



COLLEGE CALLINGS

VOLUME 13 / ISSUE 3 / FALL 2009

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College Callings is published quarterly by the College of Physical Therapists of Alberta to communicate College decisions, standards, guidelines, policies, and other important matters to members.

As all members are sent a copy, the College assumes that members have read and understand the information contained within.

If you have any questions regarding the content, please contact the College office.

Return undeliverable
Canadian addresses to:

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ISSN# 1488-1470

PLANNING THE FUTURE TODAY

Setting our strategic priorities 2010-2013: an action plan for the future

Change is all around us. Change in Alberta Health Services, regulatory and legislative changes, and changes in the College's role as it takes on formerly association-related responsibilities and activities. As things change around us, we too must evolve to respond and keep pace. Therefore, in light of its expanded role, the College Council decided to revisit its strategic plan, goals and objectives in a strategic planning session.

STRATEGIC PLANNING: AN ACTION PLAN FOR THE FUTURE

Strategic planning involves examining our current state, identifying and understating the issues and priorities and determining future direction (i.e., vision and goals - where we want to be) and how to get there (i.e., strategies, objectives and action plans). The College is guided by a strategic plan developed by Council based on what it sees as the key issues facing the profession and regulation of the profession. The plan also incorporates Council's vision of the future for physical therapy in Alberta and ensures the College is ready and able to meet its statutory commitments.

As the College prepares to provide member services, Council felt it would be an opportune time to revisit its existing strategic plan and develop an action plan for the next three to five years.



STRATEGIC PLAN 2010 - 2013

In mid-October College Council and staff, representatives from the Alberta Physiotherapy Association, Alberta Health Services, University of Alberta Department of Physical Therapy and a practicing physical therapist participated in a strategic planning session.

Member participation/input was sought via an online survey that asked members to share their thoughts on future activities that would support their practice and the profession in general. Thanks to the 180 members who completed the survey, your feedback is both appreciated and valued. The feedback was diverse but did contain many reoccurring themes which were incorporated into the planning session. Many of these themes fit nicely into the five major strategic priorities identified by session participants.

STRATEGIC PRIORITIES AND NEXT STEPS

While the strategic planning session is complete, the final plan is not. The plan will develop from the five key areas or themes identified. These are:

1. Advocacy/strategic relations
2. Organizational integration

...continued on page 2

PRESIDENT'S MESSAGE

...continued from page 1

3. Competence
4. Regulatory (obligations)
5. Communication and member engagement

Next steps will be to flush out the five priorities by identifying and prioritizing the issues and actions within each. I look forward to sharing the results of our strategic plan in the coming months.

GOVERNANCE UPDATE AND WELCOME APA STAFF AND PRESIDENT

On September 30, the Alberta Physiotherapy Association (APA) ceased operations. All APA inquiries are now directed to the College. The College is also currently working with the Canadian Physiotherapy Association to determine the form the relationship between the two will take.

Please join Council and College staff in welcoming Evelyn Stark, from the APA. Evelyn will be working with Erin Howes in member registration and performing other member services duties. Nancy Litke, APA president, has joined the College's Council table as an ex-officio Council member.

CELEBRATING PHYSICAL THERAPISTS

Physical therapy was well represented again at the Seventh Annual Alberta Rehabilitation Coordinating Council (ARCC) Awards.

On behalf of the College and Council, I would like to congratulate all the nominees and winners. As a further note of congratulations, the College publicly congratulated the physical therapist winners (along with a comment about the value of physical therapy) in an ad placed in various Alberta newspapers—Edmonton Journal, Calgary Herald, Red Deer Life, Medicine Hat News, Grande Prairie Daily



Herald, Lethbridge Herald, Peace River Record-Gazette, and the Camrose Booster.

The ARCC awards is an opportunity to recognize, celebrate and honour rehabilitation professionals and support personnel who have provided exemplary service in their respective field. It is inspiring to hear how our PT colleagues support and improve patient care through physical therapy. I strongly encourage all physical therapists to support the ARCC awards by nominating a deserving colleague for the 2010 awards and by attending the award celebrations. Information on the awards is available on the Faculty of Rehabilitation's website (www.uofaweb.ualberta.ca/rehabmed).

NEW WEBSITE

I hope everyone has had a chance to visit and explore the College's new website. The new look is crisp, clean, functional, easy to navigate and laden with valuable information for the public, physical therapists, employers and other stakeholder groups. Please remember to update your favourites/bookmarks to ensure you are not directed to a page from the old website that no longer exists.

