

Enhancing a National Public Interest Stage

Annual Report 2010



Canadian Alliance of Physiotherapy Regulators
Alliance canadienne des organismes de réglementation de la physiothérapie

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President's Message

Incorporated in 1992, the Canadian Alliance of Physiotherapy Regulators (The Alliance) stands as a unique and vibrant organization committed to excellence in services to its 11 member regulators and hundreds of annual applicants seeking evaluation on the road to licensure as a physiotherapist/physical therapist.

As a national collaborative, The Alliance is proud to have its members span all 10 provinces and Yukon while also forging collegial relationships with the as yet unregulated jurisdictions of the Northwest Territories and Nunavut.

The 2010 year has been an exciting one filled with several partnered projects; a 42 per cent increase of internationally educated individuals applying to our credential service; and inclusion in federal government initiatives related to the Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications.

In this *Annual Report 2010*, we are pleased to highlight our achievements and reinforce our shared commitment as a Board of Directors, as staff and as volunteers to promoting excellence with physiotherapy/physical therapy regulatory practices assuring registration practices that are fair, transparent and objective in furthering public protection.

Congratulations to all!

Brenda Hudson
President

2010 Board of Directors

Yukon

Ruth Koenig, Fiona Charbonneau

British Columbia

Brenda Hudson, Annick deGooyer

Alberta

Dianne Millette, Simon Cooke

Saskatchewan

Tim Eichholz, Tamara Kapell

Manitoba

Brenda McKechnie, Sean Gupta

Ontario

Jan Robinson, Lori Neill

Québec

Claude Laurent, Lucie Forget

New Brunswick

Rebecca Bourdage, Krista Sweet

Nova Scotia

Joan Ross, Ann Read

Prince Edward Island

Joyce Ling, Sarah Gaudet

Newfoundland and Labrador

Joséphine Crossan, Deborah Noseworthy





Creating a National Dialogue

VISION: The Alliance is a respected leader recognized nationally and internationally for excellence in evaluation services and regulator policy development.

MISSION: The Canadian Alliance of Physiotherapy Regulators provides leadership and support to assist its members in fulfilling their public interest mandate through its core activities of: Evaluation Services; Knowledge Management; Project Management; and Representation.

STRUCTURE

The Board of Directors of The Alliance consists of 22 members, one appointed Alliance representative and the Registrar from each regulated provincial territorial jurisdiction. Led by a small elected Executive team, the Board meets at least semi-annually to set the strategic direction for the organization. In addition, the Board has three standing committees:

- The **Evaluation Services Committee (ESC)** provides strategic advice and makes recommendations to The Alliance Board on matters respecting the Credentialling and Examination programs. The ESC provides oversight for the Credentialling and Examination Programs, and is responsible for setting and monitoring performance standards of the credentialling and examination programs and assuring the effective delivery of those services.
- A **Governance and Nominations Committee** whose role is to consider and enhance the functioning of the Board, its committees and working groups in relation to monitoring and reviewing governance

policies, committee structure and terms of reference, nominations and elections processes as well as managing Board and committee orientation, development and evaluation.

- The **Registrars' Committee** whose purpose is to provide support to Registrars and Executive Directors, scan the regulatory environment, identify emerging trends across jurisdictions and make recommendations to the Board on issues of national scope. The committee contributes to advancing strategic initiatives as requested by the Board of Directors and identifies and contributes to opportunities to develop Board capacity and understanding.

Task Forces are set occasionally to assist in accomplishing short term, specific outcomes. In 2010, one task force was struck in cooperation with the Canadian Physiotherapy Association to review the current national strategy for the Official Marks (See page 22) and to make recommendations to the Board for strengthening its function in this regard.



