

Workplace Obligations for Physiotherapists

This statement is written to provide advice to all practicing physiotherapists. Registrants are reminded that while individual physiotherapists are under the jurisdiction of the College, the College does not regulate organizations, companies or other enterprises that provide service. It is the registrant's responsibility to ensure that he/she is able to maintain the standards of the College in his/her practice setting. To accomplish this, registrants must be aware of the standards of the College and obtain agreement from the employer that the physiotherapist shall be able to practice in a manner that is in compliance with these standards.

It is recommended that registrants carefully consider obtaining this agreement in the form of a written contract before accepting any employment. Registrants are reminded that all aspects of practice must comply with College standards including advertising, billing practices, use of support personnel and record keeping. It is unacceptable for a registrant to be unaware of the policies of the work setting. It is the physiotherapist's responsibility to know the practices and to ensure the professional standards are being met.

Sample Contract

The following are some suggested provisions to include in a contract with an employer.

1. The physiotherapist shall be responsible for and is authorized to make all decisions relating to the standards of the physiotherapist's professional practice.
2. The employer or principal agrees not to hinder or prevent the physiotherapist from complying with the requirements of the Regulated Health Professions Act and the Physiotherapy Act, the regulations under those acts and the standards of practice of the physiotherapy profession.
3. The physiotherapist or another registered physiotherapist designated by the employer or principal shall have access to all invoices for services rendered by the physiotherapist. The physiotherapist has the final authority to revoke or alter any fee for service attributed to the physiotherapist's College of Physiotherapists of Ontario registration number.
4. The physiotherapist shall have access to the patient records required to be kept under the College of Physiotherapists of Ontario's Standards for Practice, or a copy of them, both during and after the physiotherapist's work for the employer or principal if access to the records is required to fulfil his/her professional responsibilities.
5. The physiotherapist shall be responsible for and is authorized to make all decisions related to the supervision of physiotherapy support personnel and the assignment of physiotherapy tasks to

physiotherapist assistants, physiotherapy aides and other physiotherapy support personnel in accordance with the College of Physiotherapists of Ontario's Standards for Professional Practice.

6. The employer agrees not to hinder the physiotherapist from abiding by the College of Physiotherapists of Ontario's Standards for Professional Practice on Conflict of Interest.

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The information contained in this position statement may be time limited. Persons referring to this information more than two years from the date of publication should contact the College to confirm that the information is current.