



**ANNUAL REPORT
FOR 2015**

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BOARD OF DIRECTORS

Todd Lewin	Chair*
Stephanie Francis	Chair**
Aimee Cooke	Secretary
Mark Williams	Treasurer
Jeff Knowles	Director
Deanna Landry	Director
Shaun Sangster	Director
Craig White	Director
Wayne Carlon	Public Rep
Angela Peckford	Public Rep
STAFF	
Joan Ross	Registrar
J Patrick King	Exec Dir
Cathy Walker	Legal Counsel

* Chair April 29, 2015 through February 24, 2016

** Chair February 24, 2016 through March 30, 2016

March 05, 2016

The Honourable Leo A. Glavine
Minister of Health, Nova Scotia
1690 Hollis St.
4th Floor Joseph Howe Bldg.
Halifax, NS

Dear Minister Glavine;

I have the honour to present the Annual Report of the Nova Scotia College of Physiotherapists (NSCP). It summarizes the activities of the NSCP for the year ending December 31, 2015.

Respectfully Submitted,

Todd Lewin
Chair NSCP Board of Directors

CHAIR REPORT

Todd Lewin

As my time with the Board comes to a close, I would like to express how much of a positive experience I have had over the course of the last 6 years. It has been a great perspective from which to view the profession. Know that you have strong leadership in place. A special thanks to Pat King and Joan Ross who both have always been so patient and helpful.

I would like to take this opportunity to highlight some of the more notable accomplishments over the course of 2015;

1. 2015 marked the completion of a 5 year cycle during which all members of the college, who registered on or before 2009, had their portfolios reviewed. 2016 begins the cycle again and includes those who graduated in 2010.
2. 2015 marked the completion of SkyPort; the College's new Portfolio repository in Cyberspace. This user friendly portal allows you, as members, to organize all aspects of your professional portfolio. For example, you can review continuing education hours, upload and store your resume and job description, complete self-assessments and more.
3. The financial status of the Board is strong. We have reached the goal set by the Board in 2010 of having one year's operating funds in reserve (Investments). Additionally our revenue has allowed us to employ our Register full time effective January 1, 2016.
4. Finally, since January 1, 2015 one Standard has been reviewed, one Practice Guideline and three advisories have been produced. All documents are available at www.nsphysio.com, under the Standards, Guidelines tab.

Thank you to my fellow Board members who have made the last 6 years so enjoyable. It has been a pleasure and honor serving my profession in this capacity.

REGISTRAR'S REPORT

Joan Ross

The Nova Scotia College of Physiotherapists (NSCP) was established under the Physiotherapy Act of Nova Scotia to regulate the profession of physiotherapy in Nova Scotia. The Board and Committees ensure that the mandate, to regulate the profession and protect the public interest, is met. The staff role is to support the Board and Committees as they fulfil that mandate.

The Nova Scotia College of Physiotherapists continues to grow steadily in its membership numbers. We are now the seventh largest Physiotherapy Regulatory College in Canada close behind Saskatchewan and Manitoba.

James Cash Penney, Founder of JC Penney once said: *“Growth is never by mere chance; it is the result of forces working together”*. NSCP partners with both provincial and national groups and strives for excellence in competent service provision and regulatory collaboration. We are members of the Canadian Alliance of Physiotherapy Regulators (The Alliance) and through them, associate members of the International Network of Physiotherapy Regulatory Authorities (INPTRA), and the Canadian Network of National Associations Regulators (CNNAR). We are inaugural members of the Nova Scotia Regulated Professions Network. As a college we work together, and with these groups, to respond to the evolving practice environment that is today's health care system.

This past year I have been involved on several committees associated with these groups, one of which is the joint project working towards a national framework for physiotherapy standards of practice and code of ethics. This project has an end date of March 2016 and is almost completed. The feedback survey was sent out to physiotherapists across Canada and the results are being compiled. We are on target for a spring completion. We continue to work towards more national consistency in professional practice and regulation and Nova Scotia is a leader in collaboration amongst our regulated professions.

