



2016 Registration Review Report

College of Physiotherapists of Manitoba

Table of Contents

Executive Summary	1
Introduction.....	2
Context of the Profession in Manitoba	3
Overview of Assessment and Registration Process.....	4
State of Progress.....	10
Fair Practice Analysis	11
Progress Opportunities.....	14
Fairness Commissioner’s Recommendation.....	14
College of Physiotherapists of Manitoba Action Plan	15
Statement of Compliance	17
Appendix I: 2011-2015 Registration Data.....	18
Appendix II: 2016 Registration Review Process	20

Executive Summary

This Registration Review Report consists of the Manitoba Fairness Commissioner review of progress by the College of Physiotherapists of Manitoba (CPM) on the fair consideration of individuals applying for registration, focusing on applicants educated outside of Canada. The analysis is based on the Office of the Manitoba Fairness Commissioner's (OMFC) registration review including a fair practice analysis, identification of progress opportunities, and confirmation of actions to progress in fair registration practice.

The Fairness Commissioner has identified opportunities to achieve timely and effective registration through recognition of professional work experience and opportunities for supervised practice.

CPM has initiated a number of changes that have positively impacted internationally educated applicants (IEAs) including targeted web information for IEPs and a number of plain language resources to help applicants better understand and prepare for the registration process. CPM was recognised by the Manitoba Prior Learning Assessment Network in 2015 for their website for IEPs and was honoured with an ExemPLAR Award for excellence. They are currently in discussions with the University of Manitoba, Faculty of Health Sciences, in regards to the creation of opportunities for IEPs to make use of skills labs and to receive feedback in preparation for the profession's practical exam.

A progressive regulator, CPM has a history of encouraging and supporting supervised practice opportunities. This option allows IEPs to work in their field with support and feedback from experienced practitioners while preparing for the final assessment in the certification process. CPM reports great success with this practice stating that supervisors are typically highly invested and interested in participant success.

Applicants to CPM have benefited from a number of recent changes made by the Canadian Alliance of Physiotherapy Regulators (CAPR), the body responsible for credentialing and licensing exam administration for the profession. CAPR has streamlined their process, replacing weakly relevant criteria with more supportive criteria and dramatically improving their timelines for processing applications from IEPs. They also recently launched an easy to navigate website, written in clear, plain language that provides numerous innovative resources to support IEPs in the certification process.

CPM has indicated they will further improve their website by including a section dedicated to helping IEPs better prepare pre-arrival. They will also work with the OMFC to gain a greater understanding of the experience of Manitoba IEPs with the national certification process conducted by CAPR.

CPM's planned actions are certain to continue to advance progressive practice in the area of qualification recognition of internationally educated physiotherapists.

Introduction

Registration reviews are conducted as part of the Fairness Commissioner's mandate to review the registration practices of regulatory bodies subject to *The Fair Registration Practices in Regulated Professions Act* (Act).

The purpose of a registration review is to enable the Fairness Commissioner to determine a regulator's compliance to the Act and to make recommendations for improvement. Compliance to the legislation refers both to the fairness of assessment and registration practice, with particular attention to the fair consideration of internationally educated applicants, as well as the co-operation of the regulator with the Fairness Commissioner.

The Act stipulates that registration reviews are to be undertaken at times specified by the Fairness Commissioner. It also stipulates that the content of a registration review is to include an analysis of the relevance and necessity of registration requirements, the timeliness of decision making, the reasonableness of fees and the registration of internationally educated individuals. This may involve the review of any third parties employed in the assessment and registration process.

The 2016 Registration Review focuses on a few critical issues the Fairness Commissioner has identified as key for Manitoba regulators to make progress; the need for timely registration, the recognition of professional work experience and supervised practice opportunities.

In this report, CPM's assessment and registration practice is evaluated in terms of its overall state of fair practice and for the purpose of identifying progress opportunities. This includes an analysis of CPM's activities to improve practice to date and practices regarding the critical areas of timely registration, the recognition of professional work experience and supervised practice opportunities.

This report is a public document and will be posted on the OMFC's website, submitted to the Minister of Education and Training and the Minister of Health, Seniors and Active Living.

Context of the Profession in Manitoba

Physiotherapy is a primary care, autonomous, client-focused health profession dedicated to improving quality of life. Physiotherapists plan, administer and evaluate treatment programs and provide maintenance and preventive healthcare programs. They may also consult, educate, advise and participate in research. They are employed in hospitals, clinics, schools, rehabilitation centres and extended care facilities. Many physiotherapists work in private practice.