Simon Cooke, President
College of Physical Therapists of Alberta

H1N1 INFLUENZA

Up-to-date information and resources

Alberta Health and Wellness (AHW) is the key source for H1N1 news, information and resources. Please visit their website (www.health.alberta.ca/health-info/influenza-H1N1.html) for all H1N1 information. To help members, the College has placed a link button on its homepage, which once clicked, will take you directly to AHW's H1N1 page.

SEEKING INNOVATIVE PRACTICE MODELS AND RESEARCH

The College is collecting information/examples of new and emerging practice models and research that demonstrate the changing role of physical therapists in areas such as enhancing patient care, advanced practice, improving patient access, cost effectiveness, and case management. Examples of alternative models of care or roles include:

- Chronic disease management strategies and initiatives.
- Triage initiatives (e.g., spinal care, emergency room evaluation).
- Disease prevention or wellness initiatives.
- Inter-professional and/or primary care initiatives.
- Using technology to support patient care.

If you have experience in any of these areas or know about innovative practices in your work setting, please send a brief description and contact information (name, phone number and email address) to office@cpta.ab.ca.

SEEKING DIRECTOR OF PROFESSIONAL PRACTICE

The College of Physical Therapists of Alberta is seeking a physical therapist to assume the position of Director of Professional Practice. The Director of Professional Practice will develop strategies and implement programs to improve overall professional practice and member services. For further information, including a detailed position profile, please contact:

Ms. Elizabeth Hurley
 Executive Search Consultant
 DaviesPark
 780.420.9900
www.daviespark.com

REGISTRATION RENEWAL 2010

Current practice permits expire December 31, 2009 and must be renewed online. Renew before December 1 to avoid a late renewal penalty.

PHYSICAL THERAPISTS

Physical therapist practice permits (without conditions) expire December 31, 2009 and **must be renewed online**. To avoid a late renewal penalty, you must renew before midnight December 1, 2009. Members not familiar with online renewal can find instructions on the back of their renewal notice (mailed in early October).

CORPORATION RENEWAL

Physical therapy corporation permits can now be renewed online. Corporation permits expire on December 31, 2009 and **must be renewed online** before midnight December 1, 2009 to avoid a late renewal penalty.

Please note: While all corporation owners may view their corporation details and permit status online, only the owner flagged as the primary contact can renew the permit. Additionally, the corporation's permit cannot be renewed until all corporation owners have renewed their respective practice permits. This ensures that 75% of the corporation directors and owners are College members.

Online renewal instructions were included on the back of corporation renewal notices mailed in early October.

Remember that practicing without a current practice permit is not simply unprofessional, it's illegal.



HEALTH IN MOTION 2009

A conference for rehabilitation professionals

November 14 & 15, 2009

University of Alberta, Edmonton

Join your physical therapy colleagues for the third annual physiotherapy conference. Hear keynote speakers discuss advanced practice and pain management, learn about literature reviews, research projects and innovative programs from graduating MScPT students, clinicians and researchers, and participate in two workshops from a diverse list of offerings.

PROGRAM

Saturday, November 14

- Welcome & opening remarks.
- First keynote address - **Advanced Practice: What is it & what is in it for Physical Therapists, Patients and the System?**
Presented by Linda Woodhouse, a physical therapist and exercise physiologist who teaches advanced practice graduate courses at McMaster University.
- Oral presentations and posterviewing.
- Second keynote address - **Chronic Pain**. Presented by Dr. Saifee Rashed, associate professor and director of the University of Alberta's Pain Medicine division and director of the University Hospital's Multidisciplinary Pain Centre.
- Wine & cheese reception and job fair.

Sunday, November 15

- Concurrent clinical workshops:
 - Shoulder labral repairs: surgical & rehabilitation considerations.
 - Advanced practice: techniques & case studies.
 - Treatment-based classification systems & prediction rules: match right treatment to right patient with low back pain.
 - Bariatric rehabilitation: best practices, challenges & facilitating function.
 - Motivational interviewing in healthcare settings.
 - The great search: for evidence, answers & other treasures.

MORE INFORMATION AND TO REGISTER

Visit www.rehabmed.ualberta.ca/ptconference.

HPA UPDATE AND RELATED QUESTIONS/ANSWERS

Continuing Competence Program and professional liability insurance

With talk of proclamation under the Health Professions Act (HPA) 'coming soon,' it is understandable that some members have questions about professional portfolios and professional liability insurance, and if either is required for 2010 registration renewal. The short answer is no, they will not be required.