In closing, let me express gratitude to the physiotherapists who view commitment to their patients' best interests as critical, and who help protect the integrity of the profession. You have selected the Board to work on your behalf to ensure that the profession delivers safe, effective care. This is how the College meets its mandate to protect the public interest.

I would like to thank the Executive Director, the Board members and the committee members for their enthusiasm and dedication. They generously give of their time and their knowledge and while recognizing that not all change is growth, they ensure that we meet our mandate and keep moving forward on your behalf.

Respectfully submitted

“We find comfort among those who agree with us – growth among those who don't!”

REGISTRAR REPORT

Joan Ross

Our overall membership grew by 3.8 percent in 2015. The gender ratio is staying at about 3: 1 female to male. We saw an increase this year in new registrants coming to us from other provinces and countries. Our demographics remain stable from an HHR perspective, but it is interesting to note, that although the public sector has grown slightly, the number of members in the private sector has increased by more and so we are down 2% in the public sector.

Member Statistics (as at December 31, 2015)

Table 1 Education at Entry to Practice in NS

Diploma in Physiotherapy	Baccalaureate in Physiotherapy	M.Sc.(Entry) in Physiotherapy	M.PT (Clinical Masters)
41 (-7%)	440 (-4.6%)	199 (+4.7%)	4

The Diploma and the BSC.PT members are decreasing with retirements.

Table 2 Gender Distribution

Gender	2015	2014	2013	2011	2009	2007
Male	152	150	140	133	127	123
Female	532	545	513	503	481	472

Table 3 Place of Graduation

Nova Scotia	Canadian - Other	Country -Other
501 (-3%)	135 (+1.5%)	48 (+14%)

Table 4 New Registrant - Place of Education

New Registrants	2015	2014	2013	2011	2009
Total of new registrants	48	41	52	44	36
New registrants educated in own province	24	28	30	31	28
New registrants educated in other provinces	16	8	11	11	6
New registrants non Canadian-educated	8	5	*11	2	2

Table 5 Practicing Members by Age Groups

Age Groups	< 28	28-35	36-45	46-55	56-65	66-75	Total
2005	7	188	164	130	46	2	537
2010	8	204	196	144	72	8	632
2013	11	208	195	146	85	8	653
2014	9	201	202	149	92	7	660
2015	8	200	214	152	99	11	684
M / F	1 / 7	49 / 151	49 / 165	39 / 113	10 / 89	4 / 7	

Table 6

Non Renewals	TOTAL	Subtotal Female	Subtotal Male
Number of resignations and non-renewals:	32	20	8

Practice Statistics

Table 7 Practice of Members

Location of registrants	2015	2014	2013	2012	2011
Registered physiotherapists who are:					
Working in physiotherapy in this province	684	680	653	632	604
Practicing	644	615	578	571	554
Practicing (3 month)	2	10	6	4	3
Practicing (sponsored)	33	30	40	26	21
Practicing (Admin/Teach)			29	31	26
Practicing (research)	1	1			
Practicing (Specialist)	4	4			
Working in physiotherapy outside this province*	10	6	7	7	5
L O A from physiotherapy in this province*	28	29	30	26	27
*(inactive included)					
Total	722	695	*690	*665	*636

Table 8 Membership by District Health Regions

Health Regions	2015	2014	2013	2012
DHA 1 (SSDH)	45	41	40	41
DHA 2 (SWNDH)	31	29	27	24
DHA 3 (AVDH)	50	53	54	46
DHA 4 (CEHDH)	26	24	26	22
DHA 5 (CCDH)	15	16	14	16
DHA 6 (PCDH)	20	22	18	19
DHA 7 (GASHA)	21	19	18	19
DHA 8 (CBRH)	69	63	66	66
DHA 9 (CDH)	435	417	390	397
Not specified	4	4		15
Total	712	689	653	665

Table 10 Membership by Practice Sector

Public	Private	Other*
309(43%)	378 (53%)	25 (4%)