Internationally educated physiotherapists (IEPs) are valued by the profession in Manitoba. They bring a wealth of information from their home countries and contribute to the advancement of the profession through sharing of research and technology. This culturally diverse group of practitioners helps serve Manitoba's increasingly diverse population. Landings data indicates that 55 internationally educated physiotherapists arrived in Manitoba between 2011-2015 (Source: Immigration, Refugees and Citizenship Canada prepared by Manitoba Education and Training).

Although currently not the case in Manitoba, in many provinces the demand for physiotherapists exceeds the graduation capacity of physiotherapy programs at Canadian universities.

The Canadian Alliance of Physiotherapy Regulators (CAPR), responsible for credentialing and licensing exam administration for the profession, has recently streamlined its credentialing process to make it quicker, more supportive and fair to internationally educated physiotherapists. They have launched a new website that is easy to navigate, written in clear, plain language and provides numerous resources to support IEPs in the certification process.

Bridging programs now exist in Ontario, British Columbia and Alberta to help IEPs learn about physiotherapy practice in Canada, and to be better prepared for mandatory exams and entry to practice. Courses that teach the 'Context of Physiotherapy Practice in Canada' are also available by distance education through a number of institutions to support IEPs.

Overview of Assessment and Registration Process

The College of Physiotherapists of Manitoba (CPM) regulates the practice of physiotherapy in Manitoba under the authority of *The Physiotherapists Act* (C.C.S.M. c. P65) and Regulation (204/2001).

Only CPM registered physiotherapists are authorized to practise physiotherapy in Manitoba and to use the title "physiotherapist" or any variation of this professional designation.

Qualifications

Principal qualifications required to register as a physiotherapist with CPM include completion of a university level, entry-to-practice degree in physiotherapy that is deemed not substantially different to a degree earned in Canada, awarded by a recognised institution authorized to issue credentials. Diplomas awarded by a non-university institution may be accepted if assessed and determined to be equivalent to at least a Bachelor's degree in Canada.

Other requirements include successful completion of a minimum of 1,025 hours of supervised clinical education; fluency in English or French; knowledge of the practice of physiotherapy within the Canadian healthcare system; and a pass standing on the Canadian Alliance of Physiotherapy Regulators (CAPR) two part Physiotherapy Competency Examination (PCE).

Assessment and Registration Process

Prior to applying to CAPR, applicants are strongly encouraged to work through the [Canadian Physiotherapy Practice Self Assessment Readiness Tool \(SART\)](#), developed by Atlantic Connection. This online resource is designed to help potential applicants understand the Canadian physiotherapy profession. It provides an opportunity for self-assessment against employer-identified core skills and against technical competencies.

In addition, applicants are encouraged to review the country-specific information for the [20 top source countries](#) applying to CAPR.

These country profiles include:

- Source country physiotherapy practice comparison to Canada
- Physiotherapy Competency Exam pass rates for previous first time test takers from each source country
- A list of educational programs CAPR has assessed in the past and how they compare to CAPR standards

Step 1 –Application to the Canadian Alliance of Physiotherapy Regulators (CAPR)

The application to CAPR includes the following (if documents are not in English, notarized translations are required):

- completed Application Form and an application assessment fee of \$1,015
- completed Application Checklist
- notarized copy of diploma, degree or certificate (and certified translation if applicable) of the applicant’s entry-level physiotherapy education
- notarized Declaration of Identity Form along with the following:
 - two photographs (one must be certified by a notary public)
 - copy of official identity documents
 - proof of legal name change (if applicable)
- notarized Clinical Internship Certificate - graduates from Egypt, India, Pakistan, the Philippines only
- original language proficiency score sheet in English or French sent directly to CAPR from the language testing centre, if the applicant was educated in a country other than Australia, United States of America, New Zealand, Republic of Ireland, South Africa, United Kingdom or France
- completed Document Request Form and required attachments sent directly to CAPR by the educational institution that issued the degree/diploma in physiotherapy. This form is used to request: supervised clinical practice information, number of classroom and laboratory and clinical credits or clock hours; official academic records (transcripts); and the grading scale relevant to the student’s time of study.

Once all documents are received and the fee is paid, CAPR assesses the application to verify documentation and determine whether the applicant is eligible for Part I of the National Physiotherapy Competency Examination. Applicants are informed of their credential assessment result within 10-18 weeks of application. As of September 2016, CAPR was providing a result for those files for which educational institutions/programs/years they have previously assessed (Precedent Files) within 5 weeks and for Non-precedent Files within 12 weeks.

