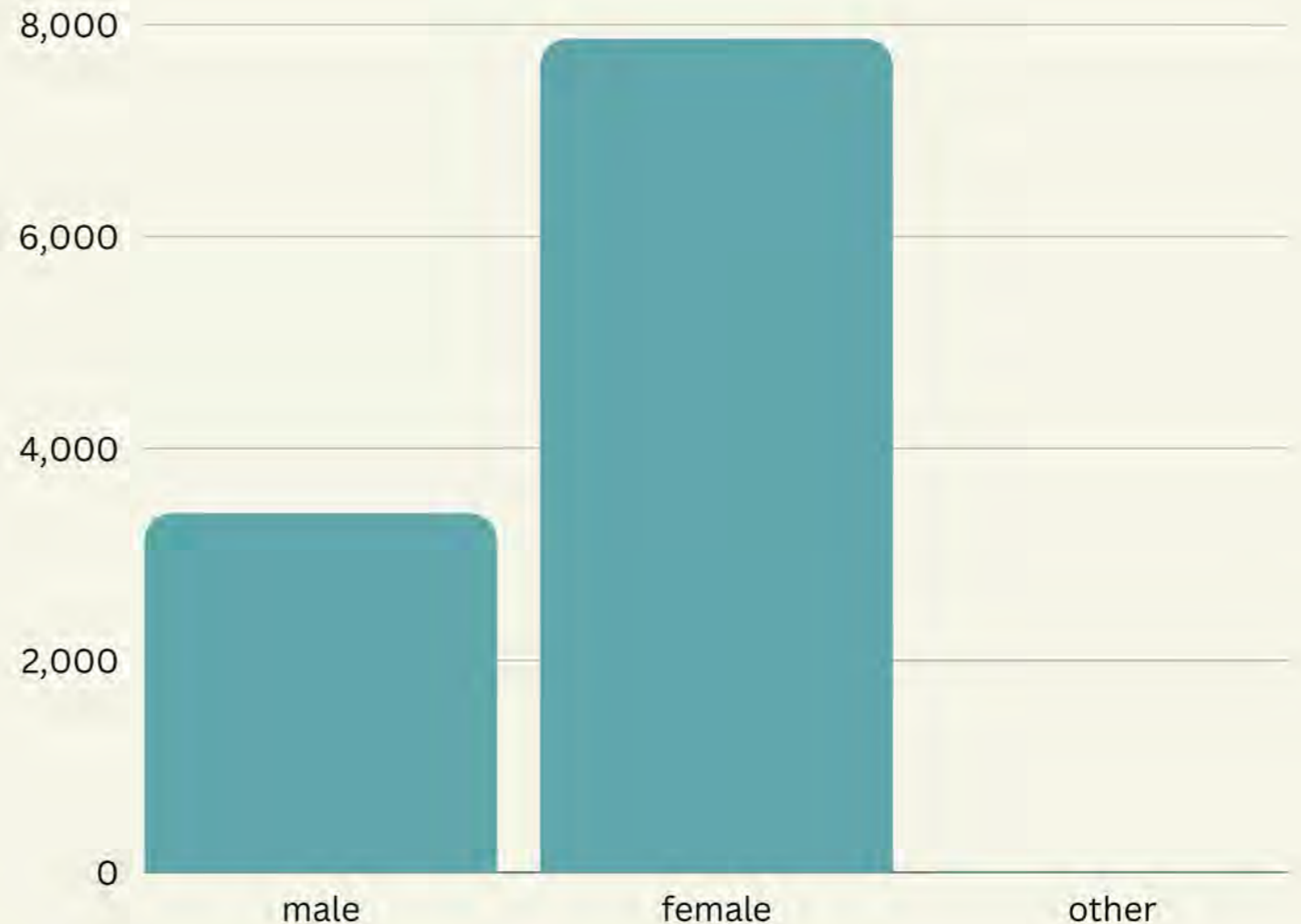
# How do physiotherapists identify?

Female: 7,862

Male: 3,384

Other\*: 4

\*Some physiotherapists have shared that they do not identify as male or female. The College recognizes that there are many terms that represent diverse and unique gender experiences, including those of the LGBTQ2S+ community. We will continue to learn about the best way to present this information as more people become comfortable sharing it.



# Registration Renewal: Optional Data

During the registration renewal process for 2023, physiotherapists had the choice to include optional data such as race, Indigenous identity and sex at birth. This information supports data collection for the Canadian Institute for Health Information (CIHI). The data elements are set by CIHI to capture an accurate picture of Canada's health systems and used to identify and accelerate improvements.

