



SASKATCHEWAN
ASSOCIATION OF
SPEECH-LANGUAGE
PATHOLOGISTS
AND AUDIOLOGISTS

Annual Report 2018



SASKATCHEWAN
ASSOCIATION OF
SPEECH-LANGUAGE
PATHOLOGISTS
AND AUDIOLOGISTS

VALUES

- ethical practice
- transparency
- progressiveness
- accountability
- integrity

VISION

A model regulatory body
which informs and protects
the public and has an involved
membership.

MISSION

To license, regulate and guide the practice of
Audiologists and Speech-Language
Pathologists in the interest of the public.

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Strategic Plan
Progression and Communication
2016-2019



How Self-Regulation Works



Registration

Sets education requirements and ensures the members have attained the core competencies. Issues licences to SLPs and Auds which allows them to practice.



Standards of Practice

Develops and enforces standards of practice which all audiologists and speech-language pathologists follow.



Continuing Education

Requires audiologists and speech-language pathologists to further their knowledge and skills on a regular basis



Complaints

Responds to complaints from the public concerning care provided by members of SASLPA.

Though the Saskatchewan Association of Speech-Language Pathologists and Audiologists (SASLPA) is named an association, its function is that of a College. To facilitate self-regulation, professionals elect and appoint members of the profession to sit on Council and form Committees. In addition, the government appoints a number of public representatives to Council. The function of the SASLPA is to regulate itself in the public interest, with objectivity, ensuring that bylaws, practice standards, and regulations are in place, and to which it adheres. The SASLPA must also have a system by which complaints from the public can be addressed.

The SASLPA does not receive government funding and thus, is entirely funded through application and registration fees, as well as a small amount of advertising revenue.

The SASLPA provides resources to its members, such as, but not limited to, informational group emails, webinars, and a website.

SASLPA ANNUAL GENERAL MEETING - May 1, 2019 Executive Director's Report

This past year has wrapped up the SASLPA 2016-2019 *Progression and Communication Strategic Plan*. Our vision was to be “a model regulatory body which informs and protects the public and has an involved membership”. I believe the SASLPA Council and Committee work that has happened over the past year brought us even closer to this vision. The past three years has seen an increase in member involvement and it is because of that involvement that SASLPA was able to achieve as much as it has. I am proud to share some examples of the 2018 accomplishments with you!



Documentation

SASLPA will have documentation that adequately meets our regulatory needs.

- ❖ Committees have been working on developing Practice Guidelines (e.g., Pediatric Audiology and Dysphagia) and have suggested revisions to the current Code of Ethics as well as developed policies to increase public safety (e.g., Conflict of Interest, Advertising and Social Media guidelines).
- ❖ SASLPA's request to change *The Speech-Language Pathologists and Audiologists Act* to more adequately reflect our singular role as a regulatory body did not go forward from the Ministry of Health to the legislature for 2019. The ministry has advised that this is a long process that can often take multiple submissions. SASLPA will re-submit for 2020 and continue annually thereafter until the proposal moves forward.



Public Awareness

Increase the public's awareness and confidence that SASLPA exists to act in the interest of the public.

- ❖ Council has committed to creating documents for the public regarding private practice (e.g., poster with website address and links to SASLPA's Private Practice Directory and “Private Practice Consumer Questions”).



Quality Assurance

Implement a quality assurance program that ensures members enhance and expand their knowledge while continuing to practice safe, competent and ethical care.

- ❖ Development of Mentorship Program.
- ❖ Professional Development opportunities (see Professional Development Committee report).



Member Involvement

Increased membership involvement will support the self-regulatory governance process.

- ❖ “Governance” webinar has been created to share with members. It will be recorded and available within the upcoming year.

- ❖ Council has been personally calling:
 - New members in order to welcome them and answer any questions they may have; and
 - Members who indicate, on their renewal forms, that they would be interested in being involved with council or committees.
- ❖ All council positions have been filled for the 2019-20 year and many members are volunteering to be a part of the SASLPA committees.



Other Commitments/Projects

- ❖ **Electronic payment and renewal**
 - SASLPA staff have been working closely with Thentia on the development of an on-line database system (includes on-line registration and renewal). Members will be able to use credit cards for payment and will have the ability to maintain their continuing education credits on-line. We anticipate the on-line system will be ready for the 2020 renewal year.
- ❖ **Strategic Review and Council Education**
 - SASLPA's council and staff took part in a Strategic Review process, and an education session, led by the Executive Director (ED).

2019-20 Objectives

The activities of the ED are defined and developed in conjunction with Council during the strategic planning and review processes that are scheduled annually after the AGM. Activities currently in progress include:

- ❖ Create a new strategic plan for 2019-2020;
- ❖ identify and review policies and guidelines to be created or updated;
- ❖ resubmission of the proposal for changes to The Speech-Language Pathologists and Audiologists Act to the Ministry of Health for the 2020 year;
- ❖ carry out Communication Strategies for the SASLPA members, the public and other stakeholders;
- ❖ carry out objectives as agreed upon during 2019-2020 Strategic Planning process;
- ❖ and other activities as directed by Council.

Submitted by: Kathy Carroll, Executive Director - April 12, 2019



SASLPA ANNUAL GENERAL MEETING – May 1, 2019 Council President's Report



This has been a year of tremendous learning for me as SASLPA President. Being involved in this council has been an excellent opportunity for me to grow both personally and professionally while continuing to participate in a meaningful way towards our professions. We continue to be in period of transition and change and it has been a satisfying year learning about regulation both provincially and nationally and participating in many important projects with SASLPA. It is amazing to see the changes that our regulatory body has accomplished in a relatively short period of time.

I want to congratulate and thank SASLPA's staff, council and committees for their continued professionalism and commitment to public protection in this province. It is truly a strong and dedicated group of professionals that continue to lead this organization and I am excited to see the new faces that will bring their expertise to council. I wanted to highlight a few of the important projects that are currently in the works and acknowledge and thank everyone who continues to be involved in making them come to fruition.

