



natural health practitioners of canada
praticiens de la santé naturelle du canada



Summary Update on Massage Therapy Regulation in Manitoba 2016/2017

This information is a summary of the main report created collaboratively by the Massage Therapy Association of Manitoba (MTAM) and the Natural Health Practitioners of Canada (NHPC) representing over 1400 massage therapists in Manitoba.



natural health practitioners of canada
praticiens de la santé naturelle du canada



PERMISSIONS

Please email info@mtam.mb.ca or kwatson@nhpcanada.org for permission to use content or if you require clarification on anything within.

The Regulated Health Professions Act (“the RHPA”) changes the way health professions in Manitoba are regulated.

It will replace more than 20 statutes and bring all regulated health professions under one umbrella act.

The RHPA sets out consistent rules and processes for governance, registration, complaints and discipline, and regulation and by-law making authority.

Each profession-specific statute will be repealed when the profession is transitioned to the RHPA. Professional self-governance will continue under the RHPA and each profession will have a college, regulations, a code of ethics and standards to govern its members.

<http://www.gov.mb.ca/health/rhpa/index.html>

In 2012, the Massage Therapy Association of Manitoba made application under the process outlined in the RHPA to become a self-regulated profession.

In 2015, on the recommendation of the Health Professions Advisory Council <http://www.gov.mb.ca/health/rhpa/hpac.html>
*Per: A Report to the Minister of Health
on the Investigation of the Application for the Regulation of
Massage Therapists under The Regulated Health Professions Act*
http://www.gov.mb.ca/health/rhpa/docs/massage_therapy.pdf

In 2015, the Minister of Health accepted and confirmed the profession of Massage Therapy in Manitoba would be regulated under the Regulated Health Professions Act.



**MINISTER
OF HEALTH**

Room 302
Legislative Building
Winnipeg, Manitoba R3C 0V8
CANADA

Ms. Sheila Molloy, Executive Director
Mr. Paul Kohlmeier, President
Massage Therapy Association of Manitoba (MTAM)
304-428 Portage Avenue
Winnipeg MB R3C 0E2

NOV 23 2015

Dear Ms. Molloy and Mr. Kohlmeier:

I am pleased to advise you that the Health Professions Advisory Council (HPAC) has submitted its report to me with respect to MTAM's application for self-regulation of the profession of massage therapy. Attached is a copy of the report.

I have accepted HPAC's recommendation that the profession of massage therapy be granted self-regulation under *The Regulated Health Professions Act* (the RHPA). The next step in moving to self-regulation is for MTAM and the Natural Health Practitioners of Canada (NHPC), which includes a number of Manitoba massage therapists as its members, to work through the core key issues that need to be addressed prior to self-regulation. These are listed in the attached mandate that we have prepared for a Committee, composed of representatives of MTAM and NHPC to undertake this work.

I would also ask that MTAM and the NHPC consult the London and Counties Society of Physiologists in this work as it is understood that this organization also includes Manitoba massage therapists in its memberships.

Staff of the Department is meeting with the NHPC and will be providing them with a copy of the HPAC report and this letter and advising them of my request for MTAM and the NHPC to work together to develop proposals to address the core key issues set out in the attached mandate.

Once this work is completed, we will review the timing of the development of the regulations required to bring massage therapy under the RHPA as a regulated health profession in the context of the status of work with the other professions that are to transition to regulation under the RHPA and the resources available within the Department to support this work.

Sincerely,



Sharon Blady

c. Donna Hill
K. Watson, Natural Health Practitioners of Canada

Attachment

Visit the MTAM's [Road to Regulation](#) web page or [click directly](#) to read the entire letter.

TIMELINE

November 26, 2015

Letter from the Minister granting the profession of Massage Therapy in Manitoba Regulation & Listing 6 things for the *Massage Therapy Association of Manitoba* and the *National Health Practitioners of Canada* to respond to addressing key decisions (matters) related to regulating Massage Therapy.

December 7, 2016

MTAM-NHPC collaborative report sent to Deputy Minister's Office.

December 28, 2016

Received response from the Deputy Minister's Office commending us for collaborating to complete this first important step.