CONSIDERING THE LANDSCAPE

All organizations are affected by the changing external context in which they operate. 2010 was no different. Key factors affecting the work of The Alliance included:

- Tracking the effects of the first full year of implementation of the 2009 Agreement on Internal Trade Chapter 7 revisions (see page 22).
- Participating in federal government initiatives related to the Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications. This work, while important, added to an already ambitious research agenda related to internationally educated physiotherapists and evaluation prior to licensure.
- An unanticipated 42 per cent increase in applicants to the credential process created pressures in meeting published timelines for reviews. This is challenging for applicants, regulators and The Alliance.
- Drawing to completion in early 2011, a major bridging program initiative, documenting its related learnings and applying for continued funding.
- Asserting an increasing strategic approach to the enforcement of the physiotherapy/physical therapy Official Marks as complaints of misuses continued to rise in 2010.
- And, finally, the resignation of the CEO, Joseph Vibert, in the fall of 2010.

STRATEGY 2009 - 2011

A strategic path was set by the Board in 2009 included three key areas of focus:

- Excellence in Evaluation Services;
- Leadership in Regulatory Policy; and
- Organizational Excellence and Recognition.

Accomplishments to date include:

- Formal adoption of the *Essential Competency Profile for Physiotherapists in Canada* (October 2009). This document will inform next iteration changes to both the exam blueprint and the credential coursework requirements.
- Establishment of a task force to develop communication materials for national and provincial/territorial use on the issue of exam cheating.
- Partnership with the National Physiotherapy Advisory Group in a project to review the current use of physiotherapist support personnel in varied areas of practice and to use this data analysis to refresh the *Essential Competencies for Physiotherapist Support Workers in Canada*, July 2000.
- Adoption of recommendations from an Official Marks Task Force, clarifying and strengthening the role of The Alliance as enforcing the profession's Official Marks.
- Improving pan-Canadian understanding on permit provisions of the Agreement on International Trade (AIT) with physiotherapy. This has included ongoing data collection of the inter-jurisdictional movement of licensed physiotherapists.





SETTING THE STANDARD – Excellence in Evaluation Services

CREDENTIAL EVALUATION PROGRAM

Credentialling is the required process of assessing and validating the education and qualifications of an internationally educated physiotherapist to determine if his/her education and qualifications are substantially equivalent to that of a Canadian educated physiotherapist before the applicant is granted permission to apply for the Physiotherapy Competency Examination (PCE).

Credentialling provides evidence to the Canadian physiotherapy regulators about the comparability and substantial equivalency of the education and qualifications of an applicant. It does this through an eight step process—from verifying the applicant’s documentation, assessing general, professional and clinical education, to reviewing language proficiency, previous membership status as a physiotherapist in the country of education and evidence that the applicant has knowledge of context of physiotherapy practice in Canada.

Credentialling is a complex process involving many steps and individuals. Activities include the benchmarking of accredited Canadian physiotherapy programs, comparison of the credentialling process against best practices of other regulators in Canada and internationally, as well as administration of the program.

In 2010, as a part of its continuous improvement process, The Alliance completed an external best practice review titled the “Credentialling Program Review V – CPR-V”. This review covered the credentialling process up to the application for the PCE. The staff, the Evaluation Services Committee, the Registrars, and the Board of Directors are currently reviewing the recommendations of the CPR-V.

The Credentialling program includes a process for continuous quality improvement. Recent improvement activities include:

- A plain language review of all communications to applicants;
- An administrative audit¹; and
- A blinded audit².

In the words of CPR-V:

“In conclusion, the Best Practices V Review found The Alliance to be committed to high standards and continuous improvement of process.”

¹ **Administrative Audit:** A process to monitor and evaluate work processes for compliance, assessment fairness and accuracy, responsible resource management and opportunities for improvement.

² **Blinded Audit:** A process to assist continuous quality improvement and examine evaluation reliability of physiotherapist assessors.



