



**ANNUAL REPORT
FOR 2017**



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BOARD OF DIRECTORS

Aimee Cooke	Chair
Jeff Knowles	Vice Chair
Craig White	Secretary
Kristin Taylor	Treasurer
Michael Sangster	Past Chair
Deanna Landry	Director
Shaun Sangster	Director
Shanna Thompson	Director
Wayne Carlon	Public Rep

STAFF

Joan Ross	Registrar
J Patrick King	Exec Dir
Cathy Walker	Legal Counsel

March 03, 2018

The Honourable Randy Delorey
Minister of Health, Nova Scotia
Department of Health and Wellness
1894 Barrington Street
P.O. Box 488
Halifax, NS
B3J 2R8

Dear Minister Delorey

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, 2017.

Respectfully Submitted,

Aimee Cooke,
Chair NSCP Board of Directors

CHAIR REPORT

Aimee Cooke

2017 marked a significant transition for the College as Pat King announced his retirement as our Executive Director. A special thank you to Pat King, for all his hard work and dedication over the past 7 years. He has had a strong hand in making the College as successful as it is today. Pat will remain with the college over the coming months to ensure a smooth transition to the new Executive Director.

It has been a pleasure to have been a part of the Board for the last 5 years and to serve as Chair of the Nova Scotia College of Physiotherapists this year. As a Board, we have continued to work hard for the College membership via dedicated staff, committee volunteers, and members. Our goal has been to continue to provide ethical and competent services to Nova Scotians receiving Physiotherapy care.

Over the past year, our College has continued to improve service through:

- **New Executive Director.** Thank you to the selection committee for developing and implementing a robust selection process. Welcome Mark Williams as our new Executive Director.
- **Balanced budget.** Through the hard work of our staff, Treasurer and the Finance Committee, our College is financially strong. Sound fiscal management over the past several years has allowed sufficient operating budget and reserves for ideal succession planning/onboarding for the Executive Director position.
- **Improved public safety.** The Investigations Committee continues to manage a fair and reasonable Complaints and Investigation process for the public of Nova Scotia and NSCP members.
- **Improved standards of practice.** The Practice Standards Committee continues to use a self-developed process for developing new or reviewing existing Standards.
- **National, regional, and provincial leadership.** Our Registrar has worked in partnership nationally with the Canadian Alliance of Physiotherapy Regulators to develop a national core code of ethics for Physiotherapists, core standards of practice for Physiotherapists in Canada.
- **Improved the quality of practice.** The Portfolio Review process is now more efficient with use of the online Portfolio Repository (SkyPort). The Quality Practice Program was expanded to include the on-site clinic review in order to fully realize the mandate of this committee.

It has been a privilege for me to have served on the Board and committees of the Nova Scotia College of Physiotherapy. I am confident that the College will continue to grow and be successful in its endeavors under the new leadership of our Executive Director and Chair. Also, special thanks to Joan Ross for all the assistance and support provided over the last year. I look forward to the future of the practice of Physiotherapy in Nova Scotia.

REGISTRAR'S REPORT

Joan Ross

The Nova Scotia College of Physiotherapists (NSCP) has a mandate, to regulate the profession and protect the public interest in accordance with the Physiotherapy Act.

The regulatory landscape is constantly changing. To stay current with the changes in healthcare, and still maintain quality service and professional care, the Nova Scotia College of Physiotherapists works in collaboration with many stakeholders.

In our ongoing efforts to meet our mandate of regulating members and protecting the public interest, we continue to be an active member of the Canadian Alliance of Physiotherapy Regulators (The Alliance) participating both as a Board member and as a member of the Registrars Committee. Through the Alliance we are also associate members of the International Network of Physiotherapy Regulatory Authorities (INPTRA), and the Canadian Network of National Associations Regulators (CNNAR). The Alliance is also an associate member of the Federation of State Boards in the United States. Provincially we are members of the Nova Scotia Regulated Health Professions Network (NSRHPN).