All applicants educated outside of Canada must complete a course on the ‘Context of Physiotherapy Practice in Canada’. This course must include a formal method of evaluation. On-line and in-class versions of this course are available from multiple Canadian universities and can be started during the credentialing process. CAPR provides information on available course options upon application for credentialing.

Individuals can complete part of CAPR's credentialing process within the immigration assessment, if they have applied for immigration to Canada as of May 2013 as the principal applicant in the Federal Skilled Worker Program. This may reduce the overall credentialing time.

Step 2 – National Physiotherapy Competency Examination (PCE) Part I

Upon receipt of a positive credentialing result, applicants submit an application to write the PCE Part I along with a fee of \$885 to CAPR. This is a multiple choice format, 200-question, four-hour exam that tests for knowledge of physiotherapy and the ability to solve clinical problems using clinical scenarios. Exams are scheduled six times a year in major cities across Canada, including Winnipeg.

CAPR offers a number of resources to help exam candidates prepare, including:

- [Essential Guide for Candidates to the Physiotherapy Competency Exam \(PCE\)](#) – includes: information on preparing for the exam, information on exam-day procedures, a description of what is included on the exam, Written Component sample questions, and Clinical Component sample stations.
- [Orientation Tutorial for the computer-based written component](#) – designed to help users learn to navigate through the computer-based version of the written exam.
- [The Exam Blueprint](#) – an outline of the exam structure which includes the areas of practice, conditions and activities that might be included in the exam. It also outlines the weighting of each area and function for the exam.
- [PCE Candidate Video](#) – designed to help exam candidates better prepare for the exam day process and in particular, better understand the Physiotherapy Competency Exam Part II (OSCE).
- [FAQs](#) – numerous answers to frequently asked questions related to the PCE.
- [Most Common Candidate Errors](#) – aims to raise awareness of the common errors candidates often make during the PCE Clinical exam (OSCE).
- [Tips for Candidates](#) and [Tips for Candidates quiz](#) – the first highlights some of the most important things to remember about the PCE Clinical Exam (OSCE), the latter tests candidates' memory of tips learned.
- [PCE Key Reference list](#) – a list of references and resources that CAPR uses to prepare exam questions and stations, encouraged for use in exam preparation.
- [LEXICON](#) – a list of terms used in the profession, in English and French.

Applicants are permitted three attempts to pass the PCE Part I. CAPR offers advice to those who are not successful as well as a resource to help applicants reflect on their exam performance. Once the applicant passes the exam, they have up to two years to pass Part II of the PCE.

Step 3 –Registration with the College of Physiotherapists of Manitoba as an Exam Candidate and completion of a period of Supervised Practice

Passing Part I of the PCE confers eligibility to applicants to register with the College of Physiotherapists of Manitoba (CPM) as Examination Candidates and to practice in Manitoba under supervision.

Completion of a period of supervised practice is not mandatory. However, it is a highly desirable opportunity for IEPs and is strongly encouraged as it provides IEPs with hands on experience in the practice of the profession in Canada and feedback on their performance from experienced practitioners.

Offered before the PCE Part II (OSCE) requirement, this opportunity also helps IEPs maintain their skills, prepare for the exam and integrate into the workplace.

It is the applicant's responsibility to find a suitable fieldwork placement. A general hospital setting is preferred as this can provide exposure to the main areas of clinical practice. A registered physiotherapist must sign a Supervised Practice Agreement and complete a CPM performance evaluation form on the applicant to provide him/her with feedback on their performance.

To register as an Exam Candidate with CPM, applicants must submit:

- a completed 'Application for Registration Form' and the \$506.25 registration fee
- PCE Part I Exam Certificate (from CAPR)
- Criminal Record Check with Vulnerable Sector screen, valid within six months
- Employer 'Letter of Offer'
- 'Supervised Practice Agreement'
- Evidence of Professional Liability Insurance Coverage (\$5 million minimum)

CPM informs applicants of their registration decision within 7-10 days of receiving all documents.

Step 4 – National Physiotherapy Competency Examination (PCE) Part II

Applicants, now registered with the CPM as Exam Candidates, must apply to CAPR to write Part II of the PCE. They must complete Part II within two years of passing PCE Part I.

To register for this exam, applicants must complete an Exam Application form and a Declaration of Identity form and submit them to CAPR along with a \$1,555 exam fee.