*Other includes educational facilities and DND

Table 9 Membership by Area of Interest

Area of Interest	2015	2014	2012
Administration	23	26	23
Amputees	4	4	4
Burns	1	1	1
Cardiology	8	6	5
Client Serv. Mgt	7	5	7
Consultant	2		5
Critical Care	3	5	5
Ergonomics	1	1	1
General Practice	258	252	256
Health Promo / Wellness	13	12	9
Neurology	31	35	31
Oncology	3	4	5
Orthopedics	284	275	254
Other Direct Care serv.	19	16	12
Other Area of Practice	18	14	10
Perineal		2	1
Plastics			1
Research	6	6	2
Respirology	4	4	4
Return to Work	4	5	4
Rheumatology	3	3	3
Sports Medicine.	12	9	7
Teaching	4	6	12
Vestibular Rehab.	4	4	3

EXECUTIVE DIRECTORS REPORT

J Patrick King

In my report last year I highlighted the raison-d'être for the NSCP, and I described the raison-d'être as the four core business areas. In this report I will bullet some of the activities undertaken by the college in its endeavors to accomplish these business goals.

1) Registration and Licensing - establishing and administering fair and thorough registration processes ensuring individuals licensed to practice have the appropriate knowledge, skills and attitudes.

- In 2015 the online renewal registration process was once again improved to make it more user friendly, and completely paperless. Over 97% of all members used the online system to register. In 2012 we added a filter such that the system informs the office if a registrant does not meet the 200 hour CE rule in the previous five years. In 2015 eleven such members were detected and contacted.

- The Registration Process also allows the College to be the first province to sign off with the Canadian Institute for Health Information (CIHI) by providing an electronic submission of Nova Scotia data on physiotherapists on September 1 of each year.

2) Quality Assurance - undertaking Quality Assurance programs and processes that ensure not only quality physiotherapy practice and public safety, but also accountability for the NSCP itself. For example: ensuring physiotherapists maintain their competence, ensuring service locations meet expected operational standards and ensuring that we, the NSCP, continually meet our regulatory obligations

- In 2015 ninety nine members had their Portfolios reviewed. 2015 marked the fifth year that one fifth of the membership underwent a Portfolio review in keeping with the College's policy of reviewing each member's portfolio once every five years..

- In an effort to have the Portfolio Review process become even more paperless and more efficient, the College completed this year the development of an on line Portfolio Repository in which each NSCP member will be able to store all documents vital to their portfolio. In 2016 members having their Portfolios reviewed will be introduced to SkyPort our new Portfolio Repository in cyber space.

3) Legislation and Practice Standards - establishing, maintaining and enforcing appropriate regulations, standards, policies, guidelines, and ethical codes that will achieve optimal patient care and health outcomes.

- Members will be impressed at the work completed and ongoing by the Practice Standards Committee. The Committee continues to use a self-developed process for developing new or reviewing existing Standards. In 2013 a new document was developed called Advisory statements so as to provide guidance to members on issues or practices they need to be aware of and adhere to. Since January 1, 2015 one Standard have been reviewed, one Practice Guideline and three advisories have been produced. All documents are available at www.nsphysio.com, under the Standards, Guidelines tab.

4) Professional Accountability - Manage a fair and reasonable Complaints and Investigation process for the public of Nova Scotia and NSCP members.

- The College Board is ever aware of the work and dedication-to-cause displayed by our Investigations Committee, and 2015 was no exception.

Our core business areas are managed by the Board, three (3) standing Committees and the staff. I would be remiss if I did not recognize the significant efforts put forward by the members of the Board, its Executive members, the standing committees, and in particular the Registrar.

TREASURERS REPORT

Mark Williams

I would like to thank the board and staff, particularly, our Executive Director, Patrick King for ensuring the budget was well planned and executed.

I would now like to take this opportunity to present the Nova Scotia College of Physiotherapist's Financial Statements for the period January 1, 2015 to December 31, 2015.

2015 was another positive year financially for the board with a net income of \$80,642 achieved with no increase in member fees. The primary contributors to the surplus were increased membership, and lower than budgeted legal, database, AGM, and peer assessment costs.

The board is pleased to report that in its current financial position we are able to increase the registrar's employment to full time to allow us to move forward on important initiatives such as site assessments. As well, the Board has committed to providing CEU opportunities to the membership, as illustrated in today's AGM.

