

DECEMBER
2023

PG. 3

Governance

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Operations and Regulatory
Team Update

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Legislation Corner



VOLUME 1 – ISSUE 3

Welcome to the Winter edition of the *NBASLPA Regulatory Newsletter!*

Fun Fact

It seems sensible, since the Sun is our source of heat, that the Earth must be closer to the Sun in the Summer and farther away in the Winter, but that is not true.

In our northern hemisphere, we have Winter when the Earth is closest to the Sun and Summer when it is farthest away. The reason we have seasons is the Earth is spinning (always in the same direction) on a tilted axis. During the darkest day of the year (the beginning of our Winter) our Northern Hemisphere is tilted away from the Sun while the Southern Hemisphere is tilted toward the Sun. In our Summer, the Southern Hemisphere is experiencing Winter. Its all in the tilt! We hope everyone, like a good squirrel, is ready for Winter!

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PURPOSE

Much like preparing for the tilt of the Earth during Winter, by taking precautions and adjusting plans, regulation in healthcare establishes guidelines and oversight to prevent harm, ensure quality care, and adaptation to the 'tilt' of the regulatory landscape. Regulations safeguard patient/client protection and safety. Health profession regulation fosters collaboration among healthcare professionals, institutions, and governing bodies to ensure the best possible care for patients/clients - all year long!

This *NBASLPA Regulatory Newsletter* is designed to empower registrants, as speech-language pathologists or audiologists, to deliver ethical, safe, and competent practice. By offering guidance regarding compliance with regulatory standards and improvement toward greater understanding of the role of *NBASLPA* (a regulatory college), the newsletter serves as a resource for updating registrants on changes within *NBASLPA* as well as provincial legislation and the overall regulatory landscape.

GOVERNANCE

GOOD GOVERNANCE

A robust governance structure promotes transparency, fairness, and efficiency in regulatory processes. It also enhances public confidence ensuring the viability of the organization while protecting the integrity of the profession it regulates. Embracing good governance principles in health profession regulation is crucial for creating a framework that prioritizes patient/client well-being, safety, professional responsibility and integrity, and the continual advancement of safe and ethical practices. The following diagram outlines the 8, generally agreed-upon, principles of good governance. These principles guide the behavior of the regulatory body, fostering trust within the healthcare system.



The Executive Council of a Health Profession regulatory body holds a profound fiduciary accountability to the public it serves. Every decision made by a regulatory body must prioritize the public interest, ensuring that the highest standard of care and ethical conduct are upheld. Upholding this commitment not only instills confidence but also ensures the long-term viability and credibility of the organization.

When the government sanctions the involvement of a profession in co-regulation (formerly self-regulation), it establishes an agreement between society and said professional group. Professional title, status, and monopoly are granted to registrants in exchange for treating applicants and registrants in a transparent, objective, impartial, and fair manner. This safeguards the reputation of the profession, while regulating in the public interest.

RIGHT-TOUCH REGULATION

As NBASLPA transitions into a regulatory College, it has prioritized good governance, and is committed to a balanced regulatory approach.

Right-touch regulation principles state that regulation should aim to be:

<u>Proportionate</u>	The regulator only intervenes when necessary. Remedies should be appropriate to the risk posed, and the costs identified and minimised.
<u>Consistent</u>	Rules and standards are joined up and implemented fairly.
<u>Targeted</u>	Regulation should be focused on the problem and minimise side effects.
<u>Transparent</u>	Regulators should be open and keep regulations simple and user friendly.
<u>Accountable</u>	Regulators must be able to justify decisions and be subject to public scrutiny.
<u>Agile</u>	Regulation must look forward and be able to adapt to and anticipate change. These principles provide the foundation for thinking on regulatory policy in all sectors.

EXECUTIVE COUNCIL AND REGISTRAR/EXECUTIVE DIRECTOR COLLABORATION

The Executive Council, Registrar/Executive Director, and the Operations/Regulatory Team all play integral roles in upholding good governance with a commitment to a 'right-touch regulation' approach; this helps to ensure NBALSPA's viability as a regulatory body.

