



# 2022 Annual Report



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April 28, 2023

To the Honorable Minister Paul Merriman,

In accordance with the provisions of *The Speech-Language Pathologists and Audiologists Act, 1990-91*, we are pleased to submit the Saskatchewan Association of Speech-Language Pathologists and Audiologists (SASLPA) 2022 Annual Report.

The annual report summarizes SASLPA's activities from January 1, 2022 to December 31, 2022 and demonstrates our ongoing commitment to fulfilling SASLPA's mandate of public protection.

Respectfully,

Nicole Sax  
SASLPA President

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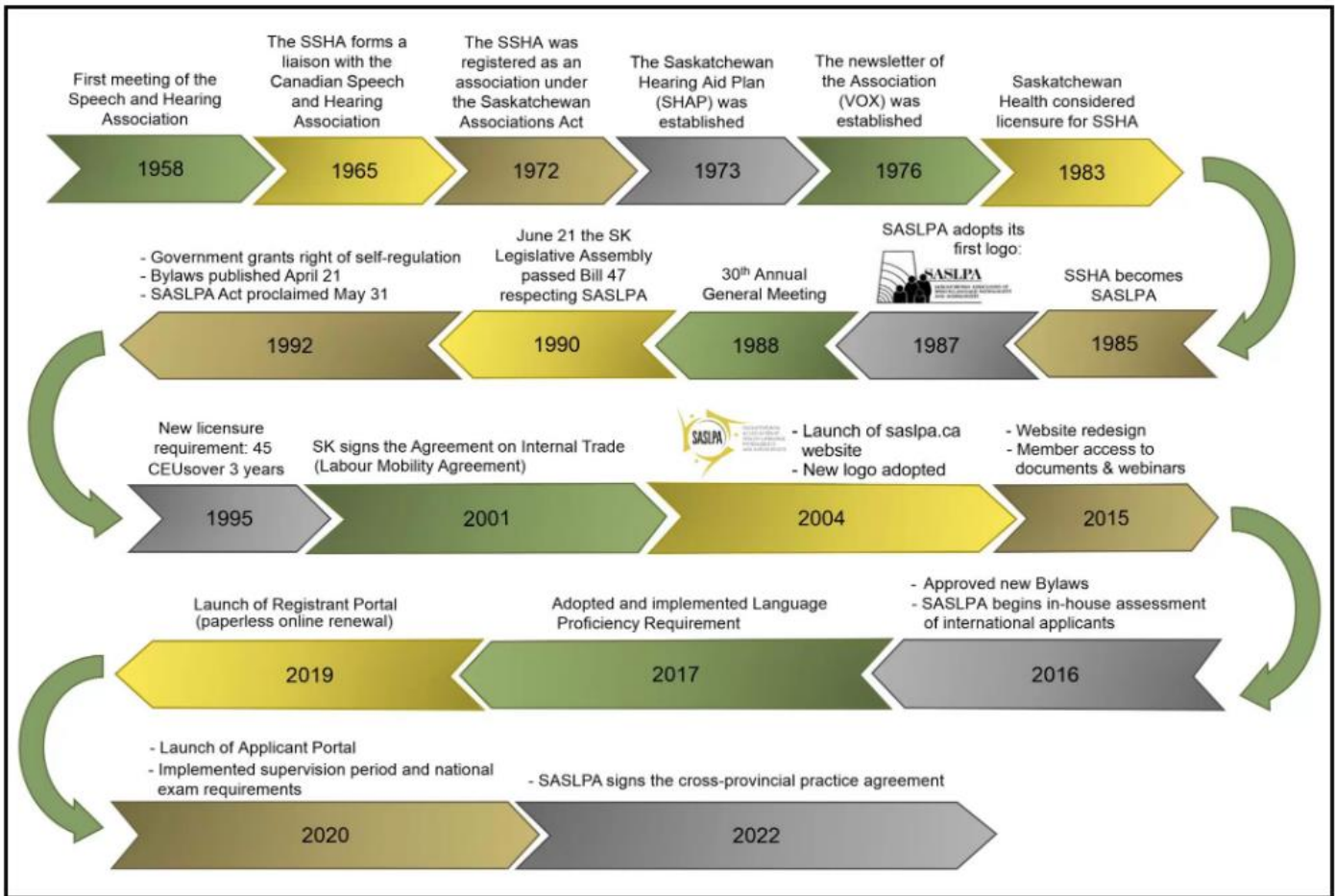
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## LOOKING BACK:

2022 marks the 30th anniversary of SASLPA being granted the privilege of self-regulation.

To highlight this 30-year milestone, SASLPA developed a visual representation showing the organization’s evolution from the Speech and Hearing Association in 1958 to what it is currently known as the Saskatchewan Association of Speech-Language Pathology and Audiology (SASLPA) in 2022. This timeline was distributed to registrants and updated on SASLPA’s website in 2022.



## LOOKING AHEAD:

2023 marks the 65th anniversary since the first meeting of the Association.

### • THANK YOU TO REGISTRANTS •

SASLPA’s growth and transformation over the years would not be possible without the dedication of SASLPA registrants who volunteer their time and expertise. We take this opportunity to acknowledge the hard work and dedication of all members who played a key role in SASLPA’s evolution.

## Message from Council President, Nicole Sax

It is my pleasure to present the Annual Report of the Saskatchewan Association of Speech-Language Pathologists and Audiologists (SASLPA). Although initially apprehensive to take on the role of President, I was honoured to serve in this capacity, recognizing the opportunity to contribute to SASLPA's important work while also growing myself as a professional and leader. Through my work on council, I have learned first-hand that self-regulation of our professions is a privilege, and it is vital that we work to ensure the highest standards of practice. As I near the end of my term as President, I wish to reflect on the last year and highlight a few significant milestones we have achieved as an organization.

The most notable achievement of 2022 was the development of our new strategic plan. This was a rigorous process involving a thorough examination of the current state of the professions and a consideration of the needs and priorities of our stakeholders. We are proud to say that this strategic plan presents a clear vision for the future of our organization, identifying priorities and objectives for the next three years. Some key initiatives include reviewing our standing committee structure and professional conduct complaint process, exploring new communication channels to actively engage registrants in collaborative discussions and learning opportunities, and updating our bylaws and policies. As a team, we also revised SASLPA's mission and vision and affirmed our commitment to acting in accordance with the values of Transparency, Responsiveness, Accountability and Collaboration.

As part of our work to eliminate barriers to service, SASLPA entered into a Cross-Provincial Practice Agreement with Alberta, Manitoba, Ontario, and New Brunswick. This agreement aims to improve access to care, particularly for those living in border communities or accessing services virtually, and to allow for the continuation of established services when moving between jurisdictions. We also initiated a comprehensive review of our professional conduct investigation and disciplinary procedures. It is imperative that we continue to evaluate and modify these processes to ensure we are fulfilling our mandate of public protection.

Over the past two years, SASLPA has collaborated with the Network of Interprofessional Regulatory Organizations (NIRO) to develop proposals for regulatory reform. The goal is to update existing legislation (The Speech-Language Pathologists and Audiologists Act), including clarification of our role as a college, rather than an advocacy body, and introducing changes to the investigation and discipline processes. We were pleased to see these proposals introduced to the Legislative Assembly in December 2022 as Bill 120 – The Miscellaneous Statutes (Health Professions) Amendment Act. SASLPA looks forward to establishing a timeline for implementation of the anticipated amendments in the coming months. We will also be embarking on a complete review of our administrative and regulatory bylaws to ensure they are accurate, clear, and consistent.

In 2022, SASLPA marked the 30th anniversary of being granted the privilege of self-regulation. In 2023, SASLPA will celebrate the 65th anniversary of its first meeting. We wish to recognize the contributions of former council and staff members who established the college, laying the foundation for our work today. We thank them for their foresight, dedication, and unwavering commitment to our professions and the public we serve. SASLPA is excitedly preparing for a celebration of these important milestones over the next few months.

None of SASLPA's accomplishments would be possible without the hard work and dedication of our staff. This year, we increased staffing to support our operations, welcoming a new Executive Assistant. I would like to thank the staff for their immeasurable contributions over the past year. Our council also saw growth as the Government of Saskatchewan appointed a third public representative to the board, a position that has remained vacant in recent years. We were fortunate to have our full complement of public representatives, as they bring diverse perspectives and experiences to the table, leading to improved decision-making. I would like to express my appreciation to all council members for their shared enthusiasm and commitment.

I also want to thank our registrants for their dedication to their respective professions and commitment to excellence in their work. I encourage all of you to consider taking an active role in the college. Whether serving on a committee or running for a council position, your participation will help to shape the future of our professions and make a positive difference in how we meet the needs of our registrants and the public.

As we move forward, I am confident we will continue to build on our achievements and make significant progress toward the goals set out in our strategic plan. It was an honour to serve as President and I look forward to continuing to contribute to our organization's growth and success in the coming year.



## Message from the Executive Director/Registrar

Our 2022 Annual Report marks the beginning of a new strategic direction and highlights the achievements made towards SASLPA's vision, mission, objectives, and mandate. This year also concludes my first year as SASLPA's Executive Director/Registrar.

In 2022, a review of the organization was completed to ensure SASLPA has the resources required to effectively execute its regulatory duties. This involved identifying our current state and exploring SASLPA's capacity to:

- Meet the ever-changing landscape and best practices of self-regulation;
- Maximize the efficiency and effectiveness of work using standard technology and equipment;
- Retain experienced staff and recruit knowledgeable council members;
- Sustain operations and processes that align with SASLPA's mandate.

Throughout the year, the following operational and staffing changes were finalized:

### OPERATIONS

- Reconfiguration of office and employee workspaces;
- Overhaul and modernization of IT infrastructure (phones, hardware, software, internet, servers);
- Evaluation of service providers and implementation of adjustments to support SASLPA's organizational size and operational needs;
- Evaluation and implementation of changes to SASLPA's communication strategy.