As Registrar I sit on several stakeholder committees, and work both provincially and nationally on workgroups and projects that work to provide consistent solutions for physiotherapy care in Nova Scotia and in Canada. Nationally we are moving to one consistent Standards of Practice document and a common Code of Ethics. We are looking at ways to reduce the number of documents that need to be reproduced at each new registration and what information is necessary to have in order to properly protect our public.

Some key activities completed in 2017 are:

- A national Core Standards of Practice for Physiotherapists in Canada that has been approved by almost all provinces.
- Successful completion of the Registration Processes Review as required every two years under the Fair Registration Practices Act.
- Signing of a national Memorandum of Understanding (MOU) to support Cross Border Practice and the establishment of the Guideline and process for its application in Nova Scotia.
- Development (through the Alliance and with assistance from ON) of a decision tool called “*Is It Physiotherapy*” to help ensure that we are all looking at similar criteria when determining if a certain practice/procedure is within the scope of physiotherapy or not.
- Triple P project is moving toward completion and the new Entry Level Milestones should be released this spring.

The SkyPort member portals have been upgraded and we now require the CE for the year to be completed and uploaded prior to license renewal. As a result of the changes made to the Portfolio reviews and the SkyPort changes, onsite reviews were put on hold for a year so that we can update and revise the forms and process for the onsite assessors.

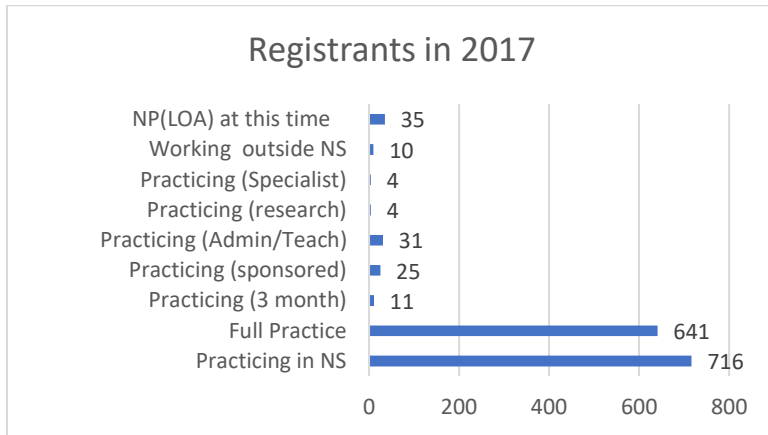
These are exciting time to be involved in the regulatory process. We have the opportunity to be part of the coming changes and to lead in some areas. Get involved and help shape the future of your profession.

In closing I would like to extend a sincere thank you to the Board and committee members of the NS College of Physiotherapists. These individuals carry out the work of the College throughout the year. They are dedicated volunteers who work diligently on behalf of the members and, without them, none of this is possible. *“Nobody can do everything, but everyone can do something.” ...Author Unknown*

