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Growing Season is Upon us at CAPR...

The Canadian Alliance of Physiotherapy regulators (CAPR) saw a year of planning, transition and growth in 2017, with a concerted and purposeful focus on external engagement and partnership-building. The CAPR Board of Directors, after much consultation with stakeholders, finalized a new 5-year strategic plan. While continuing to focus on excellence in credentialling and assessment services, we have added an emphasis on innovation, increased partnerships, data sharing, a joint research agenda and collaboration with all physiotherapy partner organizations in Canada. The goal of these collaborations is to better understand the risks to, and supports for, safe, ethical and competent physiotherapy practice – a goal that can only be accomplished if we consider physiotherapy performance from the first day of training to the last day of licensure. In other words, all physiotherapy partner organizations will have a role to play. To support this approach, CAPR will also continue to work with the Registrars on excellence in regulatory policy by focusing on projects to coordinate registration requirements and practice standards across Canada.

The first step in the process of increased engagement was the inaugural and very successful CCPUP (Canadian Council of Physiotherapy University Programs)/CAPR joint meeting held early in the year. This meeting opened doors between the two organizations that had been closed for many years and took the first step in developing a collaborative working relationship. This collaboration has allowed for joint initiatives in research, quality improvement and data collection. It has also been key in CAPR’s plans to develop a new exam blueprint. CAPR staff have brought together a multi-partite Blueprinting Project Steering Group to create a competency-based blueprint for the Physiotherapy Competency Exam based on the new Competency Profile for Physiotherapists in Canada and the Entry to Practice Milestones documents. In addition to CAPR leadership, the Steering Committee includes representatives from CCPUP, the CCPUP Curriculum Committee, the Registrars, and PEAC (Physiotherapy Education Accreditation Canada). This project is scheduled to be completed by the end of 2018, for implementation in 2019. CCPUP and CAPR are also now meeting for twice-yearly “data-dives”
to review exam performance data and other issues of common interest.

In keeping with our strategy to focus on exam excellence, the CAPR exam program continued to act on the recommendations of the external review of the exam program completed by renowned exam experts, ProExam. Among the recommendations that are being actioned early on are the use of new statistical analysis techniques to better assess the performance of exam items, reducing the number of items needed to assign a score, including field test items in each written component administration, and transitioning the items for our present practice-based blueprint to the new competency-based blueprint. We are also looking at strategies to increase the number of items produced, reviewed and placed in the field test item bank. The future of the exam is looking very innovative and exciting! The Evaluation Services program also conducted a new standard setting session and implemented the new passing standard in May 2017.

The Registrars Committee has also been busy in 2017, completing work on a unified approach to the evaluation of good character, as well as finalizing a national Memorandum of Understanding on Cross Border Physiotherapy.

Looking forward, in 2018, CAPR will be focusing on the transition to using Prometric for the written exam, developing the new exam blueprint, and the development of a new IT system. As we continue to delve into the data and work collaboratively with our stakeholders, I think we can all look forward to seeing our evaluation program continue to improve and evolve.

As you can see, it has been another year of growth and progress at CAPR, with more growth and change to come in 2018. It is truly an invigorating experience to watch an organization bloom and mature from the inside, and I have had the pleasure of doing just that at CAPR for the past three years. I would like to thank and acknowledge all the CAPR staff for always working hard to meet the very ambitious goals set out for them by the Board of Directors. It has been an absolute pleasure working with you all. Thanks also to the CAPR Board for its dedication to the organization and for always bringing its best to the table. Lastly, I would like to thank the countless volunteers who help to keep CAPR running smoothly.

Brandy Green  
President

Katya Masnyk  
Chief Executive Officer

Board of Directors 2017-18

Kelly Allen (YK)  
Dianne Millette (BC)  
Joyce Vogelgesang (AB)  
Brandy Green (SK)  
Brenda McKechnie (MB)  
Darryn Mandel (ON)  

Denis Pelletier (QC)  
Rebecca Bourdage (NB)  
Joan Ross (NS)  
Sonia Chaudhary (PE)  
Deborah Noseworthy (NL)
The Canadian Alliance of Physiotherapy Regulators (CAPR) is a pan-Canadian alliance of provincial and territorial organizations that regulate the practice of physiotherapy. CAPR’s core business is the administration of evaluation, knowledge brokering and policy services on behalf of its regulatory members. Evaluation services include the assessment of education credentials and qualifications of internationally-educated applicants and the administration of the Physiotherapy Competency Examination to determine a candidate’s readiness for safe, effective and independent physiotherapy practice. As a pan-Canadian collaborative, CAPR’s activities span all ten provinces and the Yukon and serve hundreds of credentialling and examinations applicants each year.

