

# UPDATE

## Newsletter of The College of Physical Therapists of B.C.

### CONTINUING COMPETENCE - GETTING CLOSER

**I**n response to the demand for greater accountability, government requires all professions regulated under the *Health Professions Act* to establish and maintain a continuing competency program to promote high standards of practice. The College must provide reasonable assurance that registered physical therapists are maintaining competence to practice.

All physical therapists must plan for professional development. The professional portfolio, which the College is developing, will help physical therapists to maintain and enhance their continued professional development. A physical therapist who purposefully reviews his or her practice against the College's standards of practice, identifies strengths and gaps in his or her practice, and develops and implements a learning plan to build on the strengths and close the gaps will be best able to meet the challenges of the future.

*What is a professional portfolio?* It is a file of information about your experience and accomplishments throughout your career.

*When will I have to complete it?* Beginning with renewal for the year 2004, you will be asked to declare on the registration renewal form that you have completed the professional portfolio for the year immediately preceding renewal (i.e., 2003).

### VOLUNTEERS WANTED FOR PROFESSIONAL PORTFOLIO PILOT

Thanks to all registrants who have already participated in developing the professional portfolio. Now you can get a head start by participating in the pilot, which will run this spring. You will complete the portfolio and provide feedback about its form and content, which will then be incorporated into the final document. The College will review a sample of volunteers' portfolios and provide feedback on them.

Volunteers should email [arlene\\_gloria@cptbc.org](mailto:arlene_gloria@cptbc.org). The

College will contact you once the pilot is ready to begin. The portfolio will also be put on the web site once finalized.

### ACUPUNCTURE - REQUEST FOR COMMENTS

At last, your comments are requested on the enclosed draft Clinical Practice Statement No. 12- Acupuncture and Intramuscular Stimulation. In the Spring 2001 Update, the College published Policy 10.1 - Acupuncture and Intramuscular Stimulation for comment. No comments were received. Because acupuncture is of broad interest to registrants, the policy has been converted to a clinical practice statement and amended to include content about the safe use of needles. Direct your comments by March 31, 2002 in writing to the Acupuncture Credentialing Sub-committee care of the College. The College will incorporate comments and anticipates publishing the final Clinical Practice Statement in early summer of 2002, with the provisions respecting educational qualifications to practice acupuncture to come into effect in the summer of 2003.



### USE OF TITLE BY NON-PHYSIOTHERAPISTS

If you know of a non-physiotherapist using the title "physiotherapist" or some related term, contact the College. Examples include listing under the Yellow Pages under "physiotherapist", using the word "physio" in advertising of courses, products, or services. This is an offence under the *Health Professions Act*. The College will send a "cease and desist" letter to the offending party.

### ENCLOSURES:

- 1) Clinical Practice Statement No.12 - draft
- 2) 2002 Examiner Application
- 3) Practice Directive - Ultrasound

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Winter 2002  
Volume 2, Issue 1

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### WCB AUDITS UNDER THE WCB/PABC AGREEMENT

WCB began auditing physiotherapists under the WCB/PABC agreement in October. The College is continuing to monitor this issue to ensure that the scope of the audit is confined to matters covered under the agreement, e.g., whether the services billed for have been provided.

### PLANNING FOR THE FUTURE OF PHYSIOTHERAPY IN BC

The College, UBC, PABC and individual physiotherapists from around BC participated in a two day workshop, *Next Steps*, to assist government with planning for the future of physiotherapy in BC. Key issues identified about recruitment included the need for additional PT and OT training seats, the difficulties of recruitment to rural areas, and the need to make the public sector environment more attractive. The major issues for retention were workload management, the need for continuing education opportunities, and the need for career structuring. The key issues regarding job design were the need for a new service delivery model and identification of unmet service needs. Determining the existing barriers for foreign-trained individuals to enter practice, need to increase training seats and continuing education support were the key issues for education.

### ANNUAL GENERAL MEETING

Mark your diaries now to attend the College's Annual General Meeting on April 5, 2002 at the Radisson President Hotel in Richmond. Iona Campagnolo, the first female Lieutenant Governor of British Columbia, will bring greetings.



### CALL FOR NOMINATIONS

Why not consider serving on the College's Board? Make a valuable contribution to your profession. Gain insight into professional regulation, including registration, inquiry, discipline, quality assurance, patient relations, legislation and finance. Learn more about the College's regulatory structure and the legal process.

Nominations are open for three positions, each to be elected for a two-year term. The deadline for nominations is March 6, 2002 at noon.