Please review the chart below which gives a brief overview the distinct roles of the Executive Council and the Registrar/Executive Director positions:

<u>Executive Council</u> Chooses/Approves the Destination	<u>Registrar/Executive Director</u> Decides How to Reach the Destination
<ul style="list-style-type: none"> ✓ Appoints the Registrar and Executive Director. ✓ Facilitates regular performance evaluations of the Registrar/Executive Director, including meaningful input from Executive Council members and key staff. ✓ Entrusts the Registrar/Executive Director to run the organization. 	<ul style="list-style-type: none"> ✓ The Registrar/Executive Director is appointed by the Executive Council.
<ul style="list-style-type: none"> ✓ Defines the strategic direction. 	<ul style="list-style-type: none"> ✓ Works with the Executive Council to develop mission, vision, values, and strategic plan.

<ul style="list-style-type: none"> ✓ Approves the mission, vision, values, and strategic plan. 	<ul style="list-style-type: none"> ✓ Recruits the team necessary for successful delivery of NBASLPA's strategic objectives. ✓ Executes the Executive Council's strategic direction, manages day-to-day operations, develops and implements policies, and carries out regulatory functions.
<ul style="list-style-type: none"> ✓ Reviews and approves the Registrar/Executive Director's annual implementation plans to ensure consistency with strategic plan. ✓ Ensure that programs are achieving objectives. 	<ul style="list-style-type: none"> ✓ Develops annual implementation plan and advises the Executive Council when milestones in implementation are reached. ✓ Oversees the development and implementation of operational and regulatory programs. ✓ Provides evidence of program effectiveness.
<ul style="list-style-type: none"> ✓ Monitors regulatory and operational risk and approves mitigation strategies. 	<ul style="list-style-type: none"> ✓ Informs the Executive Council of regulatory and operational risk and develops and implements mitigation strategies as approved by the Executive Council.
<ul style="list-style-type: none"> ✓ Approves the annual budget. ✓ Hires the financial auditor. 	<ul style="list-style-type: none"> ✓ Oversees the development of the annual budget, establishes income and expense parameters, determines specific expenditures within Executive Council approved budget lines. ✓ Responds to the financial auditor's findings/reports.
<ul style="list-style-type: none"> ✓ Approves financial policies and internal control policies. ✓ Reviews financial indicators and ensures adjustments are made. ✓ Approves investment policies and ensures compliance with regulatory requirements. 	<ul style="list-style-type: none"> ✓ Works with the Executive Council to develop financial policies and internal controls. ✓ Reports to the Executive Council on cash flow, budget to actual, and other key financial measures. ✓ Complies with board-approved financial policies and reporting requirements.

The Executive Council and Registrar/Executive Director collaborate in partnership. In this collaborative relationship, the Executive Council provides governance and strategic direction, while the Registrar/Executive Director and Operations/Regulatory team operationalize the strategic direction. This partnership collectively contributes to NBASLPA's credibility and effectiveness as a regulatory authority.

As the Executive Council is not involved in the daily operations of the regulatory body, it is the Registrar/Executive Director and Operations/Regulatory team who are best positioned to respond to questions and concerns from registrants, the public, and stakeholders.

In this regard, if you have questions or concerns, please contact Chantal LeBlanc (Office Manager) at info@nbalspa.ca, and she will forward your questions/concerns to the appropriate team member.

WHAT IS PUBLIC INTEREST?

The public interest, from a regulator's viewpoint, is vital and important. It is necessary to engage the public on a continual basis to ascertain what aligns with their best interests. It must be acknowledged that this concept is not static but, rather, subject to change over time and with cultural shifts.

Regulatory bodies commonly acknowledge several fundamental elements of the public interest. These include:

Preventing Harm

- Regulating with the goal of protection for individuals and communities from potential risks or dangers from unethical or incompetent practice of the regulated professional.

Avoidance of Self-Interest

- Ensuring regulatory decisions are not influenced by personal gain or biases, or in the sole interest of the profession or professionals.