### FINANCIAL

- Changes to financial institutions and purchase of new investment funds;
- Approval of 2023-2026 fee increase schedule.

### HUMAN RESOURCES

- Adjustments to compensation (i.e. honoraria) available to council members;
- Adjustments to staff roles, salaries, and benefits;
- Recruitment of new
  - Administrative staff (0.5 FTE);
  - Council members;
  - Committee members.

Despite the financial statements showing a shortfall of \$28,058, the increase in costs to support operational activities was anticipated. As a result, adjustments were made for funds to be drawn from reserve funds. Reserve funds remain slightly above the targeted amount as per SASLPA policy. Overall, SASLPA's financial position is healthy.

SASLPA's regulatory function encompasses registration and renewal, complaint investigations and hearings, and quality assurance. In addition to the routine work that occurs each year 2022 focused on the following new initiatives:

- **Optimizing SASLPA's professional conduct and discipline processes** (see *Conduct and Discipline* section)
- **Implementation of a Cross Provincial Practice licence** (see *Registration* section)
- **Preparation for anticipated legislative amendments** (see *Legislative Updates* section)

I would like to take this opportunity to recognize the commitment of each staff, council, and committee member whose dedication and hard work is crucial to SASLPA's effectiveness.



Lisa Persaud, Executive Director/Registrar





## Message from the 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, work and life experience that contributes to the overall success of the Association.

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 participating Council members, 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 forums as this, where our prepared message appears in the annual report submitted to the Minister of Health.

Serving as Public Representatives is a very rewarding and valuable experience and one of the key ways individuals give back to their community. We learn about governance as we participate as members of Council, learn about the profession, the services offered, the legislative/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.

Public members are valued Council members who provide background and context to various issues the Council considers. In 2022, the Ministry appointed Kevin Belitski to the Council as a Public Representative. This third position was vacant since 2019. The new member and continuing public members, Amber Smale and Duane Schultz serve on committees of the council including the Professional Conduct and Discipline committees.

We welcome the new members to Council and thank both the present Council and staff for their continued passion and commitment to the Association. They give a lot of personal time to work for the Association and its interests nationally. It continues to be a pleasurable experience working with a Council and staff that operate in a professional and respectful manner, welcoming diversity of thought and perspectives to make decisions for the Association. We appreciate how the administrative staff ensure we are informed and prepared for our role and meetings.

We look forward with anticipation to SASLPA's 65th anniversary.

Submitted by: Kevin Belitski, Amber Smale, and Duane Schultz

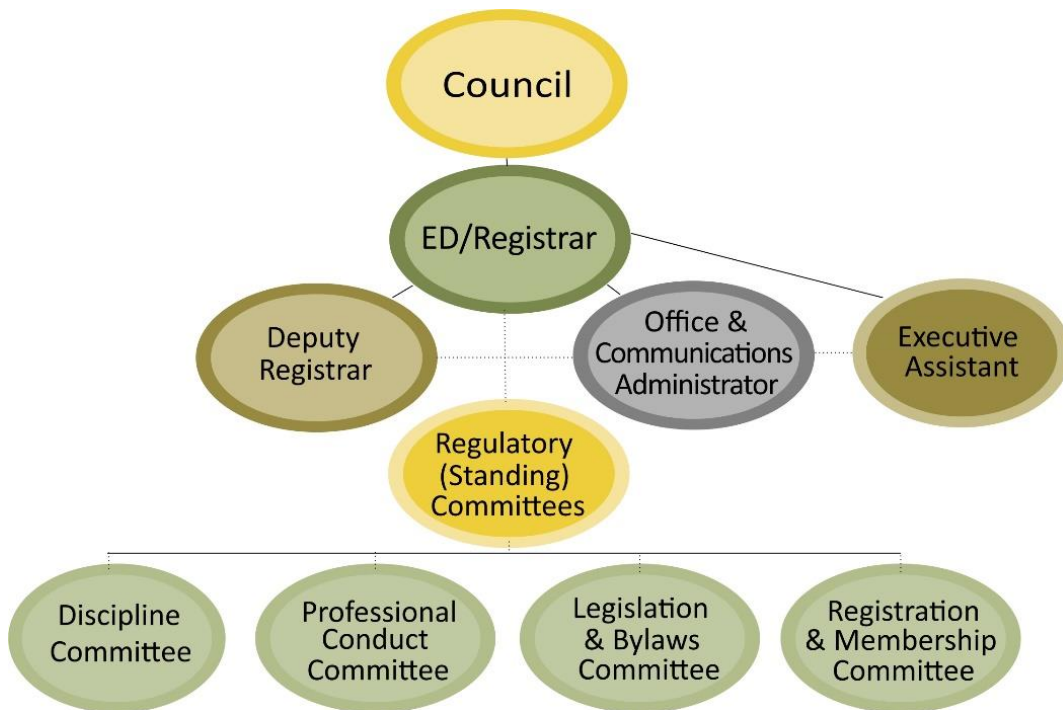
# Who We Are and What We Do

## About the SASLPA

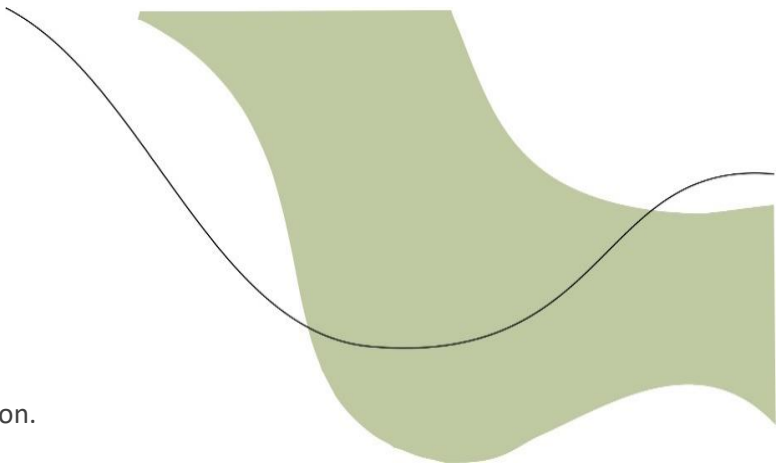
Audiology and speech-language pathology are self-regulated professions in Canada. Regulation for these professions is provincial. In Saskatchewan, The Saskatchewan Association of Speech Language Pathologists and Audiologists (SASLPA) is the provincial regulator for the professions of audiology and speech-language pathology. This means, in Saskatchewan, individuals must hold a valid licence to practice audiology and/or speech-language pathology and to use the designated titles.

The Saskatchewan Association of Speech-Language Pathologists and Audiologists was granted self-regulatory status in 1992 and became a statutory corporation governed under *The Speech-Language Pathologists and Audiologists Act*. The right of self-regulation is a privilege. Self-regulation is based on the idea that deciding the qualifications required to practice safely and deciding whether a professional is a competent and ethical practitioner is best done by other members of that profession. As a regulatory body, SASLPA is accountable to the Government of Saskatchewan and ultimately to the Saskatchewan public.

## Governance







## SASLPA Council

The SASLPA council governs, manages, and regulates the affairs and business of the association. The council consists of six regulated audiologists and speech language pathologists elected by SASLPA members and 3 public representatives appointed by the Lieutenant Governor in Council and accountable to the Minister of Health.

- President: Nicole Sax (SLP) 2022-2023
- Past President: Deena Offet (SLP) 2022-2023
- President-Elect: Teresa Paslawski (SLP) 2022-2023
- Treasurer: Deena Offet (SLP) 2022-2023
- Secretary: Rachel Krauss (AUD) 2021 - 2023
- Member-at-Large: Alyson Tallman (SLP) 2022 - 2024
- Public Representative: Duane Schultz
- Public Representative: Amber Smale
- Public Representative: Kevin Belitski

Nine meetings of the SASLPA council occurred during 2022 (this includes two strategic planning meetings with staff present).

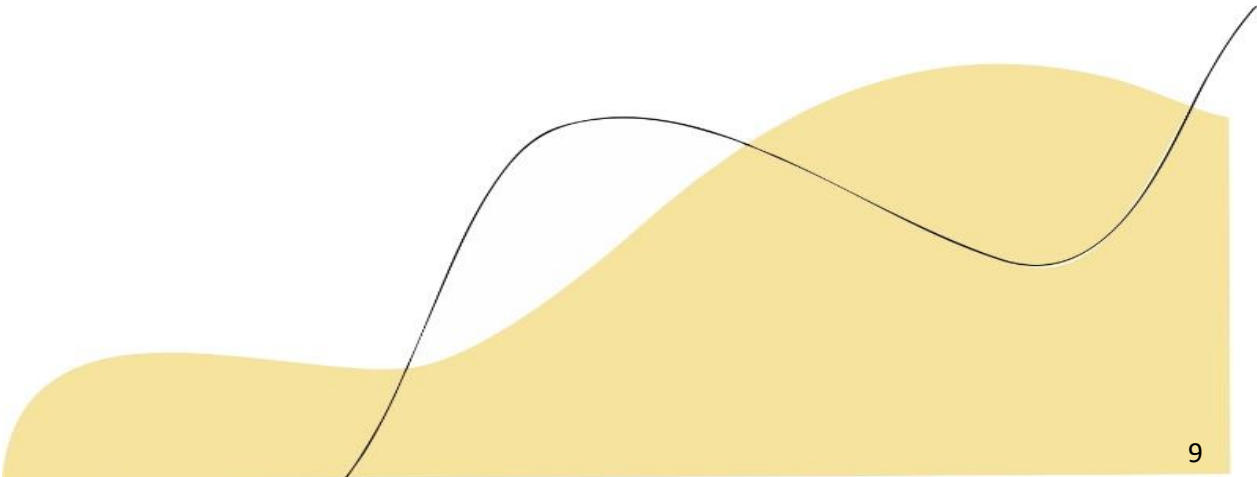
## SASLPA Staff

### Regulatory

- Executive Director & Registrar (SLP): Lisa Persaud
- Deputy Registrar (SLP): Josée Levasseur

