

**MEETING MINUTES OF THE BOARD OF THE
COLLEGE OF PHYSIOTHERAPISTS OF ONTARIO**

Thursday, September 25 and Friday, September 26, 2025
The College Boardroom & Virtually via Zoom

Public Director Attendees:

Carole Baxter
Mark Heller
Frank Massey
Richard O'Brien
Christopher Warren
Jesse Finn

Professional Director Attendees:

Katie Schulz (Chair)
Gary Rehan (Vice-Chair)
Frank DePalma
Kate Moffett
Dennis Ng
Kirsten Pavelich
Maureen Vanwart
Heather Weber

Guests:

Blair MacKenzie, Hilborn LLP
Cassidy Johnson, Hilborn LLP,
Dave Bhauruth, British Columbia College
of Nurses and Midwives
Stephanie McDonnell, British Columbia
College of Nurses and Midwives
Gurneet Dhami, University of Toronto
Ravneet Sidhu, University of Toronto
Brenda Mori, University of Toronto

Staff Attendees:

Craig Roxborough, Registrar & CEO
Anita Ashton, Deputy Registrar & CRO
Lisa Pretty, Senior Director, Organizational
Effectiveness
Mara Berger, Director, Policy, Governance &
General Counsel
Mary Catalfo, Director, Finance
Joyce Huang, Director, Strategy
Evguenia Ermakova, Policy Analyst

Recorder:

Caitlin O'Kelly, Governance Specialist

Regrets:

Nitin Madhvani, Public Director
Sinéad Dufour, Professional Director
Jesse Finn, Public Director (September 25)

Thursday, September 25, 2025

Welcome and Call to Order

K. Schulz, Board Chair, called the meeting to order at 11:18 a.m. and welcomed Directors, staff, and invited R. O'Brien to provide the Territory Acknowledgement. K. Schulz confirmed the College's ongoing commitment to the Public Interest mandate.

1.0 Review and Approval of the Agenda

Motion 1.0

It was moved by K. Pavelich and seconded by D. Ng that:

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

CARRIED.

2.0 Declaration of Conflicts of Interest

K. Schulz asked if any Board Directors had any conflicts of interest to declare with regards to the agenda items.

K. Moffett declared a conflict with the item *Ratification of Academic Director: Queens University*.

Directors were reminded that the potential for conflicts should be kept in mind throughout the meeting and declarations can be made at any time.

3.0 Approval of the Consent Agenda

K. Schulz provided an overview of the items listed on the Consent Agenda for approval, including for the first time a report from the Risk, Audit and Finance Committee.

Motion 3.0

It was moved by G. Rehan and seconded by M. Vanwart that:

The following items be approved by the Board:

- June 23-24, 2025 Board Meeting Minutes
- June 23-24, 2025 In Camera Board Meeting Minutes

CARRIED.

4.0 Chair's Report

K. Schulz provided an overview of the Chair's report that covers activities since the June Board meeting, including a summary of results of the post-Board meeting survey and the 2024-2025 Board Operations Evaluation.

5.0 Registrar's Report

C. Roxborough, Registrar & CEO, provided an overview of key operational activities and initiatives over the last quarter, including an overview of the dashboard metrics and the College's Risk Register.

The Board received an update on the status of the "As of Right" legislation. Implementation of the expanded framework is anticipated in fall 2025, and the College is preparing internal processes to support it.

The Board also received an update on the Ministry's consultation on expanding physiotherapists' scope of practice to include certain diagnostic imaging procedures. The College is preparing a submission, planning operational changes such as rostering and guidance for registrants, and will monitor the timeline as the Ministry advances this work.

6.0 Updated Strategic Plan for 2026-2030

J. Huang, Director, Strategy, presented the Board with a draft strategic plan for validation and feedback. The current strategic plan ends in March 2026 and work to update the plan began in the fall 2024, including environmental scanning, consultation and a facilitated Board discussion in June 2025. The draft plan reflects the Board's earlier input on maintaining the existing framework, while making updates to respond to the current environment and evolving expectations.