This year will see the implementation of our online portal and database for registration. This project will bring us forward into a new era and streamline our registration process for all of our members, while allowing for better collection of data. I am sure all of our members will appreciate this change when it becomes active this fall. Thanks to council and to our staff, Kathy Carroll, Josée Lavasseur, and Candice Pierce who have put in many long hours with the technology company designing, trialing and implementing this important portal.

The next two years will also see many changes on the national front through the board of CAASPR. SASLPA's role on this board is critical and it has been a true learning experience to be a part of this work. The continued work towards harmonization of standards, the implementation of national competencies and frameworks, as well as a national exam is truly an accomplishment. Many thanks to Josée Lavasseur, our registrar, who was the chair of this board this year and put in many long hours making sure work continued to move forward on all fronts.

I have also been pleased to see SASLPA's ongoing commitment to expand our role in protecting the public including our work towards a mentorship framework, an updated code of ethics, and working guidelines in both the areas of dysphagia and pediatric audiology. I would like to commend all of our committees for their time and efforts in continuing to complete this important work. Thank you to our executive director Kathy Carroll who continues to keep all of these projects on track and moving forward.

I continue to be pleased by our memberships growing involvement in SASLPA's work as evidenced by participation in our many committees, attendance at webinars, and the full slate for council this year. Having an involved membership ensures that we continue to practice in a safe and ethical manner that protects everyone involved. It has been a worthwhile and rewarding experience and thank you to council staff and committees for your work this past year. I hope to continue to be a part of this growth this year in my continued involvement as past president and work on standing committees and with CAASPR.

Submitted by:

Cynthia Bakker
SASLPA President



SASLPA ANNUAL GENERAL MEETING – May 1, 2019 Registrar's Report

Registrar Position:

- The Registrar manages all activities relating to membership registration and renewal processes. The Registrar also works with other regulatory organizations at a provincial and national level on items specific to membership registration, renewal, currency and continuing competency issues. The position also functions as Chair of the Registration and Membership Committee and the Mentorship Committee.



1. 2018 Activities:

- Registration and Membership:
 - All Cycle A members (in 2018) received a CEU Report in order to facilitate the renewal and audit processes.
- Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR): (see CAASPR Report)
 - CAASPR functions as a working board. The SASLPA Registrar has acted as Chair of CAASPR since May 2018.
- Bylaw IV – VII Revision and Implementation :
 - In conjunction with the Registration and Membership Committee and Council, review application packages and policies and procedure to support the bylaw changes and new requirements.

2. 2018-19 Objectives:

- Continue SASLPA representation at the Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR) Board of Directors meetings and CAASPR Registrars' Meetings.
- Continue in role as Chair of CAASPR until June 2019.
- Work with the ED on resubmission of the proposal for changes to *The Speech-Language Pathologists and Audiologists Act* to the Ministry of Health for the 2019 year.
- Work with the Registration and Membership Committee in conjunction with Council to continue to review and revise policies and procedures and documents for initial registration.
- Work with the Registration and Membership Committee in conjunction with Council to continue to review and revise documents and procedures for the 2019 renewal.
- Work with the Mentorship Committee in conjunction with Council and the Registration and Membership Committee to develop the Mentorship Program for initial practice registrants.
- Work in collaboration with ED to review renewal and application processes for the development of an online renewal and application system.
- Other activities as directed by the ED/Council or as further defined at the strategic planning session in June 2019.

Submitted by: Josée Levasseur, Registrar - April 15, 2019



Public Representatives' Report

Gerald Craswell, Duane Schultz, and Amber Smale

What are Public Representatives?

As Public Representatives we are appointed by Provincial Order in Council as full members of the Saskatchewan Association of Speech Language Pathologists and Audiologists Council but are not members of the Association itself. Every member of Council has the responsibility to regulate in the public interest rather than the interest of the profession. However, public representatives have this primary responsibility. Public representatives are not expected to or supposed to be, a technical expert or experienced in the specific profession, although often they bring prior Board and work experience that contributes to the overall success of the Association.

What is the Role of Public Representatives?

- Public members participate in all statutory activities of the Council and its committees to which they are appointed under the applicable Act, including participation in the discipline committee.
- Public representatives are not required to participate in other matters that are of concern only to members, although we can assist the Council in obtaining clarification on points through a network of private and public contacts. As a participating Council member, public representatives ensure that the profession acts fairly, follows the Act and its bylaws, and fosters appropriate standards of practice and professional ethics.
- Public representatives may also participate in meetings with members of the public and in public forums, and may be asked to prepare a message in the annual report that is submitted to the Minister of Health. Periodic contact with officials from the Ministry of Health and public representatives on other professional Councils may occur.

Our Personal Experience?

Serving as a Public Representative is a very rewarding and valuable experience and one of the key ways individuals give back to their community. Not only do we learn about governance, and the role of participating as a member of a Council, we learn about the profession, the services offered, the regulatory environment and challenges being faced, all adding to our knowledge and understanding in general. During our discussions, we learn about other associations/colleges, as well as meeting different professionals.

In 2018, two new public members were appointed to the Council, Gerald Craswell and Amber Smale. Both members bring considerable knowledge and work experience related to Board Governance, public sector management and legislation. Continuing public member Duane Schultz is a valued Council member who has helped to provide background and context to the new members as they learn about the Association and Council priorities. We would like to thank the present Council for their passion and commitment to the Association. They give a lot of personal time to work for the Association and its interests nationally. It's refreshing to be working with a Council and staff that operate in a professional and respectful manner, welcoming diversity of thought and perspectives to make an overall better decision for the Association. We're learning a lot and the administrative staff ensures we are informed and prepared for our role and meetings.

We look forward to 2019 and being a part of all the wonderful work underway.

Submitted by: Amber Smale - April 4, 2019



Code of Ethics Committee

CHAIR: Karen Wasylenko, M.S., S-LP(C)

COMMITTEE MEMBERS: Jenelle MacDonald, M.S., S-LP(C)
Shirley Summach, M.S., S-LP(C), CCC
Kathy Carroll, M.S., S-LP

The Code of Ethics Committee met on March 19, April 16, June 18, September 17, of 2018.