### Administrative

- Office & Communication Administrator: Candice Pierce
- Executive Assistant: Joanne Van Alstine





## SASLPA Standing Committees

### Discipline Committee

Chair: Kara Broks (SLP) 2020-2023

Members:

Jackie Hobbs (SLP) 2020-2023

Renee Clarke (SLP) 2021-2024

Pamela Lamon (SLP) 2021-2024

Orlene Martens (SLP) 2022-2025

Natalie Morog (AUD) 2022-2025

Amber Smale (Public Representative)

### Professional Conduct Committee

Chair: Bill Feldbruegge (SLP) 2022-2025

Co-Chair: Maggie Yeomans (AUD) 2021-2024

Members:

Tara Redlick (SLP) 2020-2023

Priyanka Chaudhury (AUD) 2021-2023

Grace Block (SLP) 2021-2024

Cory Klassen (SLP) 2022-2025

Tami Pavely (SLP) 2022-2025

Kevin Belitski (Public Representative)

### Legislation and Bylaws Committee

Chair: Deena Offet (SLP) Past-President

Members:

Teresa Paslawski (SLP) President Elect

Bette Kelly (SLP) 2020-2023

Kathy Carroll (SLP) 2022-2025

### Registration and Membership Committee

Chair: Josée Levasseur (SLP) Deputy Registrar

Members:

Alyson Tallman (SLP) Member at Large

Terryann McCurry (SLP) 2020-2023

Halen Panchyk (AUD) 2020-2022

Leanne Golding-Guest (SLP) 2021-2024

Cynthia Bakker (SLP) 2022-2025

Tessia Philipenko (SLP) 2022-2025

Karen Sharpe (AUD) 2022-2025

## Other SASLPA Committees

### Finance Committee

Chair: Deena Offet (SLP)

Members:

Audrey Harder (SLP)

Lisa Persaud (Executive Director and Registrar)

Nicole Sax (President)

### Website Committee

Chair: Kevin Belitski (Public Representative)

Members:

Lisa Persaud (Executive Director and Registrar)

Candice Pierce (Office and Communication Administrator)

Joanne Van Alstine (Executive Assistant)

## About the Professions that SASLPA Regulates

Speech-Language Pathologists and Audiologists are healthcare professionals who specialize in communication and hearing disorders. They work in various settings and provide treatment and consultation to individuals of all ages.

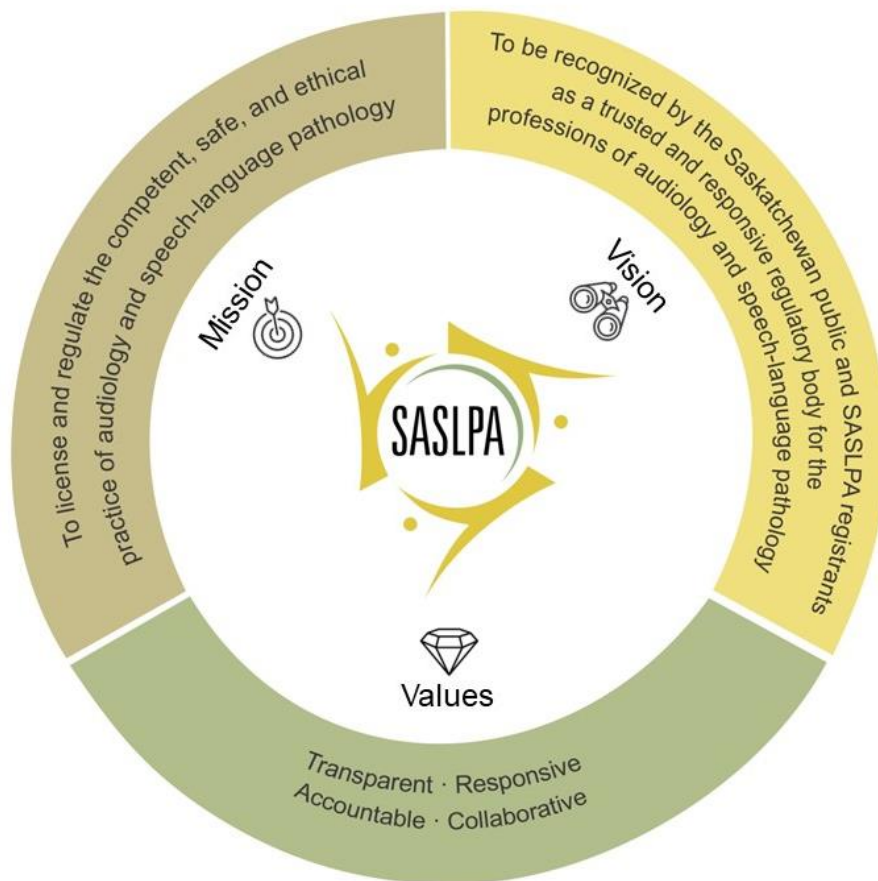
SPEECH-LANGUAGE PATHOLOGISTS assess and treat difficulties related to speech production, language understanding and expression, stuttering, voice health and swallowing disorders.

AUDIOLOGISTS assess and treat hearing and balance disorders, including tinnitus, auditory processing disorders, and cerumen management. They also prescribe and dispense hearing aids and assistive listening devices.

## Achieving SASLPA's Vision

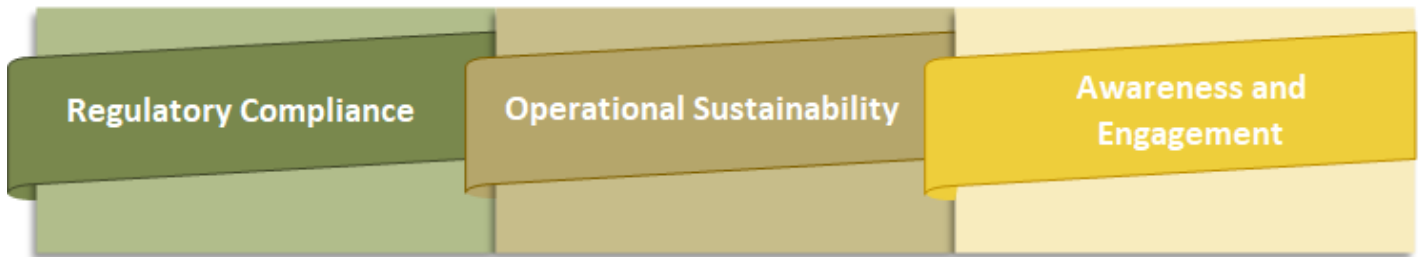
The Saskatchewan Association of  
Speech-Language Pathologists  
and Audiologists

Mission,  
Vision,  
Values



SASLPA's 2022-2025 strategic plan outlines a collective vision, along with our goals and strategies for the upcoming three years. This plan will guide our actions and create a framework for resource allocation across all aspects of SASLPA's work. SASLPA's new strategic plan will build on 3 main focus areas.

### Focus Areas and Strategic Priorities:



Ensure SASLPA has the governance structures and knowledge in place to fulfill its regulatory mandate and follow up on public safety concerns.

Ensure SASLPA has the infrastructure, tools, and resources to support registration, licensing, and the regulation of the profession.

Proactively engage with stakeholders: the public, registrants, Saskatchewan employers, the government, other regulatory bodies, and partner organizations.

SASLPA's full 2022- 2025 Strategic Plan can be accessed on the CSASK website.

## Legislative Updates in 2022

### The Labour Mobility and Fair Registration Practices Act, 2022:

- Enables regulatory bodies to require the information they need to protect the public interest, while also limiting additional steps for internationally trained and labour mobility applicants that can add additional time and costs. The regulations also outline maximum timelines for assessment and registration decisions.

SASLPA's registrations processes were aligned with requirements of the new regulations and no updates to our bylaws or policies was required.

### Bill 120 The Miscellaneous Statutes (Health Professions) Amendment Act:

- introduced in the Assembly and proceeded through first reading on December 1, 2022;
- includes a number of specific amendments proposed by the Network of Interprofessional Regulatory Organizations (NIRO), which represents all 27 regulatory bodies that oversee health professionals and social workers requires updating. These proposed amendments will strengthen regulator transparency and accountability and provide regulators with the tools they need to fulfill their legal mandate of public protection and maintain public confidence in self-regulation.

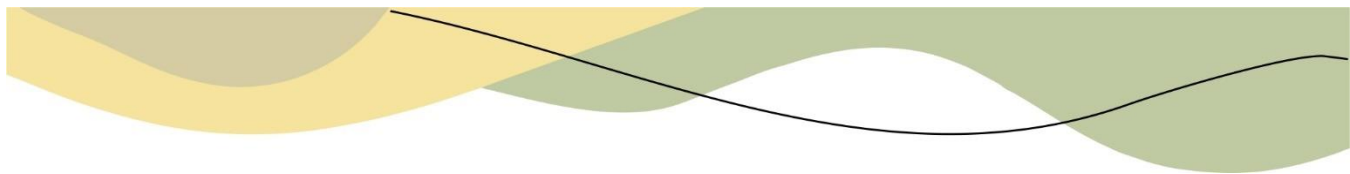


## Legislation and Bylaws Committee

The legislation and bylaws committee consists of at least four members appointed by the council. The duties of this committee include but are not limited to the following:

- to monitor federal, provincial, and municipal legislation affecting speech- language pathology and audiology and the speech-language pathology and audiology professions and to make recommendations to the council for association actions when required;
- to review the Act and bylaws of the association and to make recommendations to the council regarding necessary changes;
- upon the direction of the council, to draft changes in the Act and bylaws; and
- to develop supportive documents as part of the bylaw submission process to the Minister of Health.

As of December 31st, 2022, this committee consisted of four members. The committee was not active during the year as proposed amendments to legislation were carried out by SASLPA staff in collaboration with other regulators in Saskatchewan (i.e Network of Interprofessional Regulatory Organizations - NIRO). Upon Bill 120 coming into force, the Legislation and Bylaws committee will review the proposed amendments to SASLPA's Bylaws and Policies.

