

**College of Audiologists and Speech-
Language Pathologists**

ANNUAL REPORT

Introduction

The Newfoundland and Labrador Council of Health Professionals (NLCHP) regulates the practice of Acupuncturists, Audiologists, Dental Hygienists, Medical Laboratory Technologists, Midwives, Respiratory Therapists and Speech-Language Pathologists. These health professionals are required to be registered with the NLCHP to practice in Newfoundland and Labrador. The role of the NLCHP and its authority and powers are set out in the Health Professions Act (the *Act*). As per the *Act*, a separate College is established for each health profession designated under the *Act*. Each health profession's College remains focused on establishing education and registration requirements, and articulating entry to practice requirements, scope of practice, code of ethics and standards of practice for their profession. Together, the NLCHP and the Colleges ensure that there are competent health professionals providing quality care to the public.

In the past year (2022-2023) all health care professionals continued to feel the repercussions of the COVID 19 Pandemic and its impact on overall community health, the provision of services and the pressure to address long wait times caused by service slowdowns. Speech-Language Pathologists and Audiologists have approached the College on a number of topics including: the appropriate avenues for patient advocacy, the need for increased resources, conflict of interest guidelines when working for multiple employers and direction regarding virtual care that crosses provincial boundaries.

New legislation in Ontario and Nova Scotia, that opens the door for international applicants to obtain a license to practice, has been followed closely by all national regulators due to similar discussions in each province and labor mobility laws. This has highlighted the importance of regulators in provincial Colleges connecting and collaborating nationally to assure the highest level possible of standardization and harmonization.

Changes in health care structures, the growth of private practice in both Audiology and Speech-Language Pathology and the demands on school-based Speech-Language Pathology all impact the current professional landscape.

College Executive

Chair: Judy Davidson, SLP

Vice Chair: Beth Anne Emmink SLP

Member to Council: Allison Robbins, Audiologist

Treasurer: Maresa Moyles-Brazil, SLP

Secretary: Ashley Rossiter, SLP

Member at large: Mihaela Fost, Audiologist

CASLP-NL is pleased to have an Executive in 2022-2023 that represents Speech-Language Pathologists and Audiologists working in health, education, and the private sector.

The College would like to acknowledge Jillian Ryan and Sandy Crowley who completed their terms with our Executive in Sept 2022. Jillian was a long-serving Executive member whose interest in quality care and standards helped develop the College in its early years. Sandy joined the Board during the challenging mid pandemic timeframe, and it was a pleasure to have her voice especially related to both school-based Speech-Language Pathology practice as well as Labrador practice. Thank you both for your contributions.

Highlights of the Year

2023 is the 10th anniversary of the Audiology and Speech-Language Pathology Regulations in Newfoundland and Labrador. [NLR 47/13 - Audiologists and Speech-Language Pathologists Regulations under the Health Professions Act \(assembly.nl.ca\)](#)

Executive members continued to represent the College by participating on the NLCHP Board (CASLP-NL Chair and CASLP-NL Council rep) as well as with the Registration Committee, Quality Assurance Committee and Education Committee. College member Leona Lewis also serves on the Finance and HR Committee and Jillian Ryan serves on the Complaints and Authorization Committee.

This past year the CASLP-NL board has focused on several financial management strategies and has contracted a new accounting firm to assist in business affairs. It continues to review the core and foundational documents of college as well as the review and enhancement of organizational policies.

CASLP-NL registered its first professional through a new *return to practice* stream in 2022-23. With the absence of a 3rd party academic qualifying path, this was a learning process and the feedback received from the individual has been appreciated. CASLP-NL feels more ready to address such requests in the future.

The Annual General Meetings were held virtually on May 06, 2022, and then again, this year on May 12, 2023.

Updates to Key Regulatory Documents

During the May 2022 AGM, the membership approved the CASPNL 2022-2023 budget which allowed the board to contract a consultant for the development of college specific standards of practice. NLCHP has assisted in the drafting of an expression of interest (EOI) on this matter. While it was hoped that the EOI would be released before now, staffing changes with NLCHP and various scheduling challenges delayed the process. It is expected the EOI will be released Spring (2023). Developing standards for the College remains a priority for the Board.