2017 by the numbers

- **636** credentialling applications received
- **104** subject matter experts and advisory committee members supporting CAPR
- **3385** exams administered
- **20** presentations delivered to stakeholders
- **45** source countries for credentialling
- **20** presenters
- **12** new regulatory resources shared
- **2017** by the numbers
Evaluation Services Committee

The Evaluation Services Committee (ESC) is appointed by the Board of Directors and provides oversight to the Credentialling and Examinations Programs. The ESC sets and monitors performance standards and ensures the effective delivery of services. The ESC provides strategic advice and makes recommendations to the Board about these programs.

In 2017, the ESC turned its attention to the committees and panels that support evaluation services and made recommendations to the Board of Directors to enhance the subject-matter expertise available to the Credentialling and Examinations Programs.

Appeals Resource Group

The terms of reference of the Appeals Resource Group were adjusted to strengthen the composition of the group by being more representative of the Canadian physiotherapy community.

Written and Clinical Item Generation Committees

The Written and Clinical Item Generation Committees are composed of subject-matter experts from across the country who support CAPR by drafting questions for both exams. The terms of reference for both committees were improved by adjusting the post-registration requirements of the writers to ensure that, in the composition of the committees, there are writers who have more recent entry-to-practice knowledge.

New Psychometric Advisory Panel

A new advisory panel to the Examinations Program was created. It was designed to provide, on an as-needed basis, psychometric expertise and advice regarding best practices and newly arising or complex psychometric issues affecting the Physiotherapy Competency Exam.

Consolidation of Written Exams

The ESC supported a reduction in the number of written exam administrations from six per year to five. This reduction was proposed to increase the number of candidates taking each exam which improves the exam question statistics that are gathered. This will allow CAPR to field test a greater number of new questions and replenish its item banks more quickly to improve security and the currency of exam questions.
Examinations Program

The Physiotherapy Competency Exam (PCE) is the entry-to-practice exam used by all regulators in Canada (except for Quebec) for both Canadian-educated and internationally-educated physiotherapist candidates. The PCE provides evidence about the demonstrated competence of physiotherapist candidates which regulators use to make licensing decisions. The PCE consists of two parts—a multiple-choice Written Component and a Clinical Component called an OSCE (Objective Structured Clinical Examination).

Total exam administration volumes have remained relatively steady over the last few years. 2017 saw a total of 3385 exams administered, with a slight increase in the number of clinical exams (1583) and a slight decrease in the number of written exams (1802) compared to 2016.

Partnering with Prometric

In 2017, CAPR began negotiations to move to a new computer-based testing provider for the administration of our Written Component exams. Prometric is a world leader in the delivery of high-stakes entry-to-practice exams, securely delivering over 7 million exams per year for 350 organizations around the globe. Prometric test centres are state-of-the-art and employ certified testing staff. Security procedures are strictly and uniformly followed so that every test-taker, no matter where they are in the country, has a consistent and fair experience. The first exam scheduled to be hosted by Prometric will be the May 2018 written exam. This change will enhance the candidate experience and keep CAPR on the leading edge of competency assessment.

Standard-setting for the Written Component

In keeping with assessment best practices, the Examinations Program undertook a standard-setting exercise for the Written Component of the PCE in 2017. Subject-matter experts from across the country were recruited and participated in a standard-setting workshop hosted by CAPR and its psychometric consultant. The product of the workshop was a criteria-referenced passing score that, through a system of equating, has set the standard of performance since the administration of the May 2017 written exam. Peer organizations refresh their passing score standards roughly every 5 years and/or with every analysis of practice and subsequent exam blueprint change. CAPR plans to engage in its next standard-setting exercise in 2019, after the completion of the 2018 exam blueprint development process.

Inter-rater Reliability Studies

CAPR undertook two studies to test the inter-rater reliability of written-station markers of the June 2017 Clinical Component of the PCE. The first study, which was conducted while marking was underway at the Written Station Marking session, showed that markers had an overall percentage of agreement of 80%. The second study was a blinded double-marking of candidate test sheets done after marking was completed. In this study, the reliability described by the Pearson co-efficient was 0.96. Both results are considered to be very good.

Special Needs Accommodations Professionals

In 2017, CAPR became a member of the Special Needs Accommodations Professionals group (SNAP). This is a new group which consists of members who operate high-stakes examinations in a wide range of professional fields. The purpose is to promote knowledge transfer and discuss best practices in the field of test accommodations amongst members.
### Exam Result Wait Times

<table>
<thead>
<tr>
<th>RESULTS</th>
<th>Benchmark</th>
<th>Actual Wait Time Average – 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Written Component</td>
<td>6 weeks</td>
<td>4.2 weeks</td>
</tr>
<tr>
<td>Clinical Component</td>
<td>12 weeks</td>
<td>10.25 weeks</td>
</tr>
</tbody>
</table>

### Number of Exams Administered – Written Component and Critical Component

#### Number of Exams Administered – 2014-17

<table>
<thead>
<tr>
<th>Year</th>
<th>Written Component</th>
<th>Clinical Component</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>3305</td>
<td>1435</td>
</tr>
<tr>
<td>2015</td>
<td>3261</td>
<td>1375</td>
</tr>
<tr>
<td>2016</td>
<td>3457</td>
<td>1562</td>
</tr>
<tr>
<td>2017</td>
<td>3385</td>
<td>1583</td>
</tr>
</tbody>
</table>