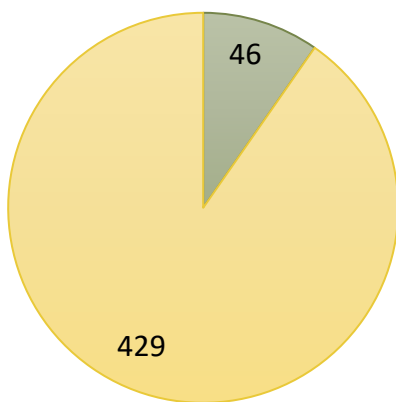


## Registration and Renewal

SASLPA sets and enforces the registration and licensing standards for the professions of audiology and speech-language pathology in Saskatchewan. This work is accomplished through the legislative authority granted to the Council, staff, and the Registration and Membership Committee. This year a new Deputy Registrar position was created and is currently held by Josée Levasseur. The new position equates to a 0.2 increase in the FTE devoted to the registration and licensing process.

### Provisional, Non-Practising and Practising Registration Statistics as of December 31, 2022

Registration by Profession

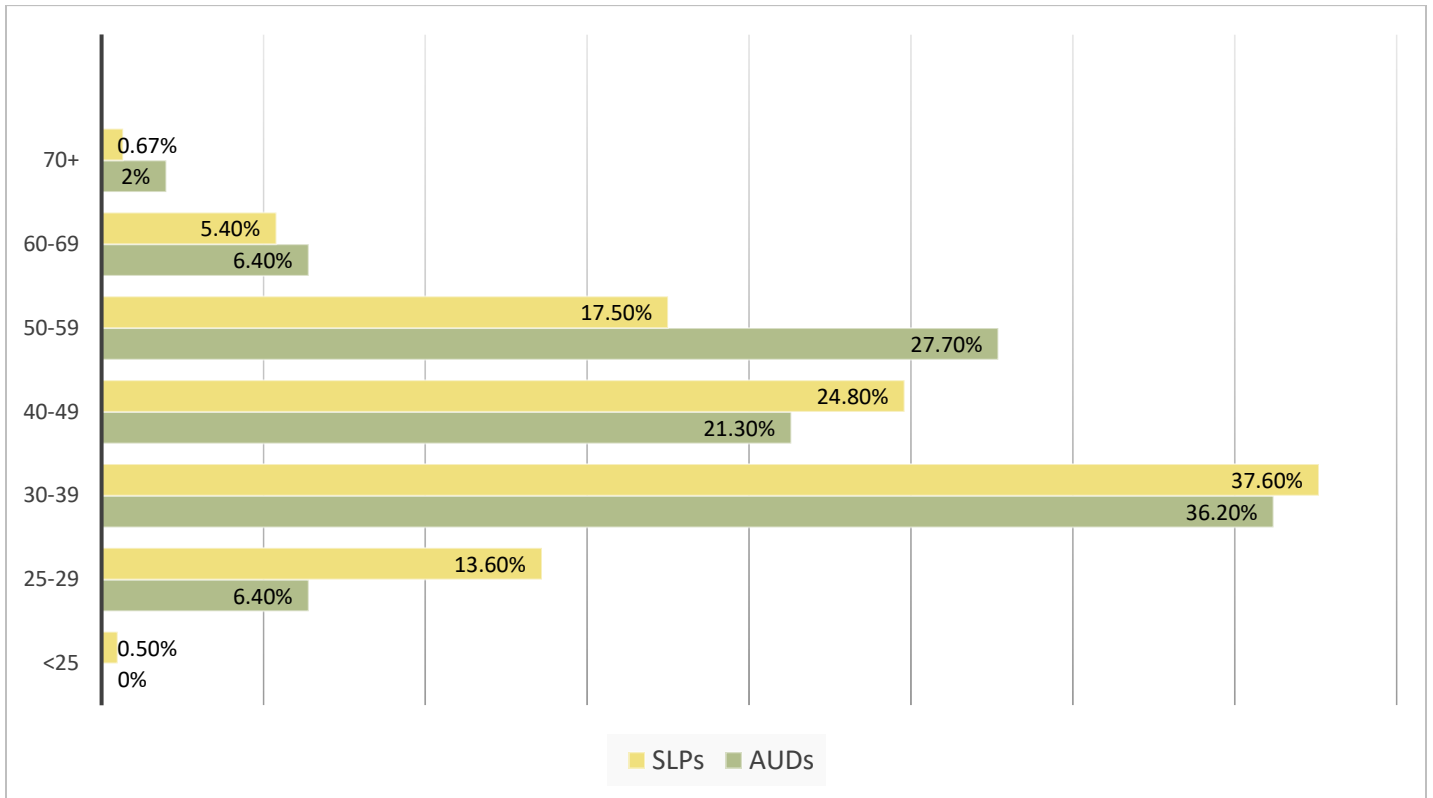


■ AUDs   ■ SLPs

SASLPA regulated a total 475 provisional, non-practising and practising audiologists and speech-language pathologists.

In addition, SASLPA regulated 6 temporary registrants (5 of whom provided cross provincial services).

## Audiologist and Speech-Language Pathologist Age Distribution as of December 31, 2022

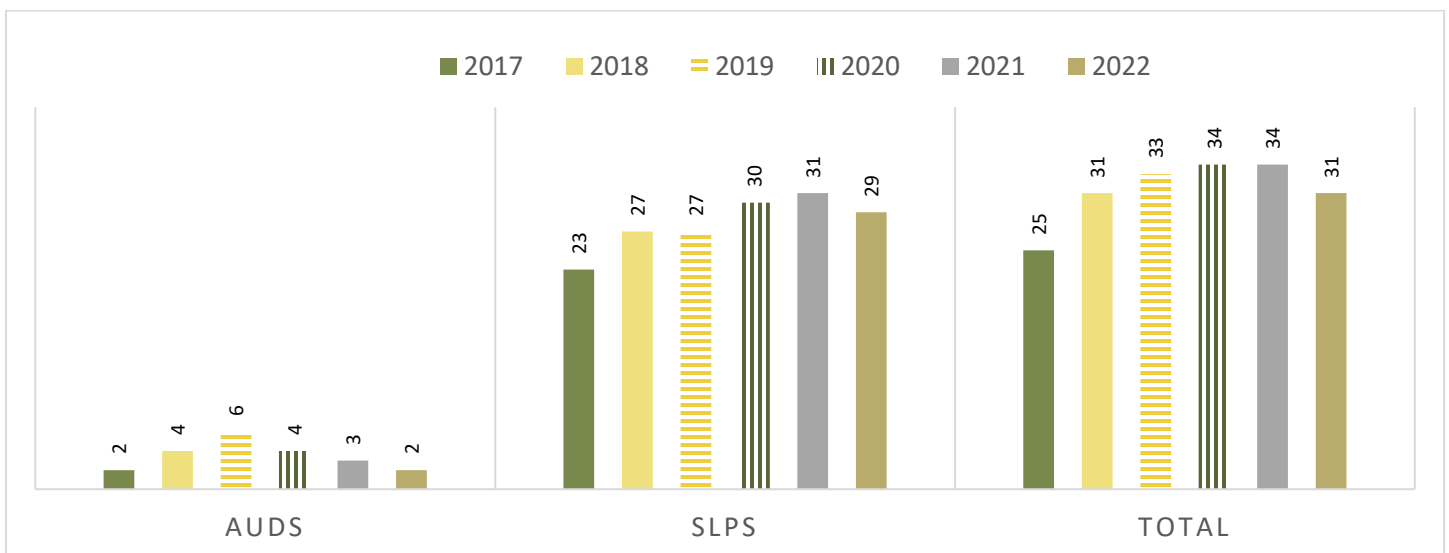


## Registration Growth and 2023 Renewal

A total of thirty-seven applications for licensure were received and processed in 2022; six of which were for the temporary licence category. The number of new applicants per year remains relatively stable with an average growth of 12 registrants over the past five years.

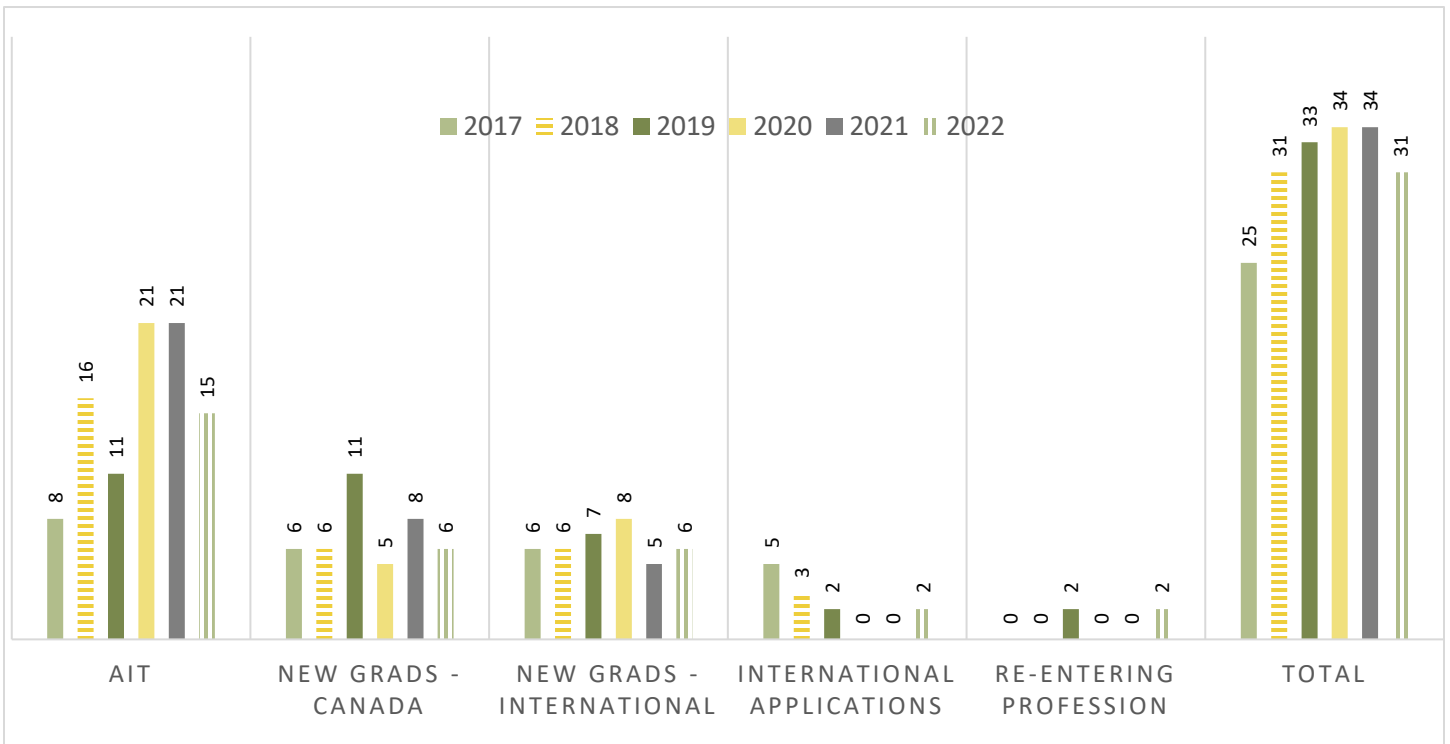
The data summarized in the tables below compare the number of Audiology and Speech-Language Pathology applications for the practising licence category and the different applicant types for Practising licensure from 2017 to 2022 (the tables below do not include the application for the temporary licence category).