A review of the Code of Ethics of various regulatory bodies and professional associations was completed and included in the review were documents from the Alberta College of Speech Language Pathologists and Audiologists (ACSLPA), College of Speech Language Pathologists and Audiologists of Ontario (CASLPO), Speech Language Audiology Canada (SAC), American Speech – Language – Hearing Association (ASHA), Physical Therapy Association and Occupational Therapy Association (national, and provincial levels such as Saskatchewan), as well as professional associations in Great Britain.

The Code of Ethics Committee completed its task and recommended that the Council accept the recommended revisions to the Code of Ethics.

In addition, the Code of Ethics Committee developed and recommended some policies such as Advertising, pertaining to advertising of services (whether through traditional means or through social media), Social Media and Conflict of Interest Guidelines.

According to the SASLPA Directory published by SASLPA, there are a number of Speech Language Pathologists and Audiologists who are employed by an agency or organization, and who also provide private practice services on a casual or part time basis, outside of employment with their Employer. Most public sector employers and corporations (whether not for profit or for profit) have policies regarding Conflict of Interest, and policies can vary from Employer to Employer. Members have asked about conflict of interest as it may pertain to their individual situation, and members have also asked about appropriate advertising when delivering services to the public. Use of Social Media is also a venue used for communication and is increasing in practice in our professions.

There is an important and valuable need for clarity and transparency regarding conflict of interest and advertising. Generally, more and more questions are being raised about appropriate advertising, conflict of interest and potential breeches of confidentiality, particularly in social media. As such, the Code of Ethics Committee researched and drafted policies regarding Advertising, Conflict of Interest and Social Media, for the purposes of clarity and transparency. The Committee reviewed advertising and conflict of interest guidelines/regulations developed and practiced in jurisdictions such the Alberta College of Speech Language Pathologists and Audiologists (ACSLPA), College of Speech Language Pathologists and Audiologists of Ontario (CASLPO), Speech Language Audiology Canada (SAC), American Speech – Language – Hearing Association (ASHA), Physical Therapy Association and Occupational Therapy Association (national, and provincial associations such as in Saskatchewan).

These drafted policies and guidelines were submitted to Council and were approved.

It was also recommended, that once the policies and guidelines were approved by Council, that the SASLPA Membership receive orientation and education about these important policies through written material and perhaps through webinars.

It has been a pleasure to have worked with the Members of this Committee in reviewing the SASLPA Code of Ethics, and developing policies regarding Advertising, Conflict of Interest and Social Media which are considered to be important standard policies for all licensed Members to understand and follow.

Submitted by: Karen Wasylenko - April 8, 2019

Network of Inter-Professional Regulatory Organizations (NIRO) Report

NIRO was established in 1995 as a forum for the province's Health regulatory organizations to meet and discuss issues of common concern and to provide educational sessions that will enhance and further the objectives of the organizations.

The Network provides a voice for regulators as a group of experts who have a leadership role in advocating for change. As defined by its Terms of Reference, the purpose/ objectives of NIRO, in the public interest, are to:

- Strengthen professional self-regulation through identifying and dialoguing common and current issues;
- Provide education on issues relevant to regulation as appropriate;
- Liaise with and provide advice and recommendations to key stakeholders regarding current and evolving trends in self-regulation;
- Establish sub-committees on an ad hoc basis as needed; and
- Review the Terms of Reference every three years or as requested.

The current NIRO membership includes 27 Saskatchewan regulatory organizations plus representation from Saskatchewan Health. Participation in NIRO is voluntary; however, as a self-regulating professional body, SASLPA has been an active participant since the formation of NIRO. SASLPA's current representative to NIRO is the Executive Director.

NIRO members met on May 9, 2018 in Regina and October 10, 2018 in Saskatoon. Traditionally, NIRO holds meetings twice per year, spring and fall. NIRO's spring meeting for 2019 has been scheduled for May 1st in Regina.

In addition to and in lieu of meetings, NIRO members manage issues on an ad hoc basis as they arise, using electronic communication means for communication.

Submitted by: Kathy Carroll, Executive Director - April 16, 2019



Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR) Report

The Canadian Alliance of Audiology and Speech Language Pathology Regulators:

- “The Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR) is a national coalition of regulators of the professions of audiology and speech – language pathology across Canada. The Alliance members work together on matters which support the regulatory mandate of each provincial jurisdiction to protect the public interest in a consistent national approach. CAASPR is a virtual organization.” (www.caaspr.ca)
- Each provincial regulatory body (Newfoundland, New-Brunswick, Québec, Ontario, Manitoba, Saskatchewan, Alberta and British-Columbia) has two representatives who sit on the national CAASPR Board of Directors. The Registrar is generally the non-voting member while the President is the voting member. Together, these positions provide for ongoing provincial representation regarding issues and developments that relate to labour mobility, membership & registration, licensing, continuing competencies and standards of practice.
- In 2016 CAASPR received funding from Employment and Social Development Canada (ESDC) to complete projects designed to expedite licensure and labour market integration of internationally-trained and Canadian applicants.

3. 2018 Activities:

- From May 2018 - June 2019 the SASLPA Registrar acted as Chair of CAASPR.
- Currently, CAASPR continues to work on projects that are designed to improve labour mobility for licensed workers and to expedite licensure and labour market integration of internationally-trained and Canadian applicants.
 - On April 29th, 2018, CAASPR approved National Audiology and Speech-Language Pathology Competency Profiles. SASLPA council also approved these competency profiles. The Competency Profiles are available on the CAASPR and SASLPA websites (www.caaspr.ca, www.saslpa.ca)
 - On May 1st, 2018 CAASPR announced an agreement with Speech-Language & Audiology Canada (SAC) to develop and administer entry-to-practice examinations for the registered professions of audiology (AUD) and speech-language pathology (SLP) in Canada.
 - On October 28th, 2018 CAASPR approved the blueprints for the entry-to-practice examinations for audiology and speech-language pathology. The blueprints were based on the competency profiles approved in April 2018.

