



ONTARIO
PHYSIOTHERAPY
ASSOCIATION

ANNUAL REPORT

2024

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Message from the President & CEO

A Message from Ontario Physiotherapy Association President – Courtney Bean and Ontario Physiotherapy Association CEO – Sarah Hutchison

Our Annual Report provides an important opportunity to look back and reflect on our accomplishments, acknowledging the significant advances in the physiotherapy profession over the past year. These advances are only possible because of our strong membership base, the dedicated volunteers who step forward to serve on our Board, Committees, Working Groups and Districts, and our hard-working staff. We are part of an extraordinary community, working collaboratively at the provincial level and in partnership with the Canadian Physiotherapy Association to advance our profession nationally.

This has been a transformative year for the OPA as we welcomed new leadership – a new President and a new CEO in 2024. We have been intentional in our efforts to broaden engagement across our community and were incredibly pleased with the enthusiastic response to our "New Voices, New Ideas, New Opportunities" campaign this summer.

The energy and fresh perspectives brought forward through this initiative reflect the strength and diversity of our profession. As we look ahead, we remain committed to fostering an inclusive environment where all voices are heard and valued, ensuring that the OPA continues to evolve and effectively represent the needs of physiotherapists across Ontario.

We extend our heartfelt gratitude to all members, volunteers, and partners who make our work possible. Your continued engagement and dedication drive the progress we celebrate in these pages and fuel our vision for the future of physiotherapy in Ontario.

Courtney Bean



Sarah Hutchison



Vision, Mission, Values

Vision

Ontarians are Healthier and Stronger through Physiotherapy

Mission

OPA is committed to leadership in physiotherapy through the provision of advocacy, professional development and career support services for its members in order to provide quality physiotherapy to Ontarians.

Values



Strategic Plan 2022-2024

In 2024, OPA entered into our third year and final year of our strategic plan. Strategic priorities for the Association were identified by engaging with physiotherapists, health system leaders, other health providers, students, educators, patients, and others in conversations about what's most important for the future of physiotherapy.

OPA's Strategic Priorities are to:

- Integrate physiotherapy into health system transformation
- Raise awareness of the value and purpose of physiotherapy
- Deepen practice excellence
- Enable thriving workforce and practice settings
- Build relationships and capacity to foster a community of advocates

Across everything we do, we will work to strengthen inclusivity, diversity, equity and accessibility. Our Advocacy Highlights link directly to our Strategic Priorities.



Advocacy Highlights

Scope of Practice Advances

Meetings with MPs & MPPs

OPA joined CPA and physiotherapists to meet with federal MPs from Ontario ridings during National Physiotherapy Month in 2024, which also saw the release of CPA's position paper on optimizing care through scope of practice fulfilment.

Letters to the Minister of Health of Ontario, the Honourable Sylvia Jones
OPA has consistently kept the Minister of Health updated on changes in the physiotherapy profession and advocated strongly for action to implement the outstanding elements of scope of practice for physiotherapists – ordering diagnostic imaging and laboratory tests.

[Letter to Minister Sylvia Jones, April 2024](#)

[Letter to Minister Sylvia Jones, May 2024](#)

Scope of Practice Surveys – 2011 and 2024

OPA conducted an initial survey in 2011 to understand physiotherapists' knowledge and readiness regarding scope of practice changes from Bill 179 (2009). The 2024 updated survey received over 1,000 responses, informing our advocacy for implementing diagnostic imaging and laboratory testing orders. Combined with input from physiotherapists across practice settings, OPA collaborated with the College of Physiotherapists of Ontario to submit updated information to the Ministry on the profession's readiness for scope of practice implementation.

Advocacy Highlights

Auto Insurance Advocacy

In the Spring 2024 budget, the Government of Ontario committed to removing extended health coverage as first payer on auto insurance claims, a change long recommended by OPA and other organizations. This significant step forward continues to have OPA's support for July 2026 implementation as per the Government's commitment.

The Government also requested that the Financial Services Regulatory Authority of Ontario (FSRA) conduct a review of health service provider guidelines and frameworks. OPA solicited member feedback on the [Health Service Provider Framework Review](#), [Health Claims for Auto Insurance \(HCAI\) System Review](#), and [Statutory Accident Benefits Schedule \(SABS\) Review](#). Our response focused on reducing red tape, advocating for fair compensation, and reducing regulatory redundancy.