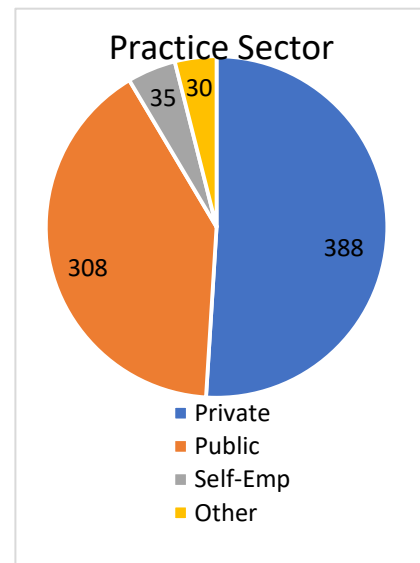
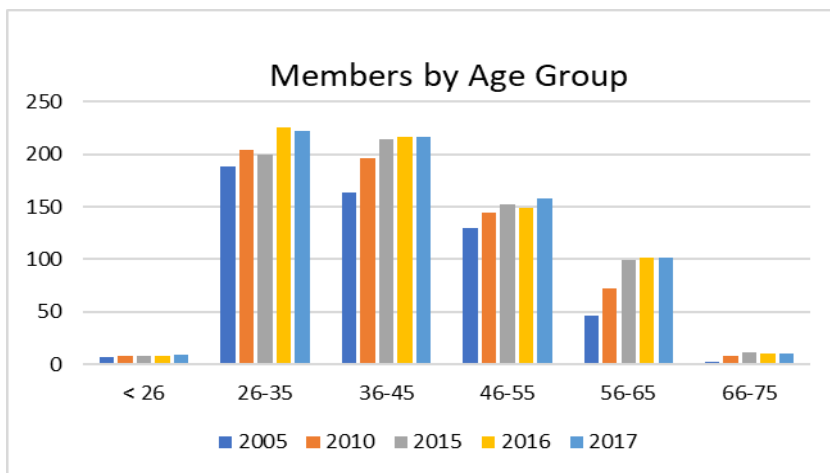
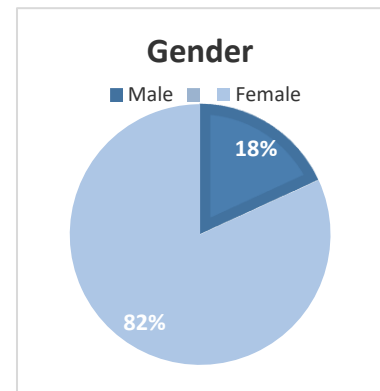
REGISTRAR REPORT

Joan Ross

At year end 2017 we had an overall membership of 761. Of those 761 registrants, 716 are actively practicing in NS, 35 are currently on LOA and 10 of them work out of province. Our overall membership grew by 2 percent in 2017, down slightly from last year. Our demographics remain stable from an HHR perspective and we continue to have mostly female registrants.

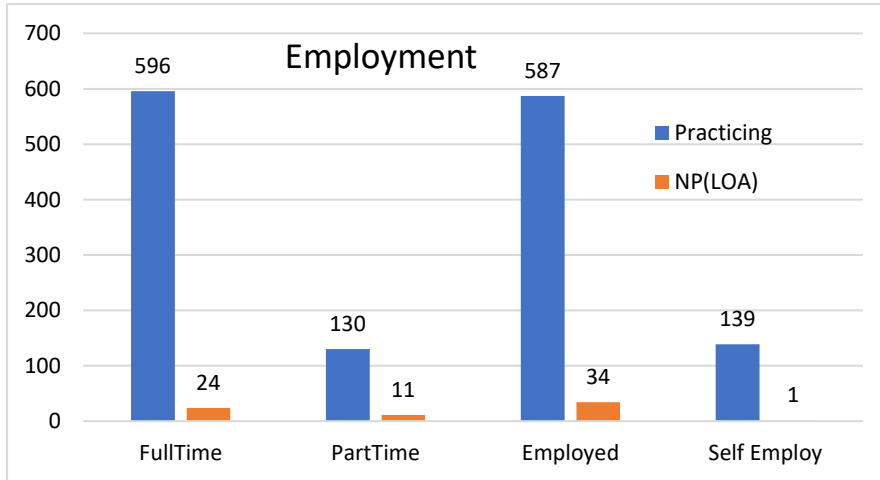


The ratio of females to males practicing in NS has increased this year from 3:1 to 4:1.



The membership number grew slower this year and it is interesting to note that the number of self-employed and those working in private practice has increased, while those in public practice have decreased. There has been a 3.5% decrease in public positions and a 5% increase in private positions. In addition, the number of those working as self-employed has grown by 5% in the past year. There continues to be vacancies in the rural areas, while full-time opportunities in the urban areas have levelled off.