4. 2019 Objectives:

- Continue SASLPA representation at the Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR) Board of Directors meetings and Registrars' Meetings.
- Continue functions as CAASPR Chair until June 2019, and act as Past-Chair for 2019/2020.
- The next meeting of the Board of Directors will be held from June 2nd to 4th, 2019 in Shediac, New Brunswick.
- Develop a central portal for national and international applicants
- Develop a common application form.
- Develop guidelines for mentorship programs for entry-to-practice.
- Approve manual for the assessment of international applicants based on the Academic Equivalency Framework.
- Approve policies for national entry-to-practice exam.

Submitted by: Josée Levasseur, Registrar - April 15th, 2019



Committee Reports

Audiology Committee Report

Chair: Charlotte Douglas, AUD

Submitted by:
Charlotte Douglas - April 2, 2019

No new activity at the provincial level to report.

Discipline Committee

Chair: Kara Broks, SLP

Members: Orlene Martens, SLP
Jackie Hobbs, SLP
Natalie Morog, AUD
Duane Schultz, Public Rep.

Submitted by: Kara Broks - April 17,
2019

Committee has not met since last meeting. No Report.

Dysphagia Committee

Chair: Kathy Carroll, SLP

Members:

Cynthia Bakker, SLP
Marcie Conrad, SLP
Bill Feldbruegge, SLP
Alissa Steckler, SLP
Chantelle Thomas, SLP

Submitted by: Kathy Carroll - April
16, 2019

Thank you to Bill and Alissa for co-chairing the committee for 2018-19. The committee met throughout the year and developed a general statement regarding dysphagia practice in Saskatchewan. The committee was also asked to prepare a response to the Saskatchewan Dietitian's Association's request for comments on their proposed advanced practice legislation. The response was completed and provided to council for feedback. No further action has been requested regarding the response.

The committee will continue to meet in 2019-20 and has been asked to prepare guidelines for safe and ethical dysphagia practice in Saskatchewan.

Finance Committee

Chair: Barbara Popowich, SLP

Member: Kathy Carroll, Executive
Director

Submitted by: Barbara Popowich -
April 17, 2019

The Finance Committee met once with Cynthia Bakker to discuss 2020 budget.

Legislation and By-Laws Committee

Chair: Deena Offet, SLP

Member: Bette Kelly, SLP

Submitted by: Deena Offet - April 17, 2019

The Legislation and By-laws committee did meet once this year via email to review documents needing to be submitted to the Government to request that our act be re-opened. We are currently looking for members to be part of the Legislation and By-laws Committee. Please notify the SASLPA office or a committee member if you are interested in volunteering.

Mentorship Committee

Chair: Josée Levasseur, Registrar

Members: Colleen Chapman, SLP

Nichole Forbes, SLP

Lindsay Ground, SLP

Lauren Hargraves, SLP

Kaelyn Major, AUD

Orlene Martens, SLP

Nicole Oscar, SLP

Barry Raymond, SLP

Megan Roelfsema, SLP

Jason Schmiedge, AUD

Amy Scott-Wawro, SLP

Katie Zirk, SLP

Maria Van Dyke, SLP

Committee has not met since last meeting. No Report.

Nominations Committee

Chair: Deena Offet

Committee has not met since last meeting. No Report.

Pediatric Audiology Guidelines Committee

Chair: Charlotte Douglas, AUD

Members: Jodi Habershtock, AUD

Halen Panchyk, AUD

Kristen Molnar, AUD

Lynne Brewster, AUD

Tara Collins, AUD

Jill Ingram, AUD

Jeff Smith, AUD

Tawfik Shabaka, AUD

Maggie Yeomans, AUD

Submitted by: Charlotte Douglas - April 12, 2019

The Pediatric Audiology Guidelines ADHOC committee has met since October 2018 to draft the Pediatric Audiology Guidelines (Ages 0-5). The committee includes private and public sector audiologists with experience in pediatric audiology. Guidelines are based on current best practice taking into consideration Saskatchewan specific needs. The committee will have a draft of the guideline completed prior to the SASLPA AGM for review by executive prior general membership circulation.

Professional Conduct Committee

Chair: Bill Feldbruegge, SLP

Members: Maggie Yeomans, AUD
Tracey Schick-Sparrowhawk, AUD
Grace Block, SLP
Tara Redlick, SLP
Cory Klassen, SLP

Submitted by: Bill Feldbruegge -
April 17, 2019

The Professional Conduct Committee received two complaints since last AGM. One is relatively recent and under investigation and the other was dropped by the complainant following dialogue between the parties with facilitation of the PC committee.

The PC Committee would suggest that SASLPA consider establishing some sort of formal mediation process as an alternative option to our investigation and discipline hearings. The current process to address complaints is laid out in our act and bylaws, so any formal change to process may require government approval and legislative change.

The committee has added one new member- Maggie Yeomans who is an audiologist who works at Royal University Hospital in Saskatoon.

Professional Development Committee

Chair: Jacqueline Lim, SLP

Members:
Geri Woods, SLP
Lindsay Ground, SLP
Lyll Pacey, SLP
Nichole Forbes, SLP
Cari Thiele
Angelika Nixdorf, SLP
Jordan Laine, SLP

Submitted by:
Jacqueline Lim - April 15, 2019

- Presentations presented since the last AGM:
 - Dr Tricia McCabe on CAS
 - Staci Cooper on play
 - Krista Yuskow on Hear to Learn
- A professional development membership survey was sent out to members. There were 127 responses (117 SLPs and 10 Audiologists). Please see attached summary of survey responses.
- The 2020 budget has been approved (\$2000). This will allow for up to 4 presenters with an honorarium of maximum \$500 for each speaker.
- Some members of the committee were able to attend an Adobe Connect training session with Kathy on March 14th 2019.
- The committee needs to have new members who are AUDIOLOGISTS. It can be very difficult to decide on appropriate PD aimed at audiologists when we have no audiologists on the committee. It can also be difficult to decide on audiology topics because the survey responses from audiologists was very minimal (only 10).
- Possible upcoming webinar topics:
 - AAC strategies in the classroom
 - Tinnitus or hyperacusis
 - Dementia and swallowing
 - Conversations with other professionals working in the North