SETTING THE STANDARD – CREDENTIAL EVALUATION PROGRAM

| Credentialling Applications | 2008 | | 2009 | | 2010 | |
|---|------|-----|------|-----|------|-----|
| | N | % | N | % | N | % |
| Total Applicants | 460 | 100 | 399 | 100 | 568 | 100 |
| Education and Qualifications Substantially Equivalent | 164 | 36 | 95 | 24 | 65 | 11 |
| Education and Qualifications with Minor Gaps | 258 | 56 | 252 | 63 | 114 | 20 |
| Incomplete or Fraudulent Documentation | 25 | 5 | 48 | 12 | 387 | 68 |
| Education and Qualifications Substantially Different | 13 | 3 | 4 | 1 | 2 | 1 |

| Prior Learning Assessment and Recognition Applications | 2008 | | 2009 | | 2010 | |
|--|------|-----|------|-----|------|-----|
| | N | % | N | % | N | % |
| Total Applicants | 188 | 100 | 216 | 100 | 241 | 100 |
| Successfully Completed the Program | 142 | 76 | 106 | 48 | 31 | 13 |
| Working Towards Completing Requirements | 10 | 5 | 112 | 52 | 210 | 87 |
| No Progress – Inactive Files | 36 | 19 | 0 | 0 | 0 | 0 |

Top Source Education Countries of Applications Received, 2008-2010

| 2008 | | 2009 | | 2010 | |
|-------------|-----|-------------|-----|-------------|-----|
| Philippines | 101 | India | 140 | India | 267 |
| India | 89 | Philippines | 81 | Philippines | 85 |
| UK | 63 | Australia | 30 | Australia | 42 |
| USA | 59 | UK | 31 | UK | 29 |
| Australia | 30 | USA | 27 | USA | 29 |
| Brazil | 14 | Brazil | 14 | Brazil | 14 |
| Nigeria | 11 | Nigeria | 10 | Iran | 12 |



EXAMINATION PROGRAM

The Physiotherapy Competency Examination (PCE) is the entry-to-practice exam used by all regulators in Canada (except Quebec) for both Canadian-educated and internationally educated practitioners.

The PCE provides evidence to the regulators about the demonstrated competence of physiotherapists to practice independently in Canada. It does this through a two-part exam process (a written component and a clinical component) that assesses the knowledge, skills and abilities of physiotherapists.

Exam development and maintenance is a rigorous process involving many experts to ensure that the exam continues to meet international standards and best practices for high stakes examinations. Activities include the analysis of practice, item generation and review, psychometrics and scoring and administration and logistics.

In 2009, The Alliance contracted with Professional Examination Services (PES) to complete a review of exam documents and operations to identify strengths and weaknesses of the exam program. Recommendations from this process are in various phases of implementation and completion.

Additionally, the exam continuous improvement activities include:

- On-line results report for exam candidates and regulators; and
- And a plain language review of all communications to candidates.

An on-going concern in any high-stakes exam program is the security of exam materials and the confidentiality of the exam content. Compromises in exam security affect the value of the credential and have serious implications for the validity of the exam results. Several measures related to exam security have been implemented in recent years including:

- A security audit to identify strengths and weaknesses in exam security;
- Development of a security plan that outlines issues, procedures and responses;
- Monitoring the internet to identify and respond to suspicious activity;
- Development of information for registrants about cheating;
- Changing the identification requirements for exam candidate to improve exam day security; and
- Communicating with colleagues in other countries and in other professions about security issues and responses.



SETTING THE STANDARD – EXAMINATION PROGRAM

| Written Component | 2008 | | 2009 | | 2010 | |
|--|------------|------------|------------|------------|------------|------------|
| | N | % | N | % | N | % |
| Total Candidates | 946 | 100 | 999 | 100 | 994 | 100 |
| Pass | 738 | 78 | 755 | 76 | 766 | 77 |
| Fail | 208 | 22 | 244 | 24 | 228 | 23 |
| Canadian-Educated Candidates | 540 | 100 | 592 | 100 | 599 | 100 |
| Pass | 503 | 93 | 555 | 94 | 566 | 94 |
| Fail | 37 | 7 | 37 | 6 | 33 | 6 |
| Internationally Educated Candidates | 406 | 100 | 407 | 100 | 395 | 100 |
| Pass | 235 | 58 | 200 | 49 | 200 | 51 |
| Fail | 171 | 42 | 207 | 51 | 195 | 49 |