The Board discussed refining the language to ensure clarity and alignment with priorities such as equity, diversity, inclusion and belonging. The Board expressed support for the direction of the updated plan, noting that only minor adjustments were needed.

7.0 Health Professions Discipline Tribunals – By-law and Governance Policy Amendments and Transition

M. Berger, Director Policy, Governance & General Counsel, presented proposed By-law and Governance Policy amendments required to support the College's participation in the Health Professions Discipline Tribunals pilot beginning January 1, 2026. The updates include renaming the Discipline Committee as the Ontario Physiotherapists Discipline Tribunal and defining the roles of the Tribunal Chair and the Experienced Adjudicators. The Board also received an update on the transition process and key dates.

During discussion, clarity was sought on the Tribunal's structure and decision-making authority. Staff confirmed that although Discipline Hearings will be administered through the Tribunal, they remain College Hearings. Decisions will continue to be under the College's authority and will still be publicly posted by the College, and subject to the same appeal process and insurance coverage as before.

Motion 7.0

It was moved by M. Vanwart and seconded by H. Weber that:

The Board approves By-law and Governance Policy amendments needed to support transition to the Health Professions Discipline Tribunals (HPDT) for a one-year pilot, to come into effect on January 1, 2026.

CARRIED.

8.0 Committee Slate Amendment

Motion 8.0

It was moved by K. Pavelich and seconded by G. Rehan that:

The Committee Slate be amended by appointing Mira Toth to the Examinations Committee.

CARRIED.

K. Moffett declared a conflict with the item Ratification of Academic Director: Queen's University and left the meeting.

9.0 Ratification of Academic Director: Queen's University

Queen's University has nominated a new academic representative to serve on the Board for the remainder of their three-year term, until June 2027.

Motion 9.0

It was moved by D. Ng and seconded by H. Weber that:

The Board appoints Sarah Hazlewood as an Academic Director from Queen's University to the Board, effective immediately to June 2027.

CARRIED.

K. Moffett returned to the meeting.

10.0 Final Review of Revised Standards (5th batch) for Approval

E. Ermakova, Policy Analyst, presented an overview of the revised standards from the fifth group, based on the consultation, and summarized the feedback received. The Board was being asked to approve the fifth group of standards for use in Ontario, effective November 1, 2025.

Discussion focused on the Boundary Violations Standard. Concern was raised about how restrictions on treating individuals where objectivity cannot be maintained could create barriers to care in small or remote communities where alternative care may be limited. The Board agreed that the Standard could be approved as is but directed staff to conduct further research on how to address boundary challenges, including the treatment of close relations in small communities.

Motion 10.0

It was moved by K. Moffett and seconded by F. DePalma that:

The Board approves the adoption of the following Standards, to be effective November 1, 2025:

- Boundary Violations
- Sexual Abuse

Rescinds the following Standard, effective November 1, 2025:

- Boundaries and Sexual Abuse

CARRIED.

R. O'Brien was opposed.

11.0 Exam Transition Planning

C. Roxborough and A. Ashton, Deputy Registrar & Chief Regulatory Officer, provided with an update regarding work underway to transition to the new Canadian Physiotherapy Examination with the Canadian Alliance of Physiotherapy Regulators (CAPR). Additionally, an update was provided on the effort to build capacity within the Ontario Clinical Exam (OCE) prior to winding down the OCE at the end of 2026.

The Board recessed for the day at 3:29 p.m.

Friday, September 26, 2025

K. Schulz reconvened the meeting at 9:00 a.m. on September 26, 2025.

12.0 General Regulation Update

M. Berger and E. Ermakova presented an update on options to further refine the College's General Regulation, developed based on consultation feedback and direction from the Board.

The Board considered whether to proceed with sunseting the Provisional Practice Class (PPC). Directors noted that the PPC may no longer be necessary given frequent exam sittings and raised concerns about granting a license without a psychometrically valid exam as an entry point. There was strong support to sunset the PPC.

The Board also discussed whether to create a new class to permit practice after a failed exam attempt. Directors noted that individuals failing the exam have not yet demonstrated competency to practise and that public protection is best served by restricting practice until a candidate passes. The Board confirmed that it did not support creating a class for candidates that have failed an exam.