### PCE Pass Rates for Written and Clinical Components

#### Written Component

<table>
<thead>
<tr>
<th>Year</th>
<th>Number</th>
<th>% Pass</th>
<th>Number</th>
<th>% Pass</th>
<th>Number</th>
<th>% Pass</th>
<th>Number</th>
<th>% Pass</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>1220</td>
<td>65</td>
<td>1138</td>
<td>60</td>
<td>1200</td>
<td>63</td>
<td>1112</td>
<td>62</td>
</tr>
<tr>
<td>2015</td>
<td>1230</td>
<td>66</td>
<td>1145</td>
<td>60</td>
<td>1200</td>
<td>63</td>
<td>1112</td>
<td>62</td>
</tr>
<tr>
<td>2016</td>
<td>1240</td>
<td>64</td>
<td>1150</td>
<td>60</td>
<td>1200</td>
<td>63</td>
<td>1112</td>
<td>62</td>
</tr>
<tr>
<td>2017</td>
<td>1250</td>
<td>64</td>
<td>1155</td>
<td>60</td>
<td>1200</td>
<td>63</td>
<td>1112</td>
<td>62</td>
</tr>
</tbody>
</table>

#### Clinical Component

<table>
<thead>
<tr>
<th>Year</th>
<th>Number</th>
<th>% Pass</th>
<th>Number</th>
<th>% Pass</th>
<th>Number</th>
<th>% Pass</th>
<th>Number</th>
<th>% Pass</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>1056</td>
<td>74</td>
<td>1041</td>
<td>76</td>
<td>1042</td>
<td>67</td>
<td>964</td>
<td>61</td>
</tr>
<tr>
<td>2015</td>
<td>1066</td>
<td>75</td>
<td>1046</td>
<td>77</td>
<td>1043</td>
<td>68</td>
<td>965</td>
<td>61</td>
</tr>
<tr>
<td>2016</td>
<td>1076</td>
<td>76</td>
<td>1051</td>
<td>78</td>
<td>1044</td>
<td>69</td>
<td>966</td>
<td>61</td>
</tr>
<tr>
<td>2017</td>
<td>1086</td>
<td>77</td>
<td>1056</td>
<td>79</td>
<td>1045</td>
<td>70</td>
<td>967</td>
<td>61</td>
</tr>
</tbody>
</table>

#### 2017 PCE Pass Rates – First Time Test-Takers or Repeat

<table>
<thead>
<tr>
<th>Type</th>
<th>Written</th>
<th>Clinical</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>62</td>
<td>61</td>
</tr>
<tr>
<td>CEPT* – First Time</td>
<td>94</td>
<td>83</td>
</tr>
<tr>
<td>CEPT – Repeat</td>
<td>85</td>
<td>79</td>
</tr>
<tr>
<td>IEPT** – First Time</td>
<td>42</td>
<td>38</td>
</tr>
<tr>
<td>IEPT – Repeat</td>
<td>43</td>
<td>48</td>
</tr>
</tbody>
</table>

* Canadian-Educated  ** Internationally-Educated
Credentialling Program

Credentialling is the process of assessing and validating the education and qualifications of an internationally-educated physiotherapist (IEPT) to ensure that their education and qualifications are not substantially different from those of a Canadian-educated physiotherapist.

In 2017, the Credentialling Program continued to provide responsive and timely customer service, completing 579 credential assessments, with wait times shorter than the established benchmarks. 547 internationally-educated physiotherapists became newly eligible for the PCE in 2017. The team continued its work in improving the online tools and resources available to support IEPTs who are considering a move to Canada.

Credentialling Webinars
The Credentialling Team created their first webinar for IEPTs. Entitled, 'How to Submit a Completed Credentialling Application', the webinar was a big hit. Forty-five people attended the webinar live and over 70 have viewed the recording since then. More webinars are planned for 2018.

Source Country Profiles
Five more countries have been added to the Source Country Profiles on the CAPR website. These award-winning country profiles provide valuable information to potential applicants that they can access while still in their home country.

Electronic Language Test Results
In 2017, the Credentialling Team began accepting IELTS and TOEFL language test results electronically. This improves the speed and security of receiving these results and helps the applicant meet all their requirements more quickly.

Fraud-detection Expertise Shared
Our Credentialling Team members are trained in the detection of fraudulent documents. In October, the team hosted a delegation from the Italian ENIC-NARIC Centre (CIMEA), a European Union credential assessment centre, who were conducting research on diploma mills and fraudulent documents. Their input contributed to a project called FRAUDOC, funded by the European Commission, which produced two reference documents for credential assessors around the world.