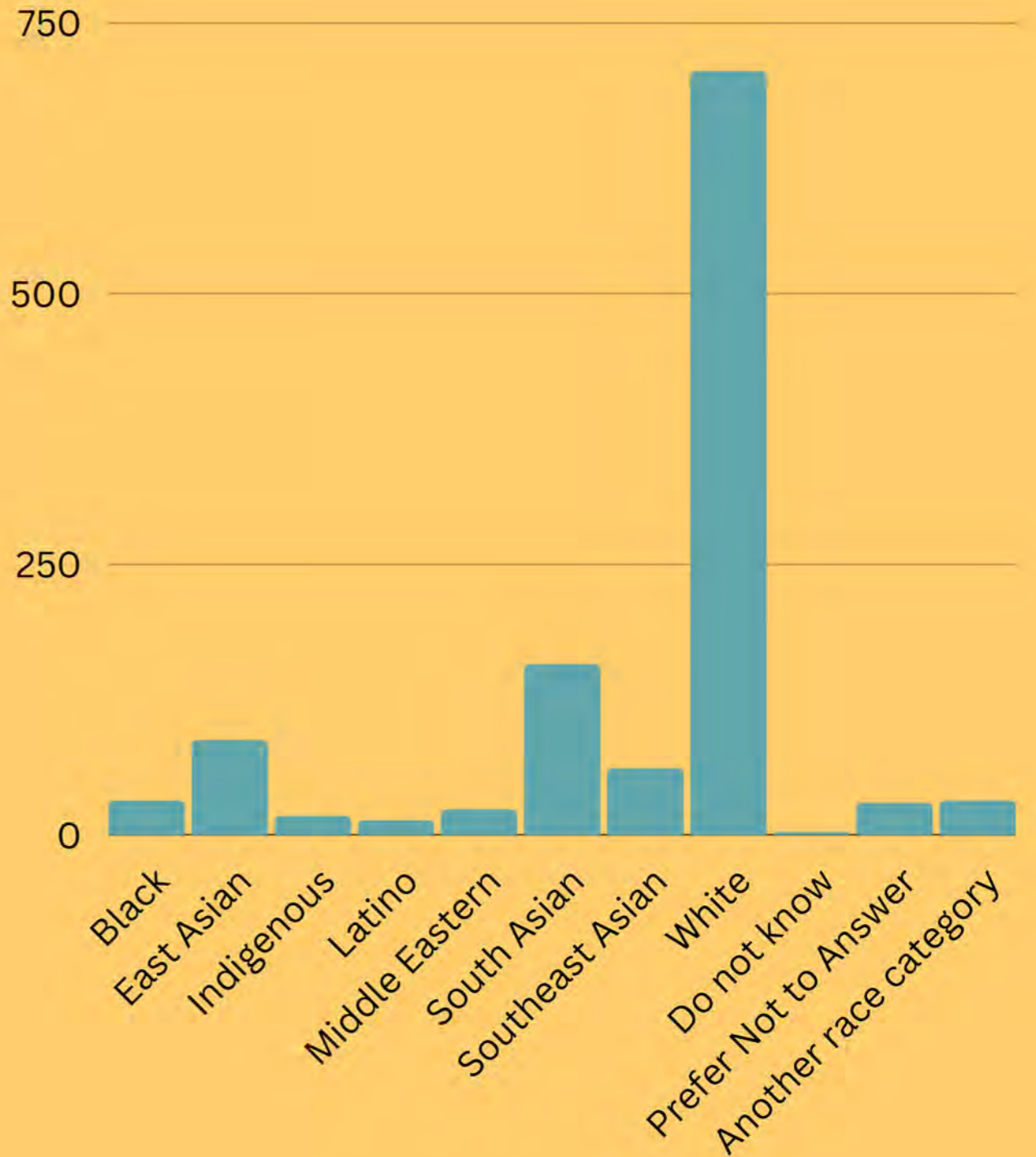




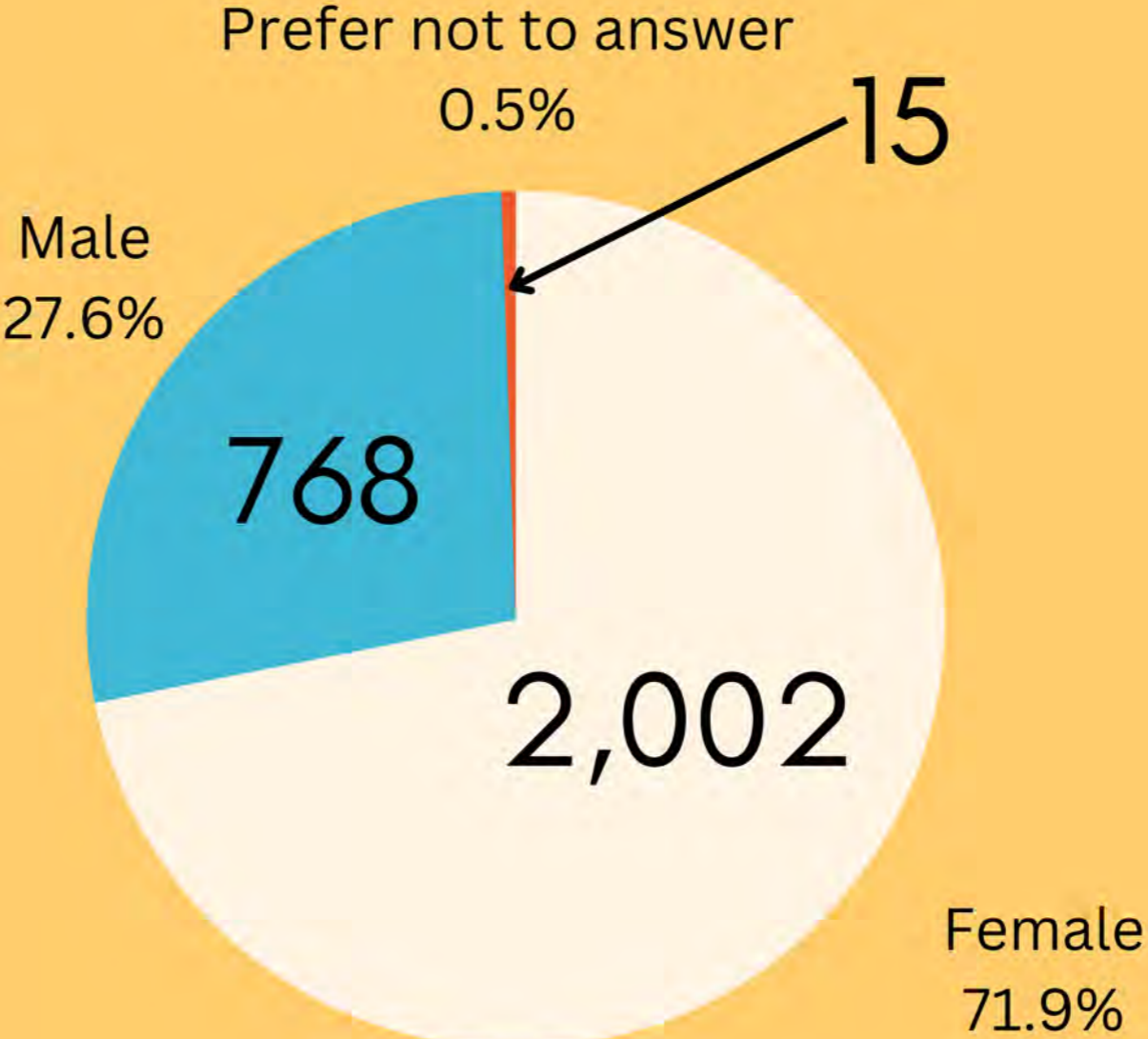
# 10%

of registrants updated their profiles with race-based information.

Here's how physiotherapists self-identified.



# Sex assigned at birth:





37

## Canadian Labour Mobility (AIT)

37 individuals registered in Ontario using the Canadian Free Trade Agreement (CFTA) provisions between April 1, 2022 and March 31, 2023.

64

The Registration Committee considered 64 cases.

**35 cases** were from residents who applied under the Exam Exemption Policy. 34 applicants were granted an Independent Practice Certificate with terms, conditions and limitations. 1 applicant was denied.

**10 cases** where PT Residents participated in a practice assessment as part of the Exam Exemption Policy.

**19 other cases:** 1 applicant was granted a certificate of registration, 4 applicants were granted a certificate of registration with terms, conditions and limitations and 14 applicants were denied a certificate of registration.

There were **2 appeals** to the Health Professions Review and Appeal Board (HPARB). 1 decision was upheld by HPARB and the other case is still in progress.

# Getting People Registered to Practice Physiotherapy and Treat Patients

The Council, the Registration Committee and College staff worked diligently to find multiple pathways to register those impacted by the discontinuation of the national clinical exam.





# Exam Exemption Policy

**1,058** Applications Received

**1,031** Independent Practice Certificates Issued

The College's Registration Committee introduced the Exam Exemption Policy in December 2021. This policy allowed people who met the defined criteria and had a Provisional Practice Certificate of Registration to apply for an Independent Practice Certificate of Registration without completing a clinical exam. The policy was a temporary solution until the Ontario Clinical Exam (OCE) was in place, and the Exemption Policy ended on March 31, 2023.



# Ontario Clinical Exam

The Ontario Clinical Exam officially launched in October 2022 with 29 candidates completing the first administration of the exam. Numbers steadily increased with each administration, and 166 candidates completed the March exams.

In total, 456 candidates completed the Ontario Clinical Exam between October 2022 and March 2023.

The March 2023 administrations of the Ontario Clinical Exam were the last hybrid exams. Starting in June 2023, the Ontario Clinical Exam will be a fully virtual exam, meaning both candidates and examiners will complete the exam from a location of their choice, like their home or office. A virtual exam allows for greater flexibility for candidates.

More than 500 candidates are scheduled for virtual administrations of the Ontario Clinical Exam between June 2023 and March 2024.



# Ontario Clinical Exam



WHAT  
CANDIDATES  
ARE SAYING

Exam conduct was excellent from the beginning to end. All information is there on website and the staff on site was amazing.

It was a good experience. I understand the exam needs and purpose after completing it.

The examiners were clear communicators.

Exam was well organized. The delivery platform was neat and easy to understand."

Overall, the exam day was a great experience. All staff were friendly, welcoming and professional and the day ran smoothly.



# Ontario Clinical Exam

**277**

Total responses to post exam candidate surveys following the hybrid administrations.

89% of candidates indicated that they were able to easily access information on the Ontario Clinical Exam policies.

63% of candidates were able to easily access materials to study for the Ontario Clinical Exam.

89% of candidates found the exam delivery platform easy to use.

84% of candidates felt that the College website was easy to navigate to find information for the Ontario Clinical Exam.

85% of candidates indicated that they spent more than 25 hours preparing for the Ontario Clinical Exam.



*\*The above numbers are representative of the number of candidates who responded to each question. Questions were optional and not all candidates responded to each question.*



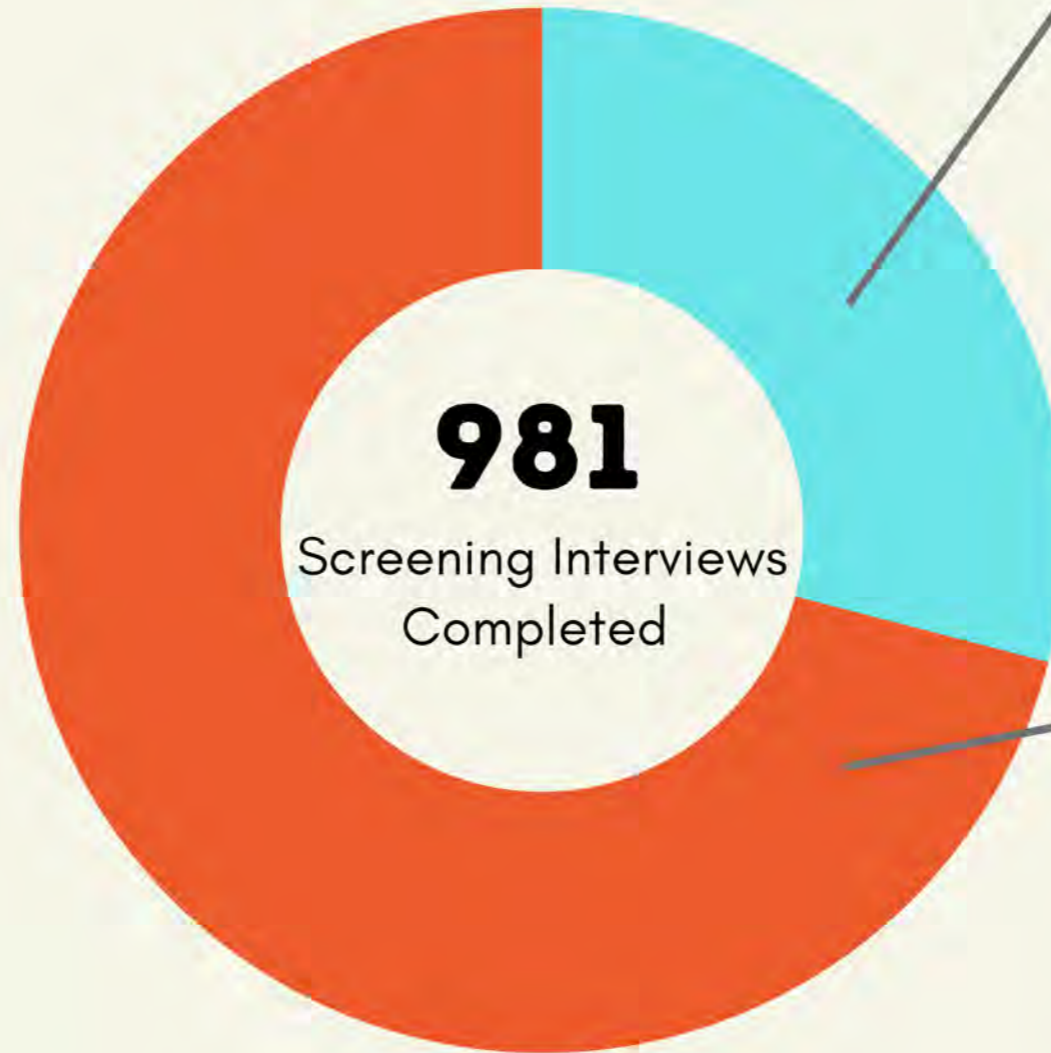
# Quality Assurance:

Ongoing Development and Self-Reflection

**31** **Physiotherapists referred** to participate in an assessment based on results of the screening interviews

**22** **Decisions** issued by the Quality Assurance Committee

Visit [www.collegept.org](http://www.collegept.org) to learn more about Screening Interviews and Assessments.



