



# Program Notebook

June 30-July 1, 2017

African Pride 15 on Orange Hotel

# **INPTRA 2017: *Innovations in Physiotherapy Regulation around the Globe***

African Pride 15 on Orange Hotel

June 30- July 1, 2017

---

## **MISSION and VISION**

The International Network of Physiotherapy Regulators is an independent organization made up of physiotherapy regulators and other interested stakeholders whose purpose is to promote excellence in physiotherapy regulation.

The mission of INPTRA is to promote and contribute to the continuous development of leading regulatory practice through education, information sharing and other collaborative activities with key stakeholders worldwide.

Vision: To be recognized as the leading international authority on excellence in physiotherapy regulation, ensuring safe and competent practice.

## **SCHOLARSHIP AWARDEES**

The INPTRA Board of Directors awarded two scholarships to attend INPTRA 2017 to Pollyana Escano (Philippines) and Saurab Sharma (Nepal) based on their commitment to furthering the physiotherapy regulatory process in their countries.

Saurab will be discussing the regulatory models of Nepal during the sessions titled: *Physiotherapy regulation in Nepal*.



## INPTRA'S CHAIR WELCOMES YOU

---

On behalf of the International Network of Physiotherapy Regulatory Authorities, I welcome you to INPTRA 2017! The INPTRA board of directors, staff and I are very excited that you are investing your time with us to learn about international models of regulation and share your own experiences in physiotherapy regulation.

Your board includes: Paul Shinkfield, Deputy Chair (Australia); Greg Ross-Sampson, Treasurer (United Kingdom); Katya Masnyk, Director (Canada); and most recently Dianne Millette, Director (Canada). They provide the energy and leadership so essential to INPTRA's success. While I regret to announce Katya Masnyk, who has been an essential member of the board since 2012, has tendered her resignation, I am pleased to note Dianne Millette is our new Canadian Director.

The board sincerely thanks the members of the Conference Program Task Force: Dianne Millette (Canada); Charlie Flynn (Australia); Jill Humphries (Australia); Sanjeewa Tunpattu (Sri Lanka) and Michael Guthrie (United Kingdom) for curating a program with excellent topics and speakers who represent over half a dozen countries. The program is organized along themes, with presentations from various countries' perspectives and followed-up with small group discussions and report outs. As an attendee, you will be part of the overall program and will help us develop an international network that will benefit us all in the coming year.

We express gratitude and appreciation to the Federation of State Boards of Physical Therapy for their ongoing support as the INPTRA secretariat and especially to Mark Lane who has served as a tireless staff member to INPTRA since 2012.

I congratulate my fellow board members for their efforts over the past two years. Since the last INPTRA Conference, the board met in London to revisit and update our strategic direction and conducted almost ten web-based board meetings. We recently executed a Memorandum of Understanding with the World Confederation of Physical Therapy to work collaboratively on topics of interest to the profession and to the regulatory community. Our first two areas of focus will be Telehealth and Assistive Personnel. We look forward to this being the beginning of a long and successful collaborative effort.

We acknowledge the kind and generous support of our sponsors. We send a special “thank you” to Yardstick, the online testing company for the Canadian Alliance, and Prometric, the online testing company for the U.S. National Physical Therapy Examination, which is sponsoring the Welcome Reception. All our sponsors’ support has been crucial to bringing this meeting to fruition.

Thank you again for your commitment to INPTRA. If you have questions or if there is anything you need to make this experience more valuable or enjoyable, please speak to me or our wonderful staff members in attendance.

Warmly,



William A. Hatherill  
Chair, INPTRA Board of Directors

## INPTRA 2017 CONFERENCE COMMITTEE

---

INPTRA thanks the following members for their hard work in curating the program of this year's conference.

Charles Flynn  
Michael Guthrie  
Jillian Humphreys  
Dianne Millette  
Sanjeewa Tunpattu

## 2017 PROGRAM SPONSORS & MEMBERSHIP ROSTER

---

INPTRA thanks the following sponsors for their generous support of this year's conference.

### PLATINUM SPONSORS



#### Yardstick

At Yardstick, the latest developments in computer and web technology meet industry-renowned expertise to deliver rigorous and creative eLearning, psychometrics and high-stakes testing solutions.



#### Prometric

Prometric, a wholly-owned subsidiary of ETS, is a trusted provider of technology-enabled testing and assessment services. Its market-leading test development and delivery solutions allow clients to develop and launch global testing programs as well as accurately measure program results and data. Prometric reliably delivers and administers more than 8 million tests a year on behalf of approximately 300 clients in the healthcare, academic, financial, government, professional and corporate markets. It delivers tests flexibly via the Web or by utilizing a robust network of more than 6,000 test centers in more than 180 countries.

Headquartered in Baltimore, Maryland, U.S., Prometric has corporate offices in more than 16 locations around the world.



#### Federation of State Boards of Physical Therapy (USA)

**Mission:** To protect the public by providing service and leadership that promote safe and competent physical therapy practice.

**Vision:** To achieve a high level of public protection through a strong foundation of laws and regulatory standards in physical therapy, effective tools and systems to assess entry-level and continuing competence, and public and professional awareness of resources for public protection.



#### Foreign Credentialing Commission on Physical Therapy

**Mission:** FCCPT's mission is to support protection of the public through the evaluation and authentication of credentials and provision of related services in an ethical manner.

**Vision:** FCCPT is *the* recognized authority in evaluation of educational equivalence, credentials, and qualifications.

## SILVER SPONSORS



### Physiotherapy Alberta - College + Association

Regulating Albert's physiotherapy profession and acting as an association by providing member services.