The Board has nine members. Registrants elect six physical therapists to the Board while the Ministry of Health appoints three public representatives. A UBC student representative attends the meetings as well. Board meetings are held six times a year, usually on a Saturday, at the College's office. Board members also sit on committees, some of whose meetings usually take place around the same time as the Board meetings.

All registrants in good standing are encouraged to accept nominations. Nomination forms can be obtained from the office.

**MEMBER ADVISORY**

Anyone hiring a student for a clinical placement must arrange the placement through the Clinical Placement Co-ordinator at UBC. Call 604-822-7413 or [lieblich@interchange.ubc.ca](mailto:lieblich@interchange.ubc.ca).

Important information about the province's medical benefits (at home) program for school aged extended therapy is available by contacting Dan Lindstrom at 1-888-613-3232 or by email [dan.lindstrom@gems8.gov.bc.ca](mailto:dan.lindstrom@gems8.gov.bc.ca).

Registrants may chart electronically provided they follow section 3.2 of Clinical Practice Statement No. 1 - Clinical Records.

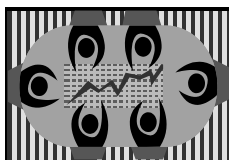
Frequently asked questions (FAQs) about practice hours are posted on the College's website [www.cptbc.org](http://www.cptbc.org) under "continuing competence".

The Alliance's web site is [www.alliancept.org](http://www.alliancept.org).

**EDUCATIONAL FRAMEWORK CONFERENCE**

The School of Rehabilitation Sciences hosted an Educational Framework Conference at UBC on January 25, 2002. It brought together a wide variety of key stakeholders in the education of physiotherapists and occupational therapists in BC to determine consensus on an educational framework and to identify relevant issues, desirable partnerships, action plans and required resources.

More information about plans and progress at UBC is posted on the College's website [www.cptbc.org](http://www.cptbc.org) under "becoming a physio".



**PHYSIOTHERAPY FOUNDATION OF CANADA**

The Physiotherapy Foundation of Canada is a charitable organization that funds physiotherapy research in Canada to improve the mobility, health and well-being of society. The Foundation is calling for volunteers for its Fundraising Advisory Committee. Contact Janet Greaves at 1-888-285-4136.

**EXPEDITING REGISTRATION**

In response to feedback from registrants the Registration Committee is now reviewing applications for registration on a weekly, rather than monthly, basis. This is one of the ways that the College is facilitating physiotherapists getting to work more quickly.

**SHORTAGE OF PHYSIOS IN THE NORTH**

The North is hard hit by issues of recruitment and retention of physical therapists. In the fall, the Registrar, among others, met with the Central Interior/Cariboo district of PABC by invitation to discuss their concerns and what the college is doing to address the shortage. The Alliance Chair, Margaret Warcup, was on hand to field questions about credentialling. The meeting was productive and everyone came away with a better understanding of credentialling and registration.

**UNBC SATELLITE EDUCATION**

To address the shortage of physical therapists in British Columbia, in the fall the Registrar, among others, met with Charles Jago, the President of the University of Northern British Columbia, to discuss satellite education for physical therapists interested in northern, rural and aboriginal health. UNBC will have satellite education for physicians in 2004. Adding physiotherapy education seems logical and Mr. Jago was very encouraging.

**UPDATE - FEEDBACK**

The College wants your feedback about how to make the *Update* more readable and relevant to your practice. Forward your comments to the attention of Board Member Greg Cassap by March 31, 2002.

## CPTBC/PABC "IN-SERVICES"

The College and PABC are doing in-services to educate the other's staff about what each does. The goal is to provide better service to registrants and PABC members.

## BOARD CHANGES

The Board bids farewell and thanks to Jessie Sohal. She resigned in the fall as the Youth on Boards' Public Representative to travel and then pursue a degree in medicine. The College gives a warm welcome to the three new Public Representatives on the Board: Mardy Scales, Kay Alsop and Mark Virgin. Mardy Scales is also a member of the Quality Assurance Committee and Continuing Competence Subcommittee. Kay Alsop has joined the Registration Committee and Mark Virgin is the new Public Representative on the Inquiry Committee.

## STAFF CHANGES

Arlene Gloria is acting as the Registration Coordinator in Joan Morton's absence until approximately May 2002. Email about registration matters can be sent to Arlene at joan\_morton@cptbc.org.