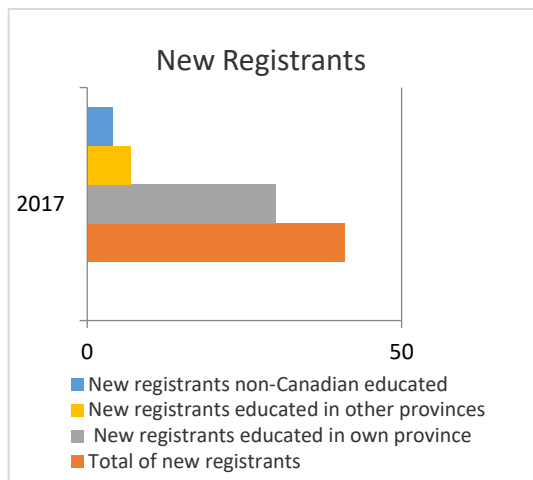
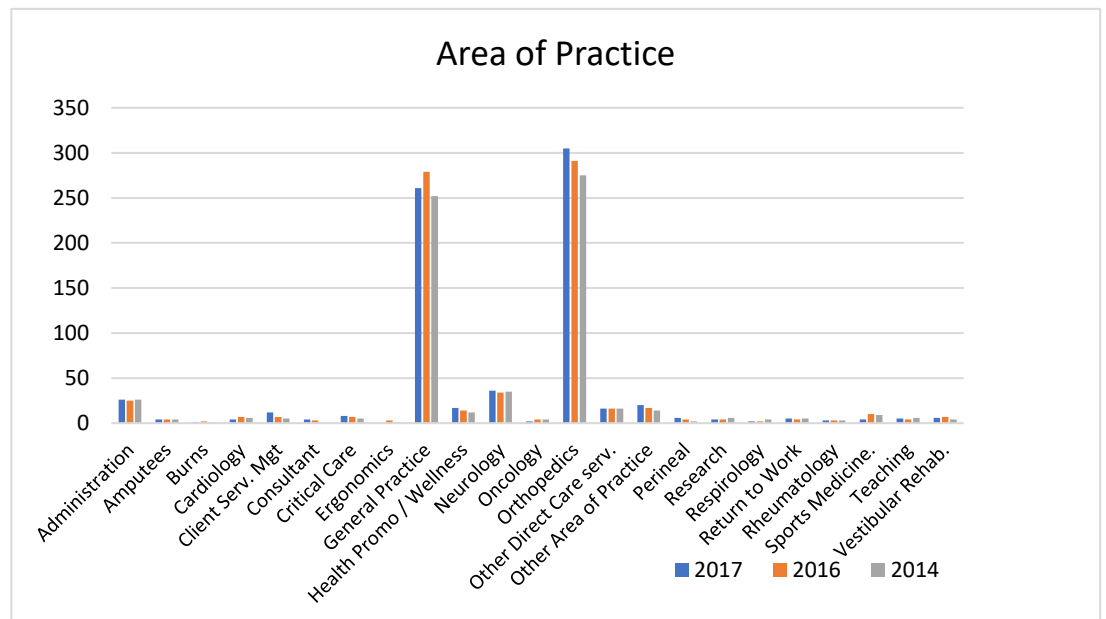
Practice Statistics Cont'd



The majority of the members are employed and working full time. Those working part-time are mostly female.

Over two thirds of the self-employed physiotherapists are working in CDHA area and most are female.

Practice has decreased slightly in the general practice area but increased in client services, health promotion, orthopedics and other areas of practice. Not unexpectedly, general practice and orthopedics continue to be the largest areas of practice.



There were 41 new Registrants this year which more than offset the 34 resignations during 2017. As always, the majority of the new registrants were Dalhousie University graduates. There were 30 new registrants from NS/Dalhousie, 7 who were educated in another Canadian province and 4 who were educated in an international program

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 2017 the online renewal registration process was once again improved to make it more user friendly, and completely paperless. Over 94% of all members used the online system to register, 692 of 735 members.

- 2017 marked the first year renewal registrants were requested to use SkyPort for their CE submissions. The results were impressive with over 65% of members updating their 2017 CE record, and therefore their Portfolios, in advance of their 2018 Registration.