### Canadian Alliance of Physiotherapy Regulators

The Canadian Alliance of Physiotherapy Regulators is a credentialing and assessment agency that provides evaluation services on behalf of their Members – the Canadian provincial and territorial regulators. On behalf of their Members, they review the education and qualifications of applicants educated outside of Canada to determine whether or not they are substantially different from those of Canadian-educated physiotherapists. For both Canadian and internationally-educated physiotherapists, they administer the Physiotherapy Competency Examination to determine their readiness for safe, effective and independent physiotherapy practice.

## BRONZE SPONSORS



### Clarke & Sampson, Inc.

Clarke & Sampson, Inc. is an independent insurance agency headquartered in Alexandria, Virginia (USA). Steadfast to core principals of trust and integrity, it serves clients in all 50 states and internationally. It provides a full range of both commercial and personal insurance products and has been serving clients since 1946. Clarke & Sampson, Inc. has won the "Business of the Year" title from the Alexandria Chamber of Commerce.

Anonymous (2)

---

INPTRA thanks the following organizations, jurisdictions, individuals, and others for their membership in 2017.

## ORGANIZATIONS

Canadian Alliance of Physiotherapy Regulators  
Conseil National de L'ordre des Masseurs-Kinésithérapeutes  
Croatian Council of Physiotherapists  
Federation of State Boards of Physical Therapy  
Physiotherapy Board of Australia  
Physiotherapy Board of New Zealand  
The Health and Care Professions Council

## JURISDICTIONS

Australian Physiotherapy Council  
College of Physical Therapists of British Columbia  
College of Physiotherapists of Ontario  
Physiotherapy Alberta College + Association

## INDIVIDUALS & OTHERS

Raul Agustin  
Seyi Ladele Amosun  
Allied Physical Therapy LLC  
William A. Hatherill  
Home Care & Hospice Compliance & Association  
Emmanuel John  
Mark Lane  
Susan Layton  
Katya Masnyk  
Brenda McKechnie  
Bernadette Reyes  
Gregory Ross-Sampson  
Paul Shinkfield



# MEETING SCHEDULE

Friday, June 30, 2017

---

7:00 AM – 8:20 AM      REGISTRATION

8:00 AM - 8:20 AM      BREAKFAST

8:20 AM - 8:30 AM      TABLE INTRODUCTIONS

8:30 AM - 8:40 AM      WELCOME

## **THEME: GOVERNANCE ISSUES IN REGULATION**

8:40 AM - 9:05 AM      *Regulation developments in UK*

Throughout the Globe regulators of healthcare professionals are operating in an increasingly volatile world. Political policy is communicated in 140 character sound bites, the electorate can no longer be relied on to make decisions that they once did, the validity of governmental institutions is under attack and legislation uncertainty is the norm. With Brexit underway what lessons can be learned on how Regulators can manage to be effective, efficient and ethical in the “New Normal”?

Speaker: Marc Seale

9:05 AM - 9:20 AM      *Erosion or Self-Regulation? The Ontario Experience*

In December 2014 Ontario Minister of Health established a task force to “help prevent and deal with cases of sexual abuse of patients by regulated health professionals.” The Task Force released its report in September 2016. It called for “bold change”.

Legislation to implement some of the recommendations was introduced in December 2016 (it is expected that change will have been implemented by the meeting).

This presentation will examine what led to appointment of the task force, its key recommendations, the government’s response and the operational and long term effects this is likely to have on self-regulation in Ontario.

Speaker: Shenda Tanchak

9:20 AM - 9:50 AM      *Community perspectives in the regulation of physiotherapists*

The National Law in Australia requires both practitioner and community members in the make-up of the National Boards and in other aspects of the National Registration and Accreditation Scheme in Australia. Embedding community member involvement in the regulation of physiotherapists and other regulated health professionals ensures both a multi-disciplinary view and a common sense perspective of the everyday person – a potential counter balance against the potential perception of conflict of interest of the practitioner members and the bureaucratic perspective of AHPRA.

Engagement with the community facilitates a balanced view within AHPRA and the Boards when exercising regulatory functions and public awareness of health regulation.

Speakers: Philippa Tessmann and Lyn Green

9:50 AM - 10:10 AM BREAK

10:10 AM - 10:40 AM *Physiotherapy regulation in Nepal*

Physiotherapy is a new profession in Nepal with only one physiotherapy school in the entire country, which turned seven years. Nepal is seeing the signs of starting more schools in the near future. The number of physiotherapists is rapidly increasing and has further chances of exponential growth. Soon Nepal may have more physiotherapists than it needs if it does not intervene in a timely fashion. This will create a danger of compromised quality of education and patient care. The speaker will share the issues and challenges associated with physiotherapy regulation and Nepal's proposed strategies to tackle the problems.

*Physical Therapy in the Philippines*

The talk will introduce Physical Therapy in the Philippines, particularly Regulations, the Physical Therapy Law governing Physical Therapy Practice in the country; a new law which is the Continuing Professional Development (CPD) Law to take effect this 2017; the local Curriculum and Outcomes-based Education, the Board Exams, the ASEAN Integration and issues on Mutual recognition arrangements.

Speakers: Saurab Sharma and Bernadette Reyes

10:40 AM - 11:10 AM SMALL GROUP DISCUSSION ON MODELS OF REGULATION

11:10 AM - 11:20 AM REPORT BACK

11:20 AM - 11:25 AM EXERCISE BREAK

11:25 AM - 11:50 AM CAFÉ SESSIONS (choice of 2)

*Complaint categorization, is there need for standardization? The New Zealand experience.*

The Physiotherapy Board of New Zealand, as the national regulatory authority, receives complaints from the public, profession, and others concerning competence, conduct, and medical notifications. The move to risk-based regulation requires careful analysis of data to develop and identify profiles of potential at-risk individuals. Statistics have minimal value unless the data is aggregated, accurate, collected in a systematic manner, and comparable. The New Zealand experience will be described, including the challenges that we have encountered and potential solutions.