Finally, the board has met the goal set in 2010 to establish a contingency fund equal to one year's operational budget.

Respectfully submitted,

Mark Williams, PT
Treasurer

AUDITORS REPORT

Michael Canavan, CMA

To the members of the Nova Scotia College of Physiotherapists:

I have completed a review of the financial records of the Nova Scotia College of Physiotherapists for the 12 month period ended December 31, 2015.

Based on the information provided, I believe the financial statements accurately reflect the financial position of the College as of December 31, 2015.

Nova Scotia College of Physiotherapists
Comparative Statement of Net Income
For 12 Months Ended December 31, 2014 / 2015

	<u>2015</u>	<u>2014</u>
REVENUE :		
Membership Dues (note 2)	\$295,655	\$281,180
Less : Processing Fees	(\$8,114)	(\$7,332)
	<u>\$287,541</u>	<u>\$273,848</u>
Investment Income	\$4,448	\$3,435
Facilities Fees	\$19,450	\$19,500
Total Revenue	<u>\$311,439</u>	<u>\$296,783</u>
EXPENSES:		
Administration		
- Insurances	\$2,054	\$2,011
- Office Staff	\$149,978	\$137,485
- Postage and Courier	\$981	\$773
- Printing and Copying	\$7,838	\$7,846
- Telecommunications	\$9,635	\$10,371
- Other	\$8,696	\$10,358
Annual General Meeting	\$4,025	\$5,968
CAPRB Alliance Dues		
- Dues	\$13,049	\$12,007
- Travel	\$7,367	\$5,585
Committees		
- Investigations	\$3,850	\$0
- PAC	\$3,501	\$4,806
Capital Asset Depreciation	\$0	\$18,051
Computer Expense		
- Hosting Fees	\$9,628	\$9,144
- Registration Software	\$2,109	\$4,857
- Website Development and Hosting	\$0	\$23,000
Gifts and Awards		
- Book Prize	\$700	\$200
- Physiotherapist of the Year	\$0	\$410
Meetings	\$1,103	\$804
Professional Fees		
- Accounting	\$800	\$800
- Board Honoraria	\$5,040	\$4,920
- Legal (Legislative)	\$443	\$0
- Legal (General)	\$0	\$538
Total Expenses	<u>\$230,797</u>	<u>\$259,934</u>
Net Income (Loss)	<u>\$80,642</u>	<u>\$36,849</u>

Nova Scotia College of Physiotherapists
Comparative Balance Sheet
 December 31, 2014 / 2015

	2015	2014
<i>CURRENT ASSETS :</i>		
Cash and Bank	\$385,983	\$366,768
Investments (note 2)	\$309,537	\$235,089
Prepaid Expenses	\$9,667	\$12,055
	\$705,187	\$613,912
 <i>LONG-TERM ASSETS :</i>		
Capital Assets (note 3)	\$134,073	\$134,073
Less : Accumulated Depreciation	(\$134,073)	(\$134,073)
	\$0	\$0
Total Assets	\$705,187	\$613,912
 <i>CURRENT LIABILITIES :</i>		
Accounts Payable	\$0	\$0
Deferred Revenue (note 2)	\$286,230	\$275,595
	\$286,230	\$275,595
 <i>EQUITY :</i>		
Retained Earnings, beginning of year	\$338,317	\$301,468
Net Income (Loss) for year	\$80,640	\$36,849
Retained Earnings, end of year	\$418,957	\$338,317
Total Liabilities and Equity	\$705,187	\$613,912

Nova Scotia College of Physiotherapists
Investment Schedule
For Year Ended December 31, 2015

Certificate #	Date Purchased	Maturity Date	Interest Rate	Original Cost	Accrued Interest	Book Value
<i>Bank of Montreal</i>						
Investment # 18	Nov. 6, '13	Nov. 7, '16	*	\$130,000.00	\$5,082.99	\$135,082.99
Investment # 19	Feb. 22, '15	Feb. 22, '18	**	\$70,000.00	\$658.19	\$70,658.19
<i>CIBC Wood Gundy :</i>						
Transaction Account Balance				\$0.00	\$0.00	\$0.00
Mutual Funds				\$100,069.69	\$3,726.55	\$103,796.24
				<u>\$300,069.69</u>	<u>\$9,467.73</u>	<u>\$309,537.42</u>