| Clinical Component | 2008 | | 2009 | | 2010 | |
|--|------------|------------|------------|------------|------------|------------|
| | N | % | N | % | N | % |
| Total Candidates | 811 | 100 | 892 | 100 | 908 | 100 |
| Pass | 691 | 85 | 758 | 85 | 801 | 88 |
| Fail | 120 | 15 | 134 | 15 | 107 | 12 |
| Canadian-Educated Candidates | 531 | 100 | 562 | 100 | 647 | 100 |
| Pass | 506 | 95 | 538 | 96 | 618 | 96 |
| Fail | 25 | 5 | 24 | 4 | 29 | 4 |
| Internationally Educated Candidates | 280 | 100 | 330 | 100 | 261 | 100 |
| Pass | 185 | 66 | 220 | 67 | 183 | 70 |
| Fail | 95 | 34 | 110 | 33 | 78 | 30 |





STRIVING FOR SERVICE EXCELLENCE

Recognizing the importance of its 'one stop' assessment service, The Alliance began to put in place recommendations from a study conducted in 2009 related to its customer service. Client Services staff have been added to both the credential and examination programs. These roles permit a full time focus on addressing questions and providing guidance to our hundreds of applicants. Recent surveys demonstrate early gains and general customer satisfaction with interactions with Alliance staff.

Other specific improvements included a plain language review and update of all materials, an update to the frequently asked questions section of both the credential and exam handbooks, information focused on candidates repeating an exam, and a new and improved website. Additionally, The Alliance seeks to add value to its regulatory members.

Key incentives in 2010 included:

- Providing information to support fair registration practices for provinces with Fairness Commissions.
- Liaising with stakeholders and engage government to promote and further projects for the public interest (see page 17).
- Advocating regulatory perspectives within the national leadership of the profession.
- Delivering a third annual Registrars' Day focused on aligning provincial and national assessment policies and practices.

What our Customers are Saying

Thank you very much for the quick response. I am extremely happy with your service and I really appreciate it.

The Orientation Resource 2010 CD I received from Canadian Alliance of Physiotherapy Regulators was a very helpful tool for my examination preparation. The examination experience I had was very smooth, the staff were nice and very accommodating. Thank you very much.

Today, I have received my results for my PNE written in January 2010 and I have passed. I couldn't have written this exam in January 2010 without your help. Your timely information on my course CHSM 417 has been really helpful. I know I was frustrated and emotional at times but thanks for guiding me in the long journey. Really, thank you very much.





VALUING PARTNERSHIPS

Beyond our initiatives with physiotherapy regulators, much is being accomplished in collaboration with others. We wish to acknowledge the following:

National Physiotherapy Advisory Group (NPAG)

Comprised of the Canadian Council of Physiotherapy University Programs, Physiotherapy Education Accreditation Canada, and the Canadian Physiotherapy Association with The Alliance as Chair in 2010. Activities included:

- Coordinating a national profession visioning forum for early 2011.
- Sponsoring a review of the current practice of physiotherapist support personnel, their current competencies and the resulting implications on accreditation, practice standards and regulation.

Canadian National Network of Associations of Regulatory Authorities (CNNAR)

The member organizations consider emerging regulatory trends and issues and was chaired by The Alliance in 2010. Activities include:

- Engaging in environmental scanning on matters relevant to regulation, including developing relationships with key federal decision makers.
- Hosting an annual policy conference.

Foreign Credential Referral Office

With the introduction of the Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications in 2009, The Alliance has been an active participant in numerous related activities. As one of the first eight professions chosen to engage in next steps to continually improve access to registration for internationally educated professionals, The Alliance coordinated a national meeting on the topic and added activity to its already ambitious agenda.