Speaker: Jon Warren

*Developing a Core Standards of Practice for Physiotherapists in Canada*

In 2014 regulators in Canada secured a grant to develop core Standards of Practice for Physiotherapists. Nine physiotherapy regulators participated in the development and are in various stages of implementation. An outline of the process used to develop the core Standards will be described along with lessons learned. A copy of the core Standards will be made available to participants.

Speaker: Dianne Millette

*When Less is More - Developing a Single Code of Professional Conduct for Physiotherapy in Canada*

In 2016, The Registrars' Committee of the Canadian Alliance of Physiotherapy Regulators collaborated on the development of a single regulatory Code of Ethics – merging 10 jurisdictional documents into a single Code. The Regulatory Code was then further harmonized with the Association Code of Ethics to form a single Code of Ethical Conduct for all physiotherapists in Canada. Principles used to guide the development of a single code, as well as other enabling factors and other lessons learned will be highlighted. A copy of the harmonized Code will be made available to participants.

Speaker: Katya Masnyk

11:50 AM - 12:20 PM LUNCH

12:20 PM - 12:30 PM TABLE INTRODUCTIONS

**THEME: EDUCATION AND REGULATION**

12:30 PM - 12:55 PM *Physiotherapy education and training: A role for regulation in facilitating innovation?*

Regulators have an important role to play in quality assuring pre-registration education and training to ensure that standards for patient safety are met.

This presentation will discuss the Health and Care Professions Council (HCPC)'s approach to quality assuring education and training for physiotherapists, making reference to innovative models of curriculum design and education delivery. It will draw on the HCPC's recent consultation on its standards of education and training to describe one approach to balancing the desire to ensure that important outcomes are achieved, whilst avoiding unnecessary prescription which might stifle innovation.

Speaker: Elaine Buckley

12:55 PM - 1:20 PM *Internationally shared entry level requirements – the challenge of addressing cultural safety*

The Physiotherapy Practice Thresholds in Australia and Aotearoa New Zealand (the thresholds) describe the threshold competence required for initial and continuing registration as a physiotherapist in Australia and Aotearoa New Zealand. They are the first and only internationally shared resource of their kind for the physiotherapy profession and are freely available for other countries to adopt.

In order to highlight the potential for entry level thresholds to be shared internationally, the presentation will outline the way in which cultural safety in physiotherapy practice aspects of the thresholds are portable, even in the absence of a founding document such as a Treaty.

Speaker: Alison Bell and Charles Flynn

1:20 PM - 2:05 PM *Challenges of Regulating the Scope of Practice of Physiotherapists in Africa when multiple Entry-Level Education Co-exist*

The Panelists will discuss the different levels of entry-level education available and co-existing in Africa; the current trend of Master and PhD as the only pathway for advanced knowledge and specialization in Physiotherapy in Africa; and the question relating to whether Africa is ripe for Doctor of Physiotherapy entry-level education, as currently

being advocated for, in Ethiopia and Nigeria. Further, the panelists will discuss the regulatory challenges related to multiple entry-level educated physiotherapists' co-existing, and a need to set scope of practice boundaries based on entry-level education.

Speakers: Olufunke T. Akanle, Seyi Ladele Amosun, Emmanuel B. John and Ushotanefe Useh

2:05 PM - 2:45 PM SMALL GROUP DISCUSSION ON EDUCATION AND REGULATION

2:35 PM - 2:45 PM REPORT BACK

2:45 PM - 3:05 PM BREAK

**THEME: PROFESSIONALISM, POLICY AND PRACTICE**

3:05 PM - 3:45 PM *Professionalism: where ethics and regulation intersect*

Professionalism is what the public expects of physical therapists. In return for the behaviors expected of a professional, the profession is permitted to self-regulate to ensure safe and effective care. Regulation is a mix of professional standards: Codes of Ethics and mandates; laws and regulations. The behavior of professionals is guided by the aspirations of ethics and the requirements of law. This session will explore how ethics and regulation intersect and protect patients in different regions of the world. At the same time the common theme of ensuring professional responsibility and respect for patients will be highlighted.

Speakers: Jill Humphreys, Nancy R. Kirsch, Nassib Tawa and Sanjewa Tunpattu

3:45 PM - 4:25 PM *When the profession evolves, how does regulation keep up?*

Policy changes typically take a long time to get approved and implemented even with good policy development and excellent work by those making the change. When implementing new innovations or eliminating older overly prescriptive standards does the length of time get in the way of progress and what do we do in the mean time? This panel discussion will include audience participation.

Speakers: Raul G. Agustin, Elaine Buckley, Fiona Campbell and Richard Woolf

4:25 PM - 4:50 PM *Nurturing and supporting patient-centered professionalism: Professional bodies' role in achieving a shift of focus in how the physiotherapy profession is regulated*

This session will focus on progressing pre-emptive activity to strengthen registrant engagement in meeting regulatory standards and patient-centered professionalism. It will consider regulators' appropriate collaboration with other parties (particularly professional bodies) to foster and sustain professionalism and a culture of professional engagement. It will encourage consideration of

- Adopting a pre-emptive approach to regulation, focused on patient-centered professionalism
- Working differently and more collaboratively with others to sustain a more pre-emptive approach
- Sharing existing and emergent good practice, including to evaluate the impact of more pre-emptive approaches (e.g. fewer fitness to practice cases over time).