Avoidance of Advocacy for the Profession

- Public interest is different than advocacy for the profession. While both the regulator and association may align on certain objectives (such as removal of detrimental elements within the profession), these instances of alignment are rare. The primary responsibilities of both regulator and association often diverge as the regulator safeguards public welfare while the association advocates for professional interests. There are rare occasions, however, when a public interest is a concern for both the regulator and the association.

CORE ACTIVITIES OF A REGULATORY BODY

A regulatory body must regulate within its legislated mandate. A regulator's core activities fall into 4 main categories:

<u>Restrictive</u>	Establishes and implements registration requirements (i.e. registration, registration renewals)
<u>Reactive</u>	Sets practice standards, establishes complaints/discipline processes, processes complaints and Act violations, revokes licenses when required, etc.
<u>Proactive</u>	Establishes quality assurance requirements (i.e. continuing education, currency hours)
<u>Transparent</u>	Ensures an updated public register, public hearings, and public meetings.
<u>Core activities of a regulatory college also include:</u>	
✓	Establishment of the College, the Executive Council (including composition), and the Registrar and Executive Director
✓	Provision of bylaw making authority
✓	Description of the content of the register
✓	Establishment of offences for violations
✓	Establishment of a complaints and discipline process and investigator powers
✓	Defining sexual abuse

ACCOUNTABILITY

NBASLPA is accountable to the public through the Minister of Health and Legislature and is mandated to regulate in the public interest.

Accountability to the public includes:

- ensuring a website that explains the regulatory body's processes,
- ensuring the public has access to a public register of registrants within the province,
- ensuring there are open discipline hearings, and, finally,
- ensuring a protocol for the submission of complaints against registrants.

Although NBASLPA's primary accountability is to the public, it has some accountability to the Minister of Health, the New Brunswick Court of Appeal, and to the Minister of Post-Secondary Education, Training and Labour. This may be outlined as follows:

Minister of Health

- Receives annual report of regulatory changes
- Appoints public members
- Has the authority to review sexual abuse prevention plans

NB Court of Appeal

Provides decision review oversight for:

- appeals regarding cancellation or suspension of a license,
- discipline appeals,
- judicial review applications.

Minister of Post-Secondary Education, Training and Labour

- Ensures registration practices are transparent, objective, impartial, and fair pursuant to the *Fair Registration Practices in Regulated Professions Act (Bill 118)*
- All registration requirements must comply with *Canadian Free Trade Agreement* and be relevant and necessary.
- Ensures that NBASLPA provides alternative ways to become registered.
- May audit registration processes.
- May require regular reporting on registration practices.

OPERATIONS AND REGULATORY TEAM UPDATE



Nicole Fowler – Registrar/Executive Director

After 16 years working as a Speech-Language Pathologist in various settings and with varied populations, Nicole began her regulatory career with NBASLPA in April of 2021 as *Registrar*. Nicole accepted the position of *Registrar/Executive Director* in April of 2023. She maintains her practising registration with NBASLPA, and membership with Speech Language & Audiology Canada. Nicole is passionate about governance and regulatory work. She is dedicated to safeguarding the privilege of co-regulation, upholding professional standards, and ensuring public protection.

The role of the *Registrar/Executive Director* is to provide strategic, regulatory, and operational senior staff leadership to the organization. The *Registrar/Executive Director* leads and manages operations and regulatory matters, and works to make regulatory, strategic, and operational plans a reality. The *Registrar/Executive Director* fulfills the regulatory body's legislated mandate to serve and protect the public interest while operating under the authority of the New Brunswick Speech-Language Pathology and Audiology Act (including executing, or delegating, the powers and duties in the Act, the bylaws, and the rules). The *Registrar/Executive Director* works closely and collaboratively with the *Deputy Registrar*, *Office Manager*, and *Executive Council*, providing operational and regulatory leadership to fulfill the vision, mission, values, and legislated functions of NBASLPA in alignment with the strategic plan. The *Registrar/Executive Director* represents NBASLPA locally, nationally, and internationally by maintaining professional relationships with internal and external stakeholders. The *Registrar/Executive Director* leads and manages special projects, develops key documents and policies, and develops and translates regulatory policy into operational processes and procedures. The *Registrar/Executive Director* employs best practices in governance and administration to assist NBASLPA in achieving regulatory excellence.