PCE Part II is a five to six hour, objective structure clinical exam (OSCE). This exam tests physiotherapy knowledge, skills and abilities, including communication skills and professional behaviour. It is offered once a year in Winnipeg; twice a year in some of the other jurisdictions.

CAPR provides exam results to applicants within 12 weeks of the exam. Applicants that fail are provided feedback and must retake the exam within two years. Three exam attempts are permitted.

Step 5 – Registration with the College of Physiotherapists of Manitoba for Active Practice

Applicants are required to register with CPM within 30 days of receiving a successful PCE Part II National Exam result. A registration fee of \$675, or a prorated fee and a PCE Part II Exam Certificate from CAPR must be submitted. CPM takes approximately 10 days to process these applications and inform applicants of its decision.

Appeals

Applicants to CPM have the right to appeal registration decisions. The appeal process can take up to three months to complete. To appeal, individuals must submit a letter stating the reasons for their appeal within 30 days of receipt of their registration decision letter. Appeals are heard by CPM's Board of Assessors without the participation of the original decision makers. Appeals that are unsuccessful at this level can be taken to CPM's Council. Applicants are informed of their right to seek additional guidance from a lawyer should CPM maintain its original decision.

Time and Cost

Costs for IEPs to complete the registration and licensing process will vary according to the circumstances of the individual.

Direct Costs:

CAPR Application Fee	\$1,015
Language Proficiency Test	\$300+ (approximate – varies by test)
CPE Part I Preparation Course Fee (Context of Physiotherapy Practice in Canada)	\$500+ (also varies)
CPE Part I	\$885
CPM Exam Candidate Registration Fee	\$506 (or prorated amount)
CPE Part II (OSCE)	\$1,555
CPM Registration Fee	\$675 (or prorated amount)

Time range to full registration also depends on individual circumstances and will vary. CAPR's credentialing processing times currently range from 5-12 weeks upon receipt of completed applications. CPM's application processing times are also very quick; 7-10 days upon receipt of completed application for the Exam Candidate Registry, and 10 days upon receipt of completed application for Active Practice. With six available sittings of the PCE Part I each year there is potential for individuals to start working under supervised practice arrangements very quickly.

Those applicants that opt for bridge training coursework will face a longer and costlier process.

CAPR's website offers a [Cost Estimator Tool](#) that allows individuals to obtain an idea of the costs they might incur completing the registration process. This tool allows for customisation depending on circumstances.

The website also provides a number of [Candidate Stories](#) that illustrate possible expenses and times to registration based on different experiences within the certification process.

State of Progress

The College of Physiotherapists of Manitoba is committed to the fair assessment and recognition of internationally educated physiotherapists.

In 2012, CAPR undertook a comprehensive review of its entire credentialing program, introducing process improvements and making a number of progressive changes.

CPM has a longstanding history of supporting supervised practice opportunities which encourage IEP success in licensure and workplace integration. Both organizations are to be commended.

Many aspects of CPM's registration practice for internationally educated physiotherapists are progressive and CPM has taken steps to improve its practice since the 2013 Registration Review including:

- Improved informational materials in plain language including development of an audio visual presentation outlining the registration process, creation of a Document Checklist to support IEPs with their application, and web links to supportive resources
- Discussions with CAPR regarding the need for transparency surrounding registration timelines and clearer, easier to navigate web-based information resulting in a recently launched and much improved website by the national organization
- Development of a policy regarding use of criminal record checks that clearly explains why this policy is in place and how various levels of criminal activity are to be handled
- Opportunities for IEPs who have been unsuccessful on the CPE Part II (OSCE) to meet with CPMs Board of Assessors to discuss their experience with the exam and to receive constructive feedback to support future success.
- Discussions with the University of Manitoba, Faculty of Health Sciences, regarding the inclusion of IEPs along with local graduates in skills labs to support their preparation for the CPE Part II. Ideally, university professors will oversee these sessions and be able to provide feedback to participants.

Fair Practice Analysis

The Fairness Commissioner has identified the need for timely and effective registration, the recognition of qualifications acquired through professional work experience and the need for supervised practice opportunities as key substantive issues critical to realize progress among Manitoba regulators.

Following the Manitoba Fairness Standard, the Fairness Commissioner has the following commendations, comments and concerns about CPM's state of progress concerning these key fairness issues:

Timely Registration

The assessment and registration process is structured efficiently (Manitoba Fairness Standard, 7.1).

