



COLLEGE OF SPEECH-LANGUAGE
PATHOLOGISTS AND AUDIOLOGISTS
OF SASKATCHEWAN

ANNUAL REPORT

2025



May 8, 2026

To the Honourable Minister Jeremy Cockrill,

In accordance with the provisions of *The Speech-Language Pathologists and Audiologists Act, 1990-91*, we are pleased to submit the College of Speech-Language Pathologists and Audiologists of Saskatchewan (CSASK) 2025 Annual Report.

The annual report summarizes CSASK's activities from January 1, 2025, to December 31, 2025, and demonstrates our ongoing commitment to fulfill the college's mandate of public protection.

Respectfully,



Katrina Wedel
CSASK Council Chair

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Note: Throughout this report, “registrant” and “member” are used interchangeably and refer to a person who is registered with the college.

MESSAGE FROM THE COUNCIL CHAIR



I've had the honour of serving as Chair of the College of Speech Language Pathologists and Audiologists of Saskatchewan (CSASK) Council this past year. CSASK Council continues to evolve to better fulfill its regulatory mandate while prioritizing transparency and ensuring that CSASK's governance structure reflects best practices in modern professional regulation.

Transparency Throughout Change

In keeping with CSASK's commitment to strong regulatory practices, the following transitions occurred in 2025:

- Council leadership titles were updated to reflect regulatory governance responsibilities and terminology. Changes in leadership titles include transitioning from "President" to "Chair" and "Member-at-Large" to "Council Member".
- The election-based model of CSASK Council recruitment was replaced with a competency-based appointment process. The competency-based process supports the development of a council with a diverse range of skills, perspectives, and experience to help guide CSASK in fulfilling its regulatory responsibilities.

Throughout this transition, transparency and engagement with registrants remained important priorities for the CSASK Council. Virtual "Coffee Chats" were held to provide CSASK registrants with opportunities to ask questions, and share feedback on the competency-based appointment process.

CSASK Council recognizes that transitions in governance models are significant, and would like to acknowledge and thank the many individuals who have contributed to CSASK under the previous election-based system. Their commitment and leadership have played an important role in shaping CSASK.

On behalf of the council, I would like to thank CSASK registrants, volunteers, and staff for their continued dedication and engagement. Your contributions support the ongoing work of the college.

Sincerely,

Katrina Wedel, M.Sc., CCC-SLP(C)

Chair, CSASK

MESSAGE FROM THE EXECUTIVE DIRECTOR/REGISTRAR



It gives me great pleasure to report on the achievements of the College of Speech-Language Pathologists and Audiologists of Saskatchewan (CSASK) over the past year. As we look back at another year, we reflect on our efforts to ensure public protection and regulation of audiologists and speech-language pathologists in Saskatchewan. In response to the evolving landscape of professional regulation, our efforts in 2025 focused on laying the groundwork for sustainable growth and long-term success.

Driving Momentum Through Efficiency

Building on the progress initiated in 2024, the college continued to prioritize efficiency through process refinement and resource optimization. CSASK transitioned to a digital file management system, which strengthened data security, and productivity while enhancing opportunities for internal and external collaborations.

Informed and Transparent Governance

Throughout 2025, staff and council engaged in research and education to support the transition from elections to a competency-based appointment process for council members. CSASK prioritized multiple opportunities for registrant engagement and feedback throughout the development of the selection and appointment process. This shift aligns with regulatory best practice and ensures that council members are appointed based on the competencies, skills and attributes required to support a balanced, informed, and mandate-aligned council.

Advancing Our Shared Vision

The 2026-2029 strategic plan was approved by CSASK Council on September 19, 2025. Throughout 2025, staff and council engaged in a comprehensive review of all external partner relationships and explored the risks and opportunities across all aspects of the organization. This information played an important role by providing context and informing priority-setting, as the council developed CSASK's strategic directions. More information about the 2026-2029 Strategic Plan can be found in this annual report.

2025 At-A-Glance

CSASK's regulatory function encompasses registration and licensing, complaint investigations and hearings, and quality assurance. In the pages that follow, information about each area of CSASK's regulatory function is presented. The annual report concludes with a detailed financial account for the fiscal year.

I would like to take this opportunity to express my gratitude to the dedicated staff, council and committee members for their ongoing and valuable contributions. CSASK relies on the expertise of our diverse community of regulated members to advance special projects and support the college in fulfilling its regulatory obligations. As we look to the future, our commitment remains focused on building a regulatory environment that not only meets today's needs but also anticipates the challenges of tomorrow.

Lisa Persaud, M.Sc, S-LP

Executive Director/Registrar, CSASK

MESSAGE FROM THE PUBLIC REPRESENTATIVES



Introduction

As public representatives at the College of Speech-Language Pathologists and Audiologists of Saskatchewan, our roles are filled through a special appointment by the government. Unlike other members of the college's council, we do not work in audiology or speech-language pathology but are here to ensure the public's voice is heard in everything the college does. Our main job is to ensure public safety and the interests of the community over the interests of the profession.

Our Role and Impact

We do not need to be experts in the field, but come with our own sets of skills and life experiences that help the college thrive. We participate in important meetings and committees, such as those dedicated to professional conduct and discipline, to ensure the college maintains high standards of fairness, professional standards, and ethics. Kevin's work in IT highlights how public representative expertise helps further the goals of the college. External perspectives strengthen the college's operations and its commitment to public service.

Current Membership

After six years of serving on the council, Amber's term as a public representative comes to an end in April 2026. Amber thanks the Saskatchewan Government and CSASK Council for the opportunity. "It has been a privilege to have served. I truly appreciate the experience, collaboration, trust, and support shown during my time with CSASK. I've seen the organization mature and progress in ways the registrants can continue to have confidence in." Kevin Belitski has recently begun his second and final 3-year term, which will be completed in May 2028.