Notes :

* - 1.55 % in year 1; 2 % in year 2; 2.15 % in year 3

** - 1.1 % in year 1; 1.2 % in year 2; 1.3 % in year 3

Change in accrued investment income \$4,448.22

Nova Scotia College of Physiotherapists
Notes to Financial Statements
December 31, 2015

1. Purpose of the Organization

The Nova Scotia College of Physiotherapists (NSCP) is a provincial organization which regulates the practice of physiotherapy and governs its members in accordance with the Physiotherapy Act and Regulations.

2. Significant Accounting Policies

Investments

Investments are recorded at cost with investment certificates adjusted for accrued interest and mutual funds for changes in market value.

Capital Assets

Purchased capital assets are recorded at cost. Leased capital assets are recorded at the principal value of the lease agreement. Amortization is provided for on a straight-line basis over the assets' estimated useful lives, which are 5 and 5.5 years.

Deferred Revenue

NSCP records membership dues revenue on an accrual basis so amounts received in Nov./Dec. 2015 have been recorded as deferred revenue for 2016.

3. Capital Assets

	Cost		Accumulated Amortization		Net Book Value	
	2015	2014	2015	2014	2015	2014
Furn. & Equip. - Leased	\$40,495	\$40,495	\$40,495	\$38,041	\$0	\$2,454
Website Software *	\$93,578	\$93,578	\$93,578	\$77,981	\$0	\$15,596
	<u>\$134,073</u>	<u>\$134,073</u>	<u>\$134,073</u>	<u>\$116,022</u>	<u>\$0</u>	<u>\$18,051</u>

* Website software is amortized since it was put into use in November 2009

FINANCE COMMITTEE REPORT

Mark Williams

- **Purpose: To assist the Board of the College in effectively supervising and monitoring financial activities and investments of the College.**

During the 2015 fiscal year, the committee members reviewed the financial statements to ensure that expenditures were occurring as budgeted.

During the 2015 fiscal year, the committee members also assisted in the development and approval of the 2016 Budget. The process involves a comparison of the previous year-end actuals, the Current Year's Budget, the current month actuals, the current year Performa statement and any significant areas of activity that might influence the next year Budget.

The 2014 year-end was positive; we presently have \$305,000 in Reserves/Investments as compared with last year's \$235,000 and the previous year's \$231,000. We are well on our way to establishing a financial security for the College.

INVESTIGATION COMMITTEE

Stephanie Francis

Purpose: To investigate complaints regarding a disciplinary matter concerning any member of the College.

Meetings: As needed to resolve complaints. There were eight meetings in 2015 and one training session.

2015 Complaints:

<u>Case</u>	<u>Complaint</u>	<u>Origin</u>	<u>Status</u>
Case 2015 - 01	Lack of Charting	Employer	Dismissed
Case 2015 - 02	Unethical Behaviour	Employer	Dismissed
Case 2015 - 03	Quality of Care	Patient	Dismissed
Case 2015 - 04	Quality of Care	Physiotherapist	Caution/Counsel

There were four new complaints in 2015, three in 2014, three in 2013, three complaints in 2012, and three in 2011. Each complaint is thoroughly investigated and discussed and the decisions were unanimous. The Committee also has its own legal counsel different to the counsel to the Board that will provide guidance on some investigations. The complaints received by the Committee over the last few years are varied, but often are the result of poor communication between patient and therapist.

The Committee includes two lay representatives, four physiotherapists in private practice and one physiotherapist in public based practice. They have different areas of interest and types of practice. We would encourage all members to consider volunteering for this educational and dynamic Committee, particularly those from the private clinic sector. Our lay members include representatives of business and law.

2015 also include a refresher training course for the committee members.

I would like to thank the membership for the opportunity to work on their behalf as a member of this committee over the past year.