Manitoba

Health, Seniors and Active Living

Deputy Minister
Room 310 Legislative Building, Winnipeg, Manitoba, Canada R3C 0V8

DEC 28 2016

Sheila Molloy
Executive Director
Massage Therapy Association of Manitoba (MTAM)
Email: smolloy@mtam.mb.ca

Kelly Sloan
Chief Executive Officer
Natural Health Practitioners of Canada (NHPC)
c/o email: cread@nhpcanada.org

Dear Sheila Molloy and Kelly Sloan:

Your letter and the accompanying proposal about self-regulation of massage therapists under The Regulated Health Profession Act has been referred to me. On behalf of the Honourable Kelvin Goertzen, Minister of Health, Seniors and Active Living, thank you for the opportunity to respond.

Both Minister Goertzen and I wish to congratulate MTAM and NHPC for developing its consensus proposal regarding education standards and other significant matters.

Please be advised that your proposal will require a detailed review and analysis by Manitoba Health, Seniors and Active Living (MHSAL). MHSAL will contact you regarding next steps in due course. However, should you have any questions, you may contact Victor Minenko, Director, Regulated Health Professions Initiative, Legislative Unit, MHSAL, at 204-788-6405 in Winnipeg or at Victor.Minenko@gov.mb.ca.

I wish you all the best as your organizations move toward self-regulation.

Sincerely,



Karen Herd, CA

c Honourable Kelvin Goertzen
Victor Minenko

COLLABORATIVE STEPS – December 2015 to December 2016

- MTAM and the NHPC worked well together to come to agreement on the key matters the Minister asked us to address.
- We used national task forces for some issues made up of experts and trusted resources in the profession.
- We used local and national professionals from other Therapies and Colleges.
- We used the reams of already-debated information we had on file.
- We consulted with our Boards, our members, and others in the industry.

- We put it on paper in a succinct format with support material and sent a final report to the government at the end of 2016.
- All of this now **becomes the base** for the discussion we will begin with Manitoba Health as we start down the next path to work with them to create the governance for the College.
- Overall, the Government liked our simple, collaborative approach.

- In our report we included future considerations that the College could rely on (e.g. National School Accreditation) but also gave reasonable options that could be used effectively in the interim.
- **We focused on Made-in-Manitoba solutions while being aware of best practices in Canada.**
- **We focused on ensuring no jobs are lost.**
- **We focused on affordability to all members.**
- **We kept it simple.**

This is a framework.

There will be more discussion and details to figure out, but both key groups representing massage therapists in Manitoba feel confident this is the right direction.

This information is being presented to MTAM and NHPC members and shared in our public communication forums over 2017 to garner more feedback and questions to help us ensure we stay on track.

**Matters the Government
wanted addressed and
our recommendations**

MATTER 1

Consider and develop an educational standard for applicants for membership in the College once the College is formed and current qualified practitioners are transitioned in.

RECOMMENDATION

The [Inter-Jurisdictional Practice Competencies and Performance Indicators for Massage Therapists at Entry-to-Practice](#) are the base of practice for both organizations and is used by all regulated provinces and accepted Nationally.

It is recommended they continue to be used by a Manitoba Regulatory College as the educational standard for any applicant to membership, to ensure consistency with national expectations and practice.

MATTER 2

Include a process for approval of education programs by the council of the College OR in the alternative, an assessment mechanism must be developed to allow applicants to demonstrate that they possess the knowledge and skills and required for membership (ensuring safe and appropriate practice).

RECOMMENDATION

Ideally, the work of the [Canadian Massage Therapy Council for Accreditation](#) will be completed in time for the Regulatory College to use as a base for education institution program acceptance.

Otherwise, the current assessment procedure by the NHPC in combination with the MTAM's process, and with some revision and updating, would be an appropriate mechanism to assess Schools until the School Accreditation program is fully operational.

MATTER 3

The RHPA allows for regulated associate membership classes. This can allow for more than one level of competency-based membership for a college.*

The Parties must determine if a single standard of education should be implemented for the profession OR whether there should be accommodation of difference levels of competency.