Thanks, and Looking Forward

Our work would not be possible without the dedication of every council member and the valuable staff of the college. They all spend countless hours ensuring we are well-prepared, and that the college runs smoothly. Moving into 2026, we are eager to welcome new faces and continue our joint efforts to support the college's goals. We are committed to making a positive difference in our community and fostering a productive, healthy environment for everyone involved with the college.

Closing Thoughts

Being a public representative is rewarding and allows us to give back to our community in significant ways. We learn a lot about governance, the profession, and how to face challenges, all while contributing to the greater good. Looking back at the year, we are proud of what has been achieved and are excited for what's next. We are committed to continuing our work, aiming for excellence and the well-being of the public in our care.

Submitted by:

Kevin Belitski & Amber Smale

Who We Are and What We Do

About CSASK

In Canada, audiology and speech-language pathology are self-regulated professions. In Saskatchewan, *the College of Speech-Language Pathologists and Audiologists of Saskatchewan (CSASK)* is the provincial regulator for these professions. This means that, in Saskatchewan, individuals must be registered and hold a valid licence to practise audiology and/or speech-language pathology and use the designated titles.

In Saskatchewan, the professions of audiology and speech-language pathology were granted self-regulatory status in 1992 and established a statutory corporation governed under *The Speech-Language Pathologists and Audiologists Act (The Act)*. The right of self-regulation is a privilege based on the idea that deciding the qualifications required

to practice safely and whether a professional is a competent and ethical practitioner is best done by other registrants of that profession. As a regulatory body, CSASK is accountable to the Government of Saskatchewan and ultimately to the Saskatchewan public.

The **duties of the college** are to serve and protect the public, and to exercise its powers and discharge its responsibilities in the public interest. The **objects of the college** are to regulate the practice of the profession and to govern the members in accordance with the *Act* and the bylaws; and to assure the public of the knowledge, skill, proficiency, and competency of members in the practice of the professions.

Who We Are

CSASK Council

The CSASK Council is the governing body responsible for fulfilling the duties and objects of the college and overseeing the business of the organization. Through responsible and strategic oversight, the council ensures the college achieves its mission, vision, and mandate of public protection and professional regulation.

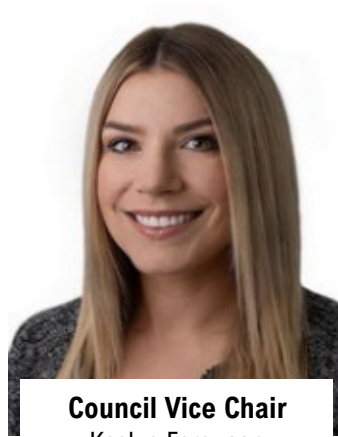
The council consists of six appointed CSASK registrants (Vice-Chair, Chair, Past Chair, and three Council Members) and two-three public representatives appointed by the Lieutenant Governor in Council and accountable to the Minister of Health.



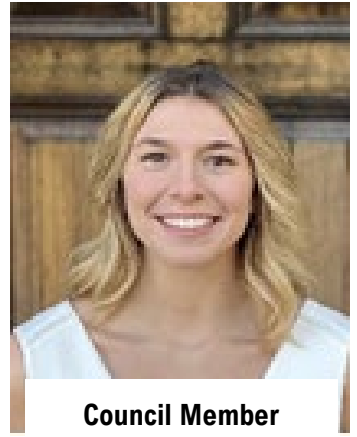
Council Chair
Katrina Wedel
SLP
2025-2026



Council Past Chair
Deena Offet
SLP
2025-2026



Council Vice Chair
Kaelyn Ferguson
AUD
2025-2026



Council Member
Kendell Massier
AUD
2025



Council Member
Delaney Chaykowski
SLP
2024-2026



Council Member
Jaimie Atkins
SLP
2025-2027



Public Representative
Amber Smale



Public Representative
Kevin Belitski

CSASK Staff



Executive Director/Registrar
Lisa Persaud
SLP



Deputy Registrar
Josée Levasseur
SLP



Office Manager
Andrea Stroh

ABOUT THE PROFESSIONS CSASK REGULATES

Audiologists and speech-language pathologists 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.

In Saskatchewan, audiologists and speech-language pathologists must be registered with the college to use the protected professional titles and must also hold a valid licence to practice in the professions. They are required to maintain their essential knowledge and skills in the profession to ensure they provide safe and ethical care. Licensed professionals who have met the standards for practice in Saskatchewan are available to provide services across the province in both the public and private sectors.

AUDIOLOGIST

An **audiologist** has a minimum of a master's degree (or equivalent) in their profession and have received clinical training and education in the following areas:

- hearing loss and hearing aids/assistive technology;
- dizziness and balance;
- tinnitus;
- noise and hearing loss prevention; and
- disorders related to hearing systems.

Audiologists prevent, identify, assess, (re)habilitate and manage, issues affecting hearing and balance. They work with individuals of all ages in various health and educational settings, including hospitals, public health units, community health centers, schools, private practices, industrial settings, and hearing aid manufacturers.

SPEECH-LANGUAGE PATHOLOGIST

A **speech-language pathologist** has a minimum of a master's degree (or equivalent) in their profession and have received clinical training and education in the following areas:

- speech;
- voice and fluency;
- language;
- communication; and
- swallowing.

Speech-language pathologists prevent, identify, assess, (re)habilitate, and manage communication and swallowing disorders. They work with individuals of all ages in various health and educational settings, including hospitals, public health units, community health centers, schools, and private practices.

Strategic Directions

Discussions began in 2024 and continued throughout 2025, to establish the college's future priorities with a roadmap for growth beginning in January 2026.

CSASK's full 2026- 2029 Strategic Plan can be accessed [here](#).

FOUNDATIONS

Mission

To license and regulate the competent, safe, and ethical practice of audiology and speech-language pathology in Saskatchewan.

Transparency

We commit to openness in our governance practices and operations by sharing information and providing regular updates on the organization's progress and initiatives.