The assessment and registration process is periodically reviewed to ensure timeliness for internationally educated applicants (Manitoba Fairness Standard, 7.2).

Communication with applicants is timely and systematic (Manitoba Fairness Standard, 7.3).

CAPR recently underwent a review and restructuring of their credentialing program and internal processes. The result was the elimination of a number of weakly relevant credentialing standards and a streamlined process that is quicker and more supportive of success. They also determined that the language proficiency level required for safety and success needed to be raised and they subsequently increased their requirements. They continue to allow submission of results from one of several acceptable proficiency tests. In addition, they introduced the requirement for applicants to complete a course in the 'Context of Physiotherapy Practice in Canada'.

In 2012, CAPR's processing times were 6-12 months. By 2014, as a result of their review, these timeframes were down to 5-7 weeks, with only non-precedent files taking longer. This is a very impressive improvement that positively impacts IEPs. CPM's application processing times are also very quick – 7-10 days upon receipt of completed application for the Exam Candidate Registry, and 10 days upon receipt of completed application for full licensure or Active Practice.

The registration process is such that qualified internationally educated applicants have an opportunity to practice in some capacity within a year of application (Manitoba Fairness Standard, 7.4).

IEP can begin work in physiotherapy under supervision upon successful completion of the credentialing process and the CPE Part I. With CAPR and CPM's quick processing times and the high frequency of CPE Part I offerings, successful candidates able to find an employer to supervise their practice can begin work in the field in well under a year, experiencing a very timely return to practice.

That said, the data the OMFC currently collects from Manitoba regulators reflects the experience of IEPs with Manitoba registration processes only. In this registration process, the first step is a centralized assessment by a third party involving both credentialing and an examination. We do not have a full understanding of the length of time it takes Manitoba resident IEPs to complete requirements necessary to work under supervision.

Recognition of Professional Work Experience

Professional work experience is considered to determine qualification (Manitoba Fairness Standard, 5.10).

Hours worked as a physiotherapist can be used to supplement required clinical education. As a criterion of the national credentialing process, the requirement for supervised clinical education obtained through a physiotherapy education program is 1,025 hours. When an applicant does not meet the required number of hours, hours worked as a physiotherapist are recognised if they have completed a minimum of 820 hours of supervised clinical education with a minimum of 80 hours in musculoskeletal, 80 hours in neurological and 40 hours in cardiorespiratory conditions.

CAPR does not assess work experience for the purpose of supplementing a consideration of the applicant's academic qualification.

Regulator has objective standards and criteria to assess knowledge and competencies acquired through work experience (Manitoba Fairness Standard, 5.11).

The CPE Part II is an OSCE examination which allows individuals to demonstrate skills acquired through professional education and work. This is progressive practice.

If Canadian work experience is a mandatory requirement, it is clearly justified (Manitoba Fairness Standard, 5.12).

There is no requirement for Canadian work experience in this registration process.

Supervised Practice Opportunities

Supervised practice opportunities are available for the purpose of assessment and gap training (Manitoba Fairness Standard, 5.13).

In cases where applicants do not meet the required hours of supervised clinical practice (i.e. there are minor gaps), they may be eligible to address these gaps through work experience.

Additionally, the opportunity to work under supervision for up to two years is available to all IEPs upon successful completion of the National CPE Part I. This opportunity to work in the field in Canada for a period of time, with feedback and evaluation from a licensed practitioner supports success with the OSCE (CPE Part II) requirement and later with independent practice as a fully licensed physiotherapist.

These are best practices.

Additional Fairness Concerns

No concerns at this time.

Progress Opportunities

The Fairness Commissioner sees the following opportunities for progress regarding CPM's assessment and registration practice:

1. Discussion regarding possibilities and opportunities for obtaining data from CAPR with the goal of better understanding Manitoba resident IEPs experience with the national certification process.
2. Adopting language used by CAPR in CPM's web and other information materials in regards to reviewing academic qualifications to ensure they are "not substantially different from" a Canadian physiotherapy education.
3. Regularly reviewing CPM's website to update outdated fees and dead links and to link to CAPR website where helpful (e.g. page on [Bridging Programs in Canada, Alternative Careers](#)).
4. Adding a pre-arrival page to CPM's website to provide guidance on actions that could help potential applicants prepare for the registration process before coming to Canada.
5. Continued discussions with the Faculty of Health Sciences (College of Rehabilitation Sciences) at the University of Manitoba regarding opportunities to include IEPs along with local graduates to practice skills in a lab setting, ideally with oversight by physiotherapy professors at the university.