Should consider whether a regulated associate member class is appropriate for a College of Massage Therapy based on varied education experience and training.

**The RHPA The Regulated Health Professions Act is “umbrella” legislation which means each regulated health profession will be governed under common legislation but will also have its own profession-specific regulations.*

RECOMMENDATION

Currently, both organizations agree that for a Regulatory College, one standard of education criteria and one level of competency should be used and should be based on the nationally-accepted, 2200-hour / Two-Year education minimum.

MATTER 4 – a

A credential and prior learning assessment will be required for applicants to the College: Trained in Canadian provinces where massage therapy is not regulated; Internationally educated; Not a graduate from an accredited institution; Not a registrant in another regulated province. To determine if the above have the knowledge and skills equivalent to those acquired through approved/accredited education programs. The parties must develop appropriate process to ensure the above noted applicants can be assessed.

MATTER 4 – b

The Parties must consider whether a bridging program must be designed for those applicants whose knowledge and skills are assessed as not equivalent to Manitoba educational standards. The Parties should determine if such a program feasible in Manitoba.

RECOMMENDATION

We recommend that in the interim, the Regulatory College work with local education institutions to create a Committee or Council to assess these applications on a case-by-case basis in the same manner currently employed. The current processes have worked in the past and with the addition and benefits of the evaluative ability of a stakeholder committee and formal procedure and appeal, would allow a fair case-by-case assessment to the standards.

MATTER 5

Based on the education standards determined in item 1 and the membership classes in item 2, consideration should be given by the parties as to whether any member of organizations representing massage therapists in Manitoba will be deemed to be members of the college within an appropriate membership category.

RECOMMENDATION

We recommend that anyone who enrolls after a *date to be determined* by the Associations and Regulatory College in consultation must complete the following proposed process:

1. That all members in good standing of the MTAM, NHPC, and LCSP, and any others, with proof of a 2200-hour or Two Year Graduate Certificate from an approved School be transitioned (estimated at 1253 people currently or 93%).
2. That all other members in good standing of the MTAM, NHPC, LCSP, and any others, with **less than** the 2200-hour or Two Year Graduate Certificate (estimated to be around 90 people currently or 6.7%) be assessed equally on a series of criteria....

- a. Massage Therapy Education attained
- b. Other Post-Secondary Education – other formal education related to massage therapy will be given consideration.
- c. Years of practice – the majority of practitioners with less than 2200 Hour/2 Years of Education have been practicing massage therapy for many years. This will be considered along with other assessment criteria.
- d. Practice Specifics (how often they work, if they work full time or part time) – the frequency of work will be considered.
- e. Maintenance of competency – up-to-date continued education credits will be considered.
- f. Recognition of competency by other organizations (e.g. health benefit insurance companies, another regulatory College, etc.).
- g. Passed the NHPC's competency equivalency exam.

MATTER 6

The Parties must conduct a review of the anticipated costs and expenses relating to the operation of a college and determine the appropriate level of fees required to fund a college's mandate.

RECOMMENDATION

We recommend a discussion and review of the (included*) forecast in detail and a series of working meetings take place ensure a full understanding of the start up and long term needs of the Regulatory College are presented here.

Both the MTAM and NHPC are willing to work with the College to save costs and utilize already-existing resources in addition to assisting financially. We are currently working to reduce start-up costs by working together to fine tune shared, existing processes.

**The forecast was not included in this summary. The forecast was an estimate based on the current cost to run the local Association, start-up costs, and considering the anticipated workload of the College in the first three years. For a detailed review of the forecast, email smolloy@mtam.mb.ca*



natural health practitioners of canada
praticiens de la santé naturelle du canada

Massage Therapy

ASSOCIATION OF MANITOBA INC.



We will continue to work collaboratively together and with Manitoba Health, Seniors and Active Living to ensure a College of Massage Therapy is created in Manitoba.

For further information contact

*Sheila Molloy
Executive Director
Massage Therapy Association of Manitoba
smolloy@mtam.mb.ca*

*Kelly Sloan
Chief Executive Officer
Natural Health Practitioners of Canada
ksloan@nhpcanada.org*