[Read OPA's Response.](#)

OPA also contributed to a Coalition of Health Professions in Auto Insurance submission, representing eight health professional associations. This unified voice supported the need for FSRA to engage directly with individual associations to optimize auto sector policies for each profession, including physiotherapy.

OPA CEO ensuring PTs have a voice in Auto Sector Advocacy – August 2024

Sarah Hutchison, OPA CEO, became a member of the FSRA Auto Insurance Stakeholder Advisory Committee (SAC) ensuring physiotherapists and health service providers have a voice in auto insurance advocacy. Members of the SAC are appointed for a two-year term.

Advocacy Highlights

Fair Compensation

OPA promotes pay transparency with Compensation Survey Reports - August 2024

OPA published compensation reports that outline rates of pay and other employment details, information collected through a detailed survey of physiotherapists in all sectors of work. These reports also support physiotherapists in making informed decisions about published pay rates, which is one of the goals of Ontario's Bill 149, passed in 2024, that requires salary expectations in job postings to increase pay transparency.

[Read Compensation Reports](#)

OPA publishes 2024 Physiotherapy Fee Guideline - October 2024

The 2024 Fee Guideline represents a significant step in providing updated guidance on fair and reasonable billing for physiotherapists. This guideline serves as the foundation for OPA's ongoing fair compensation advocacy and guides funders on current market rates for coverage and reimbursement across Ontario, and our commitment to ensure fees are in line with inflation as well as the value of physiotherapy services.

[Read Fee Guideline](#)

Advocacy Highlights

Primary Care

OPA advocates for adding physiotherapists to primary care teams – July 2024

Throughout 2024, the Ontario government announced funding for 78 primary care organizations. OPA advocated directly to these teams to showcase the benefits of adding physiotherapists, and to provide support through guidance documents, job posting access, educational modules, and connection to an expert network of primary care physiotherapists.

OPA helps members in primary care succeed with new Primary Care Education Modules - May 2024

At CPA Congress 2024, a new physiotherapy primary care resource was launched to prepare the workforce for expanded PT roles in team-based primary care. The resource includes defined competencies and educational modules covering the integration of social determinants of health, service delivery models, and leadership. These open-access modules are available through the [CPA website](#) for members and non-members. The work was led by PT researchers, clinicians and educators across the country, including many from Ontario who have been part of OPA's Primary Care Advisory Committee. Physiotherapists, other health care providers, and people with lived experience of physiotherapy in primary care teams and educators were also consulted.



Advocacy Highlights

College of Physiotherapists of Ontario (CPO)

OPA and CPO collaborate to keep physiotherapists up to date on practice standards and regulation priorities - March 2024

In March 2024, OPA hosted a webinar with CPO where the physiotherapy community learned about Practice Advisors' roles, Practice Standards' purpose, and CPO's work incorporating national standards into Ontario practice.

Throughout 2024, OPA provided feedback on all CPO standards posted for open consultation, including:

- Code of Ethical Conduct
- Evidence-Informed Practice (new)
- Titles, Credentials, and Specialty Designations Standard
- Collaborative Care Standard
- Conflict of Interest Standard
- Dual Practice Standard (new)
- Infection Prevention and Control Standard
- Advertising and Marketing, Documentation
- Funding, Fees and Billing

These consultations supported CPO's adaptation of the revised Core Standards of Practice for Canadian Physiotherapists, developed in 2023 by the Canadian Alliance of Physiotherapy Regulators.

Advocacy Highlights

Government Engagement

OPA filed recommendations to Ontario's Standing Committee on Finance and Economic Affairs, focused on three main objectives:

1. Fully implement the legislated scope of practice of physiotherapists in Ontario;
2. Ensure a viable and sustainable publicly-funded Community Physiotherapy Clinic Program for people in Ontario, including seniors; and,
3. Reduce red tape in the automobile insurance sector that creates barriers to timely access to care and imposes costly burdens on health care businesses, and address stagnant caps and fees.

