

NBASLPA

Regulatory Bulletin

"Keeping registrants informed."

September 2024



Registration Renewal 2025 Opens October 1st

- Download certificates anytime
- Add CEEs anytime
- Renewal FAQs
- Alinity user guides

NEW!

- Save renewal progress
- Automated renewal

Online enhancements

- Online receipts
- Credit cards accepted
- Pre-authorized debit
- No employer payroll submissions

Payment changes

See page 2 for important information about your registration renewal.

Professional Liability Insurance (PLI)

Please ensure that you upload proof of your personal Professional Liability Insurance (PLI) to the Alinity Registrant Portal as soon as your policy is renewed. Do not wait until your registration renewal. Uploading your PLI documentation promptly helps NBASLPA verify that your coverage remains current and in compliance with our requirements.

All personal Professional Liability policies must meet NBASLPA requirements as outlined in Rule 14.9.1 (f)(vi).

For information regarding PLI requirements, please follow this link:

[PLI Requirements](#)

It is the registrant's responsibility to confirm with your insurance provider that your policy meets NBASLPA requirements.

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Legislation Update

A provincial election is expected to be called within the next couple of weeks, with the election scheduled to occur no later than October 21st.

Following the election, our Bill will continue its legislative journey as before. The Clerk of the Legislative Assembly has confirmed that our Bill has been formatted by the King's Printer and has successfully passed the English editing stage. It is now undergoing French editing. Once this is completed and approved, the Bill will be scheduled for its First Reading and then referred to the Standing Committee on Private Bills.

Our legal counsel anticipates a smooth passage through the Committee stage. The Clerk has also confirmed the intention to introduce the Bill when the House resumes this fall. There is no guarantee, but we remain hopeful.

We will keep you updated as developments unfold!

Registration Renewal Opens October 1st



Important Dates:

- **Renewal Period:** October 1 - December 1, 2024

How to Renew:

- Detailed renewal instructions and Alinity User Guide will be available to registrants in mid-September.

What's New for 2025:

- **Download Registration Certificates Anytime:** Certificates of registration will be available for download any time after your registration renewal has been completed and approved.
- **Proof of Personal Professional Liability Insurance:** If you had not uploaded your proof of personal professional liability insurance (PLI) prior to the registration renewal period, your renewal application will be submitted for review.
- **Add CEE Activities Anytime:** Update your profile with Continuing Education Equivalent activities anytime, not just during your cycle. You can now upload CEEs as you complete them.
- **Currency Hours:** Estimate the number of hours you will work in the month of December and include it in your calculations for the year. In January, if there was a significant difference between your estimated hours for December and your actual hours, please notify the Deputy Registrar with your amended hours.

Payment Changes:

- **Online Receipts:** Receipts will be available online for download any time after your registration renewal has been completed and approved.
- **Credit Card Payments:** Now accepted.
- **Pre-Authorized Debit (PAD):** Set up withdrawals from January to October 2025. Option to pay the balance at renewal if starting later.
- **Cease Payroll Deductions:** This is the final year we will accept employer remitted payroll deductions. **It is your responsibility to Inform your employers.**
- **Interac e-Transfers:** Send renewal fees to info@nbaslpa.ca for quick processing.

Online Renewal Enhancements:

- **Save Progress:** If interrupted, your entered information can be saved and completed later.
- **Automated Renewal:** If your profile, PLI, and CEEs are up-to-date, renewal will process automatically. Only new PLI, missing CEE, or answering “yes” to the declarations will cause your renewal to be submitted for review.

Registration Renewal

Tips to help ensure a smooth registration renewal process



1 **Update your Profile in Alinity**

Updating your profile in Alinity early will familiarize you with the new platform, making the 2025 registration renewal process smoother.

2 **Read NBASLPA Messaging and Instructions Carefully**

The NBASLPA team is committed to providing clear and concise communications. Please take the time to review all information carefully. If you have any questions or concerns regarding registration renewal requirements, instructions, messaging, or the process, don't hesitate to contact our office.

3 **Non-Practising to Practising Requests for 2025**

Make your request early

- Start your request early in the registration renewal period.
- Be prepared to submit the required documents.
- Your application may need to be reviewed by the Registrar and/or the Registration and Competence Committee, depending on the duration of your non-practising status and individual circumstances.
- You may be required to complete a mentorship period, additional Continuing Education Equivalents (CEEs), or retake the Canadian Entry-to-Practice exam, depending on how long you have held non-practising status.