Responsiveness

We are committed to responding efficiently and effectively in addressing public health concerns, stakeholder inquiries, and emerging regulatory challenges.



Vision

To be recognized by the Saskatchewan public and CSASK registrants as a trusted and responsive regulatory body for the professions of audiology and speech-language pathology.

Accountability

We deliver on our commitments and hold each other responsible to promote a culture of mutual responsibility and support in fulfillment of the organization's mandate.

Collaboration

We embrace opportunities to engage internally and externally and build strong relationships through open communication, mutual respect and coordinated action.

Values

STRATEGIC PRIORITIES



OPERATIONAL SUSTAINABILITY

Review CSASK's internal processes, systems and capacity to effectively serve the public, regulate the professions and adapt to the changing environment of professional regulation in Saskatchewan.

- Enhance digital file management and archival system.
- Strengthen cybersecurity.
- Advance risk management strategies.
- Elevate and optimize resource allocation.



REGULATORY COMPLIANCE

Establish registrant guiding documents and internal policies and procedures to support adherence to the legislation.

- Expand practice guidelines and standards.
- Refine complaint investigation and discipline processes.
- Implement a new legislative framework with associated policies.



ENGAGEMENT AND AWARENESS

Increase the understanding of CSASK's mandate, the privilege of self-regulation, and seek opportunities for collaboration with external partners.

- Pursue new opportunities for collaboration and harmonization.
- Strengthen existing relationships.
- Foster registrant engagement on CSASK council and committees.

STRATEGIC ACTIONS



Our efforts in the area of **operational sustainability** will be guided toward the following actions:

- **Resource Allocation and Enhancement**
 - Streamline internal processes and resource allocation to strengthen the financial sustainability and efficiency of the organization, and stability in CSASK's resources.
- **Data Security and Risk Strategies**
 - Leverage new technology and establish procedures to maximize data security and mitigate risk of breaches.
 - Develop and maintain comprehensive documentation of information technology and cybersecurity-related policies and practices.
- **Digital File Management and Archival System**
 - Conversion to a digital filing system for active and archived files.
 - Optimization of new technology recently implemented to effectively manage registration data.



Our efforts in the area of **regulatory compliance** will be guided toward the following actions:

- **Practice Guidelines and Standards**
 - Support professional guidance available to audiologists and speech-language pathologists in Saskatchewan by developing practice standards and updating practice guidelines.
- **Complaint Investigation and Discipline**
 - Review established guiding documents to support a risk-based complaint investigation and disciplinary hearing process.
 - Ensure CSASK has the appropriate resources, skills and experience to effectively and efficiently manage professional conduct complaints and fitness to practice concerns.
- **New Legislative Framework and Associated Policies/Procedures**
 - In anticipation of the Regulated *Health Professions Act* coming into force, conduct research on regulatory best practices and collaborate with other provincial and national health profession regulators to guide the development of regulations, bylaws and related policies/procedures.
 - Foster clarity and accountability in CSASK's registration procedures by continuing to streamline the application process, harmonize requirements and enhance transparency.



Our efforts in the area of **engagement and awareness** will be guided toward the following actions:

- **Opportunities for Collaboration and Harmonization**
 - Coordinate efforts with other provincial and national health profession regulators to strengthen relationships and develop consistent practices.
- **Expansion of Registrant Engagement on CSASK Council and Committees**
 - Transition to competency-based appointments for recruitment of council members to support effective governance and expand diversity of CSASK council.
 - Expand member engagement through targeted outreach to build awareness of committee opportunities and increase visibility and value of committee work.
- **Build Awareness of CSASK's Mandate of Public Protection**
 - Identify platforms and strategic actions to expand visibility of CSASK's role and mandate.

Legislative Updates in 2025

2025 Bylaw Amendments: Administrative Bylaws, Fee Bylaws and Regulatory Bylaws

The revised **CSASK Administrative Bylaws** were filed and processed with Information Services Corporation on December 18, 2025.

Highlights of the Administrative Bylaw amendments include:

- **Modernizing council position titles** to align with current regulatory governance terminology (e.g. Chair, Vice Chair, etc.).
- **Adopting a competency-based appointment framework** to guide council recruitment focusing on relevant skills, knowledge, competencies, attributes and experience.
- **Establishing a Governance Committee** to support the council in effective governance of the college.

The revised **CSASK Regulatory Bylaws** were approved by the Saskatchewan Minister of Health on May 29, 2025 and published in the Saskatchewan Gazette on June 20, 2025.

Highlights of the Regulatory Bylaw amendments include:

- Introducing a provision allowing for termination of registration for registrants who remain unlicensed for more than one year.
- Implementing a renewal process enabling unlicensed registrants to become licensed within the licence year following expiration.

The Regulated Health Professions Act

The Regulated Health Professions Act (RHPA) provides for minimum regulatory framework across all professions while recognizing that each profession is unique and requires profession-specific subordinate regulations. This “umbrella legislation” will replace the existing profession-specific Acts with a common legislative framework for the regulation of all self-governing health professions in Saskatchewan.

In 2023 and 2024, the Saskatchewan Ministry of Health conducted stakeholder consultations on a proposed draft bill to replace the current legislative framework governing regulated health professions.

The RHPA received Royal Assent on May 13, 2025, but has not yet come into force. Implementation will occur over several years and will involve ongoing consultation and collaboration with the Ministry of Health and other Saskatchewan health regulators to develop supporting regulations, bylaws, policies and processes.

Currently, all existing profession-specific legislation (including *The Speech-Language Pathologists and Audiologists Act*) remains in place. There are no immediate changes impacting the day-to-day practice of regulated health professions at this time. Once the regulations and bylaws are complete, current health regulatory legislation will be repealed, and replaced by the RHPA.