**285**

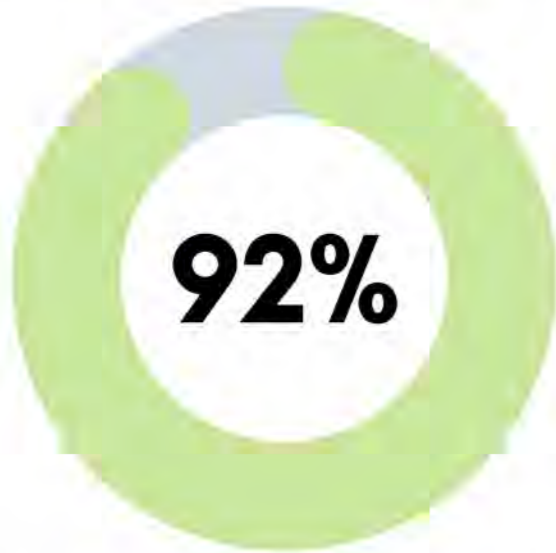
Physiotherapists selected under the Quality Assurance program

**696**

PT Residents applying under the Exam Exemption Policy

# Quality Assurance

Of the physiotherapists who contact the Quality Assurance team during the screening interview or assessment process:



Indicated that the Quality Assurance team answered their question in a timely manner.



Believed that the Quality Assurance team addressed the issue appropriately.



# During the Screening Interview

89

89% strongly agreed that the assessor communicated in a timely manner.

95

95% strongly agreed that the assessor was respectful.



# During the Assessment

100 100% strongly agreed that the assessor communicated in a timely manner.

100 100% agreed or strongly agreed that the assessor was respectful.

93 93% strongly agreed that the assessor communicated in a clear manner.

*\*These numbers are representative of surveys post screening interview or assessment surveys that were received between January 2021 and May 2023. Not all registrants who participated in screening interviews or assessments elected to complete a survey.*



# Investigating Concerns: The Inquiries, Complaints and Reports Committee

## Common issues considered by the Committee:

- Inadequate communication and boundary violations
- Allegations of sexual abuse
- Fraudulent billing, falsification of records and incomplete records



## Decisions by the Inquiries, Complaints and Reports Committee

*\*Some decisions may include more than one outcome*

	<b>2022-2023</b>
Total Decisions	<b>114</b>
No Action	<b>20</b>
Advice and Recommendations	<b>30</b>
Caution	<b>2</b>
Specified Continuing Education and Remediation Program (SCERP)	<b>15</b>
Referral to Discipline Committee	<b>8</b>
SCERP and Caution	<b>11</b>
Undertaking to Resign	<b>6</b>
SCERP and Undertakings	<b>1</b>
Frivolous and Vexatious	<b>0</b>
Withdrawal	<b>0</b>



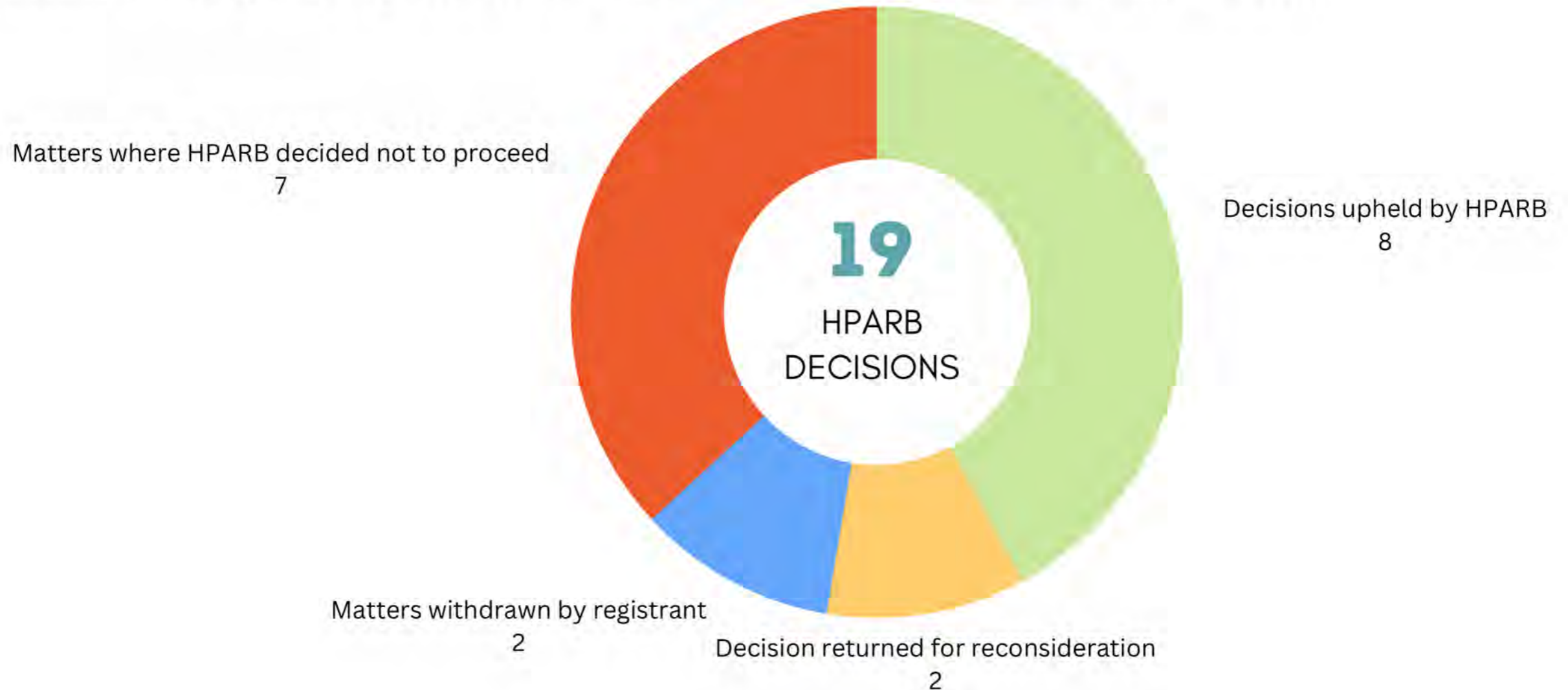
## Decisions by the Inquiries, Complaints and Reports Committee

*\*Some decisions may include more than one outcome*

	2022-2023
Acknowledgement and Undertaking	12
Caution and Advice and Recommendations	4
Acknowledgement and Undertaking and Caution	0
SCERP and Caution and Acknowledgement and Undertaking	2
Refer to Incapacity Proceedings	0
Referred to Discipline and Acknowledgement and Undertaking	1
Interim Orders	2

## Outcomes:

The College received 19 decisions from the Health Professions Appeal and Review Board (HPARB) and there were 14 cases appealed to the board.





# Patient Relations

The College maintains a program to provide financial assistance for therapy or counselling for patients who have been sexually abused by a physiotherapist.

There were 3 requests from the public for funding for therapy and counselling.

Individuals who meet the criteria are entitled to \$17,370 over a five-year period.

Applications approved by Committee: 1  
Applications approved by staff: 2



# Patient Relations Videos

In response to the number of complaints around communication and boundary violations, the Patient Relations committee worked alongside staff to create a series of videos to help patients and physiotherapists better understand communication, boundaries and sensitive practice principles.

## Videos for patients:


YouTube



How Physiotherapists Use Sensitive Practice Principles

The illustration shows a physiotherapist in a white lab coat standing next to a patient who is lying on a treatment table. The patient is wearing a yellow shirt and blue pants. The physiotherapist is holding a blue ball. In the background, there is a treadmill and a desk with a chair.

YouTube



Professional Boundaries in Physiotherapy

The illustration shows two gift boxes. The one on the left is pink with a red ribbon. The one on the right is yellow with a green ribbon and is enclosed in a blue and white striped border.



# Patient Relations Videos

## Videos for Physiotherapists:



[www.youtube.com/user/CollegeofPts](http://www.youtube.com/user/CollegeofPts)