## INQUIRY COMMITTEE - NEW CHAIR AND VICE-CHAIR

Robert Hofmann is the now the Chair of the Inquiry Committee and Victor Brittain is the Vice-Chair.

## INQUIRY COMMITTEE DECISIONS

000614

### Professional misconduct and competence - **Sindy Dee Gill**

Further to a summary published in the summer 2001 *Update*, and as a result of an independent review and assessment of her practice, Sindy Dee Gill has agreed to a limit on the maximum number of patients she may treat per hour and per day.

010423

### Advertising

A physiotherapist's advertising contained the words "specializing in sports injuries and orthopaedics." The Inquiry Committee considered the use of "specializing in" to be contrary to section 58(5) of the Bylaws. The physical therapist changed his advertising and the Inquiry Committee decided to take no further action.

010312

### Competence

The Complainant has appealed the Committee's decision under section 43(2) of the Act to the Board. The appeal was to have been heard on November 17, 2001 however, the appellant withdrew the appeal and put new evidence before the Inquiry Committee. The Committee did not alter its original decision and the appellant is continuing the appeal.

010511 A

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010511 B

### Professional misconduct

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980914

### Mental disorder

In the course of the Committee's review of whether to lift the terms and conditions on the Respondent's registration, the Respondent admitted that he had, in fact, breached the terms and conditions, which required him to refrain from alcohol and to take medication for bipolar disorder. The Committee asked him to consent to a reprimand for professional misconduct. As the Respondent did not wish to continue with his application for registration, the Committee has put the outstanding inquiry matters in abeyance pending any application from him in the future for registration.

991004

### Billing and charting

The Committee investigated a complaint against the Respondent about his competence to practice and professional misconduct. The Committee expressed concerns about the Respondent's large volume of patients that he treated and his apparent routine failure to assess or reassess patients. It also expressed concern about his failure to meet the minimal treatment standards of the profession contained in section 56 of the College's Bylaws. It had concerns about formulaic charting and failure to meet

the profession's standards for charting contained in Clinical Practice Statement No. 1 - Clinical Records, routine billing for an extra area and clinical records not substantiating billings. Finally, it had concerns about the Respondent's lack of recorded dosages for electrotherapy contrary to Clinical Practice Statement No. 2 - Electrotherapy. The Committee decided, under section 36(1)(d) of the Act, to request that the Respondent provide evidence to the satisfaction of the Inquiry Committee of his competence to practise physical therapy in British Columbia before applying to the College for registration. As the Respondent subsequently withdrew his application for registration, the Committee has put this matter in abeyance pending any application in the future for registration.

980915

**Billing - Djura Vojvodic**

This matter involved the fraudulent billing of MSP for services not rendered, charting before treating patients, and charting one and sometimes two weeks following treatment. Upon investigation, the Inquiry Committee determined that there was cause to take further action against the Respondent and requested he enter undertakings, the content of which was the subject of protracted negotiations. The Respondent ultimately consented to his registration being cancelled and agreed not to apply for reinstatement to practice in British Columbia for at least three years from October 13, 2000, being the date he actually last practised in this province.

001213

**Professional misconduct/incompetence**

The Complainant alleged that a physiotherapy assistant who was working with a physiotherapist had burned her arm. Upon investigation, there was cause to act under section 33(6) of the Act. The Committee was satisfied, on the materials before it, that the Respondent had failed to conduct an adequate assessment with respect to ascertaining and recording in the Complainant's chart that she was an insulin-dependent diabetic. It was also satisfied that no skin tests were performed on this patient before a receptionist/physiotherapy assistant applied the hot pack. There was evidence of a burn to the Complainant's arm. This conduct, if proven, would constitute professional misconduct for failure to follow the minimal treatment standards of the profession contained in section 53 of the Bylaws and incompetence under the *Health Professions Act*. The Inquiry Committee requested that the Respondent consent to a reprimand for professional misconduct for failing to comply with the minimal treatment standards of the profession and undertake to write a paper, to the satisfaction of the Inquiry Committee, on the effects of, and contraindications to, heat on the skin.

10515

**Professional misconduct/incompetence**

The Complainant alleged that the treatment she received from the Respondent increased her pain and aggravated her injury. Upon investigation, there was no basis to take action under section 36 or 37 of the *Health Professions Act*. The Complainant's expectations about physiotherapy treatment as a first-time client were not met. However, on the basis of the material before it, the Committee was satisfied that the Respondent had conducted an adequate initial assessment of the Complainant; developed an appropriate treatment plan and conducted a pre-manipulation test, albeit that the Complainant did not respond well to the manipulation; offered the complainant appropriate options for her pain, including ice, medications, and rest; and conducted an adequate reassessment of the Complainant the following day, followed up with her physician, and suggested X-rays and medication. The Committee decided to take no further action.