Registration and Membership Committee

Chair: Josée Levasseur, SLP (Registrar)

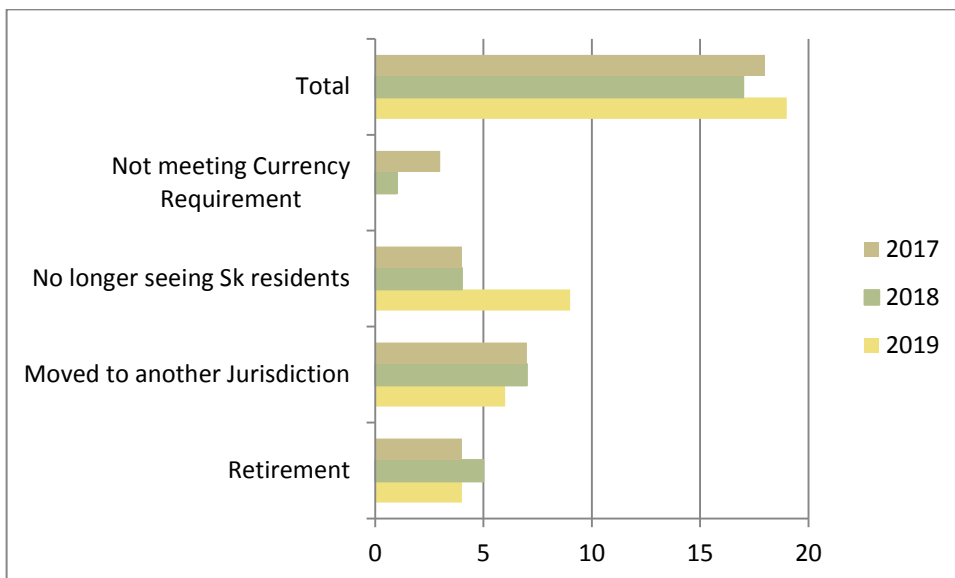
Members: Donna Jackson, SLP
Halen Panchyk, AUD (Council Member-at-Large)
Terryann McCurry, SLP
Lisa Persaud, SLP
Chelsea Stuart, AUD
Tania Thomas, SLP
Donna Upshall, SLP

2018 Activities:

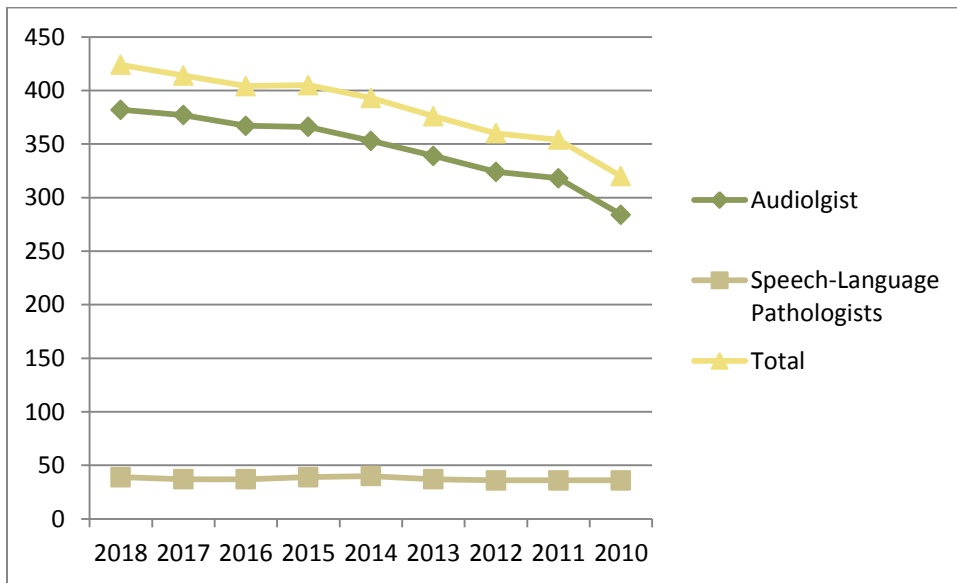
- The current Committee consisting of 5 speech-language pathologists and 2 audiologist;
- The Registration and Membership Committee has convened 4 times in 2018 (March, June, September and December);
- The Committee has evaluated and recommended for Council approval:
 - From January 1st to December 31st, 2018:
 - 28 speech-language pathologists applications and 3 audiologist applications for practising membership;
 - 10 speech-language pathologist applications for provisional membership, who need to meet the currency requirement for practicing membership;
 - 4 audiologists and 1 speech-language pathologist for temporary membership
- The Registrar has recommended for Council approval of 6 member applications (4 SLPs and 2 Auds) for non-practising status for 2019;
- 6 member audits for CEE Cycle A (i.e 2016, 2017, 2018) have been initiated;
- The Committee revised the renewal forms and procedures for the 2018 renewal.

SASLPA Membership Statistics

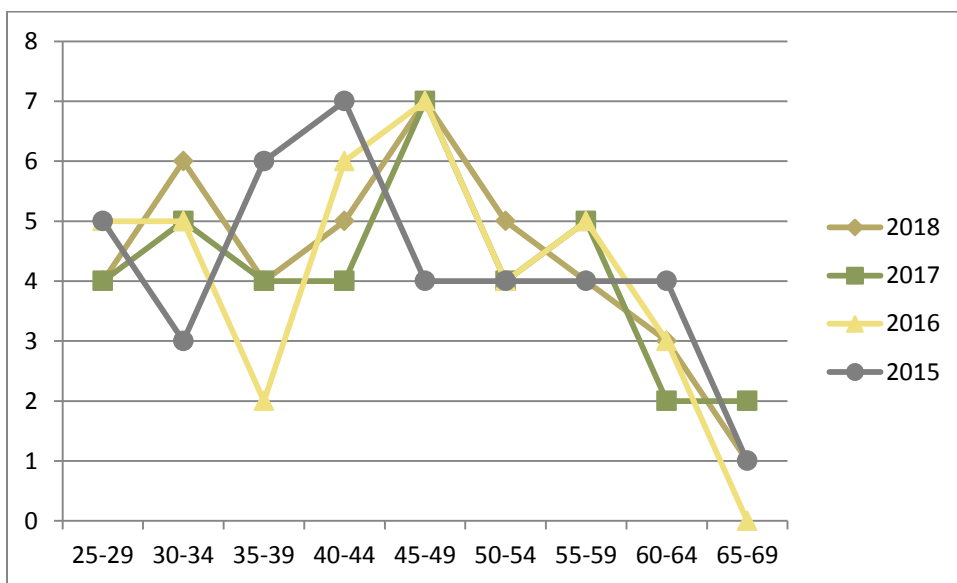
- 19 SASLPA members have not renewed their 2019 membership and are, therefore, considered resigned. (in 2018, 17 members did not renew their membership):