## New Applicants by Profession from 2017 to 2022



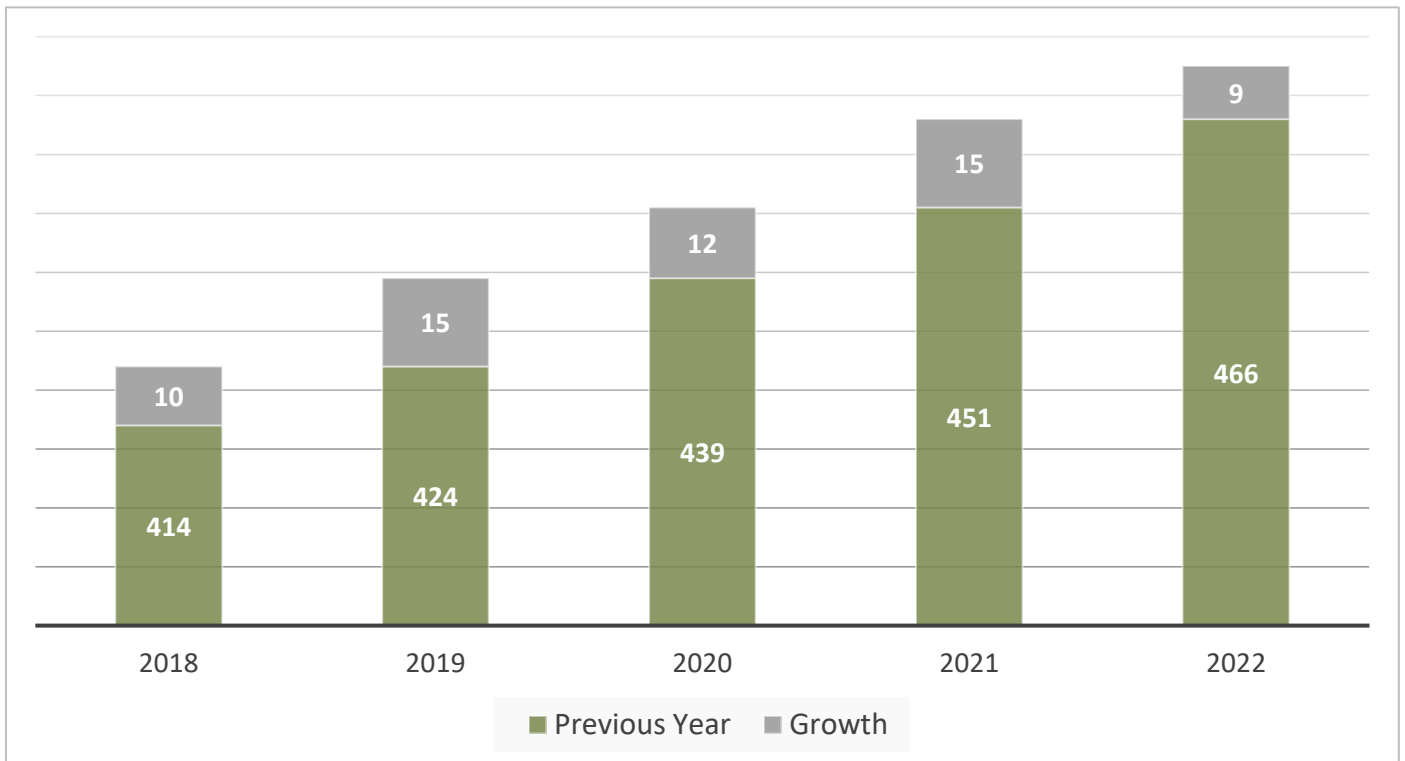


### New Applicant Types From 2017 to 2022

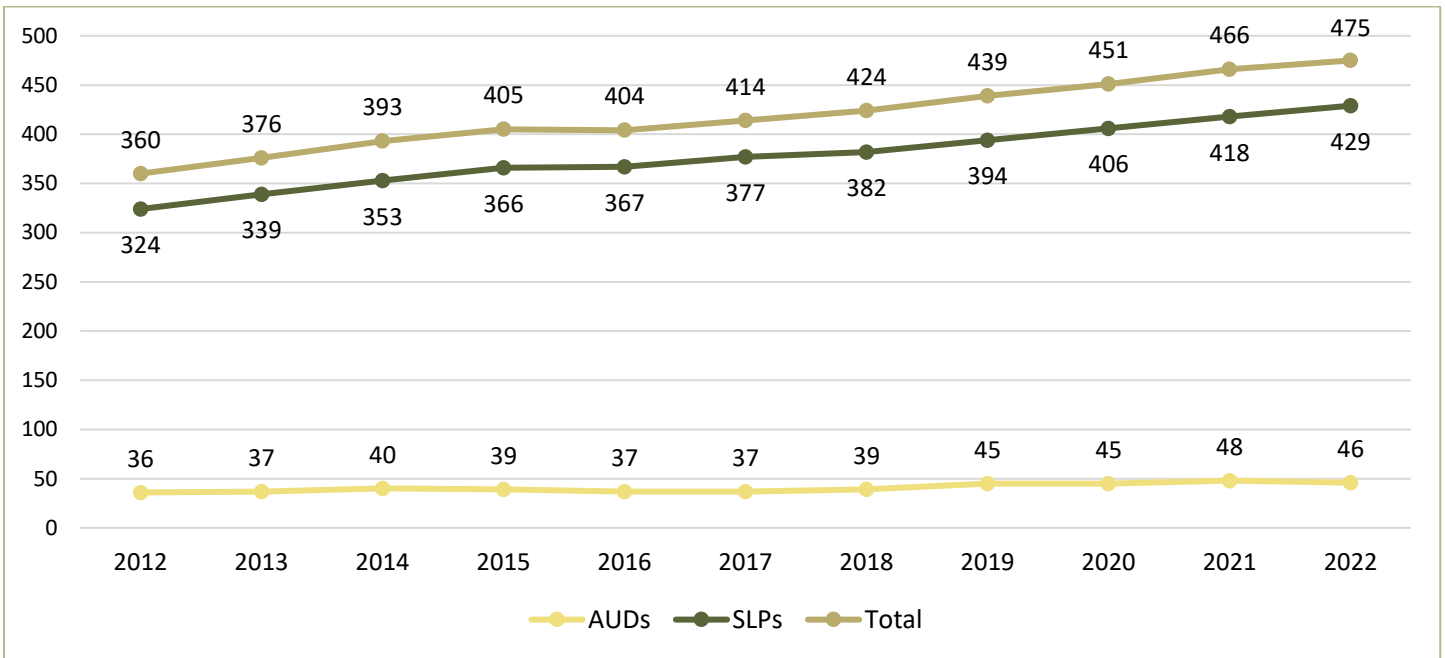


### Year End Growth Trends Over the Past Five Years

#### Registration Growth

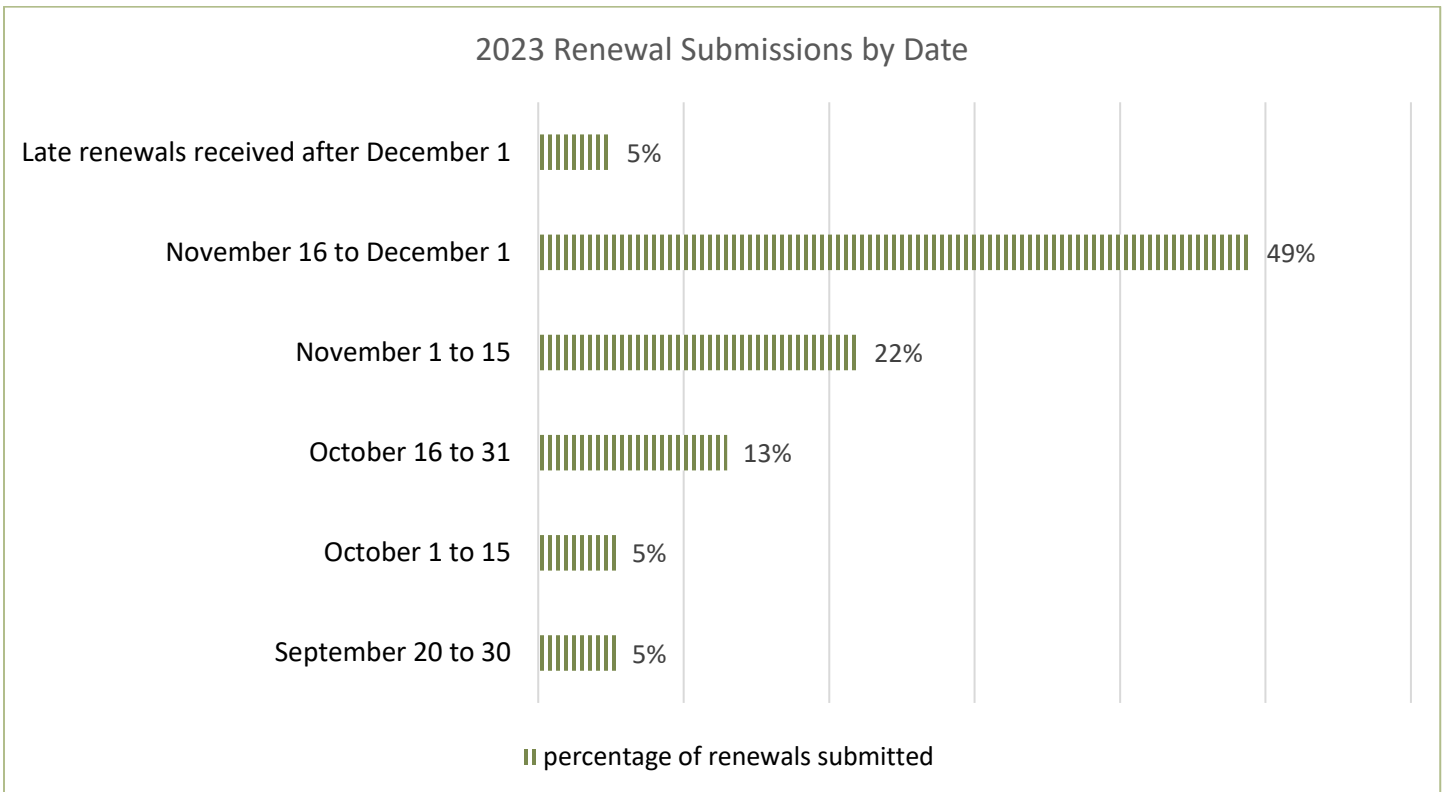


The following table illustrates SASLPA’s practising, provisional, and non-practising registrant growth from 2012 to 2022 and Audiologist and Speech-Language Pathologist Distribution as of December 31, 2022.

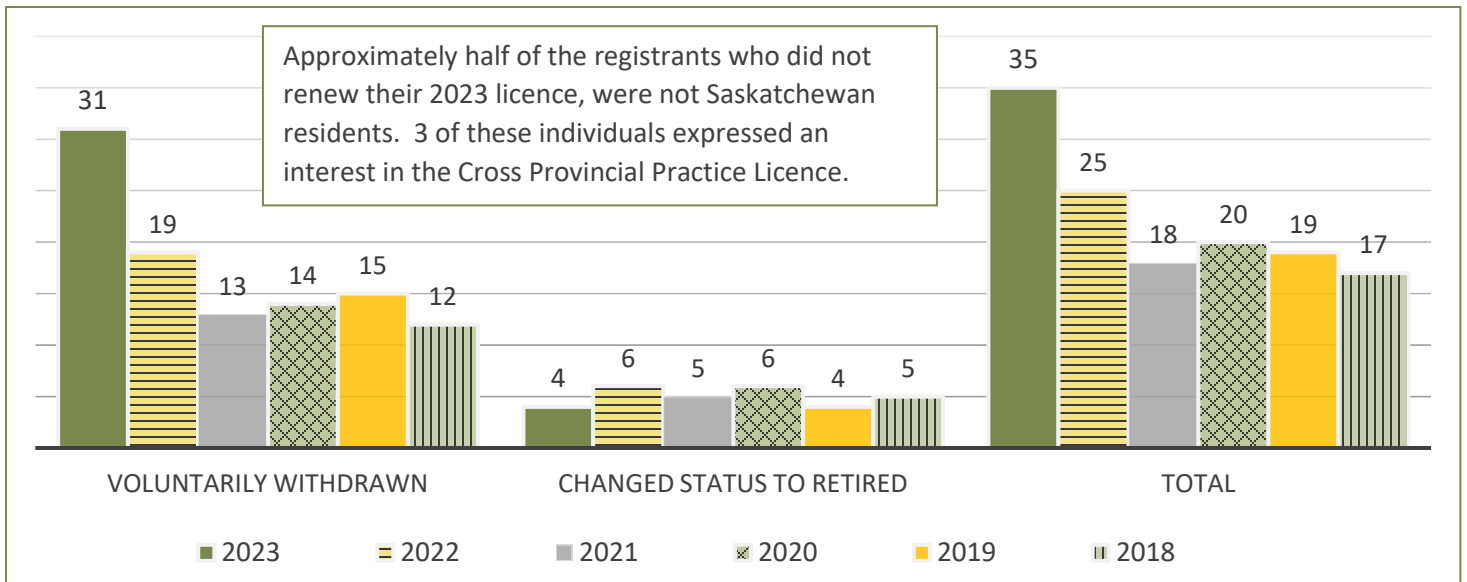


### 2023 Licence Renewal Progress

The 2023 licence renewal opened on September 20th. The following table illustrates the progress of the renewal period until December 1<sup>st</sup>, 2022. Renewal continued through to December 31st with late penalties applied.



## 2018 to 2023 Renewals and Resignations



## Cross Provincial Practice

As part of SASLPA’s work to eliminate barriers and enhance access to services for clients/patients, particularly in provincial border communities, the SASLPA has collaborated Alberta (ACSLPA), Manitoba (CASLPM), Ontario (CASLPO), and New Brunswick (NBASLPA). SASLPA entered into an agreement to allow for cross provincial practice (CPP) in a secondary province for a reduced cost to registrants.



**February 2022:** SASLPA joined the CPP working group to finalize details of the agreement and to develop supporting documents.

**May 2022:** SASLPA signed the CPP Agreement.

**July 4<sup>th</sup>, 2022:** CPP implementation date in AB, SK, MB, ON, and NB.