Speaker: Sally Gosling

4:50 PM -5:15 PM

CLOSING REMARKS

5:15 PM – 6:30 PM

COCKTAIL RECEPTION & GROUP PICTURE

---

# MEETING SCHEDULE

Saturday, July 1, 2017

---

8:00 AM - 8:20 AM      BREAKFAST

8:20 AM - 8:30 AM      TABLE INTRODUCTIONS

## **THEME: DIGITAL ISSUES IN REGULATION**

8:30 AM - 9:10 AM

*International Look at Innovation and Regulation: Physiotherapy via Telehealth Delivery*  
Advancements in technology have created expanded and innovative treatment options for clinicians and clients while posing challenges to physical therapy regulators. The use of technology to deliver physical therapy services has grown significantly internationally, and yet, questions and concerns remain regarding appropriate and effective regulation.

The presenters will discuss information gathered and steps taken by regulators in the country to ensure safe, ethical, and effective care delivered via telehealth. Methods to reduce regulatory barriers and increase access in underserved areas will be presented. The considerations and challenges of developing regulatory policy for rapidly changing technology will be discussed.

Speakers: Leslie Adrian, Dr. Maurice Mars and Diana Sinnige

9:10 AM - 9:30 AM

*Advertising of regulated health services in Australia*

This presentation proposes to explain the restrictions placed on the advertising of regulated health services in Australia and how they protect the public from harm. We will explain why these restrictions have been included in the National Law, the administration of them and their impact on physiotherapists and physical therapists under the Australian regulatory framework which protects title rather than scope of practice.

Speakers: Alison Bell and Jill Humphreys

9:30 AM - 9:45 AM      LARGE GROUP DISCUSSION

9:45 AM - 10:05 AM      BREAK

## **THEME: DATA DRIVEN REGULATION**

10:05 AM - 11:05 AM

*Exploring the risks to the competence of physiotherapists*

Increasingly there is attention to the risks and supports to competent practice. Three Canadian jurisdictions - British Columbia (BC), Quebec, Ontario - have considered risks and supports to the competence of physiotherapists. Each jurisdiction approaches the collection of data on risks and supports among physiotherapists differently: in BC through an annual anonymous self-assessment; in Quebec through a systematic review of individuals' personal and professional information, and in Ontario by retrospectively looking at individuals' characteristics, complaints and quality assurance data with an eye to the presence or absence of risks. We also look at how considering registrant risks informs regulatory programs.

Panelists: Susan Glover Takahashi, Denis Pelletier, Chris Smerdon and Shenda Tanchak

- 11:05 AM - 11:20 AM    LARGE GROUP DISCUSSION
- 11:20 AM - 11:25 AM    EXERCISE BREAK
- 11:25 AM - 11:55 AM    *Using research to prevent harm before it happens*  
 This presentation will describe the Physiotherapy Board of Australia’s recent work to dive deeply into and analyze physiotherapy-specific complaints data in order to detect hotspots of risk. It will also highlight the opportunities for regulating physiotherapists more effectively and efficiently by drawing upon a range of cross professional research projects that will ultimately contribute to the capability to better recognize and prevent harms before they happen.
- Speaker: Cherie Hearn
- 11:55 AM - 12:20 PM    *Risk-based research opportunities*  
 The National (Australian) Regulation and Accreditation Scheme aims to be recognized as a leading risk-based regulator. This necessitates the adoption of a working definition of risk-based regulation that reflects its agreed essential elements of selective action to reduce identified risks and harms, targeting resources where risks are higher, using evidence based and innovative regulatory practices, and seeking to reduce the overall costs and burden of regulation.
- This presentation will describe the opportunities and challenges arising for this initiative in the complex legal, political and organizational environment of a national multi-professional regulatory scheme. Discussion will include opportunities for greater international collaboration in physiotherapy and other health practitioner regulatory research, including the potential for development of an international physiotherapy regulatory research framework.
- Speaker: Charles Flynn
- 12:20 PM - 1:00 PM    LUNCH
- 1:00 PM - 1:10 PM    TABLE INTRODUCTIONS
- 1:10 PM - 1:40 PM    *Understanding the prevalence of fitness to practice concerns*  
 Paramedics and social workers are consistently overrepresented in the fitness to practice cases handled by the HCPC. This session will discuss the emerging findings of ongoing commissioned research designed to better understand this trend and, importantly, what might be done about it.
- The intention of the research is to help identify what preventative actions could be taken by all those involved in practice, education, employment, representation and regulation in these professions. The research will also help identify how similar work of this kind might be undertaken in the future for other professions and for cross-professional issues.
- Speaker: Michael Guthrie

1:40 PM - 2:20 PM	<p><i>Regulation Activities as Human Capital Management: Efforts in the United States and Australia</i></p> <p>Regulation is often seen as playing a very limited role in promoting public health, for example by restricting practice to competent practitioners and requiring compliance with legal and professional standards. This presentation presents the idea that regulatory organizations may be able to do much more to promote public health by viewing regulation as a problem of human capital management (HCM). From this perspective, regulators would take a more active role in promoting higher levels of competence, encouraging the professional community to address public health gaps, and utilize their resources to contribute to the evidence base for regulation. Two HCM experts will discuss the HCM model and its relation to regulation, and a third presenter will illustrate how the Australian Health Practitioner Regulation Agency (AHPRA) has embraced much of this approach in their regulatory activities.</p> <p>Speakers: Lorin Mueller and Charles Flynn</p>
2:20 PM - 3:00 PM	SMALL GROUP DISCUSSION ON RISK PRESENTATIONS
3:00 PM - 3:20 PM	REPORT BACK
3:20 PM - 3:40 PM	BREAK
3:40 PM - 4:20 PM	<p><i>Rapporteur and role of regulatory boards</i></p> <p>The excitement of sharing the rights and responsibility of regulating the delivery of physical therapy services for the protection and benefit of patients is the thrust of our two days together. This summary of our discussions will culminate with a discussion about the evolutionary role of our regulatory boards. In our regulatory capacity we are consistently seeking to identify the next challenge on our path to excellence in physical therapy service. The report of INPTRA 2017 should ignite in each of us the resolve to share what we learned, with the goal of moving regulation internationally to the next level.</p> <p>Speaker: Nancy R. Kirsch</p>
4:20 PM - 4:50 PM	<p><i>A Conversation with the INPTRA Board Chair</i></p> <p>INPTRA has exciting things unfolding! In this session, the INPTRA Chair will share the current agenda and initiatives and provide an opportunity for you to provide input into this agenda. Learn about the INPTRA strategic plan as well as ways to become involved in and support the organization.</p> <p>Speakers: William A. Hatherill</p>
4:50 PM - 5:00 PM	WRAP UP and ADJOURN
5:30 PM	DEPARTURE FOR OPTIONAL OUTING



