

Vision

The College of Massage Therapists of Newfoundland and Labrador is a regulatory authority that establishes the integrity and value of massage therapy as an integral and respected health care profession through nationally established standards and evidence-based outcomes.

Committees as of March 2008

Mutual Recognition Negotiators
Joanne Emberley-White - *Chair*
Amy Norris

Education, Quality Assurance,
Scope of Practice
Rose Linstead - *co-chair*
Lee Miles d - *co-chair*
Amy Norris

Complaints Authorization
Anne Fagan
Joanne Emberley-White - *Chair*
Amy Norris

Finance and Administration
Sara Sexton - *Registrar*
Joanne Emberley-White - *Chair*
Bob Hobbs

Registration and Examination
Joanne Emberley-White - *Chair*
Rose Linstead
Sara Sexton - *Registrar*

Communications
Lee Miles
Ann Fagan

P.O. Box 23204, Churchill Square, St. John's, NL A1B 4J9
tel 709.739.7181 fax 709.739.7182 toll free 1.888.739.7181
email: info@cmtnl.ca

Board of Directors 2007-08

Sara Sexton, RMT - *Registrar*
Joanne Emberley-White, RMT - *Chair*
Rose-Anne Linstead, RMT
Lee Miles, RMT
Amy Norris, RMT
Anne E. Fagan
Bob Hobbs

BOARD BIOS

Sara Sexton, RMT – Registrar

Sara graduated from CCMH in 1988 and practiced in Ontario until 1989. In 1990, Sara and the three other members of the NMTA formed the original association, which then became the NLMTA. She has served as director, vice president and president of the CMTA and as vice president and president of the NLMTA from 2000-2006. She maintains a full time practice in St. John's and has held the position of Registrar since February, 2007.

Joanne Emberley-White, RMT

Joanne graduated from the College of the North Atlantic Massage Therapy program in 1999 and has been working as an RMT ever since then. She began her practice at Massage For Health in Mount Pearl where she continues to practice. Joanne became a board member of the College in June 2005. She is serving as the Chair of the College, the Examination Officer and sits on a number of other committees within the College.

Amy Norris, RMT

Amy graduated from ICT Northumberland College in 2001, became a Registered Massage Therapist and opened her own clinic, Atlantic Touch Massage Therapy where she worked in addition to Gander Massage Therapy Clinic for 6 years. In August of 2007 Amy moved to Paradise and has become a full time Massage Therapy Instructor at CompuCollege. She also now practices part time at Massage For Health in Mount Pearl. Amy was a founding director of the NLMTB and spent 4 years as the Examination Officer. Amy is now currently involved with the Mutual Recognition Agreement Negotiations, as well as the Education, Quality Assurance, Scope of Practice Committee.

Rose Linstead, RMT

Rose graduated from ICT Northumberland College in July 2006 and has been registered with the CMTNL since October 2006. She has been a member of the board of directors since February 2007 and has been involved in both the examination process as well as CEU requirements. She continues to practice in a multi-disciplinary clinic in St. John's.

Lee Miles, RMT

B.Sc. Human Biology from University of Guelph. B.Ed. from Nipissing University. Graduated from Canadian College of Massage and Hydrotherapy in Newmarket, ON. Originally registered with CMTO in 1997. Was a full time instructor in the Massage Therapy Program at Career Canada College in ON. Practiced in NL since 2002, currently at Health and Performance Centre in Corner Brook. Science teacher with NL Board of Education, western district since 2002. Assistant instructor with Canadian Ski Patrol System since 2006. Director with CMTNL since 2007.

Anne E. Fagan

Fagan Consulting

Anne E. Fagan is the owner and principal consultant with **Fagan Consulting**. Her company offers a comprehensive package of management consulting services, specializing in human resources management. Anne has been performing human resources consultancy and senior management placements for over 25 years including several years with CBC and St. Clare's Mercy Hospital. Her education includes a Bachelor of Commerce, with a major in Personnel and Industrial Relations and a Masters of Business Administration – both obtained from Memorial University.

Her company's clients come from healthcare, technology, insurance, arts and culture, and manufacturing, as well as from the provincial government and its associated agencies. Most of Anne's work is with the medium and small business sector and covers the entire scope of HR management, including recruitment, performance management, job evaluation, compensation, benefits administration, termination, and employee satisfaction assessment. Anne also has extensive involvement with the volunteer sector and in 2003, was awarded the Queen's Jubilee medal for service to the YM-YWCA.

Bob Hobbs

Bob is a graduate of the University of Alberta with a Bachelor of Education, and has 32 years of teaching experience. During 1992 to 2003 he was elected for five terms with the Bishop's Falls Town Council, and served as Deputy-Mayor. He served as Chairperson of Community and Economic Development, Finance, Public Works, and Recreation committees, and served as Chairperson to the Regional Services Board to oversee the construction of a \$9 million water treatment plant. During 1997 to 2002 Bob also served from 1988 to 1997 on the Executive of the Bishop's Falls Development Corporation and from 1975 to 1990 coached and acted as Regional Director of Tennis Newfoundland. He is a member of the Provincial Tennis Hall of Fame in the Builder's category.

REGISTRAR'S REPORT

March 10th, 2009

Registration Activity: Packages have gone out to members with renewal information, notifying members of the \$50 increase in membership dues, requesting nominations for perspective Board members with descriptions of the positions and a reminder that the CEU deadline has passed.