White Paper: Standards for Credential Evaluators
Supervisor & Senior Credentialling Officer, Rebecca Chamula, drafted a white paper entitled, A Comprehensive List of Standards for Credential Evaluators. The paper was submitted for discussion at the Symposium on Credential Evaluation Issues, held in Melbourne in April 2017. Several of the standards have been incorporated into recommendations submitted to the Groningen Declaration Network. The goal of this work in progress is to standardize credentialling approaches worldwide.

Credentialling Assessment Processing Times

<table>
<thead>
<tr>
<th>RESULTS</th>
<th>Benchmark</th>
<th>Actual Wait Time Year-End - 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Files with a Precedent</td>
<td>10-12 weeks</td>
<td>5 weeks</td>
</tr>
<tr>
<td>Files without a Precedent</td>
<td>16-18 weeks</td>
<td>12 weeks</td>
</tr>
</tbody>
</table>

Number of New Credentialling Applications Received 2008-17

<table>
<thead>
<tr>
<th>Year</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>460</td>
</tr>
<tr>
<td>2009</td>
<td>399</td>
</tr>
<tr>
<td>2010</td>
<td>568</td>
</tr>
<tr>
<td>2011</td>
<td>606</td>
</tr>
<tr>
<td>2012</td>
<td>773</td>
</tr>
<tr>
<td>2013</td>
<td>741</td>
</tr>
<tr>
<td>2014</td>
<td>668</td>
</tr>
<tr>
<td>2015</td>
<td>754</td>
</tr>
<tr>
<td>2016</td>
<td>708</td>
</tr>
<tr>
<td>2017</td>
<td>636</td>
</tr>
</tbody>
</table>

Canadian Alliance of Physiotherapy Regulators
## Outcomes of Credential Assessments Completed in 2017

<table>
<thead>
<tr>
<th>OUTCOME OF REVIEW</th>
<th>Number</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eligible for Exam</td>
<td>436</td>
<td>75.3</td>
</tr>
<tr>
<td>Eligible Pending Canadian Health System Course</td>
<td>37</td>
<td>6.4</td>
</tr>
<tr>
<td>Eligible Pending Improved Language Only</td>
<td>15</td>
<td>2.6</td>
</tr>
<tr>
<td>Eligible Pending Canadian Health &amp; Improved Language</td>
<td>46</td>
<td>7.9</td>
</tr>
<tr>
<td>Eligible Pending Other – Degree Verification +/- other</td>
<td>17</td>
<td>2.9</td>
</tr>
<tr>
<td>Additional Documents Required: Language Test Score +/- Clinical Hours Info</td>
<td>22</td>
<td>3.8</td>
</tr>
<tr>
<td>Unsuccessful – Credentials are Substantially Different</td>
<td>6</td>
<td>1.0</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td>579</td>
<td>100</td>
</tr>
</tbody>
</table>

## Top 10 Source Countries – 2017

India, the United Kingdom, Australia and the Philippines have been our perennial top four countries since at least 2011. India continues to be our top source country by a significant margin. In the past, the Philippines were consistently our second highest source country, however since 2014, applications from the Philippines have been on the decline. It is possible that this is due to changes in Canadian immigration policy such as the Express-Entry Program or changes to the Live-in Caregiver Program.
Protecting the Public

CAPR’s Registrars Committee is composed of the Registrars or Executive Directors of the 11 physiotherapy regulators across Canada plus the Chief Executive Officer of CAPR. The committee serves as a forum for knowledge transfer among the regulators. It supports policy development on issues of national import and it serves as an advisory committee to the CEO, providing regional and regulatory expertise on issues of strategy and policy being considered by the Board.

2017 saw the culmination of several long-term projects supported by the Registrars Committee. The Registrars have made all the tools, guidelines and documents described below available on the CAPR website.

Is It Physiotherapy? – Decision Tool
The delivery of healthcare, and the physiotherapist’s role within it, evolves as our evidence base expands and as demographics and technologies change. In the course of this evolution, the public’s safety must be protected. The Registrars Committee developed the Is It Physiotherapy? – Tool to Consider Emerging Practices to assist those making decisions related to regulatory scope of practice.

Memorandum of Understanding for Cross-border Services
As technology evolves and allows for healthcare to be provided over a distance, the opportunity exists to provide care that crosses jurisdictional borders to reach underserved areas. This groundbreaking Memorandum of Understanding was signed by all physiotherapy regulators in 2017 with the intention of facilitating necessary care across borders within Canada, while ensuring patients are protected. Additionally, three guidelines were developed to support patients and physiotherapists in the areas of tele-rehabilitation and cross-border service delivery.

CAPR Values Statement Regarding the Role of PTA/PRT’s
A position statement was created supporting the valued role of the physiotherapist assistant and the physical rehabilitation therapist working alongside physiotherapists, delivering physiotherapy services to those who need them.

Documentation of Good Character
The Registrars Committee, in 2017, adopted a comprehensive set of recommendations designed to standardize the documentation of good character in all jurisdictions across Canada. In addition, Good Character and Reputation – Decision-making Guidelines were approved for use across the country.