## 2017 SPEAKERS

---



**Leslie Adrian, PT, DPT, MPA**

*Director of Professional Standards, Federation of State Boards of Physical Therapy (USA)*

Leslie Adrian is the Director of Professional Standards for the Federation of State Boards of Physical Therapy. Leslie oversaw the research, writing, and publication of the FSBPT paper ***Telehealth in Physical Therapy: Policy Recommendation for Appropriate Regulation***. Over the last five years, Leslie has extensively researched methods of increasing licensure portability, co-authoring many resources for Federation members on the topic. Leslie has been on the front edge of the Physical Therapy Licensure Compact initiative from background research to current legislative efforts. Leslie's responsibilities include responding to the needs of member state boards, tracking relevant legislative activities, and developing standards for internationally educated physical therapists.



**Raul G. Agustin**

*Member, Professional Regulatory Board of Physical Therapy, Professional Regulation Commission (Philippines)*

Raul is a member of the Professional Regulatory Board of Physical and Occupational Therapy, Professional Regulation Commission and represents the board at the Technical Committee for Physical Therapy Education, Commission on Higher Education. He is also a lifetime member of the Philippine Physical Therapy Association, Inc.



**Olufunke T. Akanle, PT, MScPT (Ibadan), MScPT (Lagos),  
FIHIMCN, MICA**

*Registrar/CEO, Medical Rehabilitation Therapists (Registration) Board of Nigeria*

Olufunke T. Akanle, PT, MScPT (Ibadan), MScPT (Lagos), FIHIMCN, MICA, is the Registrar/CEO, Medical Rehabilitation Therapists (Registration) Board of Nigeria (MRTB). The MRTB regulates the training and practice of seven professions in Medical Rehabilitation: Physiotherapy, Occupational Therapy, Speech Therapy, Audiology, Orthotics and Prosthetics, Osteopathic and Chiropractic Medicine. Statutorily, as the Registrar of the Board, she has led accreditation visitation teams on several occasions for clinical & academic institutions accreditation on-site visits; she has convened Curriculum development and upgrading for Physiotherapy training program (DPT) and for other Medical rehabilitation Professions. She is also a member of the curriculum review committee for West African Health Organization (WAHO), of the Economic Community of West African Countries (ECOWAS). The WAHO is the West Africa regional agency charged with the responsibility of safeguarding the health of the peoples in the sub-region by ECOWAS. Olufunke was also one of the three panelists for an INPTRA Regulatory Bodies Webinar presentation in 2016.



**Seyi Ladele Amosun, PhD, PGDip Health Professional Education**  
*University of Cape Town, South Africa*

Seyi Ladele Amosun has been a physiotherapist for about 40 years, with over 30 years in physiotherapy education. He has been privileged to engage in attempts to upgrade diploma training programs in Africa to university degree levels. He was part of the faculty in South Africa that developed the first upgrading program, which has successfully empowered the graduates who returned to their countries to start degree programs. This offered opportunity to get involved in curriculum development in different African countries. In order to make informed contributions, he obtained a postgraduate diploma in Health Professional Education.



**Alison Bell**

*Practitioner member, Physiotherapy Board of Australia*

Ali Bell is a practitioner member of the Physiotherapy Board of Australia and also a member of the Board's Registration and Notifications Committee. Ali is a lecturer (second year coordinator, Physiotherapy program) at the University of South Australia, and a Director of Physio to Fit (various services e.g. professional development for physiotherapists, assistants). Ali has been involved in the regulation of physiotherapists in Australia since 1995 and held positions in related professional associations since the 1980s.



**Elaine Buckley**

*Chair of Council, Health and Care Professions Council (UK)*

Elaine Buckley was appointed Chair of Council in 2015, following an 18 month appointment as a registrant member of Council. Elaine qualified as a physiotherapist in 1981. She was appointed as Orthopedic General Manager in 1993. She then moved into higher education over 20 years ago, her most recent role was Assistant Dean in the Faculty of Health and Wellbeing, providing academic leadership in areas of academic quality and enhancement. She has also led on international development projects including working with governments in countries such as Iraq and Libya, advising and supporting on the development of their healthcare workforce.



**Fiona Campbell**

*Senior Physiotherapist Advisor, College of Physiotherapists of Ontario (Canada)*

Fiona worked as a clinical PT for almost 20 years before joining the regulatory body for physiotherapists in Ontario, Canada. Fiona's main role is interfacing with physiotherapists and other stakeholders about the rules and regulations governing practice. In a new, exciting College initiative, Fiona visits PTs in their practice sites and local venues talking directly with the profession about regulatory changes and hears first-hand how this impacts practice.