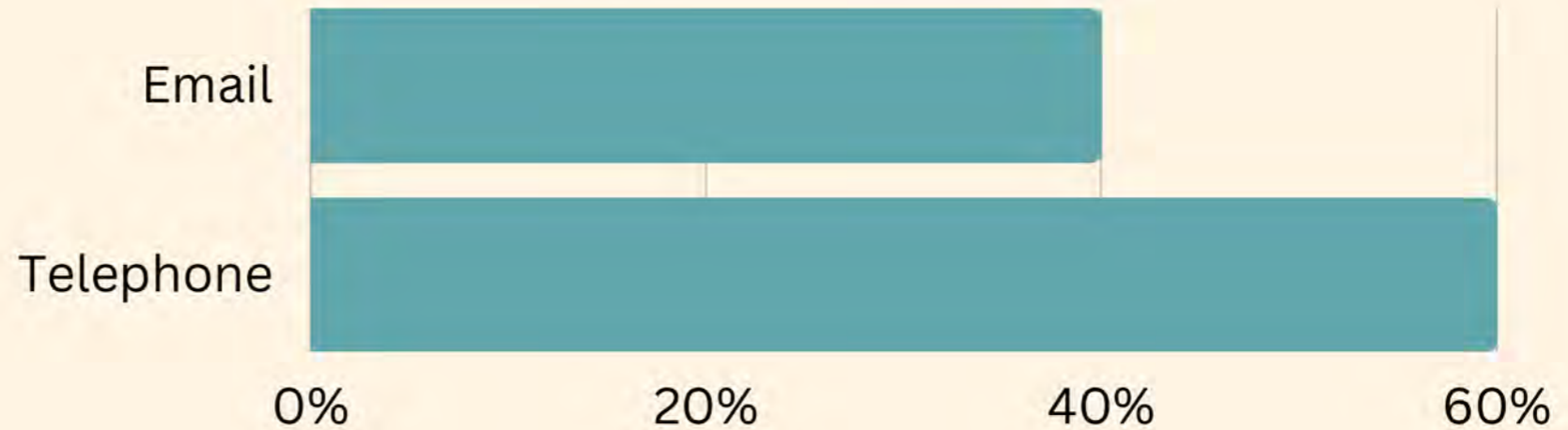
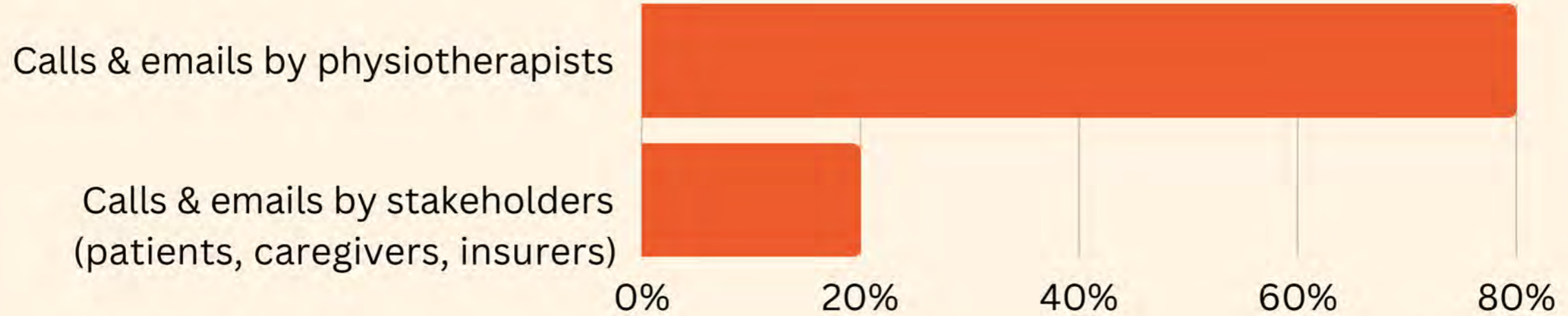
# Practice Advice: Providing Guidance on Physiotherapy Practice



The Practice Advisors offer a safe place for physiotherapists, PT Residents, students, patients, employers and others to ask questions about physiotherapy practice. The College has three full-time practice advisors on staff – all registered physiotherapists with different educational and professional practice backgrounds.



In 2022-2023, the Practice Advisors addressed 7,875 inquiries\*



\*We experienced a brief interruption with data tracking at the beginning of the year. Phone inquiries may be slightly underrepresented.

# Connecting with Physiotherapists and Other Stakeholders

## Student Outreach

The Practice Advisors delivered a series of half-day interactive workshops to raise awareness of the Boundaries and Sexual Abuse Standard to each of the physiotherapy programs at Ontario Universities and held information sessions about the role of the College with internationally educated physiotherapists and physiotherapist assistants.

- University of Toronto
- University of Ottawa
- McMaster University
- Western University
- Queen's University
- Ontario Internationally Educated Physical Therapy Bridging Program

Learn more: [www.collegept.org/registrants/practice-advice](http://www.collegept.org/registrants/practice-advice)





# College Council and Committees

The College Council is the 17-member governing body and board of directors that sets the strategic policy direction for the College. Council members support our ongoing mandate to protect the public interest by regulating the practice of physiotherapists in Ontario.

For more information about the activities of the College Council, please visit the Council page on the website, [www.collegept.org](http://www.collegept.org).



# College Council



**Theresa Stevens**

Council President  
(Elected Representative)



**Jennifer Clifford**

Council Vice-President  
(Elected Representative)



## ELECTED REPRESENTATIVES



Hervé Cavanagh



Anna Grunin



Janet Law



Dennis Ng



Katie Schulz



Karen St. Jacques

## ACADEMIC MEMBERS



Sharon Gabison



Pulak Parikh

## PUBLIC MEMBERS



Carole Baxter



Jesse Finn



Nitin Madhvani



Richard O'Brien



Tyrone Skanes



Laina Smith

## COMMITTEE MEMBERS

BETH BERGMANN

MONICA CLARK

LEA DAMATA

JULIANA DE CASTRO FARIA

NICOLE GRAHAM

SUE GREBE

GREG HEIKOOP

ENOCH HO

ANGELO KARALEKAS

THERESA KAY

ALIREZA MAZAHERI

ANTOINETTE MEGENS

EINAT MEI-DAN

SAMEERA MERCHANT

TAMMY MORRISEY

HARIKRISHNAN GOPALAKRISHNAN NAIR

DANIEL NEGRO

ANASTASIA NEWMAN

VENKADESAN RAJENDRAN

GARY REHAN

RICHA REHAN

FELIX UMANA

JIM WERNHAM



## **DISCIPLINE AND FITNESS TO PRACTISE COMMITTEE**

**JIM WERNHAM (CHAIR)**

**KATIE SCHULZ**

**JANET LAW**

**HERVÉ CAVANAGH**

**KAREN ST. JACQUES**

**PAUL PARIKH**

**ANNA GRUNIN**

**SHARON GABISON**

**DANIEL NEGRO**

**ANGELO KARALEKAS**

**RICHA REHAN**

**NICOLE GRAHAM**

**SUE GREBE**

**THERESA KAY**

**FELIX UMANA**

**NITIN MADHVANI**

**JESSE FINN**

**RICHARD O'BRIEN**

**CAROLE BAXTER**

**LAINA SMITH**

## **EXECUTIVE COMMITTEE**

**THERESA STEVENS (CHAIR)**

**JENNIFER CLIFFORD**

**NITIN MADHVANI**

**CAROLE BAXTER (from June 28, 2022)**

**HERVÉ CAVANAGH (from June 28, 2022)**

**TYRONE SKANES (until June 27, 2022)**

**KATIE SCHULZ (until June 27, 2022)**

## **EXAMINATIONS COMMITTEE**

**HARIKRISHNAN GOPALAKRISHNAN NAIR (CHAIR)**  
**(from November 22, 2022)**

**ALIREZA MAZAHERI (from November 22, 2022)**

**SAMEERA MERCHANT (from November 22, 2022)**

**ENOCH HO (from November 22, 2022)**

**LEA DAMATA (from November 22, 2022)**

**GREG POPE (from November 22, 2022)**



## **INQUIRIES, COMPLAINTS AND REPORTS COMMITTEE**

**GARY REHAN (CHAIR)**

**CAROLE BAXTER**

**MONICA CLARK (until June 27, 2022)**

**JENNIFER CLIFFORD (until June 27, 2022)**

**TAMMY MORRISEY (from June 28, 2022)**

**ANASTASIA NEWMAN (from June 28, 2022)**

**DENNIS NG**

**KATIE SCHULZ (from June 28, 2022)**

**TYRONE SKANES**

## **REGISTRATION COMMITTEE**

**KATIE SCHULZ (CO-CHAIR)**

**TYRONE SKANES (CO-CHAIR)**

**JESSE FINN**

**CAROLE BAXTER**

**JULIANA DE CASTRO FARIA**

**(from September 23, 2022)**

**SHALINI LOBO**

**(from June 28, 2022 until September 22, 2022)**

**EINAT MEI-DAN (from September 23, 2022)**

**SHARON GABISON (from September 23, 2022)**

**PAUL PARIKH**

## **QUALITY ASSURANCE COMMITTEE**

**ANTOINETTE MEGENS (CHAIR)**  
**DENNIS NG**  
**RICHARD O'BRIEN (from June 28, 2022)**  
**JENNIFER CLIFFORD (from June 28, 2022)**  
**VENKADESAN RAJENDRAN (from June 28, 2022)**  
**LAINA SMITH**  
**BETH BERGMANN (until June 27, 2022)**  
**HERVÉ CAVANAGH (until June 27, 2022)**  
**JESSE FINN (until June 27, 2022)**

## **PATIENT RELATIONS COMMITTEE**

**KAREN ST. JACQUES (CHAIR)**  
**ANNA GRUNIN**  
**GREG HEIKOOP (from June 28, 2022)**  
**NITIN MADHVANI (until June 27, 2022)**  
**RICHARD O'BRIEN**

## **FINANCE COMMITTEE**

**JANET LAW (CHAIR)**  
**JENNIFER CLIFFORD**  
**JESSE FINN**  
**ANNA GRUNIN**  
**NITIN MADHVANI**  
**THERESA STEVENS**

## **THE CANADIAN ALLIANCE OF PHYSIOTHERAPY REGULATORS REPRESENTATIVE**

**GARY REHAN**



# A Look Ahead: Leadership Changes



Nitin Madhvani  
Council President as of June 2023



Craig Roxborough, PhD  
Registrar & CEO as of May 2023





**Nitin Madhvani**

Council President as of June 2023

## Leadership Changes

**In June 2023, Nitin Madhvani assumed the role of Council President.**

Nitin is a public member of Council, and the first non-physiotherapist to hold this position. Nitin has served the public interest for 15 years through various roles in the health care, mass transit and utilities sectors in Ontario and British Columbia. He is currently an Account Executive with Salesforce, helping hospitals and health systems transform how they manage relationships with patients. Nitin is a graduate of the Ivey Business School at Western University.