Legislation and Practice Advisory Committee

The Legislation and Practice Advisory Committee consists of at least four CSASK registrants appointed by the council. The committee's mandate is to:

- monitor legislation affecting the professions of audiology and speech-language pathology and to make recommendations to the council for actions required by the college;
- review *The Act* and the college's bylaws and make recommendations to the council regarding necessary changes;
- create or review position papers, statements, practice standards, or professional practice guidelines for council approval to support the legislation; and
- draft proposed changes to The Act and bylaws upon the direction of council.

The committee met twice in 2025 and focused on the following priorities:

- recruiting new committee members, ensuring representation from both professions;
- reviewing proposed amendments to the CSASK Administrative Bylaws;
- reviewing revisions to the CSASK Social Media Guidelines (2018); and
- reviewing Bill 18: The Regulated Health Professions Act, including key themes arising from the Saskatchewan health regulator consultation period.

2025 Legislation and Practice Advisory Committee Members

Chair:

Deena Offet (SLP) Council Past Chair

Members:

Meagan Haarstad (SLP) 2024-2027

Delaney Chaykowski (SLP) 2024-2027

Lindsay Ground (SLP) 2024-2027

Kathy Carroll (SLP) 2025-2028

Jaimie Atkins (SLP) 2025-2028

Candace Fischer (AUD) 2025-2028

Ted Venema (AUD) 2025-2028

Governance Updates in 2025

Transition from Election to Appointment of Council Members

In 2023, amendments were made to *The Speech-Language Pathologists and Audiologists Act, SS 1990-1991* to allow for council recruitment by appointment.

Competency-based appointment:

- ensures that council members are selected based on the specific competencies, skills and attributes needed to support effective governance.
- is essential to ensure a balanced and skilled council that is well-informed and aligned on CSASK's mandate.
- can be designed to actively recruit diverse candidates and underrepresented voices or geographic areas.

Prior to the bylaw amendments being approved in December 2025, council sought registrant feedback through virtual meetings and email consultations regarding all changes to legislation, policies, procedures and recruitment tools. To support the council appointment process, a new committee was established in 2025 called the Governance Committee.

Governance Committee

The Governance Committee consists of at least three individuals, one of whom is a registrant and one of whom is a public representative appointed by the government. The Governance Committee supports council in ensuring effective governance of the college in alignment with the governing legislation and best practice in health profession regulation. The committee makes recommendations to the council with respect to:

- (a) the governance policies and procedures;
- (b) the council appointment framework and supporting documents; and
- (c) the most qualified and suitable candidates for appointment or to fill vacancies on council.

The Governance Committee was established in December 2025 and met for the first time in February 2026. At this time the committee reviewed the selection and appointment framework, as well as the candidate applications to assess against the needs of the council and the eligibility requirements prescribed in the bylaws. Recruitment efforts are ongoing to expand the membership of this committee.

2025 Governance Committee Members

Chair:

Katrina Wedel (SLP)

Members:

Teresa Paslawski (SLP) 2026-2029

Kevin Belitski (Public Representative)

REGISTRATION AND LICENSING

CSASK 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 Licensing Committee.

On December 31, 2025, the CSASK register included a total of:

470

practising, provisional and non-practising audiologists and speech-language pathologists.

Practising



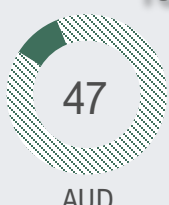
Provisional



Non-Practising

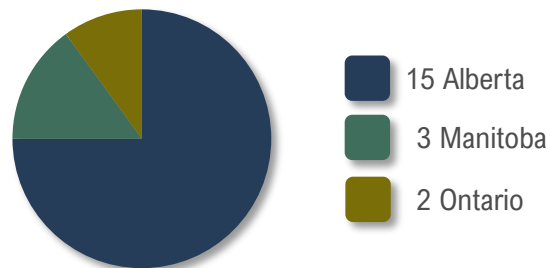


TOTAL



Cross-Provincial Practice

In July 2025, CSASK renewed a three-year agreement with the regulators of participating jurisdictions (Alberta, Ontario, Manitoba, and New Brunswick) to allow for cross-provincial practice (CPP) in a secondary province for a reduced cost. In Saskatchewan, individuals practising under the agreement, must hold a CPP licence with CSASK; however, holding a CPP licence does not make them registrants of the college. In 2025, **20 individuals (2 AUDs and 18 SLPs)** held a CPP licence. The home jurisdiction of these individuals is as follows:



Temporary

CSASK temporary registration and licensure is available to audiologists or speech-language pathologists who are currently licensed in another regulated jurisdiction and who wish to practise in Saskatchewan for a temporary reason. This registration and licence is:

- approved for a defined purpose and period of time;
- subject to conditions or limitations; and
- not renewed.

In 2025, **4 registrants (3 AUDs and 1 SLP)** held a temporary registration and licence. These registrants provided services in Saskatchewan for the following reasons:



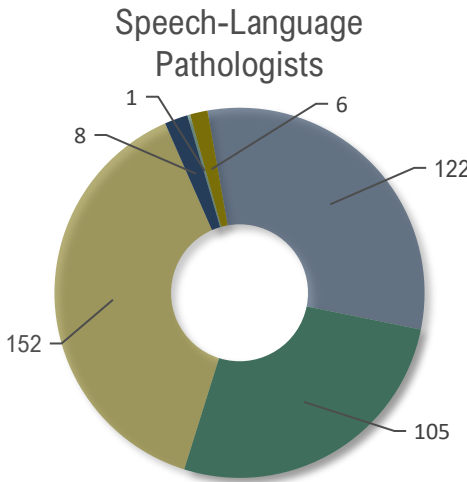
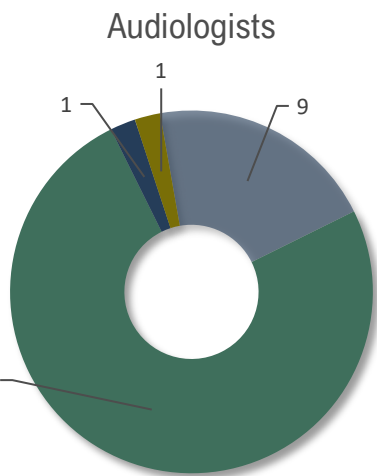
Registrant Demographics

CSASK reports annually to the multiple ministries in the Saskatchewan Government, as well as the Canadian Institute for Health Information (CIHI). At the time of the annual renewal, practising, provisional, and non-practising registrants are required to provide up-to-date details regarding their personal and professional demographic information.