## Dr. Charles Flynn

*Chair, Physiotherapy Board of Australia*

Charles Flynn has been a practitioner member of the Physiotherapy Board of Australia since 2009 and was appointed National Board Chair by the Australian Health Ministers in 2016. Charles has been a private practitioner in regional Victoria since 1980 and achieved a Doctor of Philosophy from Melbourne University in 2003 with the thesis Clinical recognition and treatment of segmental instability of the lumbar spine. Amongst other member appointments, Charles is a member of the AHPRA Research and Data Committee.



## Susan Glover Takahashi, BSc (PT), MA (Ed), PhD

*Faculty of Medicine, University of Toronto (Canada)*

Dr. Susan Glover Takahashi has a degree in Physical Therapy and a Masters and a Doctorate degree in Education. Her career has included clinical work and leadership in physiotherapy and for almost 10 years, she was the Executive Director at the Canadian Alliance of Physiotherapy Regulators. Currently, she is the Director of Education, Curriculum Integration & Research in the Postgraduate Medical Education office at the University of Toronto and an Assistant Professor in the Faculty of Medicine. Her research includes studying performance and competence in health professionals and designing curriculum programs and systems to support competence.



## Dr. Sally Gosling

*Assistant Director, Practice & Development, The Chartered Society of Physiotherapy, UK*

Dr. Sally Gosling is an assistant director of practice & development for the Chartered Society of Physiotherapy (CSP), the professional and representative body for physiotherapists and physiotherapy support workers and students in the UK. She leads CSP work relating to education, workforce development and professional regulation. She has led projects on professionalism, including production of the CSP's *Code of Members' Professional Values and Behaviours* and government-funded initiatives across the allied health professions, all founded on the CSP's outcomes-based approach to continuing professional development (CPD). She has represented the CSP and other member organisations on a number of UK regulatory body working groups to set and update standards.



## Lyn Green

*Community member, Physiotherapy Board of Australia*

Lyn is a Community Member of the Physiotherapy Board of Australia since August 2012. She is also a member of the Board's Continuous Improvement Committee, and a member of the AHPRA cross-professional Statutory Offences Working Group and Panels reference Group. Lyn is an educational professional with 31 years experience across a wide range of educational services. During the last 14 years of her education career, Lyn held school Principal and Deputy Principal positions within the Queensland Education system. Lyn also has experience in teaching at Primary and Tertiary levels.



## Michael Guthrie

*Director of Policy and Standards, Health and Care Professions Council (UK)*

Michael Guthrie has been Director of Policy and Standards at the Health and Care Professions Council since 2009. Michael's responsibilities include setting and reviewing professional standards; working with key stakeholders including government to bring further professions into statutory regulation; and representing the HCPC on numerous working groups at national level. Michael has led the development of a dedicated research strategy and is passionate about using robust research evidence to inform regulatory decision making. Michael holds an MSc in Public leadership and management from the University of Warwick.



## William A. Hatherill

*Chief Executive Officer, Federation of State Boards of Physical Therapy and Chair, INPTRA Board of Directors (USA)*

William A. Hatherill has over thirty years of experience in healthcare strategy and management and has spent over 15 years as CEO of the Federation of State Boards of Physical Therapy (FSBPT). His broad and deep experience includes expertise in organizational design and management, feasibility analyses, and operations, enabling companies to improve their productivity, quality, and competitiveness. Prior to joining FSBPT, Bill held executive positions, including president and corporate operations officer, in a variety of organizations: Texas Tech University Health Science Center, American Medical International, Republic HealthCorp, and St. Paul HealthCorp. Bill has also enjoyed a successful consulting career.



## Cherie Hearn

*Practitioner member, Physiotherapy Board of Australia*

Cherie was appointed as a practitioner member to the Physiotherapy Board of Australia in 2015 and prior to that had been a member of the Board's Registration and Notifications Committee. Cherie is the Director of Physiotherapy Services at the Princess Alexandra Hospital in Brisbane where she is responsible for strategic development, leadership, financial and operational management for the physiotherapy service for over 150 staff. Cherie has been involved in public sector physiotherapy for many years and holds a Masters of Health Science (Health Management) and is a Fellow of the Australasian College of health Service Management.



## Jill Humphreys

*Executive Officer, Physiotherapy Board of Australia*

Jill is the Executive Officer for the Physiotherapy Board of Australia, as well as for the Aboriginal and Torres Strait Islander Health Practice Board of Australia, and is an employee of the Australian Health Practitioner Regulation Agency (AHPRA). Jill holds a Masters of Health Policy from Sydney University and has been involved with health regulation since 2010. Prior to this, Jill was a policy officer and manager of assessment of overseas trained health practitioners for two specialist medical colleges.



### Emmanuel B. John, PT, DPT, PhD, MBA

*Associate Professor & Chair, Chapman University, Irvine, California (USA)*

Emmanuel B. John, PT, DPT, PhD, MBA, is Associate Professor & Chair, Department of Physical Therapy, Chapman University, Irvine, CA, USA. Dr. John received his BSc Physiotherapy degree from the University of Lagos, Nigeria, a Doctor of Physical Therapy from Alabama State University, a PhD in Rehabilitation Science from University of Kansas Medical Center, Kansas City, USA, and a Master of Business Administration from Louisiana State University, LA. Dr. John has been involved as a consultant and as an Accreditation Onsite Visitor for the Medical Rehabilitation Therapists (Registration) Board of Nigeria. He has national (USA) and international (Nigeria) accreditation experiences.