FEDERAL GOVERNMENT

Projects generously funded by the federal government include:

- A review of The Alliance's credentialing process; this is the fifth such review since 1998 and will conclude in March 2011.
- A review of the registration categories of each regulator to determine similarities and differences; this included consideration of opportunities to make individual jurisdiction registration processes more similar.

ONTARIO MINISTRY OF CITIZENSHIP AND IMMIGRATION

Within its physiotherapy mandate to facilitate registration of competent internationally educated professionals, The Alliance has been the partnered recipient of funds for two projects:

- **LANGUAGE:** The Alliance is working in partnership with the College of Occupational Therapists of Ontario and the College of Physiotherapists of Ontario to develop a profession-specific language tool applicable to both occupational therapy and physiotherapy. Phase one was a benchmarking initiative aimed at characterizing language use in occupational and physical therapy and current initiatives work environments and was completed in 2010. The second phase includes the development of a profession-specific language tool. Completion is expected in late 2011.
- **BRIDGING:** This is a new initiative aimed at assisting internationally educated physiotherapists who are living in Ontario to make significant progress towards registration and employment as physiotherapists. With Ryerson University acting as the lead, the project partners include The Alliance, the College of Physiotherapists of Ontario, the Ontario Physiotherapy Association and Ontario physiotherapy programs. This three-year project is seeking continued funding for 2011 and beyond. Its successes and challenges are currently under analysis and a next iteration will be developed using these learnings.

ALBERTA MINISTRY OF EMPLOYMENT AND IMMIGRATION

This project was initiated in 2009 between the College of Physical Therapists of Alberta and The Alliance. Its aim was to develop a web-based credential assessment tool. Aiming for completion in 2011, this new tool will form a tremendous asset and facilitate much needed efficiencies in the process.





DEMONSTRATING ACCOUNTABILITY

Cowperthwaite Mehta

C H A R T E R E D A C C O U N T A N T S

REPORT OF THE INDEPENDENT AUDITOR ON THE SUMMARY FINANCIAL STATEMENTS

The accompanying summary financial statements, which comprise the summary statement of financial position as at December 31, 2010, and the summary statement of operations for the year then ended, are derived from the audited financial statements of the The Canadian Alliance of Physiotherapy Regulators for the year ended December 31, 2010 and for the year then ended on which we expressed an unmodified opinion in our report dated April 5, 2011. Those financial statements, and the summary financial statements, do not reflect the effects of events that occurred subsequent to the date of our report on those financial statements.

The summary financial statements do not contain all the disclosures required by Canadian generally accepted accounting principles. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial statements of The Canadian Alliance of Physiotherapy Regulators.

Management's Responsibility for the Summarized Financial Statements

Management is responsible for the fair summarization of the audited financial statements in accordance with Canadian generally accepted accounting principles.

Auditor's Responsibility

Our responsibility is to express an opinion on the summarized financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810 "Engagements to Report on Summary Financial Statements".

Opinion

In our opinion, the summary financial statements derived from the audited financial statements of The Canadian Alliance of Physiotherapy Regulators for the year ended December 31, 2010 are a fair summary of those financial statements, in accordance with Canadian generally accepted accounting principles.

Cowperthwaite Mehta

Chartered Accountants
Licensed Public Accountants

April 5, 2011
Toronto, Ontario

187 Gerrard Street East Toronto Canada M5A 2E5 Telephone 416/323-3200 Facsimile 416/323-9637

Note: The Audited Financial Statements are to be accepted at the Annual General Meeting of the Board on May 13, 2011.