PEER ASSESSMENT COMMITTEE

Michael Sangster

Purpose: The Peer Assessment Committee developed and is responsible for the implementation of the Peer Assessment process. This Committee reviews member Portfolios and the reports of the Onsite Assessors to ensure that the practice of physiotherapy in Nova Scotia adheres to the standards of the Nova Scotia College of Physiotherapists.

2015

In 2015, the Peer Assessment Committee met on two occasions. Peer assessment activities included the following:

- Selection of an additional twenty percent of membership for portfolio reviews: 99 candidates were selected who graduated between 2005 and 2009. At the end of 2015, we have reviewed approximately 100 percent of our membership who graduated before 2010.
- The Peer Assessment Committee completed the development of the on-site review process. On-site assessors were selected and a pilot assessor training session was trialed. The on-site review process will be similar in timing to the Portfolio review process with the goal of reviewing all sites within a five year time frame.
- The Peer Assessment Committee completed its work on the new online password protected Portfolio Portal. The online Portfolio concept will permit members with access to enter, maintain, download and manage their portfolio contents (CV, Job description, CE record, employment history, practice hours, course certificates and volunteer records, and self-reflection programs) online.

2016

2016 will bring further positive changes to the Peer Assessment process:

- Professional Portfolio Review will continue on a go-forward basis, with 20 percent of the membership selected again this year for review in order to continue towards our goal of review of our entire membership within a five year time frame.
- The Peer Assessment Committee will initiate the on-site review process. The on-site review process will be similar in timing to the Portfolio review process with the goal of reviewing all sites within a five year time frame.
- The Peer Assessment Committee will pilot the online password protected Portfolio.

PRACTICE STANDARDS COMMITTEE

Joan Ross

Purpose: This committee was established to develop, review and update practice standards, guidelines and advisories for physiotherapy practice in the province. The committee members review what is happening in physiotherapy nationally, and also what other professions are doing, when developing or revising each document so as to reflect current practice when possible.

Committee members are: Aimee Cooke (Chair), Shaun Sangster (Vice-Chair), Shanna Thompson, Natalie Morris, Angela Peckford (public representative). The committee met on three occasions during 2015.

During 2015, we were able to review, update and complete Advisory Statements on the following:

- Acupuncture (AFCI)
- Animal Therapy

Additionally, we were able to develop a Practice Guideline on:

- Workplace Responsibilities

And revise

- Practice Standards for Physiotherapists –Competency Based

This document was revised to more closely align with the national document on Essential Competencies for Physiotherapists.

We presently have two (2) documents that we are a working on with the anticipation that they will be finalized during the winter of 2016. They are:

- Social Media Advisory
- Chart Retention Advisory

Respectfully submitted on behalf of Aimee Cooke

The Alliance Report

Joan Ross

The Canadian Alliance of Physiotherapy Regulators (The Alliance) is the pan-Canadian federation of provincial/territorial physiotherapy regulators committed to the development and improvement of regulatory standards of practice for physiotherapists. Through this alliance the provinces and territories are able to work on joint projects of interest and strive for consistent entry to practice standards and regulatory policies. We have a forum for information sharing, learning and discussion and we have developed national and international relationships and partnerships. The Alliance has a voice at the meetings of Canadian Network of National Association Regulators (CNNAR), and the National Physiotherapy Advisory Group (NPAG) which consists of representatives from Physiotherapy Education Accreditation Canada (PEAC), Canadian Council of Physiotherapy University Programs (CCPUP), and CPA. The Alliance is a Board and founding member of the International Network of Physiotherapy Regulatory Authorities (INPTRA), and an affiliate member of the Federation of State Boards of Physical Therapy (FSBPT) in United States.

The Alliance establishes whether or not the education and qualifications of internationally educated applicants is substantially different from that of Canadian educated applicants. The Alliance administers the Physiotherapy Competency Examination for both Canadian and internationally educated physiotherapists to determine a candidate's readiness for safe, effective, and independent physiotherapy practice in Canada. This year the Alliance moved to a computerized written exam (multiple choice questionnaire [MCQ]). This has enabled them to increase the number of sites available and maintain the current benchmark for the results.