HPA PROCLAMATION

We are currently awaiting word on physical therapy's transition to HPA. The College had good reason to believe it would happen this year. However, as 2009 is coming to a close and the government is focused pandemic planning, it seems unlikely proclamation will occur this year—although it is not out of the question. As soon as the College receives any HPA related news it will be shared with members.

MUST I COMPLETE A COMPETENCE PORTFOLIO IN 2009?

No. In 2007, the College suspended its existing program to re-evaluate and refine program requirements, processes and components in preparation for HPA. Following the evaluation, the College expanded its continuing competence program model and organized it into three components as follows:

1. **Competence development** – annual reflective practice review, professional portfolio development and annual reporting of learning goals and outcomes.
2. **Competence assessment** – education modules such as jurisprudence and best practices. Work is currently underway on the jurisprudence module (see page 5).
3. **Practice visits** – on-site assessments will be conducted using criteria yet to be developed.

The portfolio will be introduced after HPA proclamation. Members will then be expected to complete a reflective practice review and declare learning goals (for the ensuing year) before the next registration renewal.

LIABILITY INSURANCE

While proof of professional liability insurance is not required for 2010 registration renewal, the College always recommends physical therapists carry adequate and appropriate liability insurance to protect both themselves and patients.

NEW JURISPRUDENCE EDUCATION MODULE

Understanding the rules and regulations governing your practice

Understanding the complex legislation, regulation and standards that govern your physical therapy practice can be onerous. Legislation, regulation and standards are essentially the ‘rules.’ In regulatory language the ‘rules’ are called jurisprudence, a term which means ‘practical wisdom about the law.’

WHY A JURISPRUDENCE MODULE?

The education module will enable physical therapists to demonstrate their knowledge and understanding of the rules that govern their practice. The module was developed because knowledge and understanding of the rules and their application in practice is important to ensure safe, effective, quality patient care. Questions and complaints received by the College demonstrate considerable room for improvement in terms of member understanding and application of the rules. While numerous College publications and resources communicate the rules, application in daily practice is another matter.

The module will evaluate members’ knowledge and understanding of the rules that govern their profession so they are better equipped to apply that knowledge to their practice.

MODULE OVERVIEW

The program will be called the jurisprudence education module and will be a component of the College’s continuing competency program. All members on the general register (i.e., members holding what is currently called an active license) will be expected to successfully complete the module. The module will be offered via electronic/online format which members can complete on their own time, at their own pace and in their own environment.

WHEN WILL I HAVE TO COMPLETE THE MODULE?

After HPA proclamation, all members (new and registered) will be required to successfully complete the program. Members will be provided with more details about the program in 2010.

PROFESSIONAL RESOURCES

New and modified resources available

1. MULTIPLE SCLEROSIS: A FOCUS ON REHABILITATION

The Multiple Sclerosis (MS) Society of Canada, Alberta Division has 300 MS rehabilitation professional resource packages available for interested physical therapists.

Each package contains:

- *Multiple sclerosis: a focus on rehabilitation (third edition)* resource guide which provides the latest information on the epidemiology, medical management and rehabilitation strategies for people with MS.
- A guide on MS services available in Alberta.
- List of online MS resources.
- MS Society resource and publications list.

Physical therapists wanting a resource package should contact Andy Wong at the MS society by phone (1.800.268.7582 or 780.463.1190) or email (andy.wong@mssociety.ca).

2. DISABILITY MANAGEMENT APPENDIX UPDATED

The *Disability Management of Injured Workers Resource Guide* Appendix, available on the College website (under members/publications and resources) was updated with the following information:

- **Additions:**
 - Guideline for evidence informed primary care management of low back pain.
 - Impact of events scale – revised (copy of scale in outcome measures).
 - PTSD-PCL checklist (copy of scale in outcome measures).
- **Removed:**
 - Return-to-work expectations questionnaire.

PRACTICE ADVICE

Some legal advice on employment contracts and non-competition clauses submitted by Gregory D. Sim, Barrister & Solicitor, Field Law

Of all the employment contract terms and conditions, none are more likely to land you in Court, than restrictive covenants –these include non-competition and non-solicitation clauses. While terms can vary, a non-competition clause generally prohibits departing employees from competing with their employer’s business. A non-solicitation clause, prohibits departing employees from contacting the employer’s clients to garner their business or persuade other employees to leave the employer too.