### Nancy R. Kirsch, PT, DPT, PhD

*Board of Directors, Federation of State Boards of Physical Therapy (USA)*

Nancy Kirsch is from the USA. She is the Director of the Doctor of Physical Therapy Program at Rutgers, The State University of New Jersey. She currently serves on the licensing board in New Jersey and is President of the Board of Directors of the Federation of State Boards of Physical Therapy. She was President of the NJ Chapter of the American Physical Therapy Association and was a member and chair of the APTA national Ethics and Judicial Committee. Her research interests are in professionalism, ethics and regulation and how these areas intersect or diverge from one another.



### Dr. Maurice Mars

*Head of The Department of Telehealth, Nelson R. Mandela School of Medicine, University of KwaZulu-Natal (South Africa)*

Maurice Mars MBChB, MD is Professor of TeleHealth at the University of KwaZulu-Natal. He is editor of the *Journal of the International Society for Telemedicine and eHealth* and serves on the editorial boards of several eHealth journals. Mars is a past President of the South African Telemedicine Association and served on the Ministerial Advisory Committee on Health Technology in South Africa. Mars is active internationally, serving on committees of the American Telemedicine Association, International Society for Telemedicine and eHealth, the International Medical Informatics Association and is a member of the BRICS Telemedicine Experts Group. His Department provides postgraduate education in both medical informatics and telemedicine to students in several African countries.



### Katya A. Masnyk

*CEO, Canadian Alliance of Physiotherapy Regulators*

Katya Masnyk is the CEO of the Canadian Alliance of Physiotherapy Regulators and a self-proclaimed “policy wonk.” Katya is committed to promoting regulatory excellence through a strong commitment to the public interest. She also has a keen interest in system transparency and the public reporting of performance indicators. Katya has published and presented publicly on board governance, policy development, strategic planning and the use of performance indicators and public reporting in a comprehensive quality improvement cycle. She currently serves as Chair of the Board of the Canadian Network of Agencies for Regulation. Katya completed a B.A. and a Master’s of Health Sciences from the Johns Hopkins



University. She immigrated to Toronto in 1991 to study health policy and has remained in Canada ever since.



### **Dianne Millette**

*Registrar, College of Physical Therapists of British Columbia (Canada)*

Dianne has been involved in physiotherapy regulation since 1988 and is currently the Registrar of the College of Physical Therapists of British Columbia. Dianne is a new member of the Board of INPTRA and is a member of the International Scientific Committee of the World Confederation of Physical Therapy. Dianne is a physiotherapist and completed a Master's of Science, Health Administration from the University of Toronto in Ontario Canada.



### **Lorin Mueller, PhD, SHRM-SCP**

*Managing Director of Assessment, Federation of State Boards of Physical Therapy (USA)*

Lorin Mueller, PhD, SHRM-SCP is the Managing Director of Assessment at the Federation of State Boards of Physical Therapy (FSBPT), where he oversees the development and validation of the National Physical Therapy Examination (NPTE). Prior to joining FSBPT, Lorin was a Principal Research Scientist at the American Institutes for Research, where he consulted on educational and workforce development research for a wide range of applications and occupations, such as health careers, national security, human resources, logistics, and air traffic control.



### **Denis Pelletier, PT, M.Sc.**

*President, Ordre professionnel de la physiothérapie du Québec*

After completing physical rehabilitation therapy training in 1986, Mr. Pelletier went on to graduate in physiotherapy from Ottawa University in 1991. In 2011, he earned a Master's degree in kinanthropology at Sherbrooke University. He also obtained a certificate in teaching in 2006. A clinician for 22 years now, he served as an instructor at the School of Rehabilitation in the Faculty of Health Sciences at Sherbrooke University and taught in the Department of Physical Rehabilitation Techniques at Cégep de Sherbrooke and has been an OPPQ trainer since 2005. He is president of OPPQ since May 30, 2014.



### **Bernadette M. Reyes**

Ms. REYES graduated with a Bachelors Degree in Physical Therapy from the College of Allied Medical Professions of the University of the Philippines in 1974. She holds a Masters degree in Hospital Administration. Prior to her current appointment she practised in clinical settings in her country and in the United States. She has been a Member of the Regulatory Board for Physical Therapy and Occupational Therapy of the Professional Regulation Commission since 2002. Currently she is Chairperson of the Continuing Professional Education Council for Physical Therapy. She is a recipient of numerous awards and recognition from the Philippine government, the national organization and the private sector. She was President of the Philippine Physical Therapy Association from 1989-1992.



## Marc Seale

*Chief Executive and Registrar, Health and Care Professions Council (UK)*

Marc Seale is the Chief Executive and Registrar of the Health and Care Professions Council since November 2001. Marc has been a member of numerous Government committees and working groups, a Non-Executive Director of three NHS Trusts and served as President of the Council of Licensure Enforcement and Regulation (CLEAR). A scientist by training, Marc's career has been spent working in a variety of commercial organisations. These have included Inmarsat, the satellite Inter Governmental Organisation (IGO), and British Gas. His responsibilities have covered general management, finance and marketing.



## Saurab Sharma

*Assistant Professor, Kathmandu University School of Medical Sciences, Nepal*

Saurab Sharma is an Assistant Professor at Kathmandu University School of Medical Sciences, Nepal and a subject committee member for physiotherapy at Nepal Health Professional Council (NHPC). He collaborated with (national and international) physiotherapy experts to improve quality of physiotherapy education and practice in Nepal. He led several projects including (but not limited) to: (1) revision of the code of conduct for physiotherapy practice within the country; (2) revision of minimum requirement for starting an entry level physiotherapy course in Nepal; and (3) development of license examination policy for practicing physiotherapy in Nepal.