Processing Time

- The time needed to return to practicing status depends on your individual circumstances.
- To meet the December 1st registration renewal deadline and avoid late fees, please allow sufficient time for your request to be processed.
- If you have been in non-practising status for only a few years, the review process for reinstatement is typically completed quickly.

Avoid Late Fees

- If you are seeking reinstatement to Practising status during the registration renewal period, we recommend renewing your registration as Non-Practising while your review is being completed.
- Once your application is approved, you will need to pay the difference between the Non-Practising and Practising registration fees.

Reminder: Don't forget to nominate a Practising registrant for an available position on the Executive Council!
Nominations close on October 2. Please follow this link for more information: [Executive Council Nominations Form](#).

Announcement

Supervised Practice Plan to Mentorship Program

We are pleased to announce the transition from the "Supervised Practice Plan" to our newly developed "Mentorship Program." This change reflects our commitment to fostering a more supportive and collaborative environment for new registrants. The Mentorship Program is specifically designed to provide new registrants with the guidance and resources they need to meet regulatory and competency standards.



Below, you'll find a comparison that highlights the key differences and enhancements between the previous program and the new Mentorship Program.

	Supervised Practice Plan (SPP) (Previous Program)	Mentorship Program (MP) (Current Program)
Terminology	The term 'Supervisor' suggests a hierarchical relationship in which the supervisor holds direct accountability for the mentee's clinical activities. Supervisors play an active role in guiding practice, teaching skills, and sharing knowledge.	The term "Mentee" underscores that the individual is fully accountable for their clinical activities. Mentors provide oversight, guidance, and support rather than direct supervision.
Scope	The SPP was implemented only if the Provisional registrant did not successfully complete the Canadian Entry-to-Practice (CETP) exam on their first attempt.	The MP is implemented for all Provisional registrants upon being granted registration.
Duration	Participation in the SPP was required until the Provisional registrant successfully completed the Canadian Entry-to-Practice exam on one their next 2 consecutive attempts.	Participation in the MP is for a minimum of 3 months , extended beyond 3 months if they do not successfully complete the Canadian Entry-to-Practice (CETP) exam on one of 3 consecutive attempts.
Documentation	Supervisors submitted mid-point and final evaluation forms, and 24 clinical reasoning tools.	Mentors submit mid-point and final evaluation forms but are no longer required to submit clinical reasoning tools.
Securing a Mentor	1 week to secure a mentor. The responsibility to secure a mentor was strictly that of the Provisional registrant.	14 days to secure a mentor. Support to find a mentor is provided if the Provisional registrant is unable to secure a mentor.

*To learn more about the NBASLPA Mentorship Program, please visit the following link:
[Mentorship Program - NBASLPA](#)*

Getting Upstream and Mitigating Risk

Professional Boundaries - Self-Reflection

Professional Conduct and Boundary Violations

As highlighted in the July 2024 Regulatory Bulletin ([NBASLPA-Regulatory-Bulletin-July-2024.pdf](#)), crossing and violating the boundaries of a clinical relationship can lead to serious consequences, including complaints, findings of professional misconduct, and in severe cases, allegations of sexual abuse or harassment. The repercussions of boundary crossings and violations are significant and can include:

- Harm to the patient or client.
- Damage to the clinician's reputation, loss of employment, revocation of registration, and potential career termination.
- Legal action against the clinician.

To mitigate the risk of boundary crossings and violations and protect both the patient/client and your professional standing, it is crucial to fully understand the nature of the patient/client-clinician relationship. These relationships are inherently therapeutic, centered on the needs of the patient/client, and governed by well-defined professional boundaries. These boundaries serve to delineate the power dynamic between the clinician and the inherent vulnerability of the patient/client. Trust is the cornerstone of this relationship, and any breach of this trust can be difficult, if not impossible, to repair.

When a clinician allows their personal needs to overshadow those of the patient/client, they misuse their power and cross or violate professional boundaries. Such violations can cause harm, sometimes in ways that patients/clients may not immediately recognize, but which may lead to serious consequences. This can manifest as a betrayal of trust, respect, or intimacy, potentially resulting in physical or emotional harm.

Can you identify boundary violations in the following scenarios? Take time to review these scenarios with colleagues and reflect as a group on the questions provided. Are there areas in your practice where you may unintentionally be crossing or violating professional boundaries? The answers to these scenarios will be featured in the December edition of the NBASLPA Regulatory Bulletin. Stay informed and engaged!