**August 2022:** SASLPA issued its first 4 Temporary Licences for CPP.

**October 27, 2022:** SASLPA was invited by the Saskatchewan Ministry of Immigration and Career Training to deliver a presentation regarding the CPP Agreement to the National Labour Mobility Working Group.

**December 31, 2022:** 5 CPP Licences were issued to registrants from Manitoba Alberta and Ontario (3 SLPs, 2 Auds); two verifications were sent on behalf SASLPA registrants who were applying for CPP registration in Ontario and Alberta.

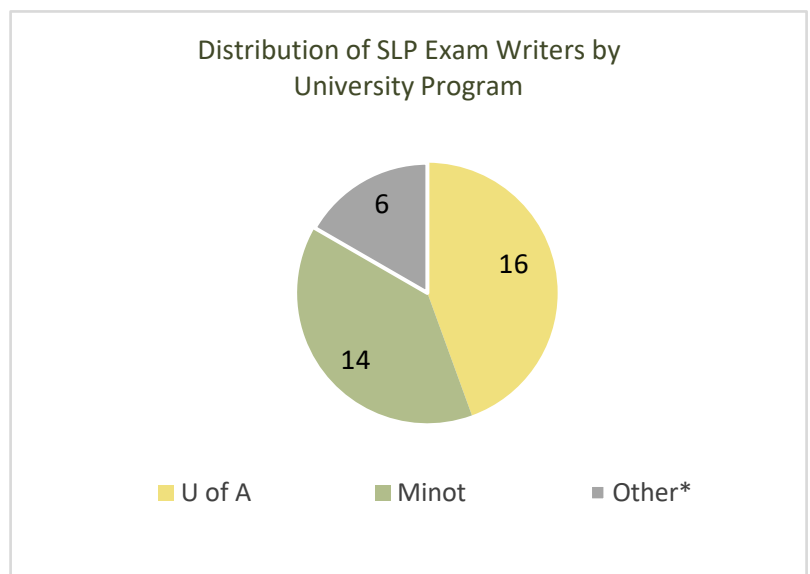
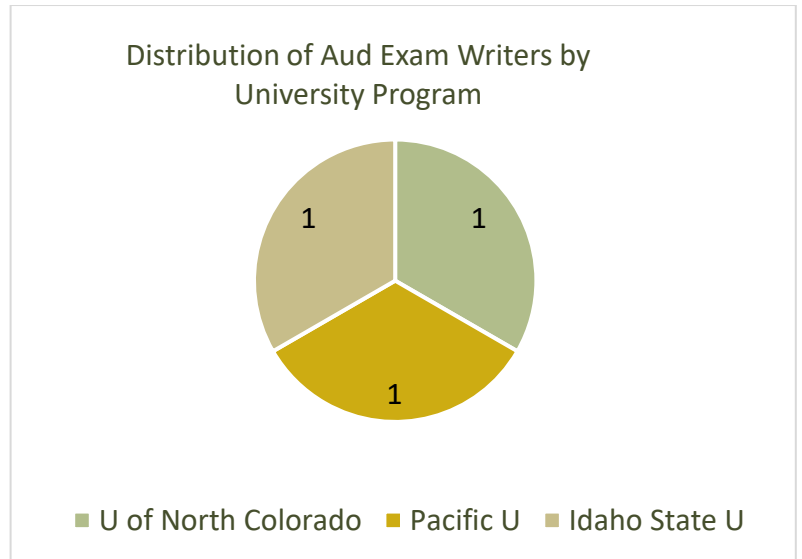
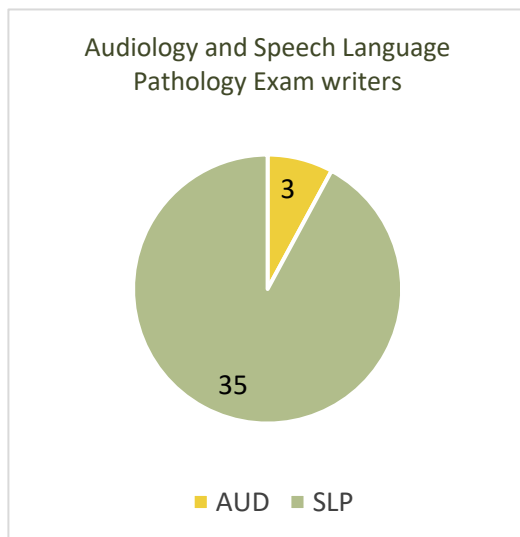
## Canadian Entry-to-Practice Exam

Effective April 1<sup>st</sup>, 2020, one of SASLPA's requirements for all new applicants, not currently licensed in other regulated Canadian jurisdiction, is to obtain a passing score on the CETP exam. The CETP Exams are nationally standardized, and competency-based evaluations to assess entry-to-practice in the professions of Audiology and Speech-Language Pathology. As of 2022, the exam is offered three times per year and can be written at one of the designated exam sites across Canada or virtually via online proctoring. From the time of implementation until December 31, 2022, there were a total of six sittings of the exam:

|                   |                  |
|-------------------|------------------|
| November 21, 2020 | March 7, 2022    |
| June 26, 2021     | July 5, 2022     |
| December 2, 2021  | October 25, 2022 |

Exam dates for the 2023 to 2025 calendar were posted on the SASLPA website in the fall of 2022.