We recognise the large number of resources CAPR has introduced to support IEP success. We would like to call on CPM in the future to present to other Manitoba regulators on these promising practices. We also see opportunity for CPM to share details of recent improvements made to CAPR's credentialing program with newly regulated professions, such as the profession of social work.

Fairness Commissioner's Recommendation

To ensure compliance to *The Fair Registration Practices in Regulated Professions Act*, the Fairness Commissioner recommends that the College of Physiotherapists of Manitoba take action regarding the above progress opportunities.

College of Physiotherapists of Manitoba Action Plan

In response to the Fairness Commissioner’s recommendation, CPM proposed the following Action Plan as of November 2016.

CPM’s Action Plan will form the basis of its relationship with the OMFC moving forward. Follow-up meetings will be held annually after the 2016 Registration Review to discuss implementation of activities and updates to the Action Plan. Action Plan updates will be posted on the OMFC’s website on an annual basis, following these meetings allowing any interested party to see the progress to date.

Progress Opportunity	Action(s)	Completion Date
<p>1. Discussion regarding possibilities and opportunities for obtaining data from CAPR with the goal of better understanding Manitoba resident IEPs experience with the national certification process.</p>	<p>To enter into discussions with CAPR regarding obtaining data.</p> <p>As of November 28, 2016, this action has been started.</p> <p>A follow up with OFMC needed to discuss CAPR’s comments.</p>	<p>January 2017</p>
<p>2. Adopting language used by CAPR in CPM’s web and other information materials in regards to reviewing academic qualifications to ensure they are “not substantially different from” a Canadian physiotherapy education.</p>	<p>Have consulted with our web developer about updating the website. First meeting will occur November 30, 2016. Plan to update the website with new terminology, a pre-arrival page (see number 4 below) etc.</p>	<p>Spring 2017</p>

Progress Opportunity	Action(s)	Completion Date
<p>3. Regularly reviewing CPM's website to update outdated fees and dead links and to link to CAPR website where helpful (e.g. page on Bridging Programs in Canada, Alternative Careers).</p>	<p>To set up a schedule for staff to review information and links on the CPM website.</p>	<p>December 23, 2016</p>
<p>4. Adding a pre-arrival page to CPM's website to provide guidance on actions that could help potential applicants prepare for the registration process before coming to Canada.</p>	<p>See above under #2</p>	<p>Spring 2017</p>
<p>5. Continued discussions with the Faculty of Health Sciences (College of Rehabilitation Sciences) at the University of Manitoba regarding opportunities to include IEPs along with local graduates to practice skills in a lab setting, ideally with oversight by physiotherapy professors at the university.</p>	<p>Continuing discussions with CoRS (College of Rehabilitation Sciences) and others who may be interested in this as a project.</p>	<p>Spring 2017 but may be ongoing depending on financial resources at U of M.</p>

Statement of Compliance

The College of Physiotherapists of Manitoba's Action Plan is a progressive response to the progress opportunities identified in this review. These actions will help ensure and improve fair practice for the assessment and registration of internationally educated physiotherapists (IEPs) and are consistent with intent of *The Fair Registration Practices in Regulated Professions Act*.

With a history of demonstrating a strong commitment to fairness, the College of Physiotherapists of Manitoba is a leader amongst regulators in Manitoba. CPM is responsive to requests to improve practice and their approaches are consistently innovative, practical and progressive. There is a culture of supporting success of their internationally educated applicants at CPM that extends from staff to their committed volunteer board members, for which they are to be commended.

I look forward to working with CPM to better understand the experience of Manitoba resident internationally educated physiotherapists with the first step of their assessment with their national body, CAPR, and to learning about positive developments for IEPs at the University of Manitoba, College of Rehabilitation Sciences.



Ximena Munoz
Manitoba Fairness Commissioner

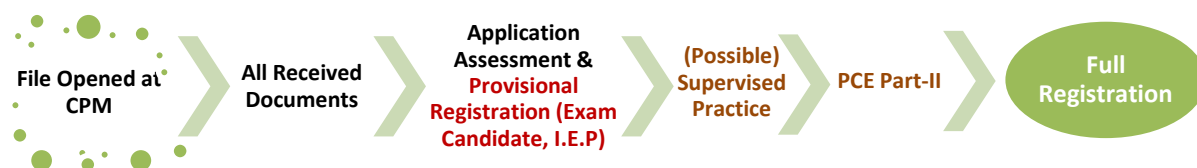
Appendix I: 2011-2015 Registration Data

The College of Physiotherapists of Manitoba reports annually to OMFC on the registration of internationally educated physiotherapists to Manitoba. The OMFC will continue to work with CPM on the collection of registration data including the collection of relevant data from the Canadian Alliance of Physiotherapy Regulators (CAPR).