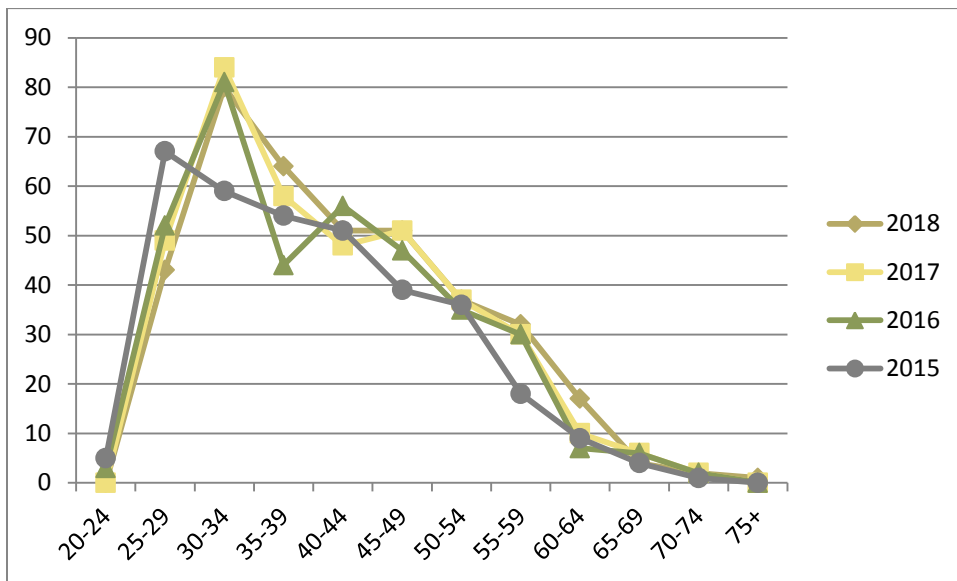
- SASLPA Membership from 2010-2018. Membership as of December 31, 2018 424 (practicing, non-practicing and provisional). Membership as of January 3, 2019 = 405.



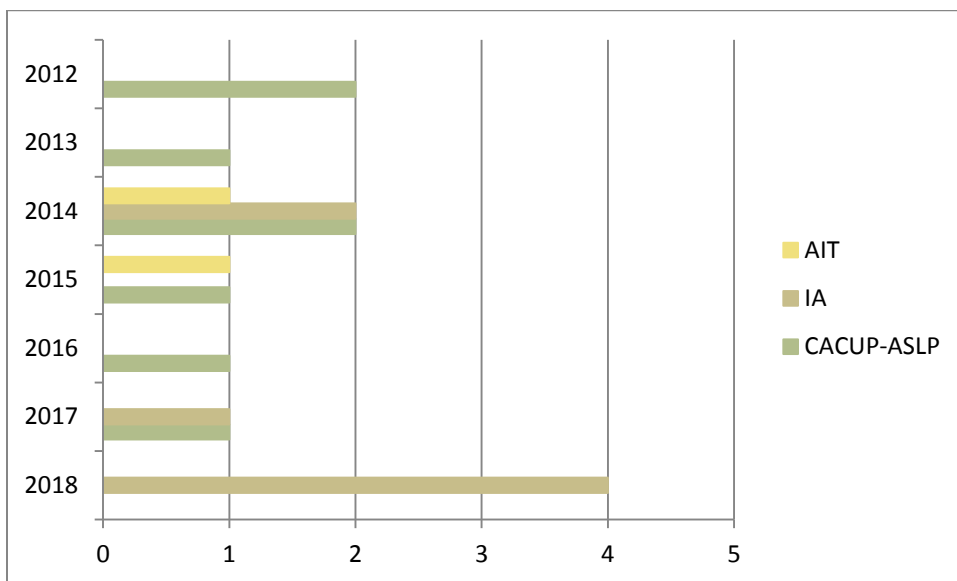
- Audiologists Age Distribution -2015, 2016, 2017 and 2018 Registrants



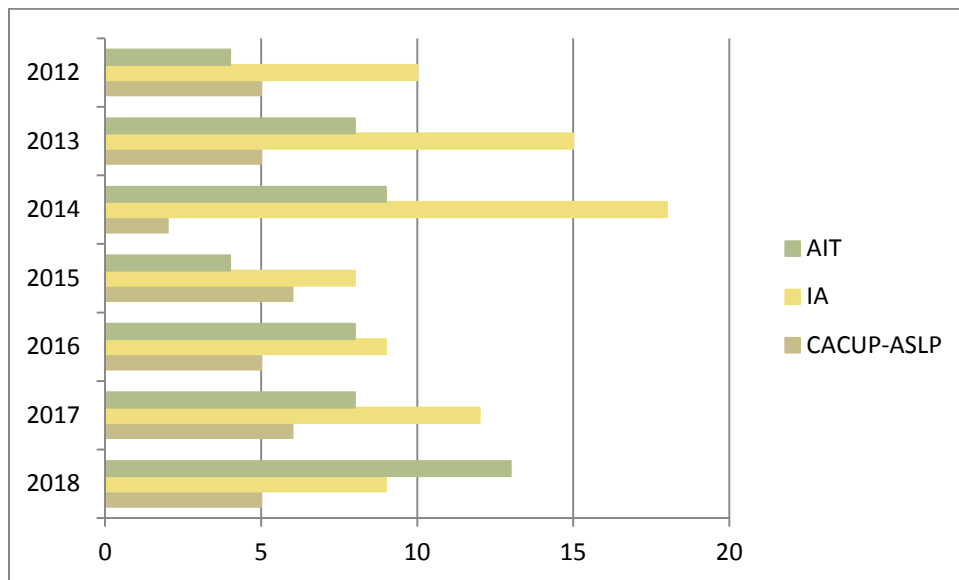
- Speech- Language Pathologists Age Distribution – 2015, 2016, 2017 and 2018 Registrants