Restrictive covenants are hotly contested in court. Canada’s Supreme Court recently ruled on restrictive covenants in *KRG Insurance Brokers (Western) Inc. v. Shafron*. An insurance agent was employed by KRG Insurance Brokers under an employment contract with a non-competition clause. The clause stated if the agent left his employment he would be prohibited from being employed by, or being involved with, any other insurance agency in the “metropolitan city of Vancouver.”

Courts scrutinize restrictive covenants closely to balance the competing interests. On one hand, courts recognize that people and businesses should be free to enter into whatever contracts they choose, and those agreements should be enforceable in accordance with the parties’ intentions. On the other hand, restrictive covenants limit employees’ abilities to practice their chosen profession thereby restraining trade—courts discourage trade restraints.

REASONABLE RESTRICTIVE COVENANTS

So how do courts draw the line between the freedom to contract and discouragement of trade restraint. The answer is that courts enforce restrictive covenants when they are reasonable. Restrictive covenants will be deemed reasonable if they meet certain requirements including:

1. **Being necessary to protect employer’s business interests.** The employer must have business interests deserving of protection (e.g., a loyal client base that sustains the business).
2. **Not too geographically broad.** For example, a clinic in one part of the city may have virtually no patients from another part. Therefore prohibiting competition anywhere in the entire city is probably unreasonable.

But prohibiting competition within the same city area is likely reasonable.

3. **Not too long in duration.** If clients usually visit your physiotherapy clinic once a week, then it will only take a few weeks for those clients to be introduced to a new physical therapist if their usual physical therapist leaves. A restrictive covenant prohibiting the departing physiotherapist from competing for a much longer time is probably unreasonable.
4. **Doesn’t restrict more activity than necessary.** Prohibiting departing employees from engaging in directly competitive business is likely reasonable. An attempt to prohibit departing employees from working in areas of business that the employer is contemplating, but has not yet started, is probably unreasonable.

Above all, restrictive covenants must use clear understandable language. In the KRG case, Canada’s Supreme Court ultimately declared the non-competition clause unenforceable because it was unclear what the parties meant by “the metropolitan city of Vancouver.”

RESTRICTIVE COVENANT TIPS

Whether you are an employer hoping to protect your business with a restrictive covenant or an employee being asked to sign an agreement containing a restrictive covenant, it is important to negotiate the restrictive covenant carefully.

As an employer, consider the following:

1. Before using a restrictive covenant, consider what you are trying to protect. Where do most of your patients come from? How often do you see them?
2. Consider if you need to prohibit departing employees from competing with you. Would your business be adequately protected if employees were simply prohibited from soliciting your patients and employees? Courts are usually more willing to enforce non-solicitation clauses than non-competition clauses.



ALBERTA'S SATISFACTION WITH PHYSICAL THERAPY SERVICES GROWS

Measured by Alberta's Health Quality Council's satisfaction with health services survey

3. Impose the narrowest geographical and time parameters required to protect your business. If you choose too broad an area or too long a time, the courts could declare your restrictive covenant unenforceable.
4. Make sure the contract language is clear and understandable to anyone who reads it.
5. Finally, consult a lawyer experienced in this area to help you prepare/refine your contracts.

As an employee or independent contractor, consider these tips:

1. When asked to sign a contract with a restrictive covenant, ask questions to understand the employer's patient base. Where do most of them come from and how often do they attend for services?
2. Compare this information to the restrictive covenant. Does the employer have a loyal base to protect? Is there a geographical or time limit? If so are they reasonable?
3. Is the employer seeking a non-competition clause, a non-solicitation clause, or both? Would a non-solicitation clause on its own be adequate to protect the employer's business?
4. Is the language used clear and understandable, or is it vague with multiple interpretations? Do you understand what you have to do to comply with the contract?
5. Finally, consult a lawyer to review the contract and help you negotiate changes if necessary.

Taking the time to consider these issues and to negotiate the least restrictive covenant that will still adequately protect the employer's business benefits everyone. It will go a long way towards ensuring the contract is enforceable in accordance with what the parties intended.

Since 2005 the Health Quality Council of Alberta (HQCA) has surveyed Albertans on their satisfaction with public health care services. The survey is conducted via telephone interviews with Albertans aged 18 and older across the province's health regions.

The survey's purpose is to examine Albertans' perceptions and actual experiences with the overall use, quality, satisfaction, and access to identify areas of success and areas requiring improvement. In the early surveys, physical therapy was not measured as a specific health service. However, it was identified and measured as a specific health service in the 2006 and 2008 surveys.