[Read more.](#)

Referral requirement removed for Community Physiotherapy Clinics (CPCs) & other recommendations accepted - March 2024

OPA worked continuously over two years to resolve issues facing clinics in the Community Physiotherapy Clinic (CPC) Program funded by the Ministry of Health. Many of OPA's recommendations were accepted, and the following changes positively impact clinics that provide this service:

- Fee increases: 3% in the first year of the agreement, 2% in the second year
- One diagnosis per Episode of Care rather than a 'whole body' approach with multiple diagnoses
- Annual attestation replaces the Review Engagement Financial Statement
- Virtual care access per College of Physiotherapists of Ontario guidelines
- Reallocation of Episodes of Care when clinics close or cannot fulfill assignments
- Removed requirement for a referral requirement from physicians or nurse practitioners

OPA continues engaging with the Ministry to revise Program Policies and Procedures and is advocating for a comprehensive CPC program review, including fees, to be completed well before the March 31, 2026 TPA expiration. As the Ministry of Health also expanded eligibility criteria to include people who have had outpatient surgery, this review is essential to evaluate program demand and resource impacts.

Advocacy Highlights

Promoting the Profession

OPA supports research – January-December 2024

OPA sent letters of support for research grant applications, leading to successful funding for physiotherapy research. OPA supports research by sharing participant calls throughout the year via email and social media and disseminating results.

OPA social channels see an increase in participants & engagement for National Physiotherapy Month Campaign - May 2024

All social media channels saw significant engagement increases (comments, likes, shares) during our May National Physiotherapy Month campaign. We highlighted how physiotherapists working to their full scope of practice help Ontarians through social media posts and four longer-format blog stories on Recent News. We also posted about PTA Day and shared content from CPA's NPM toolkit throughout the month.

OPA supports physiotherapists with Financial Webinar Series - September & October 2024

OPA welcomed over 500 registrants to our 4 webinars for the physiotherapy community on various aspects of financial management with speaker Brian E. Shumak, B.Sc., CLU, CFP, CHS, CEA, EPC, CFDS, TEP. [See these and all OPA resources.](#)

OPA supports OPA increases PTs' employers' access to pensions with HOOPP webinar – November 2024

OPA hosted an information session with the Healthcare of Ontario Pension Plan (HOOPP). Attendees learned from Business Development Manager Danny Kim about how HOOPP's pension plan can be part of an overall compensation package for physiotherapist employees at private clinics.



Advocacy Highlights

Communication Awards: OPA campaign highlights New Voices & New Opportunities reaching more of the physiotherapy community- September 2024

OPA's New Voices & New Opportunities campaign reached more of the physiotherapy community than ever before, generating over 120,000 views of our value of OPA video and increasing member engagement across emails and video content. This impactful campaign also earned OPA three gold awards from the Healthcare Digital Marketing Awards in the categories of email campaign, microsite, and special video.

The campaign's success demonstrates our commitment to reaching more stakeholders and Ontarians with our messages. By showcasing our new CEO, President and Board of Directors, we communicated OPA's evolving value proposition and the critical role that OPA plays on behalf of the broader physiotherapy community. The award-winning video achieved exceptional audience engagement, with 37.70% of viewers watching at least 25% of the 5-minute and 33-second content, and an outstanding 19.53% watching all the way to the end.

The Healthcare Digital Marketing Awards, which recognizes excellence across 39 categories of healthcare marketing and digital communications, validates our strategic approach to member communication and reinforces our commitment to effectively advocating for Ontario's physiotherapy community.



InterACTION 2024 Highlights

Our InterACTION 2024 conference provided a platform for research, education, networking and innovation. From March 22-23, 2024, OPA welcomed over 300 physiotherapists, residents, students, sponsors and award winners. With over 32 speakers, an inspiring awards dinner, engaged students and networking opportunities, it was an event to remember!



Engaging With Students

Throughout 2024, the OPA team visited all 5 PT University Programs to speak with Year 1 and Year 2 students about their professional association's role and the resources available as they prepare to launch careers, build networks and consider the profession's future priorities.



2024 Award Recipients



Jennifer O'Neil, Tiffany Tiu, Amy Doiron, Emily Stephenson

Innovation & Advancement Award

Jennifer O'Neil

Student/ New Grad Leadership Award

Tiffany Tiu

Outstanding Volunteer Award

Amy Doiron

Leadership & Advocacy Award

Emily Stephenson

Member Milestones

Congratulations to OPA members for their years of commitment to the profession by maintaining a membership in the Association for 60, 50, 40, 30, and 20 years!