THE CANADIAN ALLIANCE OF PHYSIOTHERAPY REGULATORS

SUMMARY STATEMENT OF FINANCIAL POSITION AS AT DECEMBER 31, 2010

| | 2010 | 2009 |
|--|---------------------|---------------------|
| ASSETS | | |
| Current assets | | |
| Cash | \$ 153,933 | \$ 65,134 |
| Marketable securities | 2,957,724 | 2,770,730 |
| Accounts receivable | 20,674 | 2,896 |
| Prepaid expenses | <u>30,705</u> | <u>29,095</u> |
| | 3,163,036 | 2,867,855 |
| Capital assets | | |
| | 55,739 | 99,446 |
| | <u>\$ 3,218,775</u> | <u>\$ 2,967,301</u> |
| LIABILITIES AND NET ASSETS | | |
| Current liabilities | | |
| Accounts payable | \$ 182,884 | \$ 194,999 |
| Deferred revenue | <u>919,891</u> | <u>913,275</u> |
| | <u>1,102,775</u> | <u>1,108,274</u> |
| Net assets | | |
| Invested in capital assets | 55,739 | 99,446 |
| Net assets internally restricted for contingencies | 1,302,403 | 1,177,403 |
| Net assets internally restricted for evaluation and research | 130,000 | 130,000 |
| Unrestricted | <u>627,858</u> | <u>452,178</u> |
| | <u>2,116,000</u> | <u>1,859,027</u> |
| | <u>\$ 3,218,775</u> | <u>\$ 2,967,301</u> |



**SUMMARY STATEMENT OF OPERATIONS
FOR THE YEAR ENDED DECEMBER 31, 2010**

| | 2010 | 2009 |
|---|-------------------|-------------------|
| REVENUE | | |
| Examination fees | \$ 1,923,725 | \$ 1,913,914 |
| Credentialing fees | 433,760 | 309,870 |
| Government grants | 341,068 | 178,408 |
| Registrant levies and member fees | 270,747 | 267,622 |
| Prior Learning Assessment and Recognition ("PLAR") fees | 184,085 | 172,865 |
| Investment income | 63,931 | 128,742 |
| Other | 27,573 | 36,512 |
| | <u>3,244,889</u> | <u>3,007,933</u> |
| EXPENSES | | |
| Salaries and benefits | 901,162 | 861,235 |
| Clinical examination | 836,077 | 821,077 |
| Government grant programs | 341,068 | 178,408 |
| Administration, office and general | 170,009 | 156,167 |
| Written examination | 135,276 | 109,508 |
| Occupancy | 121,603 | 119,252 |
| Special projects | 99,265 | 101,324 |
| Travel and meetings | 93,353 | 95,327 |
| Credentialing expenses | 77,070 | 72,872 |
| Bank charges | 56,149 | 64,320 |
| Professional fees | 53,062 | 42,330 |
| Communication and translation | 13,818 | 14,718 |
| Exam quality and research | 12,443 | 27,731 |
| Credentialing program quality and research | 6,249 | 19,949 |
| PLAR expenses | 4,620 | 7,965 |
| Amortization | 66,692 | 66,095 |
| | <u>2,987,916</u> | <u>2,758,278</u> |
| EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR | <u>\$ 256,973</u> | <u>\$ 249,655</u> |



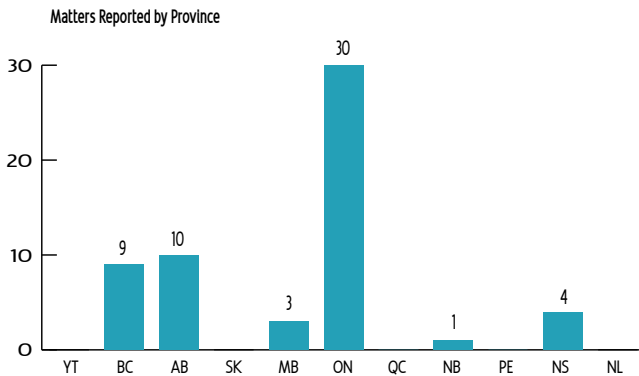
OFFICIAL MARKS

As part of their mandate, physiotherapy regulatory authorities in Canada investigate and take action on matters related to the terms physiotherapist and physical therapist (in all) and physiotherapy and physical therapy (in a few). As these terms are Official Marks that are held by The Alliance, The Alliance monitors nationally the annual activity in this area.