The most recent survey was conducted in 2008, with the results published in July 2009. Results related to physical therapy are as follows:

- **Use of physical therapy** – measures how many respondents received physical therapy during the year. The percentage of respondents saying they'd received physical therapy service during year of survey shows a modest, but progressive increase:
 - In 2008 – 13.1%
 - In 2006 – 11.5%
- **Ease of access** – percentage of respondents who found it easy or very easy to access physical therapy services in year of survey:
 - In 2008 – 85.1%
 - In 2006 – 76.4%
- **Satisfaction with physical therapy services** - percentage of respondents who were satisfied or very satisfied with physical therapy services received in year of survey:
 - In 2008 – 78.2%
 - In 2006 – 73.3%

The full report can be found at www.hqca.ca/index.php?id=68.

PCE EXAMINERS NEEDED

For physiotherapy competency exam (PCE) Saturday, June 5 and Sunday, November 21, 2010

REQUIREMENTS

To qualify as an examiner you must:

- Have experience treating patients with neuromusculoskeletal, neurological, cardiopulmonary-vascular, or multi-system conditions.
- Have experience in one or more clinical areas (e.g., acute care, long-term care, community, or private practice).
- Work in direct patient care, educational settings or administration.
- Treat paediatric, adult or geriatric clients.
- Be a fully registered physical therapist in good standing with the College of Physical Therapists of Alberta.

EXAMINER'S ROLE

During the exam's clinical component, examiners observe candidate performance at clinical stations. Examiners record observations on a standardized sheet and indicate if candidate's performance was satisfactory or unsatisfactory at each station.

Examiners can also be assigned to written exam stations where they mark written answer sheets by comparing candidate's written answers to an answer key. Examiners record marks and indicate if answers were satisfactory or unsatisfactory. Examiners do not determine if candidates pass or fail a 'station' or the exam. Pass/fail decisions are made by the Board of Examiners following the exam.

EXAMINER ELIGIBILITY AND HONORARIUM

More information on examiner eligibility, duties and honourarium, and exam times can be found on the PCE examiner application form posted on the College's homepage or the Alliance's website.

APPLICATION DEADLINE

Applications must be received by January 31, 2010.

MORE INFORMATION

Please contact examcoordinator@alliancept.org.

FINDING BALANCE CAMPAIGN

Physical therapists play a key role in the prevention of seniors falls



The Queen Mother, Nancy Reagan and Fidel Castro were all seniors who suffered serious consequences from a preventable fall. Sadly, thousands of Alberta seniors (one in three or approximately 62,500) suffer falls annually, often with devastating results.

On November 3, the Alberta Centre for Injury Control & Research (ACICR) launched the second annual Finding Balance Campaign, an annual month long provincial advocacy campaign to raise awareness on how to prevent falls and maintain mobility and independence in seniors. The campaign involves a coalition of health providers and health-related organizations and the provincial government. The Alberta Physiotherapy Association has participated in and supported this years and last year's campaign.

CAMPAIGN MESSAGES AND MATERIALS

The month long public awareness campaign involves promotional and media events including commercial spots (including one by a physical therapist) on Global TV stations across the province, an extensive website promotion (www.findingbalancealberta.ca) and media interviews with health care professionals. There are also promotional posters and patient flyers including the *The Keep Active-Exercise for Strength and Balance. Ask your doctor or health provider about the best type of exercise program for you*, flyer. Flyers are meant to be distributed to patients via health providers and posters to be displayed in provider clinics/offices to promote awareness. Both are available free of charge to physical therapists by calling ACICR at 780-492-6019 or contacting acicr@ualberta.ca

PHYSICAL THERAPIST'S FALL PREVENTION ROLE

Physical therapists play a key front-line role in patient education and injury prevention and rehabilitation. They see and treat seniors who have fallen and have resulting health consequences. Physical therapists also play a key role in information dissemination. Please take the opportunity to distribute falls prevention information to senior patients, and their families and caregivers.

Finding Balance also has health provider falls prevention resources (including an algorithm on management of seniors' falls) available free of charge from www.findingbalance.ca. The current algorithm is targeted to physicians however a new algorithm, designed for a variety of health professions will be available on the website shortly.

For more information about the campaign or for campaign materials contact ACICR at 780-492-6019 or acicr@ualberta.ca.

MEMBER SPOTLIGHT

Meet Marg Mooney, Director of Physiotherapy Strategies for Alberta Health Services. Learn how she represents and advocates for physical therapy/physical therapy services within an inter-professional allied health strategies team and what she considers as opportunities and challenges for the profession.