Focusing on past and common membership inquiries, the CASLP-NL board continues to update and add communication to the CASP-NL website that was relaunched in 2022.

National Collaboration

2021 saw the unfortunate fall out of provincial regulators who previously participated with the **Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR)**. CASLP-NL and CASLPM of Manitoba are the 2 remaining provincial College members of CAASPR, which continues to be the steward of key national professional documents and assets. Additionally, CAASPR provides the function of processing and evaluating the entry to practice requirement for new graduates of SLP and Audiology as well as internationally trained (or internationally working) professionals who apply to practice in Newfoundland and Labrador.

CAASPR members are continuing to review equivalency requirements and processes considering Government actions to encourage the recruitment of internationally trained professionals.

CASLP-NL sits as a regulatory representative on a committee of the Council for the **Accreditation of Canadian University Programs in Speech-Language Pathology and Audiology (CACUP)**.

Financial Summary

- The CASLP-NL board continues to work with an accounting firm in all matters related to the financial operations of the College. It maintains a reserve fund to ensure the College remains able to conduct its legislated activities.
- Accounting activities that were initiated this year include the contracting of **Keen and Associates** and the operationalization of RBC banking platform “Edge” that enhances oversight and transparency for college financials.
- Based on budget projections and after a few years of a “temporary” fee reduction, the College fees were reduced as of 2022. The Executive continues to monitor spending to

create financial efficiencies while also balancing support for the volunteer Executive to carry out their duties.

Note: the current fiscal year for CASLP-NL is July1-June 30th.

Looking Forward

The College of Audiologists and Speech-Language Pathologists Newfoundland and Labrador was enacted with the proclamation of its Regulations in April 2013. The executive continues to take on activities to support the mandate of the College.

Future work includes:

- Continue to seek opportunities to enhance members' understanding of regulation and the mandate of the College.
- Develop College specific standards of practice in Audiology and Speech-language Pathology.
- Address issues pertaining to portability requirements across jurisdictions.
- Continue to review core documents to better support Audiologists and Speech-Language Pathologists.
- Explore regulatory guidelines to help support the possible inclusion of Communication Disorder Assistants, and/or other support personnel, in our fields.

FINANCIAL STATEMENTS

CASLP-NL 2022-2023

Accounts Summary	
Bank account balance: May 5, 2023	83,753.24
GIC	20,710.42
GIC	3,123.18

BUDGET & ACTUAL

Type	Budgeted <small>(as of May 5, 2022)</small>	Actual <small>(as of May 5, 2023)</small>	Expected <small>(Renewal year 2023-2024)</small>
Revenue			
Registration fees	\$15,362.80	\$18,464.40	\$16,480
Interest from GIC	---	\$20.79	
Other	---	\$38.56	
Expenses			
			Proposed Budget for 2023-2024
Annual Meeting of Members	\$800	\$729.55	\$800
Insurance	\$2000	\$1826.20	\$2000
Teleconference/Zoom	\$600	\$230.00	\$600
Board Travel	\$9500	\$5088.83	\$9500
Operations <small>(P.O. Box, meetings, etc)</small>	\$2500	\$1300.60	\$2500

Membership: Council for Accreditation of Canadian University Programs	\$150	\$211.44*		\$150
Proposed Project: Standards of Practice	\$20,000	N/A		\$20,000
Proposed Project: Disposal of financial documentation for 2013-2015	\$100	N/A		\$100
TOTALS	BUDGETED 2022-2023	Expenditures TO-DATE		Proposed Budget 2023-2024
	\$48,350	\$23,954.46		\$49,050

*We paid for several years of accounting at once, averaging approximately \$3000 per fiscal year.

**We propose to offer a subscription incentive for new board members of approximately \$800 per year total.

Submitted by,



Judy Davidson, CASLP-NL Chair 2020-2023

May 12, 2023