Valerie Caron – Deputy Registrar

NBASLPA is pleased to announce that Valerie Caron has accepted a promotion to the position of *Deputy Registrar*. Valerie has worked in the position of *Executive Assistant* with NBASLPA since June of 2021. Over the past 2 ½ years as the *Executive Assistant*, Valerie has provided support in many facets of the organization including registration, conference and AGM coordination, bookkeeping, and payroll. Her experience with NBASLPA over the past 2 ½ years has provided her with valuable insight into regulatory processes and a deep appreciation for the dedication of our professionals. Valerie skillfully works in a genuine and reliable manner with dedication and integrity. Valerie is excited to continue learning and growing in this new capacity, further contributing to NBASLPA's mission of maintaining the highest standards in our field.

The *Deputy Registrar* manages and oversees the registration process, provides policy and tactical support to the *Registrar/Executive Director* on a day-to-day basis.

The *Deputy Registrar* uses leadership skills and knowledge of *NBASLPA*'s regulatory bylaws, policies, and professional judgement, to lead special projects and develop key regulatory documents under the direction of the *Registrar/Executive Director*.

The *Deputy Registrar* makes decisions and provides oversight over quality assurance, practice advice, and the registration processes. Acting as delegate to the *Registrar/Executive Director*, the *Deputy Registrar* liaises with applicants, registrants, and other internal and external stakeholders.

The *Deputy Registrar* is functionally responsible for the regulatory work of *NBASLPA* and works to make regulatory, strategic, and operational plans a reality.



Chantal LeBlanc – Office Manager

NBASLPA welcomes Chantal LeBlanc who we introduce as our *new Office Manager*. Chantal began her position with *NBASLPA* on November 4th, 2023. Chantal has over 7 years of experience in regulation working as the Assistant Registrar for the *College of Physiotherapists of New Brunswick*. She comes to *NBASLPA* with a background in office administration, registration coordination, and project management. She is dedicated to continued learning and growth in the field of health profession regulation and desires to develop her administrative skills. On a personal note, Chantal is competent, hardworking, and pleasantly undertakes challenges with clarity and enthusiasm.

The *Office Manager* is responsible for the administrative and head office requirements and, also, assists the *Registrar/Executive Director* and *Deputy Registrar* regarding the administration, communications, public protection, registration coordination and renewal, and financial support requirements of the regulatory body. The *Office Manager* also supports committee work activities as needed.

Chantal is the primary point of contact for registrants, applicants, and the public. You may contact Chantal at info@nbaslpa.ca.

COMMITTEE UPDATES

COMPLAINTS AND DISCIPLINE COMMITTEES

NBASLPA officially thanks the following new members of the Discipline Committee for agreeing to a 2-year term on the Committee to increase the number of panels considering the recent uptick in the number and gravity of complaints:

New Discipline Committee members: Darrelyn Snider, Kelsey Spurrell-Cassidy, Nicole Elford, Heidi Eaton, Trevor Menchenton, and Lucie Boucher (Public Representative).

Thank you to the Complaints and Discipline Committees for their ongoing time commitment and dedication to public protection through the review and processing of recent complaints.

Complaints Committee:

Claudine Godbout-Lavoie

Discipline Committee Members:

Name	Role	Profession	Language
Leslie Shabani	Chair	Audiologist	Bilingual
Evan Phinney	Member	Audiologist	English
Marilyn Babineau	Lay Representative	Other	Bilingual
Brigitte Mahoney	Co-chair	Speech-Language Pathologist	Bilingual
Rhonda Rubin	Member	Speech-Language Pathologist	English
Krista Kidd	Member	Speech-Language Pathologist	Bilingual
Darrelyn Snider	Member	Speech-Language Pathologist	English
Kelsey Spurrell-Cassidy	Member	Audiologist	English
Nicole Elford	Member	Audiologist	English
Heidi Eaton	Member	Audiologist	Bilingual
Lucie Boucher	Lay Representative	Other	Bilingual
Trevor Menchenton	Member	Audiologist	English

PRACTICE ADVISORY COMMITTEE

The Practice Advisory Committee has been busy participating in the development of a regulatory Code of Ethics and Standards of Practice. Thank you to the Committee for its enthusiasm, due diligence, research, time commitment, and contributions in the development of key college documents as we transition from a dual mandate to a single mandate of regulatory body (college).