Matters Reported 2010

57 matters were reported (see table for breakdown)

34 Actions were taken: 9 Education letters; 25 Cease and Desist letters



INTERJURISDICTIONAL LABOUR MOBILITY

In 2009 the federal, provincial and territorial governments signed revisions to the Agreement for Internal Trade which aimed to further remove any restrictions to movement between jurisdictions related to the differences in registration standards. The Alliance began gathering data on interjurisdictional movement in 2010.

Labour Mobility 2010

| ORIGINAL JURISDICTION | Applicants granted registration without conditions and meeting regular registration requirements | Applicants granted registration without conditions and not meeting regular registration requirements | Applicants granted registration with conditions | Applicants granted registration into a different category from the one for which they applied | Applicants denied registration |
|-----------------------|--|--|---|---|--------------------------------|
| YT | 1 | - | - | - | - |
| BC | 22 | 2 | - | - | - |
| AB | 38 | 2 | - | - | - |
| SK | 9 | - | - | - | 1 |
| MB | 8 | - | 1 | - | - |
| ON | 33 | 2 | 1 | - | - |
| QC | 15 | 15 | - | - | - |
| NB | 1 | 1 | - | - | - |
| PE | 3 | - | - | - | - |
| NS | 9 | 1 | - | - | - |
| NL | 1 | - | - | - | - |



RECOGNIZING JOSEPH VIBERT

Chief Executive Officer, 2006 – 2010

Joseph's career with The Alliance started long before his employment in October 2006.

From the first meeting of exam item writers, he became an integral part of the exam program. He was involved in many research activities including the Structure and Cost Study and several versions of the Analysis of Practice. Administratively, he participated in item and station writing and had many roles in exam administration and scoring.

Joseph was always concerned about credentialing applicants and exam candidates. His work with the Translation Working Group was a direct response to this concern for the candidates' experience. Joseph joined the staff in 2006 as CEO and his passionate focus on the applicants and candidates confirmed.

Throughout his tenure, he emphasized customer service and brought a fresh perspective to these issues and concerns for The Alliance as an organization. Aiming for excellence in all areas, Joseph set out to establish a strong relationship with his Board and set the course for an ambitious research agenda regarding Evaluation Services.

Partnerships were also key and Joseph can be proud of the breadth and depth of the network he developed and fostered while CEO.

Joseph was a pleasure to work with—his patience, his diligence and his evident care for the mission of The Alliance were appreciated and are missed. He is wished well in his new career endeavors in the United States.

THE BETH MALONEY AWARD

The 2010 recipient is Jan Robinson, Registrar of the College of Physiotherapist of Ontario

The **Beth Maloney Memorial Award** was established in 2000 in memory of Beth Maloney, the first Registrar of the College of Physical Therapists of British Columbia. She was actively involved in the formation of The Alliance and contributed significantly to the development of the regulatory community in Canada.

The intent of the award has been to recognize a member of the physiotherapy regulatory community who has made an outstanding contribution to physiotherapy regulation, exemplifying professionalism, a demonstrated commitment to public interest values and ethical conduct, and best practices in regulatory conduct.

In 2010 the recipient was Jan Robinson, Registrar of the College of Physiotherapist of Ontario. Jan has extensive experience in and has had significant impact on professional self-regulation. For nearly 20 years, her focus has been professional competency, standards and interprofessional collaborative practice; public accountability, performance measurement and reporting; the integration of internationally educated individuals into the Canadian context; and the global movement of professionals. Known for her innovation and ability to build strong multi-stakeholder relations and partnerships, she is a sought after regulatory advisor and speaker provincially, nationally and internationally.

Jan graduated from the University of Western Ontario and began work at what is now known as Hamilton Health Sciences. Her strengths as an administrative leader led her to seek the challenges associated with professional self-regulation stemming from the introduction of the *Regulated Health Professions Act* in Ontario.