Audiologists and speech-language pathologists provide services across a wide range of practice areas. Some professionals work in multiple areas, while others focus on one or two specialized domains. In addition, some hold administrative roles or work in academic and teaching positions. The information presented in the “Employment Information” section reflects **only** the **primary employment setting** for practising and provisional registrants who, during renewal, reported working casually, part-time or full-time in 2025. It **does not** represent all areas in which they may have provided services and **does not** include individuals who reported being on leave or unemployed.

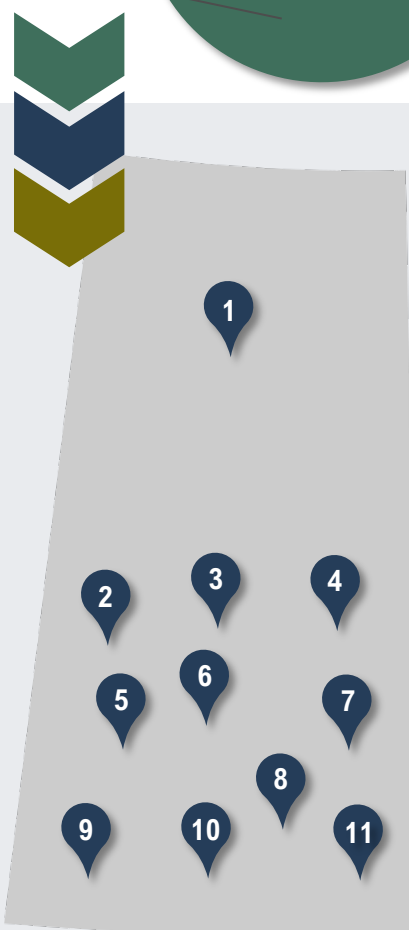
Employment Information

Primary Employment Setting



- Public Health Care Setting
- Private Setting
- University/College Program
- School/Schoolboard
- Regulatory Body
- Other

Workplace Geographical Zone



- | | | |
|--|---|---|
| 1 Far North
AUDs – 0
SLPs – 3 | 2 North West
AUDs – 0
SLPs – 21 | 3 North Central
AUDs – 4
SLPs – 13 |
| 4 North East
AUDs – 0
SLPs – 10 | 5 Central West
AUDs – 0
SLPs – 4 | 6 Saskatoon
AUDs – 15
SLPs – 165 |
| 7 Central East
AUDs – 2
SLPs – 23 | 8 Regina
AUDs – 14
SLPs – 89 | 9 South West
AUDs – 1
SLPs – 7 |
| 10 South Central
AUDs – 0
SLPs – 16 | 11 South East
AUDs – 0
SLPs – 18 | |

17.4%
of audiologists' employment was located outside of Saskatchewan.

Outside of Saskatchewan
AUDs – 7
SLPs – 24

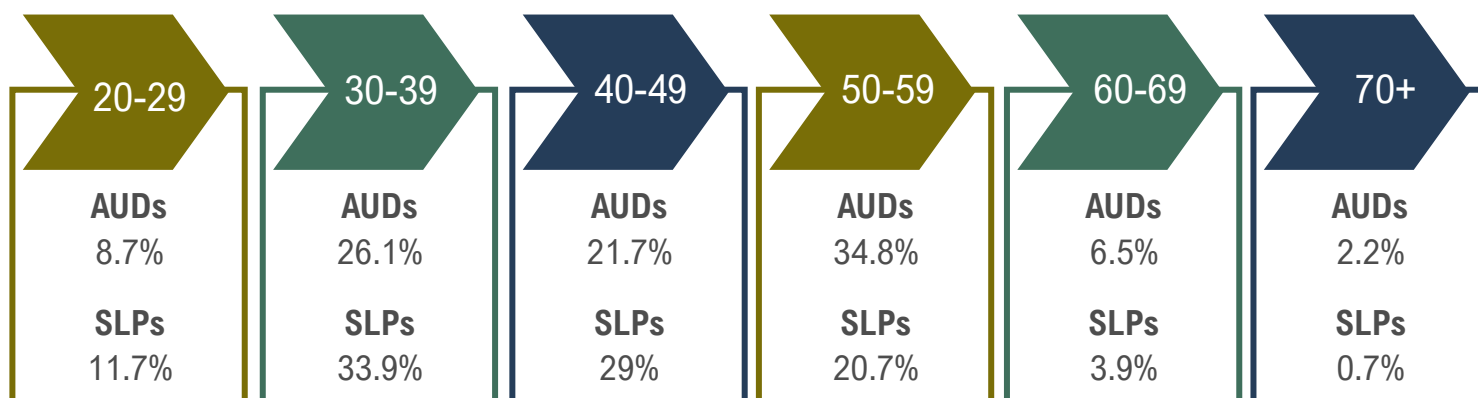
Outside of Canada
AUDs – 1
SLPs – 1

Primary Area of Practice



Age Distribution

CSASK practising, provisional and non-practising registrants' ages, as of December 31, 2025, are distributed below. The largest age group of **audiologists** falls between the ages of **50-59 years**, while the largest group for **speech-language pathologists** falls between the ages of **30-39 years**.



Applications Processed

54

Registration and/or licensure decisions made in 2025.



5

Audiology Applications

49

Speech-Language Pathology Applications

All decisions resulted in registrations and or licenses being issued in 2025 with the following two exceptions:

- One applicant was approved to write the Canadian Entry to Practice (CETP) exam. A passing score was a condition of licensure.
- One applicant's registration and licence was effective on January 1st 2026.