60 Years

Patricia Harvey

50 Years

Donna Arsenault

Cheryl Cott

Sandy Rennie

Ruth Jones

Marilyn Weixl

40 Years

Carolyn Adams-Lewis, Dianne Bailey, Maria (Mia) Bechard, Irene Biemann, Sandra Black, Steven Chin, Patricia Cianfagna, Wilma Clarke, Vanina Dal Bello-Haas, Francine Dore, Lorie Forwell, Wendy Gold-Basch, Chantal Graveline, Teresa Gravelle, Linda Ivanovich, Helen Johnson, Brigitte Johnstone, Barbara Le Souder, Helen Lee, Wayne Lew, Henza Miller, Mary Paterson, Deborah Shurrie, Anna Marie Sneath, Gaye Spence, Elizabeth Vilé, Deborah Williamson, Anja Zwambag

Member Milestones cont.

30 Years

Julie Adams Hawkins, Melissa Baird, Carol Banens, Michelle Begg, Michael Belcamino, Wilma Berti, Steve Blouin, Stephen Carney, Janice Cassian, Christine Chang, Michael Clermont, May Cornacchia, Laura-Beth Falter, Marie-Josée Faucon-Forget, Jennifer Forget, Connie Francoz, Wendi Gallagher, Sharon Gibson, Mary Griffin, Frances Harrington, Jennifer Heath, Thomas Hein, Carolyn Hourihan, Shelley Huffman, Rebecca Jackson, Denise Johnson, Cathy Kammerer, Altaf Khimji, Dong Jin Kim, Michelle Kleiner, Catherine Lafontaine, Wai-Hong Lai, Judith Lalonde, Donna Lamport-Durocher, Lyne Lavallée, Pierre Lavergne, Zinnia Lee, Yung Lee, Katherine Leung Degen, Emmanuel Lo Monaco, Sanja Loborec-Tasic, Ket Lu, Anne MacLeod, Vittoria Mattucci-Ganski, Robert McCall, Rhona McGlasson, Laura McIntyre, Joanne McKee, Antoinette Megens, Melissa Morby, Diane Morris, Lois Suet Ying Mui, Alison Muir, Marlies Nanninga, Judy Nelson, Nancy Ng, Andrew Penner, Barbara Pollock, Pamela Prokopchuk, Susie Renaud, Susan Robinson, Raafat Rofail, Anne Marie Rogers, Lynne Rosenberger, Nancy Salbach, Mireille Séguin, Lisa Sheehy, Michelle Shilton, Kathleen Shortt, Bronwen Thomas, Margaret Timberg, Darcy Trefiak, Suzanne Turcotte, Jennifer Uyeno, Jason Van de Sande, Rosalyn Vanderboom, Deb Walker, Scott Whitmore, Martha Wiggins, Marlene Winkel, Richard Wong, Della Young Zenker

20 Years

Puja Ahluwalia, Laura Baillie, Pascale Baumann, Dragana Boljanovic, Angelo Boulougouris, Sandford Buck, Sarah Burke, Fiona Campbell, Carole Chebaro, Sameer Chunara, Laura Clark, Heather Cracower, Nina Dragas, Allison Drynan, Heather Finn, Savvas Frantzeskos, Katie Gasparelli, Helena Greyvenstein, Jelena Guscic, Stephen Guy, Leanne Hampton, Wendy Hancock, Lesley Hughes, David Humphreys, Farhana Jaffer, Gila Karp Inbar, Desiree Kempe, Tracy Kha, Daniel Lahav, Melanie Law, Julie Lee, Melanie MacKinnon, Bruce Martens, Laura Maybury, Melissa McAlister, John McCluskie, Jennifer McKay, Marin Mladenov, Minh Nguyen, Shannon O'Neill, Lynne Ouellette Prisque, Michael Potkonyak, Stephanie Ray, Cheryl Reid Ralph, Sarah Renaud, Karen Ricciuto, Carolyn Richardson, Natalie Richer, Abbey Robertson, Valerie Robson, Lori Sampson, Pulin Shah, Nirtal Shah, Chris Sliwka, Wendi Smith, Emily Stevenson, Lisa Streib, Romano Sulit, Andrea Taus, Edward Taylor, Erin Thomson, Heather Tsarfati, Ashish Vora, Christina Wells-Rowell, Briana Wilcock, Sarah Wojkowski, Kim Wojnarowski, Darcy Yee, Julie Young, Ali Zareh

Districts

Members Engaging in Their Communities for the Profession

Our 16 Districts form the foundation of OPA's member engagement across the province. These Districts are led by dedicated volunteer physiotherapists who take on important governance roles and work tirelessly to serve our membership. Through the Districts, members connect through social events, professional development opportunities, advocacy initiatives, and networking

This year, our Districts continued to deliver tangible benefits to OPA members and the broader physiotherapy community.