**Craig Roxborough, PhD**  
Registrar & CEO as of May 2023

## Leadership Changes

**Craig Roxborough, PhD joined the College as Registrar & CEO in May 2023.**

Craig has been in the regulatory sector for 10 years having held a number of progressive leadership positions at the College of Physicians and Surgeons of Ontario (CPSO). In his role as Director of Policy at CPSO he has supported the development and implementation of many strategic regulatory and policy initiatives covering a range of regulatory and professionalism issues. Through this work Craig has demonstrated a firm commitment to supporting health care professionals and serving the public interest, and has a track record of building strong and collaborative relationships with stakeholders and the government.

Craig has a Master's degree and PhD in Philosophy from York University and a Bachelor of Arts (Honours) degree in Philosophy and Mathematics from the University of Toronto.

# Collaborative Projects

In the coming year we look forward to continued collaboration with other physiotherapy colleges across the country, other health profession regulators in Ontario, educational institutions and more.

Of note is a comprehensive e-learning module about patient-centred communication. This is a collaborative effort between physiotherapy colleges, led by the College of Physiotherapists of Ontario and experts in the field.





# Entry to Practice

After the successful hybrid administrations of the Ontario Clinical Exam, we are looking forward to the next phase. Virtual exams provide greater flexibility for candidates and help to ensure that the exam is more accessible and equitable. We will continue to seek ongoing feedback from candidates and examiners and develop resources to support candidates through the process.

We are also in the process of creating a series of learning modules centred around transitioning to physiotherapy practice in Ontario. The modules will support students, PT Residents, internationally educated physiotherapists, and physiotherapists who have been away from practice.



# Equity, Diversity and Inclusion (EDI)

As outlined in the strategic plan, we are working to embrace a culture where an Equity, Diversity and Inclusion (EDI) lens is intentionally incorporated into all levels of decision-making.

We have already made progress in this space with training for physiotherapists and other external stakeholders, examiners and quality assurance assessors, Council and committee members, and College staff. We look forward to continuing this work in the coming year and beyond.





CPMF 2022: Summary

# The College Performance Measurement Framework (CPMF)

The College Performance Measurement Framework (CPMF) is a reporting tool developed by the Ministry of Health in collaboration with experts and regulatory Colleges. The tool was developed to help health regulatory colleges demonstrate their performance as regulators to stakeholders. It is meant to support continuous improvement in regulators' practices.





The report is organized into seven measurement domains. In six of the seven domains, the Ministry has identified a series of performance expectations against which colleges will self-assess their performance. There is no “mark” associated with this report. Instead, colleges are encouraged to identify improvement activities in areas where they do not fully meet the performance expectation.

The College has completed the third annual CPMF report about our performance in 2022. We continue to strive to improve our performance against the standards set out in the CPMF tool.

Of the 50 items for which there is a performance expectation, the College fully met 28 of them. The College’s performance was particularly strong in Domain 6: Suitability to Practice. The standards in this domain are focused on the College’s core regulatory mandate to register competent physiotherapists, ensure continued competence of physiotherapists once they are registered, and to effectively respond to complaints. Of the 16 items in this domain, the College fully met 13 of them and partially met three.



For the 22 items that the College did not fully meet, we are committed to completing improvement activities to improve our performance in 2023. While the College has identified numerous improvement activities across multiple domains, our priority is to fully implement items that the Ministry has identified as representing attributes of regulatory excellence, which include:

- Implementing competency criteria for professional members of Council and statutory committees
- Developing and presenting a human resources plan to Council
- Making improvements to our cybersecurity measures, policies, and practices
- Implementing an Enterprise Risk Management framework.

In the report, we also highlight our ongoing engagement with system partners and stakeholders to align oversight of the physiotherapy profession and to respond to changing public and societal expectations. In 2022, we continued to work with key partners such as the Ministry of Health, other health regulatory colleges in Ontario, the Citizen Advisory Group, and more.

The College will continue to hold ourselves accountable to our improvement activities as we work towards better performance by regularly reporting on the progress of the CPMF improvement activities.

[Read a summary of our 2022 CPMF report.](#)



# Discipline Summaries

In 2022-2023, ten Discipline Hearings were completed at the College of Physiotherapists of Ontario.

See a complete list of past Discipline Hearings and decisions by visiting [CanLI.org](https://CanLI.org) or [www.collegept.org](http://www.collegept.org).

Be sure to visit the College's [Public Register](#), also known as *Find a Physiotherapist*, to access important information before visiting a physiotherapist.

All regulated health care providers have a similar Public Register on their College's website. See a complete list of Public Registers at [ontariohealthregulators.ca](http://ontariohealthregulators.ca)





## In 2022-2023, there were ten Discipline Hearings:

- Bahram Bararian – Former Registration #14703
- Clark, E. Anne – Registration #10627
- Fortuno, Christopher – Registration #15717
- Nogueira, Stephanie – Registration #15668
- Richards, Dillon J. – Former Registration #20382
- Roscala-Bonilla, Raul-Armando – Registration Number #14413
- Shahbad, Zafar Iqbal Mushtaq – Registration Number #18449
- Spremulli, Paolina – Registration Number #13682
- Trambulo, Joseph – Registration #11391
- Whelan, Jeff – Registration #09138



View the complete list of Discipline Hearings and Decisions on the College website: [www.collegept.org](http://www.collegept.org)



# Bararian, Bahram — Former Registration #14703

Case: 2018 0029, 2019 0240 & 2020 0081

May 30, 2022

On December 9, 2020, the Inquiries, Complaints and Reports Committee (ICRC) referred a matter involving Bahram Bararian to the Discipline Committee for a hearing.

This hearing commenced on May 30, 2022, and was scheduled to resume on October 17th, 2022. On October 13th, 2022, the Panel of the Discipline Committee granted a motion to adjourn the hearing indefinitely (an adjournment sine die).

The Panel of the Discipline Committee agreed to adjourn the hearing sine die due to the Registrant having signed an Acknowledgement and Undertaking to resign their membership and certificate of registration with the College and never apply or reapply to practice physiotherapy in Ontario.





The Acknowledgement & Undertaking was signed by Bahram Bararian on October 10, 2022, and stated:

I, Bahram Bararian (Reg No. 14703), acknowledge and undertake as follows:

1. In December 2020, a panel of the Inquiries Complaints and Reports Committee referred allegations involving my conduct to the Discipline Committee for a hearing (College File Numbers 2018-0029; 2019-0240; 2020-0081).
2. The allegations set out in the Notice of Hearing included that in or about September and October 2016, Patient A attended at the Strolf Clinic for an assessment and treatment with Mr. Bararian. In the appointment on October 13, 2016, Mr. Bararian: i. Touched Patient A on and/or near her vagina; ii. Touched Patient A on and/or near her perineum and/or anus; iii. Made a remark to Patient A of a sexual nature; iv. Failed to drape Patient A in accordance with the standards of practice of the profession; and v. Failed to obtain informed consent from Patient A including in respect of treatment to her quadriceps, inner thigh, adductor muscles, hamstring, and sexually sensitive areas.



3. The Notice of Hearing further alleged that Mr. Bararian was criminally charged with sexual assault of Patient A on October 16, 2016, but did not disclose the criminal charge to the College until April of 2018 and that Mr. Bararian's clinical records in respect of his assessment and treatment of Patient A in September and October 2016 failed to meet the standards of practice of the profession for record keeping, including in that: a. Chart entries were not legible; b. Assessment results, clinical impressions and treatment plan were absent from the chart; c. Clinical notes failed to record areas treated and modalities used; d. Clinical notes lacked detail. The Discipline Hearing is pending and is scheduled to commence on October 17, 2022.
4. The allegations related to a single appointment with a patient on October 13, 2016.
5. This acknowledgment and undertaking does not constitute an admission of any professional misconduct, including sexual abuse.
6. I undertake to resign my membership and certificate of registration with the College effective October 17, 2022.



7. I acknowledge and agree that, in exchange for providing an original copy of this Undertaking executed by me to the College, the College will ask the panel of the Discipline Committee to adjourn the hearing in College File Numbers (College File Numbers 2018-0029; 2019-0240; 2020-0081) sine die.
8. I acknowledge that after I resign my membership with the College, I will not be entitled to use the title "physiotherapist", "physical therapist" or any abbreviation thereof or equivalent in another language. I will not be entitled to hold myself out as a person who is qualified to practice in Ontario as a physiotherapist/physical therapist and I will not be entitled to imply that I am a physiotherapist/physical therapist in Ontario.
9. I hereby undertake never to apply or re-apply for membership, registration, licensure or similar status with the College as a physiotherapist or for a license to practice physiotherapy in Ontario.
10. I acknowledge that if I ever apply or re-apply, or attempt to apply or re-apply for membership, registration, licensure or similar status with the College in the future, the College will be entitled to rely upon this undertaking in any registration or other similar proceeding as reason to deny my application.



11. I acknowledge that if I attempt to register as a physiotherapist in another jurisdiction and that regulatory body asks for information about this matter, the College will be entitled to disclose the content of its investigation files with the other jurisdiction.

12. I acknowledge that if I ever apply or re-apply for membership, registration, licensure or similar status as a physiotherapist for a license to practice physiotherapy in Ontario after October 17, 2022, the College shall, in its sole discretion, have the right to proceed with a disciplinary proceeding on the basis of a breach of this undertaking and, if I am successful in being registered, the College shall also be entitled to proceed with the discipline hearing in case numbers 2018-0029; 2019-0240; 2020-0081.