Core Standards of Practice for Physiotherapists and Harmonized Code of Ethical Conduct
The bulk of the work on these two milestone documents was completed in 2016, however in 2017 work has continued in provincial and territorial jurisdictions to gain council/board approval, make any necessary regulation changes and fully implement the use of these documents. Our vision is that ultimately all physiotherapists across the country will refer to one harmonized Code of Ethical Conduct and one set of Core Standards of Practice for Physiotherapists.
Valuing Partnerships

The Canadian Alliance of Physiotherapy Regulators recognizes the value brought by collaboration with stakeholders in the Canadian physiotherapy community. In 2017, CAPR, along with its valued partners, completed a number of initiatives contributing to the dialogue on regulation and safe, competent physiotherapy practice in Canada.

NPAG Competency Profile for Physiotherapists in Canada

The National Physiotherapy Advisory Group completed their 4th competency profile for the physiotherapy profession in Canada. This major initiative was led by the Canadian Alliance of Physiotherapy Regulators and the Canadian Council of Physiotherapy University Programs with significant contributions from Physiotherapy Education Accreditation Canada and the Canadian Physiotherapy Association. The work was directed by a Steering Group, supported by physiotherapist subject-matter experts and informed and validated by over 1,500 registered physiotherapists from across Canada who participated in a practice survey. The 7 roles of a physiotherapist that were identified in the previous 2009 competency profile, have been updated into 7 competencies and then taken a step further identifying, for the first time, entry-to-practice milestones. This innovative work will provide the basis for the next examination blueprint, which is scheduled to be completed in 2018.

CCPUP Stakeholder Forum

On March 2, 2017, CAPR hosted a Stakeholder Forum with representatives from the Canadian Council of University Physiotherapy Programs and from the National Association for Clinical Education in Physiotherapy for a day of communication and collaboration. The goal was to explore opportunities to better align Canadian physiotherapy education and physiotherapy competency assessment. CAPR has forged an ongoing partnership with CCPUP to strengthen the links between training and our work. We now hold two “data-dive” meetings per year with the Council plus an annual policy meeting. CCPUP has created a liaison committee to better funnel feedback about the Physiotherapy Competency Exam to CAPR, and the detail in CAPR reports to the academic programs on the PCE performance of their students has been enhanced. CAPR is also working with CCPUP on the new exam blueprint and curriculum guidelines. This collaboration helps us fulfill our mission to support the physiotherapy community in protecting the public.

CNAR Masterclass in Regulation – 2017

The Canadian Network of Agencies for Regulation is the federation of agencies responsible for the protection of the public through the self-regulation of professions and occupations. Annually, CNAR hosts a masterclass workshop in regulation, designed for seasoned regulators wishing to explore issues at the forefront of self-regulation. In 2017, CAPR Chief Executive Officer, Katya Masnyk and CAPR Board Member and Registrar of the College of Physical Therapists of British Columbia, Dianne Millette along with Katrina Haymond and James T. Casey of Field Law proposed, planned and hosted the daylong workshop entitled, Assessing Regulatory Performance: Emerging Trends and Best Practices. The workshop’s presentations and conversations advanced the dialogue on the challenging issue of measuring and demonstrating performance in professional regulation. Afterwards, CAPR’s Diana Sinnige, Director, Policy and Communications, documented the proceedings of the day.

Regulatory Risk Studies

CAPR collaborated with the College of Physiotherapists of Ontario and researchers, Susan Glover-Takahashi and Marla Nayer, to contribute data to their research project entitled, What Ontario Physiotherapist Data Says about Risks to Competence. This innovative study aimed to identify factors that put physiotherapists at risk of not meeting professional or regulatory commitments during their careers. The study found that candidates with higher scores on the PCE do better on Quality Assurance practice assessments, while those who fail the exam on the first attempt are more likely to be the subject of an investigation that results in actions taken by the college. The authors conclude that not doing well on the PCE is “a risk to competence in the future”. CAPR has also contributed to similar research currently underway in Alberta. Those results should be available in 2018.
This year saw the close of the 2012–2017 Strategic Plan and the development and approval of a fresh strategy for 2018–2022.

**Major Accomplishments 2012–2017**
The past five years have witnessed the achievements of many major milestones for CAPR. Some highlights include:

- A full governance review with recommendations implemented
- Revamped credentialling standards and processes with a dramatic decrease in applicant wait times
- An external review of the CAPR Examinations Program
- Upgrading of the Written Component of the PCE from pencil and paper to a computerized platform
- Launch of a redesigned website, including a Members’ Site and award-winning, pre-arrival communications tools for candidates
- Launch of CAPR’s social media presence, including a Facebook page, an email newsletter and regular What’s New postings on our website
- Development of pan-Canadian core practice standards and a single regulatory Code of Ethical Conduct for the profession.

