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ANNUAL REPORT

About Us

The College of Audiologists and Speech-Language Pathologists of Newfoundland and Labrador, in partnership with the Newfoundland and Labrador Council of Health Professionals (NLCHP), regulates the professions of Audiology and Speech-Language Pathology.

All Audiologists and Speech-Language Pathologists who wish to practice their professions in the province of NL must be registered with NLCHP and hold a valid Certificate of Practice before engaging with the public. This process of regulation allows the College to ensure that high-quality services are provided by those professionals registered with them, and thus the College serves and protects the public interest.

The College protects clients' rights to safe, competent and ethical care by setting requirements for registration with NLCHP by supporting Audiologists and Speech-Language Pathologists who are registered to maintain the standards of practice of the professions and holding them accountable for their practice and conduct.

Mission

The College of Audiologists and Speech-Language Pathologists of Newfoundland and Labrador protects and serves the public by regulating and ensuring competent, safe, ethical practice of Audiologists and Speech-Language Pathologists in Newfoundland.

Mandate of the College

1. Approve a program of study and education for the purpose of establishing education requirements;
2. Develop entry to practice requirements for the health profession, including annual renewal or recertification requirements and continuing competency requirements;
3. Establish a scope of practice for the health profession it represents;
4. Establish standards of practice for the health profession it represents; and
5. Develop a code of ethics for the health profession it represents.



CONDUCTING

the affairs of the College in a transparent, objective, impartial and fair manner.



UPHOLDING

standards of practice.



SETTING

entry to practice requirements for the health profession, including annual renewal or recertification requirements.



ENSURING

the continuing competence of its registrants through a quality assurance program.



PARTNERING

with NLCHP in the management of receipts of complaints, conducting investigations and appeals and taking appropriate disciplinary action.

Message From the Chair

It has once again been a successful year for CASLP-NL. Over the past year, we continued to navigate through the changing provincial and national landscape of regulation. Provincially, NLCHP underwent a review of its operations and governance, resulting in a detailed current state assessment which will inform the new strategic plan. This strategic plan noted themes of governance, alignment and communication, which will have many positive impacts on CASLP-NL. CASLP-NL looks enthusiastically forward to engaging with the various NLCHP colleges and committees for this work.

Additionally, government has met with various stakeholders to review the Health Professionals Act. CASLP-NL submitted a letter as part of this review in response to a request for feedback from government. CASLP-NL took this opportunity to highlight concerns with verification of the minimum hours requirement, challenges that labour mobility laws present to our exam requirements, and infringement on scope of practice by unregulated health professionals.

Nationally, we saw CAASPR (Canadian Alliance of Audiology and Speech-Language Pathology Regulators) take continued steps to sunset. This past year, NLCHP has approved Canadian applicants for the CETP exam, and CASLPM has successfully reviewed international applicants for CASLP-NL, indicating a successful transfer of CAASPR functions. The National Regulatory Panel continues to meet; however, there are currently no formal plans for a national regulatory entity.

One of our core functions as per the Regulations include setting entry to practice requirements. As such, we have reviewed all registration policies, including re-entry to

practice, which have been approved by the NLCHP (Registration Committee and Council). As part of maintaining our core documents, we entered into contract with MorForkus to complete an updated Standards of Practice. We are currently in phase two of this project with an anticipated completion date of December 2025.

As a college we see our strengths in our governance, our adherence to the mandate of a college as set by the regulations, our current financial status, and our alignment with NLCHP. Risks to our College include the lack of a national regulatory body and challenges with recruitment of board members.

Most importantly, I want to extend heartfelt thanks to all our **volunteer board members**, past and present. Your time, energy, and commitment are the backbone of our regulatory work. It is your insight and dedication that allow CASLP-NL to thrive and uphold its public mandate with certainty and integrity.

As we move forward, CASLP-NL remains deeply committed to excellence in governance and collaboration, both within the province and across Canada. Together, we are shaping a strong and trusted regulatory environment—one that serves both the public and our professions with pride.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Ashley Rossiter". The signature is written in a cursive, flowing style.

Ashley Rossiter R. SLP (C)
CASLP-NL Chair

College Executive



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Highlights of the Year

- Standards of Practice Update - Actively engaged with MorFokus to complete this work Phase one of this project complete. Anticipated completed December 2025.
- Facilitated 6 successful mentorships
- Welcomed one new board member: Beverly Martin (Member at Large)

- Completed the document formatting project which saw all policies, forms and other core documents get a face-lift, along with more user-friendly functionality. These documents were also updated on our website.
- AGMs held May 10 2024 and May 09 2025
- College members continue to sit on the NLCHP HR and Finance Committee, Registration Committee, Quality Assurance Committee, Complaints Authorization Committee and the Disciplinary Panel

Updates to Key Regulatory Documents

CASLP-NL completed a review of the by-laws, with suggested changes submitted to members for approval at the May 09, 2025 AGM. CASLP-NL also completed a full review of all policies. Policies are now on a timed review schedule to ensure they reflect current practice. Additional Core Documents such as Code of Ethics and Scopes of Practice will undergo further review once our updated standards are in place, given potential overlap. The development of new standards has highlighted the potential need for additional regulatory documents such as practice guidance statements.

Policy Updates

Formal approval of policies:

- 2-10 Approved Programs of Study
- 2-20 Registration Exam
- 2-30 Applicants Educated Outside of Approved Programs of Study
- 2-40 Mentorship Program
- 2-50 Mentorship Roles and Responsibilities
- 2-60 Re-Entry to Practice

National Collaboration

The CASLP-NL chair continues to sit on the National Regulatory Panel, with meetings occurring quarterly, in addition to attending the Virtual CACUP (Council of Accreditation of Canadian University Programs) symposium on May 08 2025.

Financial Summary

The college year-end is June 30, 2025.

Finances are stable and in compliance with all policies

Current financial status as of April 21, 2025:

Accounts Summary	
Bank Balance: April 21,2025	66,073.66
GIC (ops budget)	21,335.23
GIC (CC backup)	3,345.56
Total Assets	90,754.45

Looking Forward

CASLP-NL is looking forward to the completion of the Standards of Practice project. This work will further engage us in the maintenance and creation of additional key regulatory documents such as practice guidance statements. We will be welcoming two new board members in Fall 2025 and will monitor our current recruitment incentives to ensure new volunteers continue to step forward. CASLP-NL will begin a review of our current website's functionality and design to ensure optimal function and clear messaging. The College is eager to work in continued alignment with the NLCHP to ensure public protection in this province.