13. In the event of a breach of this undertaking and the College proceeding with discipline hearing in College File Numbers 2018-0029; 2019-0240; 2020-0081/2020-0134, I hereby agree to bear the risk of any prejudice that the passage of time might cause to my ability to make full answer and defence, and waive the right to seek any remedy on the basis of the passage of time, should the College proceed with the investigation, the discipline hearing, and any allegations that may arise as a result of any future breach of this Undertaking by me.



14. I acknowledge that under section 23 of the Health Professions Procedural Code which is Schedule 2 of the Regulated Health Professions Act, the College is required to publish the fact of my resignation and this Undertaking on the College's public register. This publication is indefinite.

15. I acknowledge that I have been advised of my right to obtain legal advice prior to entering into this Undertaking and have either availed myself of that right or chosen not to avail myself of that right.

16. I acknowledge that I am entering into this undertaking freely, voluntarily and without duress.

You can read the full decision of the Discipline Committee of the College of Physiotherapists of Ontario. The panel's decision will be made available on CanLII [www.canlii.ca](http://www.canlii.ca)

# Clark, E. Anne — Registration #10627

Case: 2021 0178

March 30, 2023

On October 3, 2022, the Inquiries, Complaints and Reports Committee (ICRC) referred a matter involving E. Anne Clark to the Discipline Committee for a hearing.

The hearing took place on March 30, 2023. This matter was resolved by way of an Agreed Statement of Facts and a Joint Submission on Penalty.

## **Finding**

The panel of the Discipline Committee issued a decision on the finding on March 30, 2023, on the penalty on March 30, 2023 and on costs on March 30, 2023.





After having considered all of the evidence, the panel found E. Anne Clark to have committed the following acts of professional misconduct:

- paragraph 1 (failing to maintain the standards of practice of the profession);
- paragraph 5 (practicing the profession while the member is in a conflict of interest);
- paragraph 15 (contravening a provincial or territorial law relevant to the member's suitability to practice) in respect of the breach of PHIPA; and
- paragraph 19 (conduct unbecoming of a physiotherapist).

## **Penalty**

The panel ordered the following penalty, E. Anne Clark will:

- Receive a reprimand at the conclusion of the hearing (delivered on March 30, 2023)
- Serve a one-month suspension on dates to be set by the Registrar. This suspension could be extended if the Registrant does not complete other activities in the order.
- Successfully pass the PBI Ethics and Professionalism Course
- Review a list of tools, standards and resources



While E. Anne Clark is serving the suspension, they cannot use the title Physiotherapist, PT or any abbreviation there of. E. Anne Clark's name, PT title and/or registration number cannot be use for billing purposes while the suspension is being served.

The panel also ordered E. Anne Clark to pay costs to the College in the amount of \$2,500 to offset some of the costs associated with investigating and prosecuting this case.

As a part of the penalty, the Committee also issued a reprimand which read as follows:

*The panel has found that your behaviour has constituted professional misconduct, and wishes to remind you in the strongest possible way that your professional obligations demand that a patient's right to privacy is always a priority. Being a physiotherapist is not a right but, rather, a privilege that comes with responsibilities, one of which is complying with the Personal Health Information Protection Act.*

*While we acknowledge the regret that you expressed today, breaching privacy legislation is very serious. We also recognize that your significant lapse in judgment occurred on one particular day of your career and during the COVID pandemic.*



Clark, E. Anne

*We hope that you will use this as a learning experience, and encourage you to use the resources available to you. We believe it provides you with a chance to reflect on the behaviour that has brought you before us today. Should you be subject to misconduct proceedings in the future, these findings today will certainly influence the outcome at that time.*

You can read the full decision of the Discipline Committee of the College of Physiotherapists of Ontario at: [www.canlii.ca](http://www.canlii.ca)

# Fortuno, Christopher — Registration #15717

Cases: 2020 0199 and 2021 0063

April 13, 2022

On August 17, 2021, the Inquiries, Complaints and Reports Committee (ICRC) referred a matter involving Christopher Fortuno to the Discipline Committee for a hearing.

The hearing took place on April 13, 2022. This matter was resolved by way of an Agreed Statement of Facts and a Joint Submission on Penalty.

## **Finding**

The panel of the Discipline Committee issued a decision on the finding on April 13, 2022, on the penalty on April 13, 2022 and on costs on April 13, 2022.





After having considered all of the evidence, the panel found Christopher Fortuno to have committed the following acts of professional misconduct:

- Paragraph 1 (Failed to maintain the standards of the profession);
- Paragraph 18 (Engaged in conduct or performed an act relevant to the practice of the profession that having regard to all circumstances would reasonably be regarded by members as disgraceful, dishonorable or unprofessional); and
- Paragraph 19 (Engaged in conduct unbecoming a physiotherapist)

## **Penalty**

The panel ordered the following penalty, Christopher Fortuno will:

- Receive a reprimand at the conclusion of the hearing (delivered on April 13, 2022)
- Serve a suspension for a period of six months, beginning April 14, 2022 up to and including October 13, 2022
- Complete a review of tools, standards and resources
- Receive boundaries and ethics counselling



While Christopher Fortuno is serving the suspension, he cannot use the title Physiotherapist, PT or any abbreviation thereof. Christopher Fortuno's name, PT title and/or registration number cannot be use for billing purposes while the suspension is being served.

While Christopher Fortuno is serving the suspension, they can only practice as a physiotherapist assistant (PTA) if certain requirements are met.

The panel also ordered Christopher Fortuno to pay costs to the College in the amount of \$5,000 to offset some of the costs associated with investigating and prosecuting this case.

As a part of the penalty, the Committee also issued a reprimand which read as follows:

*Mr. Fortuno, the panel has found that you engaged in significant professional misconduct, and by doing so, you have adversely affected the reputation of the physiotherapy profession.*



Fortuno, Christopher

*Your misconduct and your interactions with a co-worker were egregious, especially when it was made clear to you that this was unwelcome. You have taken advantage of a position of power and an element of exploitation to pursue a relationship. Your actions harmed an individual, and actions such as those undermine the public confidence in physiotherapists.*

*Mr. Fortuno, while we acknowledge your admissions today, the findings of professional misconduct are very serious. This matter was so shameful and reprehensible that it might have led to the end of your professional career. It is the panel's hope that your stated commitment to remediation is followed through with and will result in a positive change to your practise. Further, we expect that you will never appear before a Discipline Committee panel again.*

You can read the full decision of the Discipline Committee of the College of Physiotherapists of Ontario at: [www.canlii.ca](http://www.canlii.ca)

# Nogueira, Stephanie – Registration #15668

Cases: 2021 0140 and 2021 0012

April 1, 2022

On November 30, 2021, the Inquiries, Complaints and Reports Committee (ICRC) referred a matter involving Stephanie Nogueira to the Discipline Committee for a hearing.

The hearing took place on April 1, 2022. This matter was resolved by way of an Agreed Statement of Facts and a Joint Submission on Penalty.





## **Finding**

*Nogueira, Stephanie*

The panel of the Discipline Committee issued a decision on the finding on April 1, 2022, on the penalty on April 1, 2022 and on costs on April 1, 2022.

After having considered all of the evidence, the panel found Stephanie Nogueira to have committed the following acts of professional misconduct:

- paragraph 1 (failing to maintain the standards of practice of the profession);
- paragraph 18 (engaging in conduct or performing an act relevant to the practice of the profession that, having regard to all the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional);
- paragraph 19 (conduct unbecoming a physiotherapist);
- paragraph 28 (signing or issuing a document containing a statement that the member knows or ought to know contains a false or misleading statement);
- paragraph 32 (submitting an account or charge for services that the member knows or ought to know is false or misleading); and
- paragraph 33 (failing to take reasonable steps to ensure that any accounts submitted in the member's name or billing number are fair and accurate).



## **Penalty**

The panel ordered the following penalty, Stephanie Nogueira will:

- Receive a reprimand at the conclusion of the hearing (delivered on April 1, 2022)
- Serve a suspension for a period of six months, beginning April 2, 2022 up to and including October 1, 2022.
- Complete a review of tools, standards and resources
- Complete boundaries and ethics counselling

While Stephanie Nogueira is serving the suspension, she cannot practice as a physiotherapist assistant (PTA).

The panel also ordered Stephanie Nogueira to pay costs to the College in the amount of \$5,000 to offset some of the costs associated with investigating and prosecuting this case.



As a part of the penalty, the Committee also issued a reprimand which read as follows:

*The discipline panel has ordered that you be given an oral reprimand that will become part of the public portion of your record with the College of Physiotherapists of Ontario. This panel has found that you engaged in professional misconduct. This sort of misconduct cannot be tolerated by the profession that negatively affects the reputation of the physiotherapy profession while undermining public confidence.*

*The public interest depends on the integrity of the profession and protecting the integrity of the profession means zero tolerance of inappropriate business practices. We would expect the strictest adherence to College standards, particularly by a physiotherapist who is also a clinic owner.*

*We do wish to acknowledge your cooperation with the College, and that you have no prior history with the College. We encourage you to use the resources available to you as a registered professional, and the panel does not expect to see you before us again.*

You can read the full decision of the Discipline Committee of the College of Physiotherapists of Ontario at: [www.canlii.ca](http://www.canlii.ca)



# Richards, Dillon J. — Former Registration #20382

Case: 2022 0057

December 14, 2022

On November 2, 2022, the Inquiries, Complaints and Reports Committee (ICRC) referred a matter involving Dillon J. Richards to the Discipline Committee for a hearing.

The hearing took place on December 14, 2022 and adjourned indefinitely (an adjournment sine die).

The Panel of the Discipline Committee agreed to adjourn the hearing sine die due to the Registrant having signed an Acknowledgement and Undertaking to resign their membership and certificate of registration with the College and never apply or reapply to practice physiotherapy in Ontario.