WHY DID YOU BECOME A PHYSICAL THERAPIST?

My sister saw a Glenrose physical therapist when I was in grade 7. I was intrigued by exercise combined with medicine.

WHAT IS YOUR BACKGROUND?

I have a Bachelor of Physical Therapy from the University of Alberta, a certificate in Hospital Department Management and a certificate from the SEARCH Canada Classic program.

My clinical career includes acute, long-term and home care, private practice and mental health, and work in urban and rural communities in Alberta and Ontario. My administrative career includes physical therapy department management, multi-disciplinary rehab service management and directing community rehabilitation programs and services.

DESCRIBE YOUR CURRENT POSITION?

I am the Director of Physiotherapy Strategies for Alberta Health Services (AHS), the organization responsible for health service delivery in the province. I belong to the Allied Health Strategies division.

Our team has directors for physiotherapy, speech language/audiology, occupational therapy/recreational therapy, psychology, social work/spiritual care, and respiratory therapy and directors for integration strategies and practice standards. We help AHS plan for key provincial initiatives and develop guidelines and models, and collaborate with operational team leaders who implement the plans locally.

The allied health strategies team supports operational leaders and executive and sets strategic direction for allied health services so AHS can meet its quality, access and sustainability goals. I also consult with key stakeholders in physical therapy to understand what's happening in the profession and the workplace.

HOW DO YOU VIEW PHYSICAL THERAPISTS' ROLE IN HEALTHCARE?

Physical therapists have broad and valued skill sets that can help people be active participants in society. We help maximize outcomes of medical and surgical interventions, prevent injuries, promote wellness and help people work towards functional milestones. Collaborating with other professionals and support personnel in acute and primary care, tertiary rehabilitation, home living, facility living, supportive living, and ambulatory teams is essential. The health system is under immense pressure, and we will all be tasked to help the system provide access to quality care within our means.

WHAT OPPORTUNITIES AND CHALLENGES DO YOU SEE FACING THE PROFESSION?

The challenges: providing evidence for what we do; understanding who we should collaborate with and defining our relationships with those professions; understanding what role is uniquely ours; and evolving practice and funding models that promote equitable access while considering best practices and available resources.

The opportunities: developing advanced practice roles; solidifying roles within primary care networks and urgent care teams; improving knowledge and skill sharing; and pro-actively shaping relationships with therapist assistants.

WHAT DOES THE FUTURE HOLD FOR THE PROFESSION?

A complex question with no simple answer! Physical therapists are valued across the continuum of care, and there are opportunities to introduce our skills to emerging health-care teams and practice settings. If the profession can evolve to meet the needs of patients within a changing health system, our future is promising. I am confident we can adapt to new and unanticipated situations, build on strengths and be goal focused—these are all cornerstones of rehabilitation practice. We help our patients do this every day. I'm sure we can similarly help ourselves.

GROUP HOME AND AUTO INSURANCE

Special rates now available to all College members

TD Insurance Meloche Monnex preferred home and auto group rates offered to Alberta Physiotherapy Association members, are now available to all College members, College staff, students, including spouses and dependant children living at home.

The group program includes home and auto insurance and motorcycles, all terrain vehicles, snowmobiles, recreational vehicles, recreational and rental properties, watercraft, travel and small business insurance.

For more information on TD preferred rates for physical therapists visit www.melochemonnex.com/albertaphysio.

WELCOME NEW AND RETURNING MEMBERS

For June 1, 2009 - September 30, 2009. Verify registration status via the online member directory at www.cpta.ab.ca.

NEW OR RETURNING

Valerie Arbeau
Brock Besharah
Nichole Chala
Loretta Dobbelsteyn
Stephanie Gales
David Hlibka
Kirsten Irvine
Troy Jones
Lindsay MacKeen
Devin Mann
Tahisha Naidu
Signe Peake
Shawna Pynten
Elizabeth Tomas
Andrea Zelinka

TEMPORARY LICENSE

Saumya Bejoy
Cheryl Budziszyn
Michael Carlos
Haley Derksen
Jasmine Eisenhaur
Nalin Fernando
Rena Hunter
Matthias Karner
Dena Kunzelman
Amy Lawrance
Neil Minshull
Megan Sapinski
Staicy Steephen
Sharyn Van Damme

COLLEGE OF PHYSICAL THERAPISTS OF ALBERTA

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Assistant registrar Joyce Vogelgesang
Continuing competence Audrey Lowe
Registration Erin Howes, Evelyn Stark
Communications Mara Simmonds
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