## Diana Sinnige, BScPT, MA

*Policy & Communications Lead, Canadian Alliance of Physiotherapy Regulators*

Diana Sinnige is the Policy & Communications Lead at the Canadian Alliance of Physiotherapy Regulators. In this role, Diana conducts evidence-based policy research and development in support of physiotherapy regulators across Canada. Currently, Diana is working with regulators as they implement a memorandum of understanding drafted to remove regulatory barriers and allow access to telerehabilitation services that cross provincial and territorial borders. Diana has a BSc in Physiotherapy, an MA in Liberal Studies and a post baccalaureate Certificate in Healthcare Management.



## Chris Smerdon

*Quality Assurance Program Manager, College of Physical Therapists of British Columbia (Canada)*

Chris obtained a BSc in Physical Therapy from the University of British Columbia in 1992 and a MSc in International Health in 2005 in Europe. Her clinical experience has been varied but primarily in pediatrics. Her work has included extended periods in low-resourced settings. Chris began working at the College of Physical Therapists of BC in 2014 as the Manager of the Quality Assurance Program, where she is responsible for the administration and ongoing development of a risk-based self-assessment, a clinical and regulatory online exam, and in the future a direct assessment of professional performance and remediation for certain physiotherapists.



## Shenda Tanchak

*Registrar and CEO, College of Physiotherapists of Ontario (Canada)*

Shenda Tanchak has been the Registrar and CEO of the College of Physiotherapists of Ontario (CPO) since June 2012. She has more than 20 years of experience working in the health regulatory community. Prior to that, she worked as a lawyer, a teacher and in advertising and public relations.



## Nassib Tawa

*(Dr.) Physiotherapy Council of Kenya*

Nassib, a South African trained physiotherapy trainer and practitioner in Kenya, holds a PhD in Physiotherapy. He currently serves as the chairperson of the physiotherapy council of Kenya, the professional regulatory authority legally mandated to regulate training, licensing and practice physiotherapy in Kenya.



## Philippa Tessmann

*Practitioner member, Physiotherapy Board of Australia*

Pippa was appointed as a practitioner member to the Physiotherapy Board of Australia in 2009. She is currently Deputy Chair of the Board and is a private practitioner in Alice Springs. As well as this, Pippa is a lecturer for the Flinders Medical School registrar training program and for remote area nursing. Pippa's experience includes clinical practice in public and private hospitals and in a remote private practice setting, clinical education, business management and governance. Pippa's work is published in many physiotherapy journals regarding treatment of sports injuries and the opportunities presented by living in a rural and remote location.



## Sanjeewa Tunpattu

*Secretary (International Affairs), Chartered Society of Physiotherapy Sri Lanka*

Sanjeewa Tunpattu is a senior physiotherapist of the National Hospital of Sri Lanka. He graduated from the School of Physiotherapy and Occupational Therapy and the Open University of Sri Lanka. He has completed Certificates in Life support for Physically Disabled from the International University of Health and Welfare, Japan.

Tunpattu has been a visiting lecturer at the University of Peradeniya, University of Colombo and School of Physiotherapy and Occupational Therapy, Sri Lanka. He has been a consultant on exercises and physical activities to the Japan International Cooperation Agency. He is a resource person for the Youth, Elderly and Persons with Disabilities Unit of the Ministry of Health, Sri Lanka.

Tunpattu has been the secretary of the Sri Lanka Society of Physiotherapy since 2005. Also he is a members of the Executive committee of the Government Physiotherapists, association and has been the Chair of the joint working committee on ethics, professional and education development.





## Ushotanefe Useh, PhD

*North West University, Mafikeng Campus, South Africa*

Ushotanefe Useh is a physiotherapist with over thirty-four years' experience and has been involved in physiotherapy Curriculum Development for more than seventeen years. He has practiced and lectured in more than five countries including, South Africa, Nigeria, Zimbabwe, Saudi Arabia and the United Kingdom. He is a fellow of the Higher Education Academy (United Kingdom) and is completing a degree in Law. His legal training has provided him with a clearer jurisdictional understanding in professionalism and scope of physiotherapy practice. He is currently a Professor and Director of Research and Postgraduate Studies, North West University, Mafikeng, South Africa and a member of different professional organizations.



## Jon Warren

*Professional Advisor, Physiotherapy Board of New Zealand*

Jon Warren is a New Zealand educated physiotherapist. Since graduating, Jon has worked in New Zealand, Canada, United Kingdom, Ireland and the US. His experience includes 20 years running his own successful private practice in Napier, New Zealand. He has represented the New Zealand profession for many years from provincial through to international levels in many capacities, including four years as President of Physiotherapy New Zealand. After five years teaching physical therapy, including ethics, in the US he returned to New Zealand in July 2016 to take up the role as professional advisor for the Physiotherapy Board of New Zealand.



## Richard Woolf, PT, DPT, CSCS

*Assessment Content Manager, Federation of State Boards of Physical Therapy (USA)*

Richard Woolf, PT, DPT, CSCS is the Assessment Content Manager at the Federation of State Boards of Physical Therapy (FSBPT). He works closely with volunteer physical therapists and physical therapist assistants to develop the content for the National Physical Therapy Examination and related products. He is a Certified Strength and Conditioning Specialist with the National Strength and Conditioning Association. He received his Master of Physical Therapy from Northern Arizona University and his Doctorate of Physical Therapy from A.T. Still University -- Arizona School of Health Sciences.

Thank you for attending our conference!

The INPTRA Board of Directors:

*William A. Hatherill, Chair*

*Paul Shinkfield, Deputy Chair*

*Greg Ross-Sampson, Treasurer*

*Dianne Millette, Director*

---

International Network of Physiotherapy Regulatory Authorities

124 West Street South, Third Floor

Alexandria, VA 22314 USA

[info@inpra.org](mailto:info@inpra.org)

[www.INPTRA.org](http://www.INPTRA.org)