Committee Members: Monica Bonnevie, Bernise Hachey, Jennifer O'Donnell, Nadine Melanson, Chantale Melanson, and Emily Dawber.

REGISTRATION & COMPETENCE COMMITTEE:

Thank you to the Registration & Competence Committee as they navigate through the recent uptick in international applicants for registration. We are pleased to report that NBASLPA has been receiving frequent inquiries from internationally educated health professionals asking about registration. NBASLPA continues to collaborate with the Post-Secondary Education, Training and Labour department of the NB government regarding fair registration practices, and the government workforce planning initiative. NBASLPA has received 6 international applications in the last year and continues to receive inquiries regularly.

Registration & Competence Committee members: Kevin LeClair, Kara McLean, Stephanie Tinker, Sheena Alexander, Michelle Lackie, and Dr. Michael Kieft (Public Representative).

WEBSITE REVISIONS

Please Note:

Over the next few months, registrants may notice some content changes to the *NBASLPA* website as we work to reorganize and better reflect *NBASLPA*'s regulatory mandate. In advance, we thank you for your patience, and suggest you do not hesitate to contact the office at info@nbaslpa.ca if you need assistance navigating the changes. The website is projected to be fully revised with a new name, logo, and image after the amended Act has been approved by the Legislature.

REGISTRATION

REGISTRATION RENEWAL FOR 2024

The registration renewal period closed at midnight on December 1st. We are pleased to announce that over 95% of registrants met the December 1 deadline for registration renewal for 2024 and avoided the late filing fee.

16 of 341 registrants (5%), were not fully registered by December 1 and were subject to a late filing fee.

Of the 5% who were not fully registered by December 1:

- 3 registrants were missing all registration items
- 3 were missing payment
- 2 were missing the conduct form
- 6 were missing currency hours
- 5 were either missing submission of their professional liability insurance, or their insurance did not meet requirements as outlined in Rules.

Note: Some registrants were missing more than one required item.

CROSS-PROVINCIAL PRACTICE COURTESY REGISTRATION

In the province of New Brunswick, an individual must hold a certificate of registration with *NBASLPA* to perform **any component** of the practice of audiology or speech-language pathology. It is an offence under the Act Incorporating the New Brunswick Association of Speech-Language Pathologists and Audiologists to practice or identify oneself as an audiologist or speech-language pathologist in New Brunswick without being registered with *NBASLPA*.

Harmonized with other regulated jurisdictions of audiologists and speech language pathologists, with the exception of Nova Scotia, *NBASLPA* maintains the stance that the location of service is where the client is located, not where the clinician is located. Any person providing virtual audiology or speech-language pathology services to a New Brunswick resident, located in New Brunswick, must therefore hold registration with *NBASLPA*.

As part of *NBASLPA*'s work to eliminate barriers to service, we entered into a cross-provincial practice registration agreement in July of 2022 with the following provinces:

- [the Alberta College of Speech-Language Pathologists and Audiologists \(ACSLPA\)](#)
- [the College of Audiologists and Speech-Language Pathologists of Manitoba \(CASLPM\)](#)
- [the College of Audiologists and Speech-Language Pathologists of Ontario \(CASLPO\)](#)
- [the Saskatchewan Association of Speech-Language Pathologists and Audiologists \(SASLPA\)](#)

The purpose of this agreement is to allow for cross provincial practice either virtually or in person into a secondary province for up to a maximum of 200 direct client/patient service hours in a year for a reduced fee.

Visit the NBASLPA website ([Home - NBASLPA](#)) for further information and to access the Cross Provincial Practice Guide or contact the regulatory college of one of the provinces listed above in which you wish to apply for a Cross-Provincial Practice Courtesy Registration.