**A New Strategic Framework for 2018–2022**
An extensive consultation process, that included internal and external stakeholders, was completed in 2017 which shaped the creation of our next strategic framework. In December 2017, the Board of Directors approved a wholly updated framework: Vision, Mission, Values and Strategic Objectives for 2018 to 2022.

While continuing to focus on excellence in credentialling and assessment services, the Board has added an emphasis on increased partnerships, data sharing, a joint research agenda and collaboration with all physiotherapy partner organizations in Canada. Our goal through these collaborations is to better understand the risks to, and supports for safe, ethical and competent physiotherapy practice. CAPR will also continue its work on excellence in regulatory policy by focusing on projects to coordinate registration requirements and practice standards across Canada.
Vision
EVERY PHYSIOTHERAPIST IS A COMPETENT AND ETHICAL PHYSIOTHERAPIST

Mission
TO SUPPORT THE PHYSIOTHERAPY COMMUNITY IN PROTECTING THE PUBLIC

Values
SERVING THE PUBLIC INTEREST
EXCELLENCE
INTEGRITY
COLLABORATION
TRANSPARENCY
GOOD GOVERNANCE

Strategic Objectives 2018–2022

Ensure Excellence in Evaluation Services
- Through innovation and evidence-based policy-making, develop and implement leading edge competency assessment
- Implement an effective and efficient governance model for evaluation services
- Continue to be leaders in education credential assessment

Engage Stakeholders
- Develop collaborative, research-based processes to inform the development of a single system of ensuring competency of physiotherapists
- Collaboratively develop and implement a single Physiotherapy Identification Number (PINO)
- Develop and implement a communication strategy to engage all stakeholders

Cultivate Regulatory Excellence
- Proactively explore the harmonization of regulatory processes to enhance regulatory effectiveness and achieve efficiencies
- Continue collaborative policy work, environmental scanning and the sharing of information to protect the public interest
**Summary Statement of Financial Position**  
**AS AT DECEMBER 31, 2017**

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash</td>
<td>$2,591,883</td>
<td>$1,887,091</td>
</tr>
<tr>
<td>Short-term investments</td>
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<td>2,398,918</td>
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<tr>
<td>Accounts receivable</td>
<td>272,634</td>
<td>3,162</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>112,443</td>
<td>126,468</td>
</tr>
<tr>
<td></td>
<td>5,244,246</td>
<td>4,415,639</td>
</tr>
<tr>
<td>Capital assets</td>
<td>514,412</td>
<td>100,286</td>
</tr>
<tr>
<td>Investments</td>
<td>203,194</td>
<td>304,503</td>
</tr>
<tr>
<td></td>
<td><strong>5,961,852</strong></td>
<td><strong>4,820,428</strong></td>
</tr>
<tr>
<td><strong>LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued liabilities</td>
<td>$864,837</td>
<td>$467,057</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>898,851</td>
<td>905,756</td>
</tr>
<tr>
<td></td>
<td>1,763,688</td>
<td>1,372,813</td>
</tr>
<tr>
<td>Deferred leasehold inducement</td>
<td>262,285</td>
<td>—</td>
</tr>
<tr>
<td></td>
<td><strong>2,025,973</strong></td>
<td><strong>1,372,813</strong></td>
</tr>
<tr>
<td><strong>NET ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Invested in capital assets</td>
<td>$252,127</td>
<td>$100,286</td>
</tr>
<tr>
<td>Contingency reserve</td>
<td>1,467,187</td>
<td>1,517,227</td>
</tr>
<tr>
<td>Designated reserve</td>
<td>515,184</td>
<td>532,134</td>
</tr>
<tr>
<td>Unrestricted</td>
<td>1,701,381</td>
<td>1,297,968</td>
</tr>
<tr>
<td></td>
<td>3,935,879</td>
<td>3,447,615</td>
</tr>
<tr>
<td></td>
<td><strong>5,961,852</strong></td>
<td><strong>4,820,428</strong></td>
</tr>
</tbody>
</table>
**Applied criteria in the preparation of the financial statements**

The criteria applied by management in the preparation of these summary financial statements are as follows:

a) the information in the summary financial statements is in agreement with the related information in the complete financial statements; and

b) the summary financial statements contain all the information necessary to avoid distorting or obscuring matters disclosed in the complete set of financial statements, including the notes therein.

Management determined that the statement of changes in net assets and the statement of cash flows do not provide additional useful information and as such has not included them as part of the summary financial statements.

The complete audited financial statements of The Canadian Alliance of Physiotherapy Regulators can be obtained from the Organization upon request.