CPM received 223 total applications from 2011-2015. Among those, 18 or 8% were internationally educated applicants (IEAs).

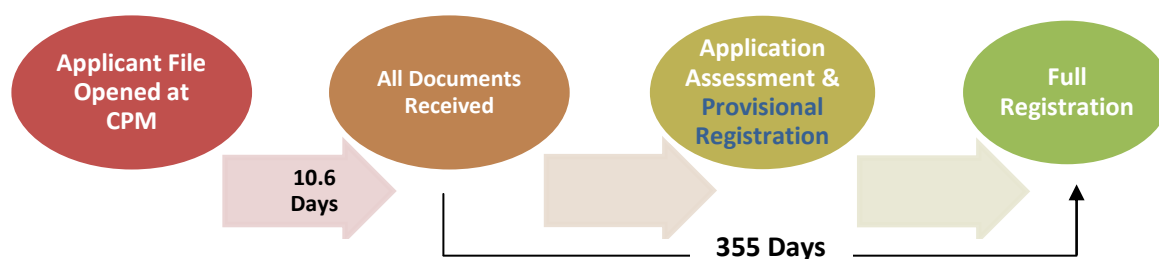
Those 18 IEAs had education from seven different countries. The top country of education was India with 33% of applicants, followed by those educated in Philippines at 28%.

With regard to licensure outcomes, 33% of the 18 IEAs obtained full registrations by the end of 2015. The remaining applicants were provisionally licensed as exam candidates, had withdrawn or been rejected, or were still in process.



For those 6 IEAs who obtained full registration, the average time to do so upon all application documents received by CPM was 355 calendar days, or almost one year. This timeline does not include the time it takes to apply to the Canadian Alliance of Physiotherapy Regulators for credentialing and to complete initial requirements which precede application to CPM.

Average Time to Full Registration



Five registrations were obtained within one year. The shortest time from when an IEA's application documents were received by CPM to when full registration was obtained was almost three months, while the longest time was over three years.

Analysis of 2011 – 2105 regulator data on internationally educated applicants provided by the Manitoba Bureau of Statistics.

For additional context, immigrant landings for physiotherapists to Manitoba for 2011–2015 indicate:

Year	Landings
2011	14
2012	3
2013	5
2014	17
2015	16
Totals	55

The NOC code associated with these landings is 3142 Physiotherapists.

Source: Immigration, Refugees and Citizenship Canada. Prepared by Manitoba Education and Training.

Appendix II: 2016 Registration Review Process

The OMFC's 2016 review process has several key steps: meeting to discuss the focus and process of the review, agreeing to a review schedule, documenting, evaluating and preparing a progress report, and achieving an action plan to move things forward. The process is designed to support regulators to further evolve registration practice and realize progressive change.

Activity	Description	Date
Registration Review Workshop	<ul style="list-style-type: none"> Group meeting between OMFC and regulators Latest data and research presented Fairness Standard, review focus and process presented Review schedule provided 	June 10, 2016
Progress Report	<ul style="list-style-type: none"> CPM report on its fair practice progress Includes analysis of timely registration, recognition of professional work experience and supervised practice opportunities Progress opportunities identified Recommendation from Fairness Commissioner to address progress opportunities 	October 13, 2016
Progress Meeting	<ul style="list-style-type: none"> CPM representatives, the Fairness Commissioner and staff discuss report and possible actions CPM is considering addressing progress opportunities 	November 10, 2016
CPM Action Plan	<ul style="list-style-type: none"> CPM's Action Plan submitted to OMFC 	November 24, 2016
2016 Registration Review Report	<ul style="list-style-type: none"> Report submitted to CPM Report contains the review findings, CPM's Action Plan, and the Fairness Commissioner's Compliance Statement 	December 9, 2016
Registration Review Closeout Meeting	<ul style="list-style-type: none"> CPM and Fairness Commissioner discuss Registration Review Report, potential OMFC support for actions & how CPM's action plan will inform the relationship moving forward Registration Review Report submitted to Minister of Education and Training, the Minister of Health, Seniors and Active Living for the regulator's legislation and uploaded on OMFC website 	December 16, 2016

Review participants:

Brenda McKechnie, Executive Director and Registrar

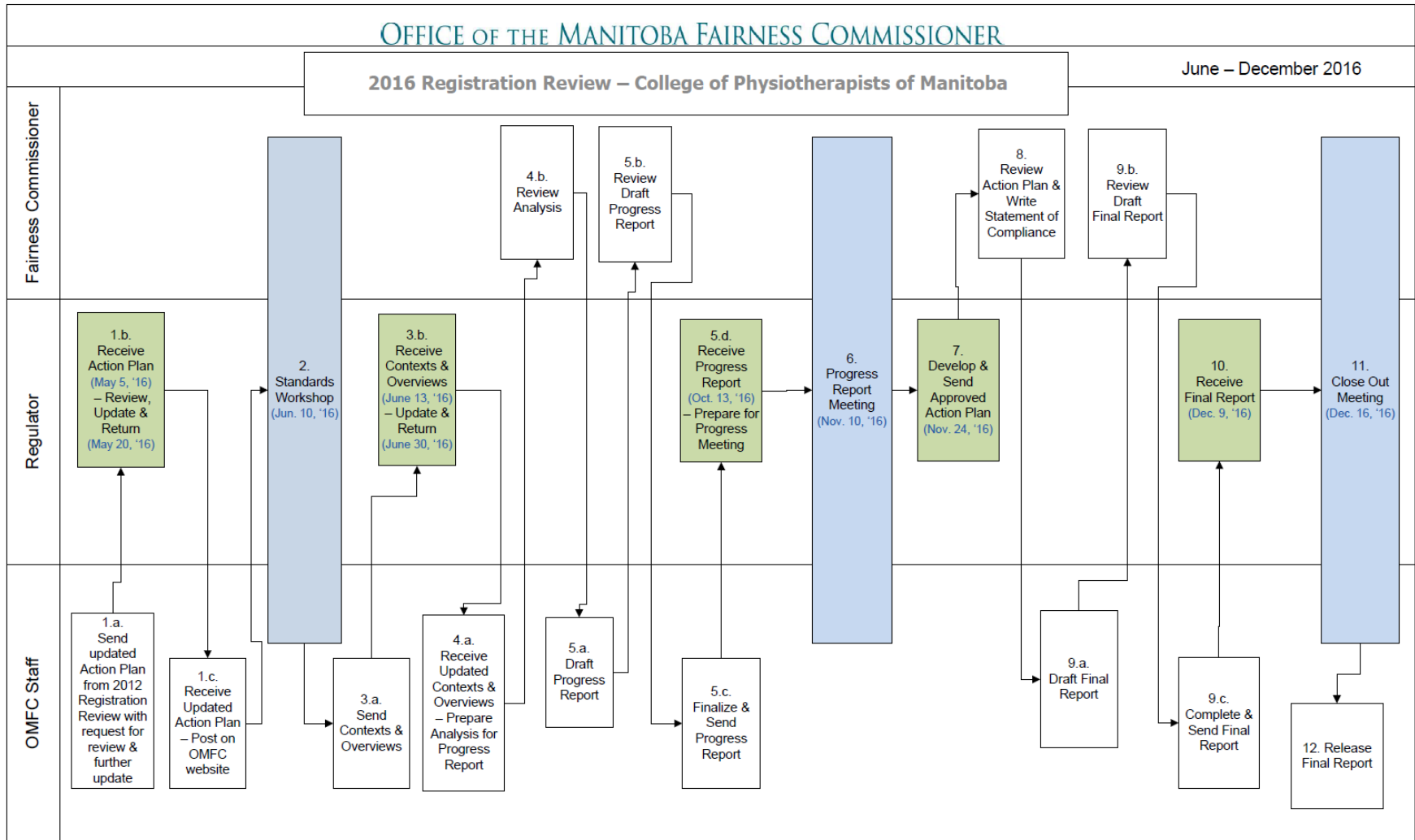
Jennifer Billeck, Deputy Registrar

Susan Bowman, CPM Council Chair

OFFICE OF THE MANITOBA FAIRNESS COMMISSIONER

2016 Registration Review – College of Physiotherapists of Manitoba

June – December 2016





OFFICE OF THE MANITOBA
FAIRNESS COMMISSIONER

E: omfc@gov.mb.ca

T: 204-945-7353

TF: 1-800-282-8069 ext. 7353

301 – 155 Carlton Street
Winnipeg, MB R3C 3H8

manitobafairnesscommissioner.ca