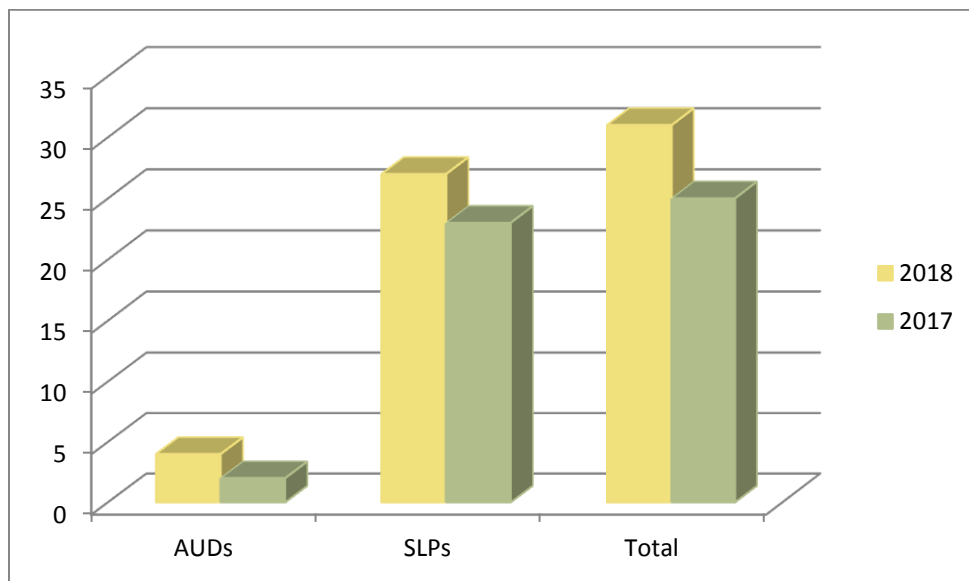
- New Applicant Distribution – 2012-2018 Audiologists (AIT = Transfer from another Canadian regulated jurisdiction, IA = international applicants, CACUP-ASLP = new graduates from a Canadian accredited program)



- New Applicant Distribution - 2012-2018 Speech-Language Pathologists (AIT = Transfer from another canadian regulated jurisdiction, IA = international applicants, CACUP-ASLP = new graduates from a Canadian accredited program)



New Applicants:



1. 2019-2020 Objectives:

- Implement new Bylaw requirements for national exam for new applicants.
- Implement new Bylaw requirements for mentorship/supervision period for new graduates.
- Transition license renewal to a fully online process.

Submitted by: Josée Levasseur, Registrar - April 15, 2019

**SASKATCHEWAN ASSOCIATION OF SPEECH-LANGUAGE
PATHOLOGISTS AND AUDIOLOGISTS**

**FINANCIAL STATEMENTS
(unaudited)**

DECEMBER 31, 2018



INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT

To the Members

Saskatchewan Association of Speech-Language Pathologists and Audiologists

We have reviewed the accompanying financial statements of **Saskatchewan Association of Speech-Language Pathologists and Audiologists** that comprise the balance sheet as at **December 31, 2018**, and the statements of operations and members' equity, and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Practitioners' Responsibility

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

Conclusion

Based on our review, nothing has come to our attention that causes us to believe that these financial statements do not present fairly, in all material respects, the financial position of **Saskatchewan Association of Speech-Language Pathologists and Audiologists** as at **December 31, 2018**, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

March 6, 2019
Regina, Saskatchewan

VIRTUS GROUP LLP
Chartered Professional Accountants

**SASKATCHEWAN ASSOCIATION OF SPEECH-LANGUAGE
PATHOLOGISTS AND AUDIOLOGISTS**
BALANCE SHEET
(unaudited)
AS AT DECEMBER 31, 2018
(with comparative figures for 2017)

ASSETS			
		<u>2018</u>	<u>2017</u>
Current assets			
Cash	\$	533,948	\$ 426,500
Investments (Note 3)		182,751	266,731
Prepaid expenses		<u>11,858</u>	<u>12,092</u>
	<u>\$</u>	<u>728,557</u>	<u>\$ 705,323</u>
LIABILITIES			
Current liabilities			
Accounts payable and accrued liabilities	\$	7,395	\$ 13,662
Government remittances payable		692	2,204
Deferred membership revenue		<u>241,830</u>	<u>234,080</u>
		<u>249,917</u>	<u>249,946</u>
MEMBERS' EQUITY			
Members' equity		<u>478,640</u>	<u>455,377</u>
	<u>\$</u>	<u>728,557</u>	<u>\$ 705,323</u>

See accompanying notes to the financial statements.

APPROVED BY:

_____ Director

_____ Director

**SASKATCHEWAN ASSOCIATION OF SPEECH-LANGUAGE
PATHOLOGISTS AND AUDIOLOGISTS**
STATEMENT OF OPERATIONS AND MEMBERS' EQUITY
(unaudited)
FOR THE YEAR ENDED DECEMBER 31, 2018
(with comparative figures for the year ended December 31, 2017)

	<u>2018</u>	<u>2017</u>
Revenue		
Membership fees	\$ 256,465	\$ 245,860
Interest	2,730	3,616
Advertising and other revenue	6,335	3,977
	<u>265,530</u>	<u>253,453</u>
Expenses		
Affiliation memberships	3,459	3,409
Computer service & website	58,197	1,989
Honoraria and awards	564	236
Insurance	26,929	22,170
Legal	541	1,614
Miscellaneous	677	2
Office equipment	3,460	3,559
Professional fees	3,554	3,441
Rent	11,240	10,505
Salaries and benefits	122,008	116,183
Sponsorship	2,800	7,600
Telephone	2,914	2,847
Travel	1,526	9,395
Workshops, AGM, Committees	4,398	7,256
	<u>242,267</u>	<u>190,206</u>
Excess of revenues over expenses	23,263	63,247
Members' equity- beginning of year	<u>455,377</u>	<u>392,130</u>
Members' equity- end of year	<u>\$ 478,640</u>	<u>\$ 455,377</u>

See accompanying notes to the financial statements.