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**Summary Statement of Operations**

**FOR THE YEAR ENDED DECEMBER 31, 2017**

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Examination fees</td>
<td>$4,676,436</td>
<td>$4,290,957</td>
</tr>
<tr>
<td>Credentialing fees</td>
<td>665,046</td>
<td>716,934</td>
</tr>
<tr>
<td>Registrant levies</td>
<td>461,088</td>
<td>437,206</td>
</tr>
<tr>
<td>Investment income</td>
<td>152,736</td>
<td>90,349</td>
</tr>
<tr>
<td>Other</td>
<td>27,864</td>
<td>33,335</td>
</tr>
<tr>
<td>Member fees</td>
<td>6,132</td>
<td>6,113</td>
</tr>
<tr>
<td><strong>Total revenue</strong></td>
<td><strong>$5,989,302</strong></td>
<td><strong>$5,574,894</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries and benefits</td>
<td>2,147,352</td>
<td>2,038,372</td>
</tr>
<tr>
<td>Clinical examination</td>
<td>1,615,176</td>
<td>1,468,946</td>
</tr>
<tr>
<td>Written examination</td>
<td>595,703</td>
<td>607,886</td>
</tr>
<tr>
<td>Occupancy</td>
<td>266,060</td>
<td>241,902</td>
</tr>
<tr>
<td>Administration and office</td>
<td>263,240</td>
<td>326,429</td>
</tr>
<tr>
<td>Special projects</td>
<td>150,920</td>
<td>206,089</td>
</tr>
<tr>
<td>Bank charges and credit card fees</td>
<td>104,637</td>
<td>98,904</td>
</tr>
<tr>
<td>Staff travel and development</td>
<td>100,118</td>
<td>62,154</td>
</tr>
<tr>
<td>Committees</td>
<td>76,603</td>
<td>40,659</td>
</tr>
<tr>
<td>Amortization</td>
<td>67,954</td>
<td>71,348</td>
</tr>
<tr>
<td>General meetings</td>
<td>34,811</td>
<td>51,251</td>
</tr>
<tr>
<td>Professional fees</td>
<td>27,787</td>
<td>34,985</td>
</tr>
<tr>
<td>Credentialing expenses</td>
<td>23,666</td>
<td>30,128</td>
</tr>
<tr>
<td>Membership fees</td>
<td>14,408</td>
<td>8,514</td>
</tr>
<tr>
<td>Translation</td>
<td>12,603</td>
<td>13,010</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td><strong>$5,501,038</strong></td>
<td><strong>$5,300,577</strong></td>
</tr>
</tbody>
</table>

**Excess of revenue over expenditures**

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>$488,264</strong></td>
<td><strong>$274,317</strong></td>
</tr>
</tbody>
</table>
CAPR Award of Distinction

The Canadian Alliance of Physiotherapy Regulators Award of Distinction is presented to an individual who has made an outstanding contribution to a regulatory organization or to physiotherapy regulation in general.

The recipient is someone who represents the following characteristics:
- exemplification of professionalism
- commitment to promoting public-interest values and ethical conduct
- commitment to best practice in conducting regulatory affairs
- ethical problem solving and decision making
- commitment to mentoring, guidance and sharing with colleagues

2017 CAPR Award of Distinction: Nancy Cho

Nancy Cho has dedicated her professional life to physiotherapy in the province of British Columbia and has supported the Canadian Alliance of Physiotherapy Regulators almost since its inception. Nancy has been providing professional leadership for decades. At the College of Physical Therapists of British Columbia, Nancy leads the Registrant Competency Assessment Committee and was the Committee Chair of the Volunteer Experience & Causes Committee. She is the Chair of the British Columbia Leadership Council, a forum for physiotherapy leaders – regulatory, professional and educational – from across the province. Nancy is the Regional Practice Lead for the roughly 400 physiotherapists and rehabilitation assistants working at Vancouver Coastal Health. She is also on the Nurse Practitioner Exam Committee for the College of Registered Nurses of BC.

At CAPR, Nancy is a long-term supporter and volunteer, actively participating in exam development since 1990. Notably, she has chaired the Written Test Development Group since 2002. In this capacity, she has mentored Regional Chairs from across Canada to develop high-quality exam content. Her leadership, commitment, and dedication to the WTDG national meetings created a productive and collaborative working environment for all concerned. Nancy was instrumental in advancing the Written Component of the PCE through some very challenging, but ultimately positive, changes. Nancy has provided expertise at Key Validation meetings after each administration of the Written Component and as a member of the Exam Steering Group. She was also the Chief Examiner for the clinical exam in Vancouver for many years. Over those years, there were changes to the location and size of the site. Nancy approached these with a “can do” attitude that made our jobs at CAPR much easier. Nancy is a warm, welcoming, conscientious, thorough individual with a good sense of humour.

CAPR is proud to recognize and honour Nancy Cho with the CAPR Award of Distinction.