Applications Processed

Labour Mobility

14

3 British Columbia
1 Newfoundland
1 Alberta
1 Manitoba
5 Ontario

New Canadian Graduates from an Accredited University Program

1 University of Western Ontario
10 University of Alberta
1 Dalhousie University

12

International

8

5 Minot State University New Graduates
1 University of Tulsa New Graduate
1 Georgia State University Graduate
1 University of Wisconsin Graduate

Temporary

4

1 British Columbia
1 Alberta
1 Manitoba
1 Nova Scotia

Cross Provincial Practice

16

12 Alberta
2 Manitoba
2 Ontario

Country of Applicants

Canada **85.2%***

USA **14.8%**

*Includes CPP and Temporary applications

Processing Time

Processing time is calculated from the date all required documents have been received (includes the application submission and any documents from third parties) to the date the applicant is notified of their eligibility for registration and/or licensure. Approval of practising and provisional licensure is pending receipt of professional liability insurance, criminal record check, and payment of the licence fee.

Application Type	Average Processing Time
Another Regulated Canadian Jurisdiction	3.4 business days
Canadian Accredited University Program	1 business day
American University Program	5.75 business days
CPP and Temporary	1 business day

Provisional Registration

The CSASK provisional category is intended as a traditional status to allow a person to obtain the necessary requirements for registration in the practising category and expires the earliest of two years or a failure for the third time to achieve a passing score on the CETP exam.

An individual who holds a CSASK provisional registration and licence is entitled to practice audiology or speech-language pathology under supervision while they meet the entry to practice exam and the period of supervised practice requirements listed in the practising category.

Since the implementation of the supervision and exam requirements in 2020, **70 individuals were issued a provisional registration and licence.**

5.7%

Resigned their registration prior to completing the requirements.

91%

Approved for practising registration and licensure since the implementation of the supervision exam requirements.

2.9%

Did not meet the provisional requirement within the allotted period thus their registration and licence expired.



Provisional Registration in 2025

11

Provisional registrants met the practising requirements and were approved for a status change.

20

New provisional registrations and licensure were issued.

These registrants met the requirements within an average of:

10 Months

Renewal

The 2026 licence renewal opened on August 23, 2025 for early verifiers and on September 15, 2025 for the remaining registrants. Late penalties were applied to renewals completed after December 1st.

Registrants may submit requests to change their registration status throughout the year and at the time of renewal. At the time of renewal, registrants who do not wish to renew their registration are encouraged to resign the registration. Registrants who have submitted a resignation will be marked as “Resigned” in the public register. Practising and provisional registrants who fail to renew and have not taken action to resign, will hold an “unlicensed” status. “Unlicensed” registrants are not entitled to practice or use the protected titles in Saskatchewan. After one-year, unlicensed registrants cease to be a registrant and is noted as “Expired” in the CSASK public register. Non-Practising registrants who fail to renew and have not taken action to resign, will be noted as “Expired” in the public register.

Reasons for Not Renewing

3 Audiologists and 11 Speech-Language Pathologists did not renew their CSASK 2026 registration.

- 4** no longer providing services to SK residents
- 2** moved out of the province
- 5** retired
- 1** maternity leave
- 2** no longer practising the profession

Status Change

Status changes submitted at the time of renewal and throughout 2025.

Status	Number of Registrants
Practising to Non-Practising	14
Non-Practising to Practising	1 (+5 throughout the course of the year)
Practising to Resigned	6 (+ 3 resigned for the remainder of 2025)
Non-Practising to Resigned	2 (+ 1 resigned for the remainder of 2025)
Practising to Unlicensed	2

Professional Liability Insurance (PLI)

The following data on the status changes that were submitted at the time of renewal and that were effective on January 1st.

67.7%
Personal PLI

32.3%
Employer-provided PLI only

Quality Assurance

Registrant compliance pertaining to the quality assurance requirements as outlined in the bylaws of the college.

99.1%

Continuing Education Hours
(45 CEHs in a 3-year cycle)

100%

Practice Hours
(750 Hours Over 3 Years)

Continuing Education Audit in 2025

100%

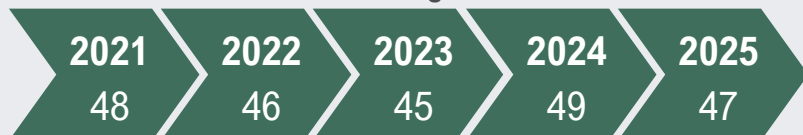
Compliance for the
2022-2024 CEH Cycle

Year End Growth

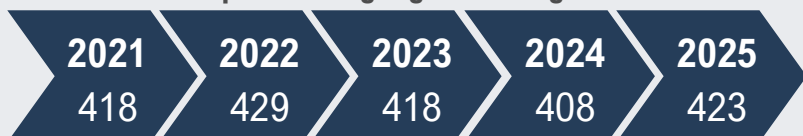
Trends Over the Past Five Years

Practising, Provisional, and Non-Practising Registrants in Saskatchewan on December 31, 2025.

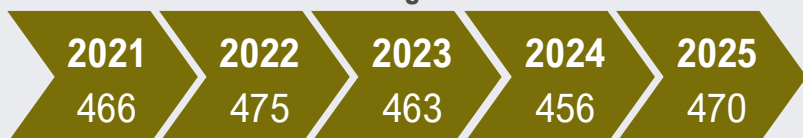
Audiologists



Speech-Language Pathologists

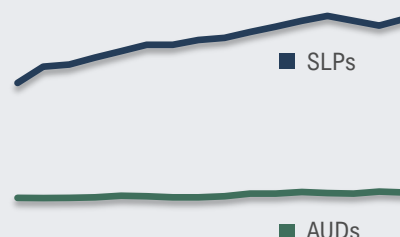


Total Registrants



Historical Growth Pattern

Historical registration patterns over the past decade show consistent growth among speech-language pathologists and limited overall growth among audiologists in Saskatchewan.