**SASKATCHEWAN ASSOCIATION OF SPEECH-LANGUAGE
PATHOLOGISTS AND AUDIOLOGISTS
STATEMENT OF CASH FLOWS
(unaudited)
FOR THE YEAR ENDED DECEMBER 31, 2018
(with comparative figures for the year ended December 31, 2017)**

	2018	2017
Cash provided by (used in) operating activities:		
Excess of revenues over expenses (expenses over revenues)	\$ 23,263	\$ 63,247
Non-cash operating working capital (Note 4)	205	2,976
	<u>23,468</u>	<u>66,223</u>
Cash provided by (used in) investing activities:		
Additions to investments	(2,605)	(3,616)
Proceeds on disposal of investments	86,585	-
	<u>83,980</u>	<u>(3,616)</u>
Increase in cash	107,448	62,607
Cash position - beginning of year	<u>426,500</u>	<u>363,893</u>
Cash position - end of year	<u>\$ 533,948</u>	<u>\$ 426,500</u>

See accompanying notes to the financial statements.

**SASKATCHEWAN ASSOCIATION OF SPEECH-LANGUAGE
PATHOLOGISTS AND AUDIOLOGISTS
NOTES TO THE FINANCIAL STATEMENTS
(unaudited)
FOR THE YEAR ENDED DECEMBER 31, 2018
(with comparative figures for the year ended December 31, 2017)**

1. Nature of operations

Saskatchewan Association of Speech-Language Pathologists and Audiologists (SASLPA) is a non-profit organization dedicated to assuring that high quality, accessible speech, language, and hearing services are provided to Saskatchewan residents. SASLPA is the regulatory body for Speech-Language Pathologists and Audiologists in Saskatchewan. All Speech-Language Pathologists and Audiologists qualified to practice in Saskatchewan are registered members of the Association. As a not for profit organization, SASLPA is exempt from income taxes.

2. Summary of significant accounting policies

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations which required management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. These estimates are reviewed periodically, and, as adjustments become necessary, they are reported in earnings in the period in which they become known. The financial statements reflect the following policies:

Financial instruments - recognition and measurement

Financial assets and financial liabilities are recorded on the statement of financial position when the Association becomes party to the contractual provisions of the financial instrument. All financial instruments are required to be recognized at fair value upon initial recognition, except for certain related party transactions. Measurement in subsequent periods of equity instruments is at fair value. All other financial assets and financial liabilities are subsequently measured at amortized cost adjusted by transaction costs, which are amortized over the expected life of the instrument.

Fair value is the amount at which a financial instrument could be exchanged at arm's length between willing, unrelated parties in an open market. Changes in fair values of financial assets and financial liabilities measured at fair value are recognized in excess of revenues over expenses.

When there is an indication of impairment and such impairment is determined to have occurred, the carrying amount of financial assets measured at amortized cost is reduced to the greater of the discounted cash flows expected or the proceeds that could be realized from sale of the financial asset. Such impairments can be subsequently reversed if the value subsequently improves.

Tangible capital assets

Tangible capital assets are recorded as an expense in the year of acquisition.

Revenue recognition

Membership revenue is recognized in the year that it relates to. All other revenue is recorded in the fiscal period it is received. Membership revenue received relating to the next fiscal period is shown as deferred revenue.

**SASKATCHEWAN ASSOCIATION OF SPEECH-LANGUAGE
PATHOLOGISTS AND AUDIOLOGISTS
NOTES TO THE FINANCIAL STATEMENTS
(unaudited)
FOR THE YEAR ENDED DECEMBER 31, 2018
(with comparative figures for the year ended December 31, 2017)**

3. Investments

	<u>2018</u>	<u>2017</u>
Term deposits	\$ 182,751	\$ 266,731

The term deposits bear interest at rates ranging from 1.10% to 2.10% (2017: 0.4% - 1.75%) and have maturities ranging from March 2019 to January 2020 (2017: February 2018 - March 2019).

4. Non-cash operating working capital

Details of net change in each element of working capital relating to operations excluding cash are as follows:

	<u>2018</u>	<u>2017</u>
(Increase) decrease in current assets:		
Prepaid expenses	\$ 234	\$ (3,315)
Increase (decrease) in current liabilities:		
Accounts payable and accrued liabilities	(6,267)	1,104
Government remittances payable	(1,512)	67
Deferred revenue	7,750	5,120
	(29)	6,291
	\$ 205	\$ 2,976

5. Financial instruments

The Association's recognized financial instruments consist of cash, investments and accounts payable and accrued liabilities. The fair value of these instruments approximate their carrying value given the short term nature of the amounts.

6. Commitment

The Association leases premises under agreements requiring aggregate minimum payments over the next two years as follows:

2019	\$	11,000
2020		11,300

**SASKATCHEWAN ASSOCIATION OF SPEECH-LANGUAGE
PATHOLOGISTS AND AUDIOLOGISTS
NOTES TO THE FINANCIAL STATEMENTS
(unaudited)
FOR THE YEAR ENDED DECEMBER 31, 2018
(with comparative figures for the year ended December 31, 2017)**

7. Financial risk management

The Association has a risk management framework to monitor, evaluate and manage the principal risks assumed with financial instruments. The significant financial risks to which the Association is exposed is:

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Association's exposure to liquidity risk is dependent on the receipt of funds from its operations and other related sources. Funds from these sources are primarily used to finance working capital and capital expenditure requirements, and are considered adequate to meet the Association's financial obligations.