Previous Award Recipients:
Beth Maloney Award
2000 Cathryn Beggs
2001 Marilyn Atkins
2002 Brenda McKechnie
2003 Steve Lawless
2004 Sue Turner
2005 Louise Bleau
2006 Susan Glover Takahashi
2007 Margaret Warcup
2008 Laura May
2009 Dianne Millette
2010 Jan Robinson

CAPR Award of Distinction
2011 Joyce Vogelgesang
2012 Lori Neill
2013 Brenda McKechnie
2014 Monika (Moni) Fricke
2015 Helen McKay
2016 Brenda Hudson and Sue Murphy

President, Brandy Green, presents 2017 CAPR Award of Distinction to recipient Nancy Cho
Celebrating Volunteers

**Evaluation Services Committee**
Mark Hall, Acting Chair
Roger Hur
Marla Nayer
Ann Reid
Dragana Susic
Janelle Van Heeren
Joyce Vogelgesang

**Appeals Resource Group**
Nancy Cho
Cynthia Lambert
Élise Bouchard
Gareth Sneath
Greg Heikoop
Susan Murphy
Victorina Baxan
Joyce Vogelgesang

**Board of Examiners**
Victor Brittain, Chair
Joyce Sharum
Peter Dilworth
Darryn Mandel
Neil MacHutchon
Kristin Taylor
Cheri Gunn
Tyler Friesen

**Key Validation Group**
Nancy Cho, Chair until April
Sandy Rennie, Chair after April
Catherine Le Cornu-Levett
Stacey McPhail
Anastasia Newman
Gillian Manson

The Steering Group of the Physiotherapy Practice Profile Project. Pictured from left to right: Bernadette Martin, Katya Masnyk, Kathy Davidson, Brandy Green, Sue Murphy, Richard Debigare, Keith Johnson, Diane Parker-Tallon and David Cane. Absent: Michael Brennan, Linda Woodhouse, Sharon Switzer-Macintyre.
Written Test Development Group, Written Item Generation Teams

**National Chair**
Sandy Rennie

**British Columbia**
Catherine Le Cornu-Levett, *Chair*
Helen Bolton, Interim Chair
Sophia Zhao
Kelsey Van Stolk (Grubb)

**Alberta**
Karen McIntosh, *Interim Chair*
Julie Stenner
Susan Bocchinfuso
Amarjeet Saini

**Saskatchewan**
Bonnie Maclean, *Chair*
Jocelyn Krieg
Lacey Pederson

**Manitoba**
Rudy Niebuhr, *Chair*
Mirei Belton
Angelique Beaudette
Megan Ferrone
Blake Richison

**Toronto**
Janice Owen, *Chair*
Janet Bowring
Gina Lam
Adrienne Murawiecki
David Sun

**Quebec**
Manuela Materassi, *Chair*
Sharon Ho
Giuseppe Pazienza
Amanda Lee
Raji Cambow

**Nova Scotia**
Kate Grosweiner, *Chair*
Mark MacKenzie
Nancy Walker
Reta Holland
Stephen Richey
Matt Bethune

**Ottawa**
Melissa Cormier, *Chair*
Benjamin Tobali
Carole McMaster
Laura Lunn
Rachel Goard
Erin Morgan-Donnelly

Clinical Test Development Group, Clinical Item Generation Teams

**National Chair**
Cheri Gunn

**British Columbia**
Rosalyn Jones, *Chair*
Joseph Anthony
Jo Moorhen
Joanna Gueret
Dee Malinsky

**Alberta**
Mona Iyizoba, *Chair*
David Benterud
Stacy Culbert
Tara Willes
Roel Buenaventura

**Saskatchewan**
Soo Kim, *Chair*
Susan Tupper
Melissa Koenig
Kristen Quigley

**Hamilton**
Barbara Pollock, *Chair*
Gillian Manson
Denise Lai
Anastasia Newman
Jessica Pilon-Bignell

**Toronto**
Keith McQuade, *Chair*
Mindi Goodman
Bansi Shah
Catherine Patterson
Sandy Lyeo

**Kingston**
Diana Hopkins-Rosseel, *Chair* (Tasos) Tom Doula, *back-up Chair*
Graeme Leverette
Lucie Pelland
Kate Attwood
Jennifer Patelli

**Nova Scotia**
Suzanne Taylor, *Chair*
Janice Palmer
Alison McDonald
Krista Sweet
Jessica Roy

**Manitoba**
Ricky Paggao, *Chair*
Jessica Marasco
Leah Diot
Heather Kattenfeld
Karen Malenchak
Recognizing Staff – 2017

Katya Masnyk, CEO

Valerie MacGregor, Corporate Director, Finance and Operations

Heather Campbell, National Director, Evaluation Services

Diana Sinnige, Policy & Communications Lead

Hervé Jodouin, Psychometric Advisor & Research Lead

Ruth Pereira
Zara Armstrong
Rebecca Chamula
Jenny Choi
Nancy Durrant
Erin Gollaher
Keisha Gudge
Gillian Japal
Jennifer Lippa
Shereen Mir-Jabbar
Maureen Okojie
Nancy Osadetz
Delon Pereira
Adam Sayers
Laura Segal
Carena Tran
Krista-Lee Walters
Lindsay Weidelich
Aya Xuan
Adryan Zorec