The Acknowledgement & Undertaking was signed by Dillon J. Richards on December 8, 2022, and stated:

I, Dillon J. Richards (Reg No. 20382), acknowledge and undertake as follows:

1. In November 2022, a panel of the Inquiries Complaints and Reports Committee referred allegations involving my conduct, including sexual abuse of a patient, to the Discipline Committee for a hearing (College File Number 2022-0057). The allegations included that in the period January and February 2022, I engaged in sexual communications with a patient by social media including the exchange of nude photographs; engaged in verbal sexual communications with a patient during appointments; and engaged in sexual acts, including oral sex and sexual intercourse, with the patient during the patient's appointments at the Clinic. The allegations further include that I falsified the patient's clinical record following the patient reporting to the Clinic, and that in March 2022, I contacted the patient and made efforts to discourage the patient from reporting to the College or continuing with her report to the College.



2. This acknowledgment and undertaking does not constitute an admission of any professional misconduct, including sexual abuse.
3. I undertake to resign my membership and certificate of registration with the College effective December 14, 2022.
4. I acknowledge and agree that, in exchange for providing an original copy of this Undertaking executed by me to the College, the College will ask the panel of the Discipline Committee to adjourn the hearing in College File Number 2022-0057, sine die.
5. I acknowledge that after I resign my membership with the College, I will not be entitled to use the title "physiotherapist", "physical therapist" or any abbreviation thereof or equivalent in another language. I will not be entitled to hold myself out as a person who is qualified to practice in Ontario as a physiotherapist/physical therapist and I will not be entitled to imply that I am a physiotherapist/physical therapist in Ontario.



6. I hereby undertake never to apply or re-apply for membership, registration, licensure or similar status with the College as a physiotherapist or for a license to practice physiotherapy in Ontario.
7. I acknowledge that if I ever apply or re-apply, or attempt to apply or re-apply for membership, registration, licensure or similar status with the College in the future, the College will be entitled to rely upon this undertaking in any registration or other similar proceeding as reason to deny my application.
8. I acknowledge that if I attempt to register as a physiotherapist in another jurisdiction and that regulatory body asks for information about this matter, the College will be entitled to disclose the content of its investigation files with the other jurisdiction.
9. I acknowledge that if I ever apply or re-apply for membership, registration, licensure or similar status as a physiotherapist for a license to practice physiotherapy in Ontario after December 14, 2022, the College shall, in its sole discretion, have the right to proceed with a disciplinary proceeding on the basis of a breach of this undertaking and, if I am successful in being registered, the College shall also be entitled to proceed with the discipline hearing in case numbers 2022-0057.



10. In the event of a breach of this undertaking and the College proceeding with discipline hearing in College File Numbers 2022-0057, I hereby agree to bear the risk of any prejudice that the passage of time might cause to my ability to make full answer and defence, and waive the right to seek any remedy on the basis of the passage of time, should the College proceed with the investigation, the discipline hearing, and any allegations that may arise as a result of any future breach of this Undertaking by me.

11. I acknowledge that under section 23 of the Health Professions Procedural Code which is Schedule 2 of the Regulated Health Professions Act, the College is required to publish the fact of my resignation and this Undertaking on the College's public register. This publication is indefinite.

12. I acknowledge that I have been advised of my right to obtain legal advice prior to entering into this Undertaking and have either availed myself of that right or chosen not to avail myself of that right.

13. I acknowledge that I am entering into this undertaking freely, voluntarily and without duress.

You can read the full decision of the Discipline Committee of the College of Physiotherapists of Ontario at: [www.canlii.ca](http://www.canlii.ca)



# Roscala-Bonilla, Raul-Armando – Registration Number #14413

Case: 2019 0252

October 14, 2022

On December 9, 2021, the Inquiries, Complaints and Reports Committee (ICRC) referred a matter involving Raul-Armando Roscala-Bonilla to the Discipline Committee for a hearing.

The hearing took place on October 14, 2022. This matter was resolved by way of an Agreed Statement of Facts and a Joint Submission on Penalty.

## **Finding**

The panel of the Discipline Committee issued a decision on the finding on October 14, 2022, on the penalty on October 14, 2022 and on costs on October 14, 2022.





After having considered all of the evidence, the panel found Raul-Armando Roscala-Bonilla to have committed the following acts of professional misconduct:

- paragraph 1 (failing to maintain the standards of practice of the profession);
- paragraph 18 (engaging in conduct or performing an act relevant to the practice of the profession that, having regard to all the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional);
- paragraph 26 (failing to keep records in accordance with the standards of practice of the profession);
- paragraph 32 (submitting an account or charge for services that the member knows or ought to know is false or misleading);
- paragraph 34 (charging a fee that is excessive in relation to the service performed); and
- paragraph 38 (failing to itemize an account for professional services if requested to do so by the patient or the person or agency who is to pay, in whole or in part, for the services).
- paragraph 40 (continuing the treatment of a patient where it is no longer indicated, has ceased to be effective or is unnecessary).



## **Penalty**

The panel ordered the following penalty, Raul-Armando Roscala-Bonilla will:

- Receive a reprimand at the conclusion of the hearing (delivered on October 14, 2022)
- Successfully complete a Professional Boundaries and Ethics Course offered through PBI education
- Complete a review of tools, standards and resources
- Serve a suspension, beginning October 21, 2022 until the professional boundaries and ethics course and the resource review has been successfully completed
- Participate in practice enhancement coaching

While Raul-Armando Roscala-Bonilla is serving the suspension, he cannot use the title Physiotherapist, PT or any abbreviation thereof. Raul-Armando Roscala-Bonilla's name, PT title and/or registration number cannot be use for billing purposes while the suspension is being served



The panel also ordered Raul-Armando Roscala-Bonilla to pay costs to the College in the amount of \$5,000 to offset some of the costs associated with investigating and prosecuting this case.

As a part of the penalty, the Committee also issued a reprimand which read as follows:

*Mr. Roscala-Bonilla, this panel wishes to advise you that your pattern of behaviour in the period in question will not be tolerated by the profession. The panel appreciates that you have taken some responsibility for your inappropriate behaviour. At the same time, the lack of financial records and clinical record keeping are gravely concerning to the panel and do jeopardize public protection.*

*To maintain the public's confidence in the profession, it is incumbent on all physiotherapists to ensure that the care they provide is not only justified, but also within the scope of the profession. Your actions have damaged the profession's reputation in the public's eyes. We expect that going forward, your practice will uphold the standards of the profession, and that we will not see you before a discipline panel again.*



*Roscala-Bonilla, Raul-Armando*

*We would like to advise you that any further findings and appearances in front of the discipline panel could result in a more severe outcome.*

You can read the full decision of the Discipline Committee of the College of Physiotherapists of Ontario at: [www.canlii.ca](http://www.canlii.ca)

# Shahbad, Zafar Iqbal Mushtaq – Registration Number #18449



Case: 2019 0183

November 17, 2022

On November 9, 2021, the Inquiries, Complaints and Reports Committee (ICRC) referred a matter involving Zafar Iqbal Mushtaq Shahbad to the Discipline Committee for a hearing.

The hearing took place on November 17, 2022. This matter was resolved by way of an Agreed Statement of Facts and a Joint Submission on Penalty.



## **Finding**

The panel of the Discipline Committee issued a decision on the finding on November 17, 2022, on the penalty on November 17, 2022 and on costs on November 17, 2022.

After having considered all of the evidence, the panel found Zafar Iqbal Mushtaq Shahbad to have committed the following acts of professional misconduct:

- paragraph 1 (failing to maintain the standards of practice of the profession);
- paragraph 18 (engaging in conduct or performing an act relevant to the practice of the profession that, having regard to all the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional);
- paragraph 26 (failing to keep records in accordance with the standards of practice of the profession);
- paragraph 28 (signing or issuing a document containing a statement that the member knows or ought to know is false or misleading); and
- paragraph 33 (failing to take reasonable steps to ensure that any accounts submitted in the member's name or billing number are fair and accurate



## **Penalty**

The panel ordered the following penalty, Zafar Iqbal Mushtaq Shahbad will:

- Receive a reprimand at the conclusion of the hearing (delivered on November 17, 2022)
- Successfully complete the PROBE program offered through CPEP
- Complete a review of tools, standards and resources
- Serve a four month suspension, on dates to be determined by the Registrar
- Only practice in long-term care or hospital settings

While Zafar Iqbal Mushtaq Shahbad is serving the suspension, he cannot use the title Physiotherapist, PT or any abbreviation thereof. R Zafar Iqbal Mushtaq Shahbad's name, PT title and/or registration number cannot be use for billing purposes while the suspension is being served

The panel also ordered Zafar Iqbal Mushtaq Shahbad to pay costs to the College in the amount of \$2,500 to offset some of the costs associated with investigating and prosecuting this case.