- The Registration Process also allowed 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 2017.

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 2017 one hundred and thirty-one members had their Portfolios reviewed. The 2017 Portfolio submissions were virtually 100% paperless with only two members submitting their Portfolios on paper.

- In an effort to have the Portfolio Review process paperless and more efficient in 2018, the College has uploaded all Portfolios components to the online Portfolio Repository (SkyPort) such that each NSCP member will be able to complete all Portfolio documents online.

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 to provide guidance to members on issues or practices they need to be aware of and adhere to. Since January 1, 2017 one Standard was added and two 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 2017 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

Kristin Taylor

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, 2017 to December 31, 2017.

2017 was another positive year financially for the board with a net income of \$34,557 achieved with no increase in member fees. This is the third year in a row that we have maintained the membership fee at \$420. The primary contributors to the surplus were increased membership, and lower than budgeted legal, and AGM expenses.

Respectfully submitted,

Kristin Taylor, PT
Treasurer

AUDITORS REPORT

Michael Canavan, CPA

To the members of the Nova Scotia College of Physiotherapists:

I have completed an audit of the financial records of the Nova Scotia College of Physiotherapists for the 12 month period ended December 31, 2017.

Based on the information provided, I believe the financial statements accurately reflect the financial position of the College as of December 31, 2017.

Nova Scotia College of Physiotherapists
Comparative Statement of Net Income
For 12 Months Ended December 31, 2016 / 2017

	<u>2017</u>	<u>2016</u>
REVENUE :		
Membership Dues (note 2)	\$316,250	\$305,970
Less : Processing Fees	(\$10,067)	(\$9,202)
	<u>\$306,183</u>	<u>\$296,768</u>
Investment Income	\$4,672	\$4,780
Facilities Fees	\$20,960	\$19,300
Total Revenue	<u>\$331,815</u>	<u>\$320,847</u>
EXPENSES:		
Administration		
- Insurances	\$2,166	\$2,128
- Staff	\$188,994	\$176,857
- Postage and Courier	\$776	\$857
- Printing and Copying	\$7,748	\$7,202
- Telecommunications	\$12,986	\$11,451
- Office Supplies, Other	\$8,338	\$7,960
Annual General Meeting	\$5,814	\$4,484
CAPRB Alliance		
- Dues	\$14,798	\$14,014
- Travel	\$10,935	\$8,460
Committees		
- Investigations	\$4,706	\$3,647
- PAC	\$14,698	\$7,510
Computer Expense		
- Hosting Fees	\$9,860	\$9,951
- Registration Software	\$6,567	\$1,241
- Website Development and Hosting	\$518	\$0
Gifts and Awards		
- Book Prize	\$500	\$500
- Physiotherapist of the Year	\$420	\$420
Meetings	\$1,514	\$1,757
Professional Fees		
- Accounting	\$900	\$900
- Board Honoraria	\$5,040	\$5,040
- Legal (Legislative)	\$0	\$85
Total Expenses	<u>\$297,278</u>	<u>\$264,464</u>
Net Income (Loss)	<u>\$34,537</u>	<u>\$56,383</u>

Nova Scotia College of Physiotherapists
Comparative Balance Sheet
December 31, 2016 / 2017

	2017	2016
<i>CURRENT ASSETS :</i>		
Cash and Bank	\$389,263	\$357,003
Investments (note 2)	\$409,451	\$404,780
Prepaid Expenses	\$16,072	\$12,796
	\$814,786	\$774,579
<i>LONG-TERM ASSETS :</i>		
Capital Assets (note 3)	\$93,578	\$134,073
Less : Accumulated Depreciation	(\$93,578)	(\$134,073)
	\$0	\$0
Total Assets	\$814,786	\$774,579
<i>CURRENT LIABILITIES :</i>		
Accounts Payable	\$0	\$0
Deferred Revenue (note 2)	\$304,910	\$299,240
	\$304,910	\$299,240
<i>EQUITY :</i>		
Retained Earnings, beginning of year	\$475,339	\$418,956
Net Income (Loss) for year	\$34,537	\$56,383
Retained Earnings, end of year	\$509,876	\$475,339
Total Liabilities and Equity	\$814,786	\$774,579