Registration and Licensing Committee

The Registration and Licensing Committee meets four times throughout the year and consists of at least four CSASK registrants appointed by the council, with at least one audiologist, one speech-language pathologist, and one Council Member. The duties of this committee include:

- reviewing applications and status change requests and making recommendations to the council:
 - with respect to requirements for registration and licensure to practice the profession(s).
 - regarding the status of individual members.
- conducting the annual audit of continuing education hours.
- reviewing registration and licensing legislation, policies, and procedures.

2025 Registration and Licensing Committee Members

Meagan Haarstad (SLP) 2024-2027
 Cynthia Bakker (SLP) 2025-2028
 Eden Huber (SLP) 2023-2026
 Kaelyn Ferguson (AUD) 2024-2027
 Ashley Bakken (SLP) 2025-2028
 Candace Leake (AUD) 2025-2028
 Delaney Chaykowski (SLP) 2024-2026

PROFESSIONAL CONDUCT AND DISCIPLINE

As a regulatory body, CSASK's role is to license and regulate the competent, safe, and ethical practice of audiology and speech-language pathology in Saskatchewan. The college receives and reviews complaints against registrants as part of its efforts to protect the public. CSASK's complaint investigations and disciplinary proceedings are carried out by the college's two statutory committees: the Professional Conduct Committee (PCC) and the Discipline Committee (DC). These two committees ensure the complaint management processes are fair and transparent, while following the statute governing the professions of audiology and speech-language pathology in Saskatchewan.

Complaint Statistics

One new complaint was received in 2025 and the PCC investigated and closed two complaints carried over from the previous year.

2

complaints carried
over from 2024

1

complaint received
in 2025

2

complaints closed
in 2025



Outcomes:

- No further action
- An undertaking agreement

1

complaint remained
open on December
31, 2025

Professional Conduct Committee

The PCC consists of at least three persons appointed by the council, a majority of whom are CSASK registrants. The PCC receives and investigates complaints from the public or upon request from the council to consider a complaint that a registrant is guilty of professional misconduct or professional incompetence, as defined in *The Speech-Language Pathologists and Audiologists Act*.

The PCC Co-Chairs engaged in two working meetings in 2025 to develop and improve processes related to complaint management, with the focus primarily on the investigation process. This included decision-making regarding resolution and considerations for utilizing legal support. The committee met every other month in 2025, and its work focused on active complaint management and orientation of new members. Members involved in active investigations met additionally as needed.

Discipline Committee

The DC is consists of at least five registrants appointed by the council and at least one government-appointed public representative. Upon receipt of the PCC's report, the DC hears the complaint and determines whether or not the member is guilty of professional misconduct or professional incompetence.

During the reporting period, the DC convened three times to review the new Act and all information related to the disciplinary process. The committee meetings also provided a forum for members to exchange insights gained through learning opportunities offered by the Council of Canadian Administrative Tribunals, as well as observations from disciplinary hearings conducted by other health profession regulatory bodies in Saskatchewan.

No cases were referred to the DC by the PCC, and no disciplinary hearings were held in 2025.

CSASK acknowledges the significant contributions of outgoing member Orlene Martens for her many years of dedicated service to the Discipline Committee.

2025 Professional Conduct Committee Members

Co-Chairs:

Halen Panchyk (AUD) 2023-2026

Marcie Conrad (SLP) 2023-2026

Members:

Maggie Yeomans (AUD) 2024-2027

Priyanka Chaudhury (AUD) 2023-2026

Rachel Arnelien (AUD) 2025-2028

Charlotte McLean (SLP) 2025-2028

Taryn Schaff-Jarzab (SLP) 2025-2028

2025 Discipline Committee Members

Co-Chairs:

Orlene Martens (SLP) 2023-2026

Lindsay Ground (SLP) 2024-2027

Members:

Natalie Morog (AUD) 2025-2028

Christina Beck (SLP) 2024-2027

Charlotte McLean (SLP) 2024-2027

Pamela Lamon (SLP) 2024-2027

Renee Clarke (SLP) 2024-2027

Amber Smale (Public Representative)



FINANCIALS

2025

Finance Committee

The Finance Committee consists of the Council Chair, Vice Chair, and a Council Member or a Public Representative. The committee monitors the financial affairs of the college and makes recommendations to the council with respect to:

- the annual budget;
 - the financial policies, processes and procedures; and
 - the appointment of an external auditor.
-
- The Finance Committee meets regularly:
 - to develop and oversee CSASK's financial processes, policies and procedures;
 - to work with the CSASK staff to establish annual budgets and to monitor performance against the budget periodically during the year.
 - to review and recommend to council approval of the annual financial statements, including the selection of appropriate accounting policies and practices;
 - to recommend the appointment of the external auditor and the appropriate fee;
 - to advise the council and inform council's decisions on all financial activities of the college;
 - alongside the Executive Director/Registrar, to provide a summary of the financial position of the college and respond to registrant inquiries regarding CSASK finances at the annual general meeting.

At a minimum, the committee meets quarterly throughout the year to fulfill its functions in a timely manner. In 2025, the committee met four times and accomplished the following actions:

- The 2026 budget and 2024 financial review statements were reviewed and presented to the council for approval.
- At the request of council, mutual fund options were reviewed and recommendations were forwarded to council regarding CSASK's overall investment strategy. In addition, ongoing monitoring occurred of recently purchased investment funds.
- CSASK financial policies and procedures were reviewed regarding council, committee and staff expenses; operating budget; stale dated cheques; financial reporting; accounting services; and reserved funds maintained in investments.