Finally, the Board considered whether to explore establishing a Retired Class to improve public transparency and provide clarity about status for individuals no longer actively practicing but wishing to maintain a formal connective with the College. Directors saw potential public benefit and directed staff to conduct further analysis.

Motion 12.0

It was moved by M. Vanwart and seconded by F. Massey that:

The Board approves the proposed amendments to the General Regulation, Ontario Regulation 532/98, under the *Physiotherapy Act, 1991* to sunset the Provisional Practice Class.

CARRIED.

H. Weber opposed.

C. Warren joined the meeting at 10:40 a.m.

13.0 Research: Exploring Physiotherapists Recognition of Sexual/Professional Boundaries with Patients in Ontario

Graduate students Gurneet Dhami and Ravneet Sidhu, accompanied by their academic advisor Brenda Mori, presented findings from a University of Toronto research project about whether physiotherapists can recognize boundaries and how they managed them.

14.0 Motion to go in-camera pursuant to section 7.2(d) of the Health Professions Procedural Code

Motion 14.0

It was moved by M. Heller and seconded by K. Moffett that:

The Board moves in-camera pursuant to section 7.2(d) of the Health Professions Procedural Code.

CARRIED.

The Board entered an in-camera session at 11:15 a.m. and returned to the open session at 12:18 p.m. During the in-camera session a motion was passed related to the College's office space planning.

15.0 FY2025 Audited Financial Statements

Blair MacKenzie and Cassidy Johnson from the College's auditing firm Hilborn LLP, presented the Board with the 2024-2025 audited financial statements ending on March 31, 2025. The auditor noted that the College received a clean opinion, and that no material concerns were identified in the audit.

Motion 15.0

It was moved by R. O'Brien and seconded by K. Moffett that:

The Board approves the 2024-2025 Audited Financial Statements ending March 31, 2025.

CARRIED.

16.0 FY2026 Q1 Financial Report

M. Catalfo, Director Finance, provided the Board with an update on the College's Q1 financial report.

17.0 Fees for FY2027

C. Roxborough provided an overview of the analysis that was completed with respect to registration, administrative, and examination fees for FY2027, along with a recommendation from the Risk, Audit, and Finance Committee (RAFC) to not raise fees for FY2027.

Motion 17.0

It was moved by D. Ng and seconded by R. O'Brien that:

The Board approves not increasing registration, administrative and examination fees for FY2027.

CARRIED.

18.0 Code of Conduct

M. Berger facilitated a discussion about whether to complete a comprehensive review of the Code of Conduct for Board and Committee Members. The Code is meant to be reviewed every three years in accordance with the College Performance Measurement Framework. Staff summarized findings from an environmental scan of Ontario regulators, noting potential opportunities to make improvements for clarity and to close existing gaps.

Following discussions, the Board confirmed its support for staff to conduct a comprehensive review of the Code of Conduct and develop potential revisions for future Board consideration.

19.0 Development of an Indigenous Cultural Safety and Humility Standard

The Board received a presentation from Dave Bhauruth and Stephanie McDonnell from the British Columbia College of Nurses and Midwives on the development of B.C.'s Indigenous Cultural Safety and Humility Standard and lessons learned from their approach.

M. Berger presented on the potential development of an Indigenous Cultural Safety and Humility Standard for Ontario. The Board was asked to consider whether to begin work on an Ontario-specific Indigenous Cultural Safety and Humility Standard and if so, to provide input on an approach that differs from the College's usual standards development process.

The Board discussed the importance of relationship-building with Indigenous communities, potential partnerships with other Ontario regulators, adapting lessons learned from B.C. and engaging Indigenous expertise to guide the process.

The Board confirmed its support to pursue the development of an Indigenous Cultural Safety and Humility Standard as a long-term initiative. The Board also agreed that a departure from the College's usual standards development process is warranted to explore a more community-driven and consultative approach.

20.0 Adjournment of Meeting

K. Moffett moved that the meeting be adjourned. The meeting was adjourned at 2:43 p.m.



Katie Schulz, Chair