10516

**Professional misconduct/incompetence**

The Complainant alleged that the Respondent yelled at her and was abusive and disrespectful and applied an icepack to her arm, which caused her pain. Upon investigation, there was no basis to take further action. On the clinical records before it, the Committee is satisfied that the Respondent had conducted an adequate initial assessment and developed an appropriate treatment plan, which involved the use of an ice pack. It appeared there had been a breakdown of communication with the Complainant that may have resulted from his treatment of a high volume of patients per day. The Complainant's expectations were not met about the amount of time she had to wait before being treated and whether the treatment would be one-on-one or in conjunction with other patients being treated simultaneously. Upon presentation of pain, the Committee is satisfied that the Respondent referred her to her physician if the pain in her arm following treatment were to continue. The Respondent failed to document the ultrasound dosage but the Committee is satisfied that he has taken steps so that such an oversight will not occur in the future.

**DISCIPLINE COMMITTEE DECISIONS**

Effective November 30, 2001, Mr. Stephen Parker has satisfied in full the penalty levied against him by the College's Discipline Hearing Panel. There is no longer a limit on his practice that he may not practice ultrasound.

Vancouver Coastal  
**Health** Authority

North Shore/Coast Garibaldi, Vancouver & Richmond

**PAEDIATRIC PHYSIOTHERAPIST**

In School Support Program/Nursing Support Services

**Regular full-time position available**

The Vancouver/Richmond Health Board is currently recruiting for an enthusiastic physiotherapist to join our multi-disciplinary team working with special needs children in the Vancouver School District. You will provide consultative services to students, kindergarten to Grade 12, who are referred to our program.

Primary responsibilities include assessments, provision of recommendations to school personnel and families, training and monitoring of special education assistants, determination of equipment needs, assessment of safety and accessibility issues, development and provision of workshops and inservices and liaison with outside medical and educational agencies.

**Qualifications:**

- Graduation from university or approved school with a degree or diploma in Physiotherapy.
- Registration with the College of Physical Therapists of BC.
- Preferably two years paediatric experience.
- Own transportation required for which mileage is reimbursed.

**Salary Range:** \$23.68 - \$29.53 per hour

Please send a detailed resume, quoting **Reference # U-P00.047** to:

Vancouver Coastal  
**Health** Authority  
North Shore/Coast Garibaldi, Vancouver & Richmond

Human Resources Department  
520 West 6<sup>th</sup> Avenue, Vancouver, BC V5Z 4H5  
Fax: (604) 736-7389, Email: abatt@vrhb.bc.ca

For further information regarding this and other opportunities with the Vancouver/Richmond Health Board, please visit our site at [www.workopolis.com](http://www.workopolis.com)

# Eagle Ridge Hospital

## Physiotherapist

### Regular Full-time

The Simon Fraser Health Region (SFHR) is an evolving health care region providing a wide array of health services to the residents of New Westminster, Burnaby, the Tri-Cities, Pitt Meadows and Maple Ridge. SFHR is committed to delivering progressive physiotherapeutic care to clients throughout the Region. Located in Port Moody, Eagle Ridge Hospital's Neuro-rehabilitation program services the entire Region and is an established centre of excellence for inpatients and day patients with neurological diagnoses. We are currently seeking a Physiotherapist with experience in treating neurological conditions, specifically stroke and head injury, to join our multidisciplinary team at Eagle Ridge Hospital.

You will maintain the Region's high standard of excellence as you provide physiotherapy treatment and promote physiotherapy services to patients in Neuro Rehab.

You are a graduate of a recognized school of Physiotherapy or Rehabilitation Medicine (a Bachelor's degree is preferred) with several years' related experience. Familiarity with treating lower extremity amputees is an asset. You must be licensed by the College of Physical Therapists of BC and be eligible for membership with the C.P.A. If you are a qualified Physiotherapist with the drive and desire to make a difference in the lives of others, please send your resume, in confidence, to: **Simon Fraser Health Region, Human Resource Services, 475 Guildford Way, Port Moody, BC V3H 3W9. Fax: 604-469-3245 or email: [verna\\_campbell@sfhr.hnet.bc.ca](mailto:verna_campbell@sfhr.hnet.bc.ca)**

We thank all applicants; however, only those selected for an interview will be contacted.