2025 Finance Committee Members

Chair:

Katrina Wedel (SLP) – Council Chair

Members:

Kaelyn Ferguson (AUD) – Council Vice Chair

Jaimie Atkins (SLP) – Council Member

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

**FINANCIAL STATEMENTS
December 31, 2025**



INDEPENDENT PRACTITIONERS' REVIEW ENGAGEMENT REPORT

**To the Members,
College of Speech-Language Pathologists and Audiologists of Saskatchewan**

We have reviewed the accompanying financial statements of the **College of Speech-Language Pathologists and Audiologists of Saskatchewan** that comprise the statement of financial position as at December 31, 2025, 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 the financial statements do not present fairly, in all material respects, the financial position of **College of Speech-Language Pathologists and Audiologists of Saskatchewan** as at **December 31, 2025** and the results of its operations and its cash flows for the year ended in accordance with Canadian accounting standards for not-for-profit organizations.

**March 18, 2026
Regina, Saskatchewan**

Virtus Group LLP

Chartered Professional Accountants

**COLLEGE OF SPEECH-LANGUAGE PATHOLOGISTS
AND AUDIOLOGISTS OF SASKATCHEWAN
STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2025**

(with comparative figures as at December 31, 2024)

ASSETS				
	2025	2024		
Current assets				
Cash	\$ 871,932	\$ 598,446		
Accounts receivable	450	2,742		
Investments (Note 3)	154,863	307,547		
Prepaid expenses	4,712	4,638		
	1,031,957	913,373		
 Investments (Note 3)	 161,988	 159,662		
	\$ 1,193,945	\$ 1,073,035		
LIABILITIES				
Current liabilities				
Accounts payable and accrued liabilities	\$ 17,010	\$ 24,040		
Government remittances payable	-	2,713		
Deferred membership revenue	426,550	383,400		
	443,560	410,153		
NET ASSETS				
Members' equity	750,385	662,882		
	\$ 1,193,945	\$ 1,073,035		
Commitment (Note 5)				

See accompanying notes to the financial statements.

Approved on behalf of the board:

**COLLEGE OF SPEECH-LANGUAGE PATHOLOGISTS
AND AUDIOLOGISTS OF SASKATCHEWAN**
STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS
FOR THE YEAR ENDED DECEMBER 31, 2025
(with comparative figures for the year ended December 31, 2024)

	2025	2024
Revenue		
Membership fees	\$ 424,968	\$ 407,625
Interest	32,546	10,120
Advertising and other revenue	10,900	5,813
	<u>468,414</u>	<u>423,558</u>
Expenses		
Affiliation memberships	1,020	948
Bank charges	8,264	7,258
Computer service and website	21,217	82,101
Council and committee meetings	23,166	21,708
Insurance	6,198	6,080
Legal	2,486	16,994
Office equipment	4,491	7,704
Professional fees	17,306	20,251
Rent	26,530	25,938
Salaries and benefits	263,317	265,738
Scanning project	4,500	-
Telephone and video conference	2,416	3,536
	<u>380,911</u>	<u>458,256</u>
Excess (deficiency) of revenue over expenses	87,503	(34,698)
Members' equity - beginning of year	<u>662,882</u>	<u>697,580</u>
Members' equity - end of year	<u>\$ 750,385</u>	<u>\$ 662,882</u>

See accompanying notes to the financial statements.

**COLLEGE OF SPEECH-LANGUAGE PATHOLOGISTS
AND AUDIOLOGISTS OF SASKATCHEWAN
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED DECEMBER 31, 2025**
(with comparative figures for the year ended December 31, 2024)

	2025	2024
Cash provided by (used in) operating activities:		
Excess (deficiency) of revenue over expenses	\$ 87,503	\$ (34,698)
Non-cash operating working capital (Note 4)	35,625	4,386
	<u>123,128</u>	<u>(30,312)</u>
Cash provided by (used in) investing activities:		
Net change in investments	150,358	(7,895)
Increase (decrease) in cash	273,486	(38,207)
Cash position - beginning of year	<u>598,446</u>	<u>636,653</u>
Cash position - end of year	<u>\$ 871,932</u>	<u>\$ 598,446</u>

See accompanying notes to the financial statements.

**COLLEGE OF SPEECH-LANGUAGE PATHOLOGISTS
AND AUDIOLOGISTS OF SASKATCHEWAN
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2025**
(with comparative figures for the year ended December 31, 2024)

1. Nature of operations

The College of Speech-Language Pathologists and Audiologists of Saskatchewan ("the College") is a regulatory body whose mission is to license and regulate the competent, safe and ethical practice of audiology and speech-language pathology in Saskatchewan. As a not for profit organization, the College 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. The financial statements required management to make estimates and assumptions that affect the reported amount of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amount 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 accounting policies:

Financial instruments - recognition and measurement

Financial assets and financial liabilities are recorded on the statement of financial position when the College 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 instruments 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.

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

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 College'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.

**COLLEGE OF SPEECH-LANGUAGE PATHOLOGISTS
AND AUDIOLOGISTS OF SASKATCHEWAN
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2025**
(with comparative figures for the year ended December 31, 2024)

3. Investments

	2025	2024
Term deposits - due in one year	\$ 154,863	\$ 307,547
Term deposits - due after one year	161,988	159,662
	\$ 316,851	\$ 467,209

The term deposits bear interest at rates ranging from 1.457% to 3.150% (2024 - 0.859% to 4.50%) and have maturities ranging from March 2026 to December 2027 (2024 - March 2025 to December 2027).

4. Non-cash operating working capital

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

	2025	2024
(Increase) decrease in current assets:		
Accounts receivable	\$ 2,292	\$ (2,742)
Prepaid expenses	(74)	(157)
	2,218	(2,899)
Increase (decrease) in current liabilities:		
Accounts payable and accrued liabilities	(7,030)	(7,601)
Government remittances payable	(2,713)	56
Deferred membership revenue	43,150	14,830
	33,407	7,285
	\$ 35,625	\$ 4,386

5. Commitment

The College leases premises under agreements as well as other agreements requiring an aggregate minimum payment, including GST, over the next year as follows:

2026	\$	22,550
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6. Financial risk management

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

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The College'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 College's financial obligations.