The following tables illustrate the data collected between 2020 and 2022.



\* U of O, McGill, Dalhousie, Nebraska, UND, U of North Carolina

The following provinces require the CETP exam for entry to practice: Newfoundland, Nova Scotia, New Brunswick, Ontario, and Saskatchewan.

British Columbia and Alberta are currently accepting the CETP exam in some capacity.

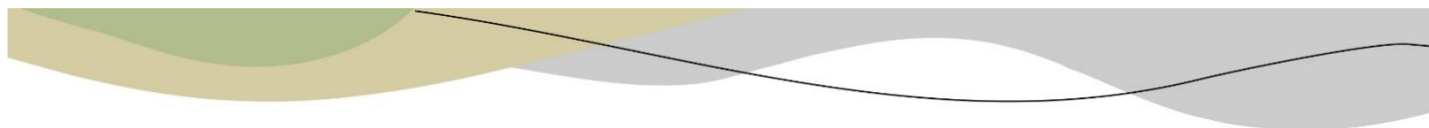
## Registration and Membership Committee

The registration and membership committee consists of at least three members appointed by the council, with at least one speech-language pathologist and one audiologist. The duties of this committee include but are not limited to the following:

- Making recommendations to the SASLPA Council with respect to requirements for registration, licensure of members and membership;
- Receiving and evaluating prescribed forms of application for registration and/or membership, and evaluates/processes applications for various membership categories;
- Approving applications for membership if membership requirements (as prescribed by Bylaws) are met; and recommends to Council;
- Making recommendations to Council regarding the status of individual members;
- Conducting annual audit of Continuing Education Equivalents (CEEs);
- Developing policies and procedures that relate to membership and registration processes;
- Making recommendations for revisions to both the Legislation and Bylaws Committee and Council.

As of December 31, 2022 the committee consisted of five speech-language pathologists and one audiologist. The registration and membership committee met four times throughout the year.

The committee randomly selected five registrants to be audited. The submitted audit materials were reviewed and all five registrants successfully met the requirements.



## Professional Conduct and Discipline

As a regulatory body, SASLPA's role is to license and regulate the competent, safe, and ethical practice of audiology and speech-language pathology. To meet our mandate of public protection, SASLPA's complaint investigations and disciplinary proceedings must be fair, transparent, and efficient. In addition, the processes must follow the statute governing the professions of audiology and speech-language pathology in Saskatchewan.

In development of SASLPA's new Strategic Plan, the staff and council prioritized the evaluation of the conduct and discipline processes to ensure continued focus on public protection. In 2022, this work included revisions to the conduct committee's investigation timeline, documentation guidelines and reporting procedures. This project began in 2022 with the following activities:

- A search to engage new legal services for the PCC as well as the Discipline Committee;
- The Professional Conduct Committee (PCC) met with the Executive Director/Registrar to discuss the policies, procedures and supporting documents pertaining to SASLPA's complaint investigation's processes. Similar work will occur with the Discipline Committee in the upcoming year;
- Changes were made to alleviate the administrative workload on committee members by engaging SASLPA staff to offer support;
- A new Chair of the PCC was recruited at the end of the year.
  - SASLPA would like to take this opportunity to thank Bill Feldbruegge for his longstanding leadership as the PCC Chair. SASLPA appreciates the guidance he has offered to the new PCC Chair, Halen Panchyk, as well as the ongoing commitment as a continued member of the PCC.

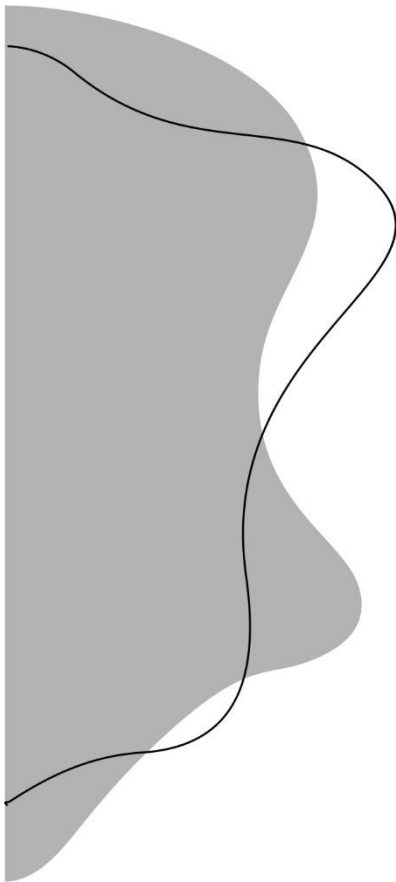
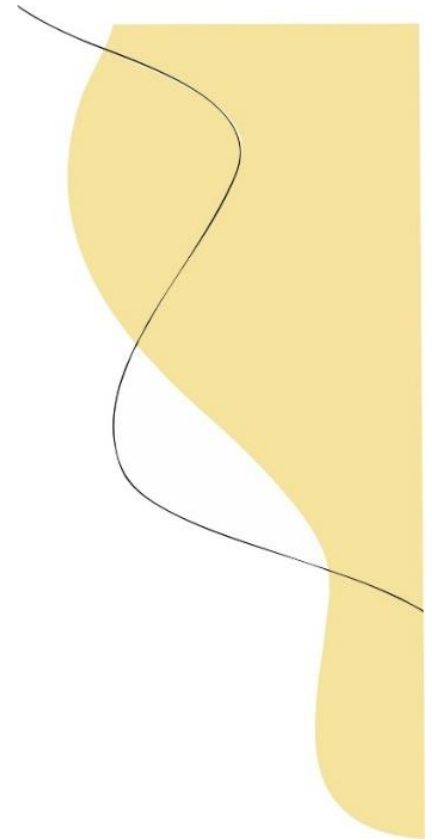
## Professional Conduct Committee (PCC)

The professional conduct committee is established consisting of at least three persons appointed by the council, a majority of whom are SASLPA members. The PCC receives and investigates complaints from the public or upon request from Council to consider a complaint that a member is guilty of professional misconduct or professional incompetence.

The Professional Conduct Committee (PCC) has received three complaints in 2022. All complaints were made by members of the public. One complaint was dismissed due to the withdrawal of the complainant. One was investigated and dismissed with the recommendation that no further action be taken. The third was investigated into 2023 and dismissed with the recommendation that no further action be taken.

The committee bids farewell to our long-time chair, Bill Feldbruegge, and sincerely thanks him for his service to the PCC, SASLPA, and the public. The committee welcomes Halen Panchyk as the new PCC Co-Chair.

The committee has sought outside legal counsel to inform and support investigation and reporting strategies and documentation. This work will continue into 2023.

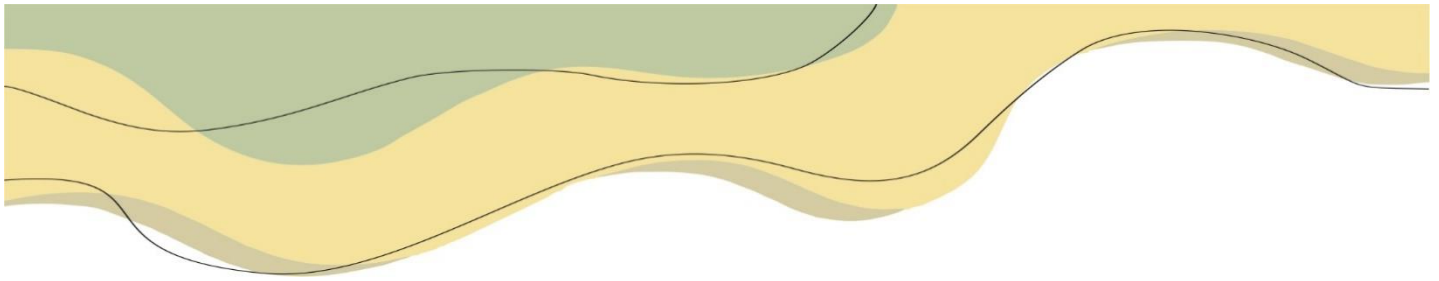


## Discipline Committee

The discipline committee is established consisting of at least five members appointed by the council. Upon receipt of the PCC's report, the Discipline Committee hears the complaint and determines whether (or not) the member is guilty of professional misconduct or professional incompetence. There were no disciplinary hearings conducted in 2022.

Members of both the PCC and Discipline Committee attended a seminar on investigations and discipline hearings in the Fall of 2022.