As a part of the penalty, the Committee also issued a reprimand which read as follows:

*Mr. Shahbad, being a physiotherapist is not a right, but rather, a privilege that comes with responsibilities. This includes appropriate business practices, good record keeping, and proper use of support personnel. It allows us to ensure proper billing practices, facilitate continuity of care and to assist and demonstrate the clinical decision making required to help our clients.*

*While we acknowledge the remorse that you express today, the findings of professional misconduct are serious. Falsifying clinical records and submitting inaccurate invoices could cause the public and insurers to lose confidence in the profession, and result in the public suffering from the consequences of loss of access to physiotherapy care. Ontario requires and deserves delivery of healthcare that meets professional standards.*

*It is the panel's hope that complying with the penalties imposed will provide you with an opportunity to reflect on the behaviour that has brought you before us today. The panel has provided you with an opportunity to correct your behaviours and return to the profession.*



Shahbad, Zafar Iqbal Mushtaq

*Please view this as a second chance and try to learn from it. We collectively hope that we don't see you in front of the Discipline Committee again. Should you appear before a disciplinary panel in the future, this proceeding will weigh heavily on penalty consideration at that time.*

You can read the full decision of the Discipline Committee of the College of Physiotherapists of Ontario at: [www.canlii.ca](http://www.canlii.ca)



# Spremulli, Paolina – Registration Number #13682

Case: 2019 0243

November 28, 2022

On May 11, 2021, the Inquiries, Complaints and Reports Committee (ICRC) referred a matter involving Paolina Spremulli to the Discipline Committee for a hearing.

The hearing took place on November 28, 2022. This matter was resolved by way of an Agreed Statement of Facts and a Joint Submission on Penalty.



## **Finding**

The panel of the Discipline Committee issued a decision on the finding on November 28, 2022, on the penalty on November 28, 2022 and on costs on November 28, 2022.

After having considered all of the evidence, the panel found Paolina Spremulli to have committed the following acts of professional misconduct:

- paragraph 1 (failing to maintain the standards of practice of the profession);
- paragraph 18 (engaging in conduct or performing an act relevant to the practice of the profession that, having regard to all the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional);
- paragraph 26 (failing to keep records in accordance with the standards of practice of the profession);



- paragraph 28 (signing or issuing a document containing a statement that the member knows or ought to know contains a false or misleading statement);
- paragraph 32 (submitting an account or charge for services that the member knows or ought to know is false or misleading);
- paragraph 33 (failing to take reasonable steps to ensure that any accounts submitted in the member's name or billing number are fair and accurate); and
- paragraph 40 (continuing the treatment of a patient where it is no longer indicated, has ceased to be effective or is unnecessary)

## **Penalty**

The panel ordered the following penalty, Paolina Spremulli will:

- Receive a reprimand at the conclusion of the hearing (delivered on November 28, 2022)
- Serve a 12-month suspension, beginning November 29, 2022 up to and including November 29, 2023



- While serving the suspension, Paolina Spremulli may not provide services as a physiotherapy assistant (PTA)
- Review a number of tools, standards and resources
- Successfully complete the ProBE program offered through CPEP
- Participate in practice enhancement coaching after returning to practice

While Paolina Spremulli is serving the suspension, she cannot use the title Physiotherapist, PT or any abbreviation there of. Paolina Spremulli's name, PT title and/or registration number cannot be use for billing purposes while the suspension is being served.

The panel also ordered Paolina Spremulli to pay costs to the College in the amount of \$10,000 to offset some of the costs associated with investigating and prosecuting this case.

As a part of the penalty, the Committee also issued a reprimand which read as follows:

*Ms. Spremulli, the panel finds that your behaviour constituted serious misconduct and showed a lack of insight into professional standards and ethical practice, specifically as it relates to billing.*



Spremulli, Paolina

*As a profession, we must maintain the confidence of the public, as well as all involved stakeholders such as third-party funders. The practice of falsifying records and submitting inaccurate invoices, in addition to the lack of clinical documentation, shows utter disregard for the College standards, and undermines the profession as a whole. Moreover, a loss in confidence from third-party funders could contribute to loss of access to physiotherapy care from those who truly need it.*

*We appreciate the fact that you've acknowledged your professional misconduct, and it is the panel's hope that you will follow through the recommended remediation and return to practice with an understanding of your obligations as a registered healthcare professional.*

*We do not expect to see you in front of a discipline panel in the future.*

You can read the full decision of the Discipline Committee of the College of Physiotherapists of Ontario at: [www.canlii.ca](http://www.canlii.ca)



# Trambulo, Joseph — Registration #11391

Case: 2021 0078

November 21, 2022

On November 18, 2021, the Inquiries, Complaints and Reports Committee (ICRC) referred a matter involving Joseph Trambulo to the Discipline Committee for a hearing.

The hearing took place on November 21, 2022. This matter was resolved by way of an Agreed Statement of Facts and a Joint Submission on Penalty.

## **Finding**

The panel of the Discipline Committee issued a decision on the finding on November 21, 2022, on the penalty on November 21, 2022 and on costs on November 21, 2022.





After having considered all of the evidence, the panel found Joseph Trambulo to have committed the following acts of professional misconduct:

- paragraph 1 (failing to maintain the standards of practice of the profession);
- paragraph 18 (engaging in conduct or performing an act relevant to the practice of the profession that, having regard to all the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional);
- paragraph 26 (failing to keep records in accordance with the standards of practice of the profession);

## **Penalty**

The panel ordered the following penalty, Joseph Trambulo will:

- Receive a reprimand at the conclusion of the hearing (delivered on November 21, 2022)
- Successfully complete counselling with Dr. Lori Haskell, or another counsellor selected by the Registrar



- Serve a suspension, beginning December 2, 2022, until the counselling has successfully been completed
- Participate in practice enhancement coaching after returning to practice

While Joseph Trambulo is serving the suspension, he cannot use the title Physiotherapist, PT or any abbreviation there of. Joseph Trambulo's name, PT title and/or registration number cannot be use for billing purposes while the suspension is being served.

The panel also ordered Joseph Trambulo to pay costs to the College in the amount of \$5,000 to offset some of the costs associated with investigating and prosecuting this case.

As a part of the penalty, the Committee also issued a reprimand which read as follows:

*Mr. Trambulo, the panel has found that your behaviour failed to maintain the standards of practice of the profession. For a second time, you have engaged in conduct that would reasonably be regarded as disgraceful, dishonourable and unprofessional.*



Trambulo, Joseph

*Having regard to your previous attendance before the Discipline Committee at this College, we would not have expected to see you again. Had it not been for the submission of an Agreed Statement of Facts and Joint Submission on Penalty and Costs, we would have likely imposed a more stringent penalty.*

*It's important to the panel that your suspension is indefinite, and its reinstatement rests upon successful rehabilitation guided by a professional counsellor.*

*Should you appear before a disciplinary committee for similar behaviour in the future, your previous proceedings will weigh heavily on the penalty consideration at that time.*

You can read the full decision of the Discipline Committee of the College of Physiotherapists of Ontario at: [www.canlii.ca](http://www.canlii.ca)

# Whelan, Jeff — Registration #09138

Case: 2021 0180

December 14, 2022

On December 8, 2021, the Inquiries, Complaints and Reports Committee (ICRC) referred a matter involving Jeff Whelan to the Discipline Committee for a hearing.

The hearing took place on December 14, 2022. This matter was resolved by way of an Agreed Statement of Facts and a Joint Submission on Penalty.

## **Finding**

The panel of the Discipline Committee issued a decision on the finding on December 14, 2022, on the penalty on December 14, 2022 and on costs on December 14, 2022.





After having considered all of the evidence, the panel found Jeff Whelan to have committed the following acts of professional misconduct:

- paragraph 1 (failing to maintain the standards of practice of the profession);
- paragraph 18 (engaging in conduct or performing an act relevant to the practice of the profession that, having regard to all the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional); and
- paragraph 26 (failing to keep records in accordance with the standards of practice of the profession).

## **Penalty**

The panel ordered the following penalty, Jeff Whelan will:

- Receive a reprimand at the conclusion of the hearing (delivered on December 14, 2022)
- Serve a two-month suspension commencing at 11:59pm on December 14, 2022 and ending at 12:01am on February 13, 2023.
- Successfully complete counselling with a counsellor selected by the Registrar
- Complete a review of resources



While Jeff Whelan is serving the suspension, he cannot use the title Physiotherapist, PT or any abbreviation there of. Jeff Whelan's name, PT title and/or registration number cannot be use for billing purposes while the suspension is being served. Jeff Whelan cannot act provide services as a physiotherapist assistant (PTA).

The panel also ordered Jeff Whelan to pay costs to the College in the amount of \$5,000 to offset some of the costs associated with investigating and prosecuting this case.

As a part of the penalty, the Committee also issued a reprimand which read as follows:

*The Panel has found that you engaged in significant professional misconduct, and by doing so, you have adversely affected the reputation of the physiotherapy profession. Your conduct was unprofessional and lacked the required respect for patient boundaries, and by your own admission, use of certain language was unprofessional and inappropriate.*



*It failed to the maintain the standards of practice of the profession in terms of clinical judgment, professional boundaries, informed consent, record keeping and communication with patients. Your actions undermine the public confidence in physiotherapists.*

*Mr. Whelan, while we acknowledge the remorse you expressed through your counsel, the findings of professional misconduct are serious. It is the Panel's hope that your stated commitment to your remediation is followed through and will result in a positive change to your practice.*

*We expect that when you resume your practice as a physiotherapist, you are acutely aware of boundary issues and all interactions with patients. Further, we expect that you will never appear before a Discipline Committee panel again.*


You can read the full decision of the Discipline Committee of the College of Physiotherapists of Ontario at: [www.canlii.ca](http://www.canlii.ca)

(April 1, 2022 to March 31, 2023)

# Financial Statements

The College of Physiotherapists of Ontario Council approved the audited financial statements for the year ending March 31, 2023.

For a complete set of audited financial statements or an accessible format of the financial statements, contact Zoe Robinson, VP, Finance and Reporting at [zrobinson@collegept.org](mailto:zrobinson@collegept.org) or 1-800-583-5885 ext. 244.



[View the College of Physiotherapists of Ontario Financial Statements](#)

Please use the link above to view the audited report from the independent auditor.



# Contact

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