Applicants who hold full registration status in one of the regulated jurisdictions listed above, may be granted a Cross Provincial Practice Registration not to exceed a **maximum of 200 direct client/patient care hours over a 12-month period**. The care can be delivered in person or virtually.

LEGISLATION CORNER

WHAT CONSTITUTES A COMPLAINT?

The Speech-Language Pathology and Audiology Act defines a complaint as “...any complaint, report or allegation in writing and signed by the complainant regarding the conduct, actions, competence, character, fitness, health, or ability of a member or ‘former member’”.

Complaints may be submitted by:

- ✓ a patient/client or a member of their family
- ✓ a member or former member of NBASLPA
- ✓ another health care professional
- ✓ an employer, and/or
- ✓ a member of the public

The complaint must:

- ✓ be received in writing by NBASLPA
- ✓ be signed
- ✓ include the name and contact information of the person making the complaint
- ✓ contain the name of the person against whom the complaint is being made, and
- ✓ include a brief summary of the complaint/concerns

A complaint as defined by the Act constitutes the following:

- ✓ professional misconduct;
- ✓ conduct unbecoming a member including any conduct that might adversely affect the standing or good name of the profession or the Association;
- ✓ incompetence or negligence;
- ✓ any conduct in breach of the provisions of this Act, the bylaws, or the rules;
- ✓ dishonesty; or
- ✓ any habit rendering him unfit or incapable of carrying on the practice of speech-language pathology or audiology; or
- ✓ suffering from any ailment or condition rendering him unfit or incapable of carrying on the practice of speech-language pathology or audiology.

Complaints may be submitted by using the online complaint form ([NBASLPA-Complaints-Form.pdf](#)).

WHAT HAPPENS DURING THE COMPLAINTS PROCESS?

1	The complaint is received by the Registrar.
2	The Registrar forwards the complaint to the Complaints Committee and the <i>NBASLPA</i> Lawyer.
3	The Complaints Committee reviews the complaint to determine if it alleges a complaint as defined by the Act.
4	The Complaints Committee investigates and may engage such persons as it considers proper to assist in the consideration and investigation of the complaint.
5	Where the Complaints Committee investigates a complaint, the registrant or former registrant is notified and may make a written submission with respect to the matter within 30 days of receiving the notice.
6	The Complaints Committee either refers to the Discipline Committee for further investigation or dismisses the complaint.
7	The Discipline Committee investigates the complaint which may result in a hearing. This process is guided by <i>NBASLPA</i> lawyer.
8	The Discipline Committee may direct the Registrar to make public any decisions/orders made regarding the complaint, or may direct the Registrar to enter any decisions/orders in the <i>NBASLPA</i> records and make the result available to the public.
9	The Discipline Committee decision may result in a revocation of registration, significant fines, coursework requirements, or other limitations and sanctions on the registrant's license to practice.

WHAT CONSTITUTES A VIOLATION OF THE ACT?

The practice of speech-language pathology and audiology and titles are protected by the Act.

Any person other than a person who is registered with *NBASLPA* who participates in the following activities violates the Act. This includes former registrants.

- (a) publicly or privately, whether or not for hire, gain or hope of reward holds themselves out in any way as being a speech-language pathologist or audiologist;
- (b) assumes or uses any title, name, designation, initials or description, including those referred to in this Act, that does or could lead the public to believe they are registered with *NBASLPA*, as a speech-language pathologist or an audiologist;
- (c) practices speech-language pathology; or
- (d) practices audiology.

In addition, any registrant, former registrant, or applicant for registration “who does or attempts to do anything contrary to the provisions of the Act, or any bylaw or rule made under the authority of this Act, is also in violation of the Act, and may be restrained by an injunction of The Court of King's Bench of New Brunswick at the instance of the Executive Council acting in the name of the Association.”

“Any person other than a person described under ‘Exemptions’ of the Act, who does or attempts to do anything contrary to the provisions of this Act, the doing of such thing may be restrained by an injunction of The Court of King’s Bench of New Brunswick at the instance of the Executive Council acting in the name of the Association.”