## Special and Ad Hoc Committees

### Website Committee

Since SASLPA's website was redesigned in 2019, the staff have independently managed all website updates and technical issues. In 2022, the SASLPA Council established a Website Committee with clear Terms of Reference to evaluate and improve the organization's public website.

The actions of the committee are highlighted below:

- Held formal, virtual meetings and maintained regular email communication among committee members;
- Reviewed existing website content in depth and mapped out changes to remove outdated information and improve flow and navigation of the site for the public and registrants;
- Conducted a comprehensive review of 16 website vendors to find the best solution for the organization's needs and chose "OmniOnline" to administer all technical aspects of the public website going forward;
- Successfully transferred the public website to OmniOnline's infrastructure;
- Addressed some concerns with the existing website (e.g. the Events Section was broken on the main page) and optimized the site for better performance.

The committee's work in selecting OmniOnline has positioned the organization for a smooth transition to a new back-end Portal from our current vendor, "Thentia," as well as for any future organizational name change. However, it should be noted that much further work will still be needed to complete these projects.

The committee is still working on the following items:

- Completing a scan of health regulator websites provincially, as well as SLP and Aud regulator websites nationally, for suggested improvements to the organization's website;
- Developing surveys for distribution to key stakeholders in order to gather feedback on the organization's current website;
- Continuing a review of the accessibility and usability of the organization's current website;
- Making suggestions to ensure the website is inclusive and representative of Saskatchewan's diverse population; and
- Submitting regular reports to the SASLPA Council regarding Committee activities.

We would like to thank all committee members for their dedication and work on these initiatives over the past months. Their efforts will be instrumental in advancing our organization's online presence and ensuring that our website is accessible and representative of our diverse community.

## Finance Committee

The Finance Committee is a SASLPA Special Committee with four members (all of whom are either SASLPA Council members, staff, or consultants). The Finance Committee assists the Treasurer by serving the following functions:

- To develop and oversee SASLPA's financial processes, policies and procedures;
- To review and recommend to Council approval of the annual financial statements, including the selection of appropriate accounting policies and practices;
- To develop processes to ensure the annual audit is conducted in an efficient, cost-effective and objective manner;
- To recommend the appointment of the external auditor and the appropriate fee;
- To establish annual budgets and monitor performance against the budget periodically during the year; and
- To provide advice to Council on investment policies and decisions.

As a group, the Finance Committee met twice during the year. There was a change in the Treasurer role midway through 2022, so the committee did provide significant support during the transition outside of regular meetings.

Action items included:

- The 2023 budget was reviewed and presented to the council for approval. This included looking at the projected budget for 2023-2026 as related to the 4-year fee schedule increase;
- SASLPA changed financial institutes from TD Bank to Conexus which has been a favorable move to date. This allowed the committee a chance to review SASLPA's investment policies, and to make recommendations to the council regarding the purchase of new investment funds; and
- Finally, a few financial policies were amended including increasing the ED/Registrar spending limit, changes in signing authority, and the Finance Committee Terms of Reference.

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

**FINANCIAL STATEMENTS  
(unaudited)**

**DECEMBER 31, 2022**



## 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 statement of financial position as at **December 31, 2022**, and the statements of operations and changes in net assets, 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, 2022**, 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 29, 2023

Regina, Saskatchewan

*Virtus Group LLP*

Chartered Professional Accountants

**SASKATCHEWAN ASSOCIATION OF SPEECH-LANGUAGE  
PATHOLOGISTS AND AUDIOLOGISTS**  
STATEMENT OF FINANCIAL POSITION  
(unaudited)  
AS AT DECEMBER 31, 2022  
(with comparative figures for 2021)

| ASSETS                                   |           |                  |                   |
|--|-----------|------------------|-------------------|
|  |           | <u>2022</u>      | <u>2021</u>       |
| <b>Current assets</b>                    |           |                  |                   |
| Cash                                     | \$        | 667,865          | \$ 795,861        |
| Investments (Note 3)                     |           | 47,650           | 190,044           |
| Prepaid expenses                         |           | 3,418            | 3,113             |
|  |           | 718,933          | 989,018           |
| <b>Investments (Note 3)</b>              |           | 310,174          | -                 |
|  | <b>\$</b> | <b>1,029,107</b> | <b>\$ 989,018</b> |
| LIABILITIES                              |           |                  |                   |
| <b>Current liabilities</b>               |           |                  |                   |
| Accounts payable and accrued liabilities | \$        | 18,528           | \$ 12,074         |
| Government remittances payable           |           | 2,330            | 1,457             |
| Deferred membership revenue              |           | 326,050          | 265,230           |
|  |           | 346,908          | 278,761           |
| NET ASSETS                               |           |                  |                   |
| <b>Members' equity</b>                   |           | 682,199          | 710,257           |
|  | <b>\$</b> | <b>1,029,107</b> | <b>\$ 989,018</b> |

See accompanying notes to the financial statements.

**APPROVED BY:**

\_\_\_\_\_ Director

\_\_\_\_\_ Director



**SASKATCHEWAN ASSOCIATION OF SPEECH-LANGUAGE  
PATHOLOGISTS AND AUDIOLOGISTS**  
**STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS**  
(unaudited)  
**FOR THE YEAR ENDED DECEMBER 31, 2022**  
(with comparative figures for the year ended December 31, 2021)

|   | <u>2022</u>       | <u>2021</u>       |
|---|-------------------|-------------------|
| <b>Revenue</b>                                      |                   |                   |
| Membership fees                                     | \$ 298,770        | \$ 286,580        |
| Interest  | 676               | 1,727             |
| Advertising and other revenue                       | 3,350             | 4,084             |
|   | <u>302,796</u>    | <u>292,391</u>    |
| <b>Expenses</b>                                     |                   |                   |
| Affiliation memberships                             | 1,970             | 814               |
| Bank charges and interest                           | 9,672             | 7,590             |
| Computer service and website                        | 23,633            | 22,889            |
| Council and committee meetings                      | 13,190            | 3,663             |
| Gifts and awards                                    | 300               | 225               |
| Insurance   | 5,555             | 29,991            |
| Legal   | 5,367             | 716               |
| Office equipment                                    | 14,057            | 6,229             |
| Professional fees                                   | 4,996             | 3,885             |
| Rent  | 13,422            | 11,916            |
| Salaries and benefits                               | 226,134           | 129,479           |
| Telephone video conference                          | 3,733             | 2,369             |
| Travel  | 8,825             | 2,894             |
|   | <u>330,854</u>    | <u>222,660</u>    |
| <b>Excess (deficiency) of revenue over expenses</b> | (28,058)          | 69,731            |
| <b>Members' equity - beginning of year</b>          | <u>710,257</u>    | <u>640,526</u>    |
| <b>Members' equity - end of year</b>                | <u>\$ 682,199</u> | <u>\$ 710,257</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, 2022  
(with comparative figures for the year ended December 31, 2021)**

|   | <u>2022</u> | <u>2021</u> |
|---|-------------|-------------|
| <b>Cash provided by (used in) operating activities:</b> |             |             |
| Excess (deficiency) of revenue over expenses            | \$ (28,058) | \$ 69,731   |
| Non-cash operating working capital (Note 4)             | 67,842      | 15,667      |
|   | 39,784      | 85,398      |
| <b>Cash provided by (used in) investing activities:</b> |             |             |
| Net change in investments                               | (167,780)   | (1,727)     |
| <b>Increase (decrease) in cash</b>                      | (127,996)   | 83,671      |
| <b>Cash position - beginning of year</b>                | 795,861     | 712,190     |
| <b>Cash position - end of year</b>                      | \$ 667,865  | \$ 795,861  |

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, 2022  
(with comparative figures for the year ended December 31, 2021)**

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**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 the member is licensed to practice, which coincides with the Association's fiscal year. Membership revenue received in advance of the next membership year is shown as deferred revenue. Interest revenue is recognized in the year it is earned. Other revenue is recorded in the fiscal period that the services are provided.

**SASKATCHEWAN ASSOCIATION OF SPEECH-LANGUAGE  
PATHOLOGISTS AND AUDIOLOGISTS  
NOTES TO THE FINANCIAL STATEMENTS  
(unaudited)  
FOR THE YEAR ENDED DECEMBER 31, 2022  
(with comparative figures for the year ended December 31, 2021)**

**3. Investments**

|                                    | <u>2022</u>       | <u>2021</u>       |
|------------------------------------|-------------------|-------------------|
| Term deposits - due in one year    | \$ 47,650         | \$ 190,044        |
| Term deposits - due after one year | 310,174           | -                 |
|                                    | <u>\$ 357,824</u> | <u>\$ 190,044</u> |

The term deposits bear interest at rates ranging from 0.859% to 3.85% (2021 - 0.25% to 2.0%) and have maturities ranging from December 2023 to December 2027 (2021 - March to November 2022).

**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>2022</u>      | <u>2021</u>      |
|--|------------------|------------------|
| <b>(Increase) decrease in current assets:</b>      |                  |                  |
| Prepaid expenses                                   | \$ (305)         | \$ 9,151         |
| <b>Increase (decrease) in current liabilities:</b> |                  |                  |
| Accounts payable and accrued liabilities           | 6,454            | 2,408            |
| Government remittances payable                     | 873              | 498              |
| Deferred membership revenue                        | 60,820           | 3,610            |
|  | <u>68,147</u>    | <u>6,516</u>     |
|  | <u>\$ 67,842</u> | <u>\$ 15,667</u> |

**5. Financial instruments**

The Association's recognized financial instruments consist of cash, investments, 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 an aggregate minimum payment over the next year as follows:

|      |    |       |
|------|----|-------|
| 2023 | \$ | 3,308 |
|------|----|-------|



**SASKATCHEWAN ASSOCIATION OF SPEECH-LANGUAGE  
PATHOLOGISTS AND AUDIOLOGISTS  
NOTES TO THE FINANCIAL STATEMENTS  
(unaudited)  
FOR THE YEAR ENDED DECEMBER 31, 2022  
(with comparative figures for the year ended December 31, 2021)**

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**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.

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