Nova Scotia College of Physiotherapists
Investment Schedule
For Year Ended December 31, 2017

Certificate #	Date Purchased	Maturity Date	Interest Rate	Original Cost	Accrued Interest	Book Value
<i>Bank of Montreal</i>						
Investment # 19	Feb. 22, '15	Feb. 22, '18	*	\$70,000.00	\$2,415.10	\$72,415.10
Investment # 20	Nov. 7, '16	Nov. 7, '19	**	\$137,558.49	\$1,601.69	\$139,160.18
Investment # 21	Dec. 16, '16	Dec. 16, '18	***	\$195,425.24	\$2,450.76	\$197,876.00
				\$402,983.73	\$6,467.55	\$409,451.28

Notes :

- * 1.1 % in year 1; 1.2 % in year 2; 1.3 % in year 3
- ** 1 % in year 1; 1.1 % in year 2; 1.6 % in year 3
- *** 1.2 % in year 1; 1.3 % in year 2

Nova Scotia College of Physiotherapists
Notes to Financial Statements
December 31, 2017

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. Amortization is provided for on a straight-line basis over the assets' estimated useful lives, which is 5 years.

Deferred Revenue

NSCP records membership dues revenue on an accrual basis so amounts received in Nov./Dec. 2017 have been recorded as deferred revenue for 2018.

3. Capital Assets

	Cost		Accumulated Amortization		Net Book Value	
	<u>2017</u>	<u>2016</u>	<u>2017</u>	<u>2016</u>	<u>2017</u>	<u>2016</u>
Furn. & Equip. - Leased	\$0	\$40,495	\$0	\$40,495	\$0	\$0
Website Software *	\$93,578	\$93,578	\$93,578	\$93,578	\$0	\$0
	<u>\$93,578</u>	<u>\$134,073</u>	<u>\$93,578</u>	<u>\$134,073</u>	<u>\$0</u>	<u>\$0</u>

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

FINANCE COMMITTEE REPORT

Kristin Taylor

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

During the 2017 fiscal year, the committee members reviewed the financial statements to ensure that expenditures were occurring as budgeted.

During the 2017 fiscal year, the committee members also assisted in the development and approval of the 2018 Budget. The process involves a comparison of the previous year-end actuals, the current year's Budget, the current month actuals, the current year performance statement and any significant areas of activity that might influence the next year's budget. In doing so a modest membership fee increase to \$430 was recommended to allow for conservative management of the ongoing budget in light of the commitment of the Board to increase staffing FTEs.

The 2017 year-end was positive; we presently have \$505,000 in Reserves/Investments as compared with last year's \$405,000 and the previous year's \$309,000.

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 five meetings in 2017

2016 Complaints:

<u>Case</u>	<u>Complaint</u>	<u>Origin</u>	<u>Status</u>
Case 2016 – 06 - 01	Quality of Care	Patient	Dismissed
Case 2016 – 06 - 02	Quality of Care	Patient	Dismissed
Case 2016 – 07	Quality of Care	Patient	Dismissed
Case 2017 - 01	Unethical Behaviour	Employee	Dismissed
Case 2017 - 02	Unethical Behaviour	Employee	Dropped
Case 2017 - 03	Quality of Care	Patient	In Progress
Case 2017 - 04	Quality of Care	Patient	In Progress

There were four complaints in 2017, seven in 2016, four in 2015, and three in 2014. 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 two physiotherapist in public 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.

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.

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.