Jan has been the Registrar of two health regulatory colleges. For the past nine years she has been the Registrar of the College of Physiotherapists of Ontario and she was previously the inaugural Registrar at the College of Occupational Therapists of Ontario.

Jan is currently a Board and Executive Committee member of the Canadian Alliance of Physiotherapy Regulators; a member of the Executive Committee of the Federation of Health Regulatory Colleges of Ontario; past Chair of the Ontario Regulators for Access (an interprofessional coalition interested in improving access to professions for internationally educated professionals); and Chair of the International Network of Physiotherapy Regulatory Authorities.

Recent significant accomplishments include being an invited speaker at both the First and Second World Health Professions Conferences on Regulation in Geneva, Switzerland, and partnering with the Ontario Physiotherapy Association and the Chairs of the five academic programs in Ontario to promote legislative changes related to additional practice authorities for physiotherapists in Ontario.

This year, The Alliance Board of Directors approved renaming the Beth Maloney Award to The Alliance Award of Distinction (2011 on) —staying true to the original intent and Beth's contributions.

The renamed award will recognize volunteers and stakeholders who have completed a volunteer commitment to the organization and Board or committee members who have made an outstanding contribution to the organization or the regulatory community.

CELEBRATING VOLUNTEER LEADERS

CPR-V

Cathryn Beggs
Brenda Hudson
Bernadette Martin
Helen McKay
Marla Nayer
Kathleen Norman
John Pugsley
Jan Robinson
Joyce Vogelgesang
Gail Wainwright

Clinical Test Development Group

Catharine Bradley
Brenda Corie
Brenda Dean
Peter Dilworth – Chair
Cheri Gunn
Diana Hopkins-Rosseel
Judy King
Barbara Pollock

Clinical Item Generation Teams

Joseph Anthony
David Benterud
Karen Benterud
Mary Clare Burton
Frank Chung
Tom Doulas
Jennifer Elliott
Vicki Fraser-McDougall
Mona Girataly

Kim Hunter
Gillian Manson
Alison McDonald
Donna McIntyre
Kelly Munshaw
Janice Palmer
Lucie Pelland
Joseph Putos
Judith Richardson
Liz Rogers
Shannon Sigfusson
Deanna Stewart
Suzanne Taylor
Bronwen Thomas

Written Test Development Group

Nancy Cho – Chair
Rachel de Souza
Nancy Durrant
Karla Galloway
Catherine Le Cornu Levett
Neil MacHutchon
Gillian Manson
Manuela Materassi
Jo Ann McKenzie

Written Item Generation Teams

Barbara Adams
Janice Block
Richard Boden
Gail Creaser
Marnie Deighton
Angelique Delaquis

Susy S. Dias
Melanie Fernandes
Sharon Ho
Beth Hornblower
Stacy Hyndman
Lisa Inglis
Michael MacDougall
Jenny McEwen
Karen McIntosh
Stacey McPhail
Mirei Nguyen
Leigh Ann Niven
Rudy Neibuhr
Janice Owen
Giuseppe Paziienza
Cindi Pederson
Kevin Perras
Jacqueline Strauss
Catherine Van Der Knaap
Vincent Yip
Sophia Zhao

Evaluation Services Committee

Liliane Asseraf-Pasin
Mark Hall
Dwight Harley
Brenda McKechnie – Board Member
Sue Murphy – Chair
Marla Nayer
Janelle Van Heeren
Doris Yee

Board of Examiners

Arlene Brandt
Victor Brittain
Peter Dilworth
Jean-Pierre Dumas
E. Marie Earl
Neil MacHutchon
Darryn Mandel
Ricky Paggao
Joyce Sharum
Diana Sinnige
Margaret Warcup

Official Marks Task Force

Michael Brennan (CPA)
Tim Eichholz
Christine James (CPA)
Joyce Ling
Dianne Millette
Lori Neill
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