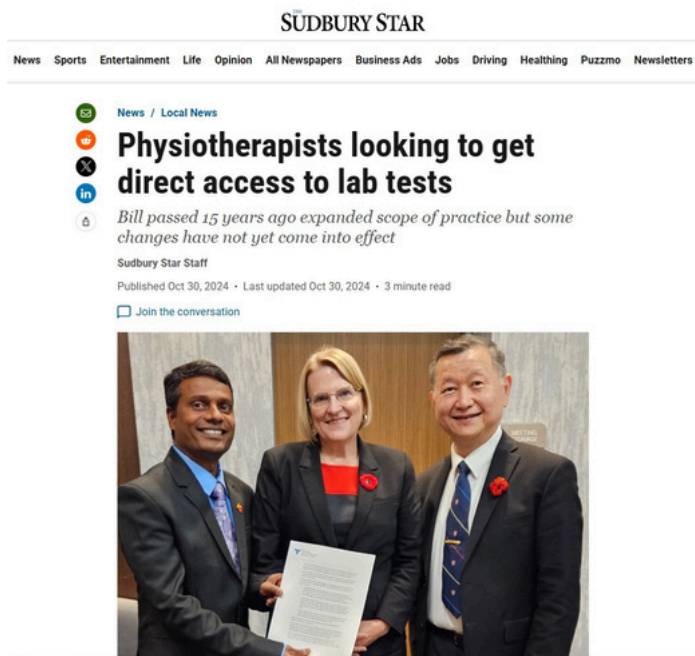
Eastern Ontario District hosted a professional development course in June 2024, *Managing the Lower Functioning Individual: an NDT Workshop in the Management of Adults with Stroke, Brain Injury, and Other Neuromotor Disorders*, which welcomed 19 registrants and supported excellence in clinical practice.

Quinte-St. Lawrence District organized a free, widely-attended webinar in July 2024 entitled "It's their fault": How words hurt and how to see beyond the individual to improve physiotherapy practice, led by Dr. Ellen McGarity-Shiple (MScPT). The session was open to both members and non-members, highlighting the impact of language and the harm of victim-blaming narratives in healthcare.

Live Webinar
"It's Their Fault": How words hurt and how to see beyond the individual to improve physiotherapy practice
Tuesday, July 23, 2024
7pm ET
[REGISTER NOW](#)
Dr. Ellen McGarity-Shiple (MScPT)



Districts



Northern Ontario District demonstrated advocacy leadership when members, including President Venkadesan Rajendran and Past-President Andy Wang, met with Minister of Health and Deputy Premier Sylvia Jones in October 2024. Their efforts, featured in the Sudbury Star, called for the full implementation of Bill 179 to strengthen physiotherapist practice.

District volunteers organize courses, webinars, and social events that are essential to how we serve our members and ensure we remain focused on what matters most to the profession. These local leaders also play a vital role in bringing health issues and professional perspectives from their communities to the provincial level. The OPA Board deeply values our engaged District leadership, recognizing their critical contribution to both our strategic direction and execution as we work to increase our impact on behalf of all physiotherapists.

Volunteering with the Ontario Physiotherapy Association (OPA) is a rewarding way to make a meaningful impact while growing both personally and professionally. Whether you're contributing to strategic decisions on the Board, engaging with local districts, or supporting sector-specific initiatives through committees, your involvement helps shape the future of physiotherapy in Ontario. Volunteers benefit from expanded networks, enhanced public speaking and leadership skills, career development opportunities, and increased visibility within the profession. [Learn more about volunteering.](#)



Board of Directors Members

2024 - 2025



Courtney Bean
President



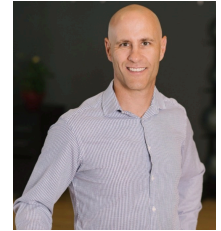
Oren Cheifetz
Past President



Magda McCaughan
Secretary



Charlotte Anderson



Kyle Whaley



Manuel Valle



Susan Roberts



Katie Gasparelli



Wing Ting Truong

We extend our heartfelt gratitude to the following Board Directors who completed their terms of service in March 2024.



Adilah Heenaye Sumser



Annette Marcuzzi



Anna-Marie Sneath

Their dedicated leadership, strategic insight, and unwavering commitment to our mission have been instrumental in advancing OPA's goals. We deeply appreciate the time, expertise, and passion they brought to their roles, and we wish them continued success in their future endeavors.



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