2017

2017 brought further positive changes to the Peer Assessment process:

- Those 155 members who graduated between January 1, 1983 and December 31, 1992, plus those who graduated in 2011 were selected for portfolio reviews.
- The Peer Assessment Committee completed its work on the new online password protected Portfolio Portal called SkyPort. SkyPort now allows members to enter, maintain, download and manage their portfolio contents including their CV, Job description, annual CE record, employment history, practice hours, course certificates, volunteer records, and self-reflection programs online. The system is now paperless.
- 2017 marked the first year that SkyPort was the complete focus of the Portfolio Assessment as those being assessed were required to upload their Resume, Job Description, CE Records and self-reflection tools to their personal Portfolio site. All but two members completed their Portfolios online.
- The Peer Assessment Committee met three times in 2017 to update the Portfolio Requirements, review and discuss the quality and content of member CE submissions and to outline standards for CE submissions too SkyPort.

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: Shaun Sangster (Chair), Shanna Thompson, Natalie Morris, Tanya Dutton, Debra Holman, and Lisa MacDonald. Staff support–Joan Ross.

Meeting Frequency: The committee typically met every 6 weeks during 2017. In addition, further correspondence is completed through email communication.

Projects: During the past year the following project have been completed by the Practice Standards Committee:

- **Practice Guidelines:**
 - Managing Professional Guidelines
 - Sponsorship
- **Practice Standards:**
 - Professional Boundaries in a Therapeutic Relationship
- **Advisory Statements:**
 - Billable Services

Summary: Over the past year, The Practice Standards Committee has work diligently on the above listed projects. Early last year, the committee placed the finalized touches to the *Managing Professional Guidelines* and *Professional Boundaries in a Therapeutic Relationship*. During late spring/summer months, considerable time was placed in creating, drafting, and finalizing the *Sponsored Practice Guidelines*. Once these guidelines were finalized by the committee, the guidelines were unanimously approved by the board and placed into action. Since these guidelines have been put in place, positive feedback has been given back from both the resident and sponsor therapists. These practice guidelines are found on the NSCP website, under the Downloads-Forms. During the fall, the committee worked on creating and finalizing an advisory statement on *Billable Services*. This advisory statement addresses issues pertaining to the billing of group or class treatment sessions. The information includes both the considerations and indications for billable physiotherapy services as a group setting.

Before the holiday break (December 2017), the committee discussed projects for 2018. These projects include: med-legal guidelines, spinal manipulation, and electronic health records & electronic signatures. The committee is looking forward to another productive year.

Respectfully Submitted,

Shaun Sangster, PT
Practice Standards Committee Chair

The Alliance Report

Joan Ross

The Canadian Alliance of Physiotherapy Regulators (CAPR) is a pan-Canadian federation of provincial and territorial organizations that regulate the practice of physiotherapy in Canada. The core business of the Alliance is the administration of Evaluation Services on behalf of the regulator members.

The 2017 CAPR Officers: President: Brandy Green, Saskatchewan; Vice-President: Joan Ross, Nova Scotia; Treasurer: Joyce Vogelgesang, Alberta; Secretary: Katya Masnyk, *ex officio*

2017 Directors: Yukon: Kelly Allen; British Columbia: Dianne Millette; Alberta: Joyce Vogelgesang; Saskatchewan: Brandy Green; Manitoba: Brenda McKechnie; Ontario: Darryn Mandel; Québec: Denis Pelletier; New Brunswick: Rebecca Bourdage; Nova Scotia: Joan Ross; Prince Edward Island: Sonia Chaudhary
Newfoundland & Labrador: Deborah Noseworthy.

The Federation of State Boards is an affiliate member of the Alliance and we partner with Physiotherapy Education Accreditation Canada (PEAC), Canadian Physiotherapy Association (CPA), and the Canadian Council of Physiotherapy University Programs (CCPUP).

The committees of the Alliance Board include: CEO Review Committee, Governance and Nomination Committee, Evaluation Services Committee and Registrars' Committee.

The CEO started the 2017 year off with a visit to NS to inform us all of the new projects and work being done by the Alliance, the changes in the website and future plans at the Alliance. Since then she has continued to work her way across the country meeting with the Boards and members from each province.