Scenario 1 – Requesting Personal Favours

John, a Speech-Language Pathologist, has been working with Mr. Sanchez, a client with aphasia, for several months. During a session, John mentions that he is moving to a new apartment and is feeling overwhelmed by the process. He casually asks Mr. Sanchez if he knows anyone who could help him move, as he could really use a hand. Mr. Sanchez, wanting to be helpful and feeling a sense of gratitude towards John for his support during therapy, offers to assist him personally. John, grateful for the offer, accepts and arranges for Mr. Sanchez to come by on the weekend to help with the move.

Questions for Self-Reflection and/or Discussion with Colleagues:

1. *Were John's actions in this case appropriate? Why or why not?*
2. *Would you consider this to be a boundary crossing or a violation? If so, which? Why?*
3. *How might John's actions influence how Mr. Sanchez views him as a speech-language pathologist?*
4. *How can John re-establish professional boundaries with Mr. Sanchez?*

Key Concepts this Scenario Illustrates:

- Requesting personal favors from clients
- Boundaries and what constitutes an appropriate clinician-client/patient relationship
- The potential impact of a clinician's actions on the therapeutic relationship
- Not maintaining a clear distinction between professional and personal roles





Scenario 2 – Offering Personal Support

Kumiko, an audiologist, has been working with Mrs. Adebayo, a long-time client who has been struggling with the adjustment to her new hearing aids. During a routine follow-up appointment, Mrs. Adebayo becomes emotional, expressing frustration about her recent hearing loss and its impact on her social life. Feeling empathetic, Kumiko shares that she also went through a difficult time when her grandfather lost his hearing, and that she became his primary source of emotional support. Kumiko offers to be there for Mrs. Adebayo in the same way, suggesting that she could call or text her anytime she feels lonely or needs someone to talk to, even outside of office hours.

Questions for Discussion with Colleagues:

1. *Were Kumiko's actions in this case appropriate? Why or why not?*
2. *Would you consider this to be a boundary crossing or a violation? If so, which? Why?*
3. *How might Kumiko's actions influence how Mrs. Adebayo views her as an audiologist?*
4. *How can Kumiko re-establish professional boundaries with Mrs. Adebayo?*

Key Concepts this Scenario Illustrates:

- Offering personal support beyond the professional scope
- Boundaries and what constitutes an appropriate clinician-client/patient relationship
- The potential impact of blurring the line between professional duties and personal involvement
- The importance of maintaining a professional relationship focused on the client/patient's hearing health needs





Scenario 3 – Accepting a Personal Gift

Christine, an audiologist, has been working with Mrs. LeBlanc for several years, helping her manage her hearing loss with various treatments and devices. Mrs. LeBlanc, who feels very grateful for Christine's care, brings her a handmade quilt as a thank-you gift during one of her appointments. Touched by the gesture, Christine accepts the quilt and even agrees to have lunch with Mrs. LeBlanc after the appointment to show her appreciation. During lunch, their conversation shifts from professional topics to personal matters, and Mrs. LeBlanc begins to view Christine more as a friend than as her healthcare provider.

Questions for Discussion:

1. *Were Christine's actions in this case appropriate? Why or why not?*
2. *Would you consider this to be a boundary crossing or a violation? If so, which? Why?*
3. *How might Christine's actions influence how Mrs. LeBlanc views her as an audiologist?*
4. *How can Christine re-establish professional boundaries with Mrs. LeBlanc?*

Key Concepts this Scenario Illustrates:

- Accepting personal gifts from clients
- Boundaries and what constitutes an appropriate clinician-client/patient relationship
- The potential for personal gestures to blur the lines of the professional relationship
- The importance of maintaining objectivity and professionalism in client/patient interactions



Reach out with any questions!

We are here to help all registrants meet their regulatory requirements, mitigate risk, and protect the public!

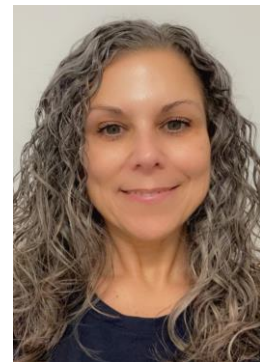
"NBASLPA ensures public safety by regulating, supporting, and ensuring the competent, safe and ethical practice of audiologists and speech-language pathologists in New Brunswick. All registrants of NBASLPA must practice in compliance with the Act, the Bylaws and Rules."



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Please contact the office at info@nbaslpa.ca if there are any regulatory topics you would like addressed in future editions.