The work of the Alliance and Registrar's Committee continues on with:

Core Code of Ethics and Standards of Practice

This is a national project working towards to developing a national Code of Ethics and a framework for standards of professional practice to be adopted as able by all the provinces. This project is scheduled to finish in March of 2016.

Letters of Good Standing: This work is looking at standardized forms for information collecting upon application and for good standing certificates for third parties. Presently there is much inconsistency between provinces and territories which increases risk. Registrars believe that a pan-Canadian. Target date on this is September 2017.

Telehealth MOU: The purpose of this project is to develop a unified approach to providing care across provincial and territorial borders within Canada. We are looking at the regulatory requirements in each province and trying to develop tools that will assist decision makers, providers and clients in the implementation of a telehealth policy. The target date on this is May 2016. (There may be delays due to need for legal consultations)

Physiotherapy for Billing Purposes: Many jurisdictions are struggling with questions regarding what is and what isn't physiotherapy, and in what context. There is some inconsistency. The intent of this project is to develop a pan-Canadian tool/guideline to assist the insurance industry, other payors, practitioners and regulators in ensuring that the services being billed are actually "physiotherapy". The target date for this January 2017.

I would like to thank the NSCP for the opportunity to be their representative on the Alliance Board; to share with other leaders committed to regulatory excellence and quality improvement, and to bring back what I learn to our own Board here in Nova Scotia.

2015 NSCP AWARDS:

Award of Distinction presented to Todd Lewin for outstanding commitment, invaluable contribution and dedicated long-term service as a member and Chair of the NSCP Board of Directors and as Chair of the Practice Standards Committee.

Physiotherapist of the Year awarded to: Crystal Cameron: Crystal is a Dalhousie graduate of 1992 and works at the Aberdeen Hospital where, for the past ten years she has also been the student education coordinator for both Dalhousie and the NSCC, improving the hospital's commitment to student clinical education.

One of Crystal's most admirable contributions to the community has been her dedicated service as coach and physiotherapist for Women Alike Abreast a River, Dragon Boat Team which is a breast cancer survivor program.. She has led them as a coach and treated them as a physiotherapist for over ten years, allowing for a very strong and active breast cancer survivor group.

Crystal's newest and perhaps most rewarding passion lay with initiating a Youth Special Olympics group in 2010. This came out of her realization that these children struggled to join sports with their age related peers. One of her greatest joys is to see how these youth have progressed and gone on to join other spots. She has been deeply inspired by witnessing the transformation of a child who could not focus at all on a sport to one who can now understand how sports work and shout "I scored" when a goal occurs. The Special Olympics movement that Crystal launched has inspired multiple parent groups to coordinate other weekly sport opportunities for children with autism and physical issues.

On the side, Crystal also volunteers with numerous community groups. She is a volunteer firefighter and medical first responder in her community of East River – St. Marys. She is actively involved in the minor hockey program – volunteering as a trainer/ safety person for many years. She is a sledge skating volunteer with Active Pictou Co and Kinsman and has coached both soccer and curling.

Crystal not only works as a physiotherapist on a daily basis but she brings an intense passion to help and inspire others to move and be as active as possible in their daily lives. She brings this passion and inspiration to her peers, the countless students she has mentored, and to the entire Pictou County community which she has embraced with arms wide open.

NSCP Committee Members As Of December 31, 2014

Finance Committee:

Mark Williams (Chair)
Todd Lewin
Aimee Cooke
Stephanie Francis
Pat King (Staff)

Investigations Committee:

Stephanie Francis (Chair)
Allan Dwyer
Kim Johnson
Jan Leonard
Shell McLean-Tully
Josef Kubinec
David Lee
Joan Ross (Staff)
Pat King (Staff)

Peer Assessment Committee:

Mike Sangster (Chair)
Gail Creaser
Michelle Karis
Wayne Carlon
Jennifer Appleby
Jennifer Richardson
Joan Ross (Staff)
Pat King (Staff)

Practice Standards Committee:

Aimee Cooke (Chair)
Angela Peckford
Shanna Thompson
Natalie Morris
Shaun Sangster
Joan Ross (Staff)
Pat King (Staff)

Representative to the Canadian Alliance:

Joan Ross

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