Finance and Administration: I have provided you all with a spreadsheet to outline the finances in projections and actual which we will need to review and vote on to come up with a suitable salary for the Registrar position. This will also allow us to set a budget for 2009-2010.

Board training, I have been in touch with Darlene Scott of the CSC and she is willing to do training with this Board so a date would have to be set. I suggested either the 21st or 28th of April (both Tues evenings) so I would appreciate feedback so I can set that up. She is in possession of the self evaluations and will use them for the presentation, but there is one missing. I do not know who did not submit one but please forward it ASAP so I can provide it to Darlene.

As this month is the fiscal year end, I will be stepping down from my position as Registrar effective March 31st. I am willing to offer support to the person that takes over, whomever that may be. I have contacted Reg Coates to ask for Government recommendation on filling the role as well as to find out about receiving another Public member . I will follow up with that as we may need more individuals for the disciplinary panel.

I have quite a number of files that I am wondering what to do with. I can destroy the ones that I inherited from Pamela (Dating from early 1990's) but there are quite a few that are pertinent so if you have any suggestions. I would like to hand them on. The lap top that I have been using is the property of the College so that will go to my replacement. I have kept correspondence and information here that will be helpful with continuity.

I wish you great success with your new Registrar and I hope that with training and commitment, great strides can be made.

Sara Sexton

COMMITTEE REPORTS

AIT Report (April 1 2008- March 31 2009)

Joanne Emberley-White & Amy Norris have continued to meet with representatives from the CMTO and CMTBC to work on the Mutual Recognition Agreement between the three regulated provinces as required under the Agreement on Internal Trade (AIT). In June 2008 the representatives met to begin the process of developing a new taxonomy (organized language) for the purpose of comparing the competency documents of British Columbia and Ontario (Newfoundland and Labrador use the same document as Ontario). Columbia and Ontario had taken different approaches in creating their competency documents and as a result the competencies were difficult to compare.

During the summer the provincial Premiers met and declared that Full Labour Mobility (FLM) between the provinces would be required for all regulated professions in 2009. To achieve an exception to FLM for our profession, it would have been necessary to prove that registrants in one jurisdiction, upon moving, would place the people of another jurisdiction at risk. No such risk was demonstrable and the task shifted to creating a common interjurisdictional competency profile for massage therapy. This activity was supported by the three regulatory colleges and financed by Human Resources and Skills Development Canada (HRSDC).

The work continued on creating this interjurisdictional competency profile by face to face meetings, conference calls, emails, and consultations with regulatory boards or councils. This interjurisdictional competency profile combined the two competency documents of ON & BC and highlighted differences between the jurisdictions. Plans were made to continue work in the fall of 2009 to create a Job Task document and to define *complexity* of the tasks and to define *entry level proficiency*. Once this is completed, a **Job Task** validation survey will be made available on line (early 2010) and the national data from this will be analyzed to finalize the **Job Task** profile.

Examination Structure

There were three administrations of the Registration Examination in the 2008-2009 fiscal year. The OSCE was held in the months of July and November 2008 and March 2009. Due to the low numbers held in the month of November 2008 it lead the Committee to put a minimum cap on the number of candidates to run the OSCE examination for the next fiscal year to ensure that we meet the requirement of a cost recovery policy.

In the fall 2008 the MCQ portion of the exam had a large review completed. A number of experienced Examiners/RMT along with the Examination Officer completed the review.

January 2009 a new content outline for the registration examinations was implemented as a result of a job analysis study completed by the CMTO.

	OSCE		MCQ	
Exam Dates	Number of Candidates	Number Passed	Number of Candidates	Number Passed
July 2008	17	13	24	12
November 2008	3	1	5	1
March 2009	15	7	2	1

The Education, Quality Assurance, Scope of Practice (EQA)

The Education, Quality Assurance, Scope of Practice (EQA) committee has had a busy year which consisted of CEU approval of numerous new courses. We were pleased with the number

of registrants that sent in their CEU submission forms before the deadline on March 31, 2009. If you have been asked for further information regarding courses or activities please send this information as soon as possible. In this past year we have worked to update both the Continuing Education Policy and Guidelines for Registrants, along with the website to make it more user-friendly and resourceful for members. These tasks are ongoing and members who have concerns or suggestions on how to improve these resources are more than welcome to pass along their thoughts. We are asking that for the upcoming credit cycle registrants make a note of changes to our policy, as well as use the updated forms for CEU submission. It would also be appreciated if members use the college e-mail address as opposed to personal e-mail addresses of board members, as addresses change and it is easier to divide work among committee members.

Rose Linstead, Lee Miles

Complaints Authorization Committee

There was one complaint referred to the Complaints Authorization Committee. This complaint, which is complex and multi-layered in nature, was referred to our solicitor for advice. On his advice, we referred this complaint to an individual specializing in investigations. This investigation is ongoing but expected to be completed by November, 2009. No other complaints were referred to the CAC during 2008/09.

Anne Fagan

Communications Committee

The College website was updated with information regarding exams and changes to the examination handbook. An improvement was made to the link pertaining to the massage therapy act. Ongoing updates and improvements are planned for the upcoming year, with some re-organization to make it more and more user friendly. Input from the membership regarding problems / improvements has been very helpful and we thank you for it.

Lee Miles