REPORTING ACT VIOLATIONS

Any member of the public, or registrant, may report a violation of the Speech-Language Pathology and Audiology Act. An Act violation may be reported by providing an affidavit and evidence of the violation. An Act violation may also be reported to *NBASLPA* without an affidavit or evidence, but in this manner, may be much more difficult to prosecute. Regardless, *NBASLPA* has the authority to investigate or hire an investigator to obtain additional evidence when required.

CONSEQUENCES OF VIOLATING THE ACT

A violation of the Speech-Language Pathology and Audiology Act can carry serious consequences for a registrant, former registrant, or member of the public.

A person who violates any provision of the Speech-Language Pathology and Audiology Act commits an offence and is liable on summary conviction to a fine not less than:

- (a) \$500 for a first offence;
- (b) \$1000 for a second offence; or
- (c) \$2000 for a third offence or imprisonment for a term not exceeding six months, or both.

Did you know that an employer of audiologists and speech-language pathologists can be in violation of the Speech-Language Pathology and Audiology Act if the employer does not verify at the time of engagement or employment that the person is the holder of a current certificate of registration issued pursuant to the Speech-Language Pathology and Audiology Act and the bylaws?

SCOPE OF PRACTICE

In the current Act, audiology and speech-language pathology are defined as follows:

“Audiology” means the provision or conduct of non-medical assessment and interpretation, evaluation, habilitative, rehabilitative, counselling, guidance and research services relating to auditory function including the planning, direction and conduct of remedial programs designed to restore and improve auditory function and speech reading, the giving of directions for the supply of hearing aids, and the sale of hearing aids;

“Speech-language pathology” means the provision or conduct of non-medical assessment, treatment, research, counselling, guidance, testing and evaluation services relating to speech, language and communication disorders or conditions including the planning, direction and conduct of remedial programs designed to restore and improve communication efficiency;

These definitions in the Act legally define the Scope of Practice of each profession.

DID YOU KNOW?

Scopes of practice may be **shared** across regulated professions. If the regulated profession is listed as an **exemption** in the Speech-Language Pathology and Audiology Act, and part of the practice of audiology or speech-language pathology is also included in that profession's scope of practice, it is **not** in violation of the Speech-Language Pathology and Audiology Act. If the activity is not part of its Scope of Practice, however, as defined in its Act, it is in violation and subject to being reported and investigated by *NBASLPA*.


ACT EXEMPTIONS

Nothing in the Act applies to or prevents:

- (a) the practice of medicine by a person authorized to carry on such practice under the provisions of the Medical Act;
- (b) the practice of dentistry by a person authorized to carry on such practice under the provisions of the New Brunswick Dental Act, 1985;
- (c) the practice of nursing by a person authorized to carry on such practice under the provisions of the Nurses Act;
- (d) the practice of occupational therapy by a person who is authorized to carry on such practice under the provisions of the Occupational Therapy Act;
- (e) the practice of psychology by a person who is licensed under The College of Psychologists Act;
- (f) the practice of physiotherapy by a person registered under the Physiotherapy Act, 1985;
- (g) the carrying out of specific tasks constituting part of the practice of speech-language pathology or audiology by persons authorized under the bylaws of the Association and under the supervision and control of a speech-language pathologist or audiologist as the case may be;
- (h) the carrying on of any occupation, calling or profession by a person authorized to carry on such occupation, calling or profession by any public or private act of the Legislature; or
- (i) the sale of hearing aids and the provision of services incidental thereto by any person.

NEXT EDITION

Stay tuned for the next Edition of the *NBASLPA* Regulatory Newsletter which will contain suggestions on how to mitigate complaints in the public interest, information on the implementation of the Alinity Regulatory Management Software and how it will improve the registration renewal process, and updates regarding the amended Act, Code of Ethics, Bylaw revisions, and Standards of Practice.



As the holiday season approaches, we extend warm wishes for a joyful and peaceful holiday, and hope everyone can use this time to rejuvenate. NBASLPA appreciates its registrants for their commitment to staying informed and engaging with the regulatory newsletter. Your professional dedication and commitment to the care, professional service, safety, and well-being of your patients/clients are highly valued. Thank you for your ongoing attention and dedication throughout the year.

Stay safe and stay warm!