This past year has been one of process review, and risk management strategies. The Alliance and its partners have continued to be engaged in the Triple P Project (Physiotherapy Practice Profile). A huge thank you to all our members who took part in the practice survey and contributed to this process. The Triple P project looks at the current profile of practice in Canada and will inform such things as the PCE blueprint, academic program content, professional pathways and resources, accreditation processes. The important part, and start of the project, of this project included the development of a new Essential Competencies Document that will have the same seven domains as before but will specify entry level milestones. This enable us to build on the expected competencies at various stages/milestones in the career of a physiotherapist. The first phase has been completed and things are moving into the blueprint phase at the Alliance. It is expected that the Entry level milestones will be released sometime late spring.

Another change is the transitioning in early 2018 from Yardstick to Prometric as the exam provider. Prometric utilizes best-in-class testing facilities across the country and employs trained, fully certified testing staff. Candidates are provided an opportunity to visit a test centre prior to the test to experience registration and screening processes and take a short multiple-choice test. Yardstick will continue to do the psychometric scoring and analysis.

The new Mission statement of the Alliance is *“To support the physiotherapy community in protecting the public.”* and the new Vision statement is *“Every physiotherapist is a competent and ethical physiotherapist.”* Our three strategic objectives are “Ensure excellence in evaluation services.” “Engage stakeholders” and “Cultivate regulatory excellence.” Our work on this is well underway and ongoing both within our own workgroups as well as in joint projects with our partners.

In closing, I would like to thank the NSCP Board for the opportunity to represent them as a Director of the Alliance Board.

2017 NSCP AWARDS:

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

Outstanding Community Service Award presented to Joan Chiasson-MacDonald

Joan Chiasson-MacDonald has lived and breathed community service throughout her entire career. Her endeavors are directed far and wide throughout her community and abroad. Nothing is off limits for Joan, from helping those who are poor, disabled, ill, recovering from cancer to community initiatives such as clean up, exercise classes or weight loss support. Joan is the epitome of selflessness and those of us who know her are better people for it. We should be proud to say she is a Physiotherapist.

In summary Joan is a selfless individual who turns no one away. She is well respected by her community not only as an individual but as a Physiotherapist.

Background information on the contributions Joan Chiasson-MacDonald has made to the community over the years:

- A member of the New Waterford and District Renewal Association for six years
- Instrumental in arranging the downtown New Waterford mural projects.
- One of the first women to be invited to join the New Waterford Rotary Club.
- Was president of the New Waterford Rotary Club from 1999-2000.
- Initiated the Interact Club at Breton Education Centre in 2000.
- Received the 'True Rotarian Award,' an honor bestowed upon Rotarians by their club for their service.
- Started the water buffalo campaign to help Nora's Home in India with visions of becoming a self-sufficient community in the near future.
- Initiated the Island Breast Friends, a group of women dedicated to fundraising for breast cancer.
- Known as the 'litter lady,' after starting an annual cleanup of the town campaign in 2000.
- Started the 'Number for life' 50/50 draw fundraiser for the New Waterford Rotary Club.
- At times arranges food drives in her clinic to help the Society of St. Vincent de Paul Society in New Waterford.
- She provides exercise classes for seniors.
- Holds a 'Ladies Night Out,' a weight loss support group.
- Adopts three families at Christmas time with the help of family and friends.
- Has participated in the 30-hour famine for more than 10 years, raising funds for World Vision.

NSCP Committee Members as of December 31, 2017

Finance Committee:

Kristin Taylor (Chair)
Michael Sangster
Aimee Cooke
Craig White
Pat King (Staff)

Investigations Committee:

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

Peer Assessment Committee:

Michael Sangster (Chair)
Gail Creaser
Wayne Carlon
Jennifer Appleby
Jennifer Richardson
Deanna Landry
Craig White
Joan Ross (Staff)
Pat King (Staff)

Practice Standards Committee:

Shaun Sangster (Chair)
Shanna Thompson
Natalie Morris
Tanya Dutton
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