[www.sfhr.com](http://www.sfhr.com)



## **EMPLOYMENT OPPORTUNITY – PRACTICE ADVISOR**

### **The position**

The College of Physical Therapists of British Columbia (CPTBC) is the regulatory body for physical therapists for British Columbia's 2800 registered physical therapists. The CPTBC is seeking a Practice Advisor for its new Continuing Competence Program. This is a part-time position beginning on or after March 31, 2002. The Practice Advisor will work a maximum of 104 days per year (two days per week) and will be flexible in structuring her time to meet peak periods. The number of days may increase depending on need.

Reporting to the Registrar, the successful candidate will implement and administer the CPTBC's Continuing Competence Program. As the Program is currently being developed, the Practice Advisor will have the opportunity to finalize the development of the Program, oversee the pilot and be involved in developing related policies and procedures. The Practice Advisor will also address registrants' questions about clinical practice to ensure the public's satisfaction with physical therapy services in British Columbia. The successful candidate will work with other Canadian and American physical therapy regulators.

Travel, primarily in British Columbia, but also in Canada and the United States, is required.

### **The requirements**

You are a registered physical therapist or are eligible for registration in BC and have at least three years' clinical experience. Throughout your career, you have engaged in professional development, and you have an interest in education, research and the development of competence. You possess management, organizational, and research skills or experience overseeing the conduct of research. You are a strong verbal and written communicator and are able to explain things clearly and succinctly. You have an insight into regional differences in clinical practice. You are computer literate (Word, Excel, Outlook Express, Paradox, PowerPoint, desktop publishing). You are flexible and able to work at home during the first few months. A Master's in education business administration or physiotherapy is preferred.

### **Compensation**

The CPTBC offers a competitive salary. Benefits currently take the form of a percentage of gross salary.

### **Deadline for applications**

March 15, 2002

To obtain an application package, please email Irish Rose Macalino, Acting Administrative Assistant, at [arlene\\_gloria@cptbc.org](mailto:arlene_gloria@cptbc.org).

Update is a publication of the College of Physical Therapists of British Columbia and is intended to keep registrants informed about current professional issues. It is published three times a year - Spring, Summer and Fall. We welcome information of interest to CPTBC registrants. The editor retains the right to determine content.

## College of Physical Therapists of British Columbia

Practice Advisor for Continuing  
Competence Program

For more information about this exciting new part-time position, see our advertisement on the inside back cover of this *UPDATE*.

Deadline for applications: March 15, 2002.

## ADVERTISING RATES AND DEADLINES

Advertisements for employment opportunities and educational/course announcements are suitable for publication.

**Deadlines:** January 15, May 15, and August 15

**Rates:** \$50 up to 3 ¼ " x 3 ¼ "  
\$75 3 ¼ " x 4 ½ "  
\$100 3 ¼ " x 8 ½ "  
\$200 full page

## The perfect balance of work and lifestyle

The Calgary Health Region is one of the **largest** fully integrated health regions in North America, and we currently have a number of **Physical Therapist** opportunities available in our community or acute care sectors.

As a return for your commitment and contributions we offer a challenging and rewarding work environment, competitive compensation, with **benefits**, and relocation assistance up to \$8000.

Calgary supports an affordable and active lifestyle, with a thriving arts scenes and cosmopolitan atmosphere, all within an hour's drive of the majestic Rocky Mountains and Banff National Park. A big city without big city problems, her friendly people welcome visitors and newcomers to share in the Western Canadian heritage and lifestyle.

*As a condition of employment, all new employees must provide a criminal records check in compliance with the Protection for Persons in Care Act.*

Call us **toll free** at 1-877-713-5333, or contact us directly **Nicole Zander**, Community Health, Ph. 403-943-1313, email [nicole.zander@calgaryhealthregion.ca](mailto:nicole.zander@calgaryhealthregion.ca)  
**Wilma Dodge**, Acute Care, Ph. 403-943-1314, email [wilma.dodge@calgaryhealthregion.ca](mailto:wilma.dodge@calgaryhealthregion.ca)

Your resume may be forwarded to:  
Calgary Health Region, 10101 Southport Road,  
Calgary, Alberta T2W 3N2 Fax 403-943-1330  
Please visit our website at [www.calgaryhealthregion.ca](http://www.calgaryhealthregion.ca)  
for more information on current opportunities.



calgary health region

