



2008 ANNUAL REPORT

PRESIDENT'S MESSAGE

Greetings from President Karen Luker 2007-2008 **Professional Member of Council**

I am privileged to write to you as CASLPO President for 2007-2008. I have been a Speech-Language Pathologist for the past 20 years in the Ottawa area. I have worked in a number of settings, including schools, rehabilitation centers, community agencies, the University of Ottawa, and my private practice. This experience has provided me with knowledge of the many challenges faced in multiple practice settings, and has allowed me to make many contacts across the province.

I have been on Council for seven and a half years, and have learned many new skills and met many wonderful people. Members of Council, whether they are professional or public members, quickly become peers and contribute to each other's knowledge and sense of purpose.

The past year has been a challenging one for the College on many levels. We suffered the loss of our Director of Professional Practice, Barbara Meissner-Fishbein, in the fall, after a short illness. The impact of Barbara's absence was felt on many levels, however the College continued to handle day-to-day operations, thanks to the hard work of its existing staff. Council also said goodbye to two of its seasoned members from the London area, Debbie Shugar and David Pfingstgraef. The College recently added a new Deputy Registrar position in order to deal with the growing needs of the public and the membership.

I have seen many positive initiatives during my time on Council. The creation of the Speech-Language Pathology and Audiology Practice Advisory Committees has been one of the most significant. These committees were struck in an effort to recognize the differing needs of each profession, and to provide a unique perspective to Council on issues affecting professional practice. For example, each committee has contributed to the revision of our position statement on the use of support personnel, and has been able to examine it from different viewpoints. This has resulted in the development of two distinct papers, which, although similar in structure and content, address the specific needs of audiologists and speech-language pathologists.

CASLPO has also taken a leadership role in establishing its presence on a national level. Through its participation in the Canadian Alliance of Regulators, the College has begun the task of sharing and harmonizing standards with other regulatory bodies across the country. This will take on greater significance later this year when the Agreement on Internal Trade comes into effect, allowing true mobility across provinces. The College has also helped to create an interorganizational collaboration group, which has embarked on the task of developing professional standards together with associations and universities. This group is in the final stages of developing competency profiles for audiologists and speech-language pathologists, and has recently embarked on a project to develop infection control guidelines for all Canadian professionals. It is CASLPO's hope that these efforts will lead to many years of collaboration

between all organizations that hold an interest in the education, promotion, and regulation of our two professions.

At the provincial level, the College has developed a public awareness strategy to enhance the role of speech-language pathologists in the delivery of services to individuals with autism, and to extend funding for audiology services to children beyond the age of six. These are important, tangible goals that Council has identified as priorities for the upcoming year.

These and other initiatives are the reason why I have found the work of the College so engaging. It is impressive to see such a small group of individuals be so committed to the work that our members perform on a daily basis. It has been a privilege to familiarize myself with the work of CASLPO through the eyes of Council. In the coming year, I am confident that CASLPO will continue to support its members and regulate the professions in the public interest.

Highlights of 2008 have been prepared along with the complete Annual Report and financial statements. These can be accessed online at www.caslpo.com. Anyone wishing a hard copy can call or email CASLPO.

Karen Luker
CASLPO President
2007-2008

2008 CASLPO HIGHLIGHTS

National Leadership

- One of CASLPO's priorities is to work with regulators across Canada to harmonize registration requirements and practice standards to the greatest extent possible. To this end CASLPO continued to chair the Canadian Alliance of Regulators of Audiology and Speech-Language Pathology (CAR). During the year all regulators agreed to fund CAR activities and approved the incorporation of CAR. Consensus was also reached on matters related to the Agreement on Internal Trade.
- CASLPO represented the CAR on the Interorganizational Steering Group. The Canadian Interorganizational Steering Group for Audiology and Speech-Language Pathology (CISG) comprises The Canadian Alliance of Regulators of Speech-Language Pathologists and Audiologists, The Canadian Association of Speech-Language Pathologists and Audiologists and the Canadian Academy of Audiologists representing the professional associations and the Canadian Council of University Programs in Communication Sciences and Disorders. The CISG facilitates the sharing of information and building of consensus on matters affecting the professions. Its mandate is to coordinate the work of regulatory bodies, professional associations and universities on projects/activities of mutual benefit and interest for the betterment of the professions of speech-language pathology and audiology and to collaborate on the development of practice standards and guidelines.
- CASLPO also participated on the Competency Profile Project, funded by Human Resources and Social Development Canada, aimed to develop draft competency profiles for the professions of audiology and speech-language pathology in Canada.

Draft profiles, including key and enabling competencies, have been outlined and reviewed by a steering committee and two working groups composed of representatives from across the country and across practice settings. CASLPO also lead the development of competency assessment tools and participated on the Accreditation Board for University Programs in Communication Disorder Sciences.

Practice Standards

- The development of a Practice Standards continued in 2008. Preliminary work commenced on Practice Standards and Guidelines (PSG) on Vestibular function, a PSG on the role of Speech Language Pathologists in the Treatment of Autism, and on a PSG on Central Auditory Processing. Discussions were held with the American Speech and Hearing Association with respect to the use of their documents in the development of these CASLPO PSGs. Discussions were held with other bodies across Canada.
- Two PSGs on Hearing Assessment of Children by Audiologists and Hearing Assessment of Adults by Audiologists published & sent to members
- A PSG on Dispensing Hearing Aids by Audiologists was completed.
- A PSG on Assessment of Children by Speech-Language Pathologists was published & sent to member
- Position Statements on Audiologists Relationships with other service providers and Audiologists completing ADP Hearing Device Applications were completed and submitted to members for feedback
- A Position Statement on the Use of Support Personnel by Audiologists was completed and submitted to the members for comment.
- Position Statement on Equipment Services was published & sent to members

Labour Mobility

Canada's Premiers have made a commitment to ensuring full labor mobility for regulated professionals across Canada by August 2009. Under a separate bilateral agreement Ontario and Quebec will implement full mutual recognition by April 2009. CASLPO determined that the bilateral agreement between Ontario and Quebec and later the AIT with other provinces could mean that Ontario must accept members in good standing from Quebec and other provinces without examination of their academic qualifications and without any requests for re-testing, retraining, or re-assessment. In addition, it could mean that we can no longer require two years of practice; therefore applicants from other provinces with only one day of experience could come to Ontario without going through the mentorship period.

CASLPO has requirements in our registration regulation approved by the Government of Ontario for 2 years of practice experience or 6 months mentorship for all applicants for general registration. These requirements are in place to ensure that new graduates or applicants from other provinces or countries are competent to practice. There is no registration exam for audiologists or speech-language pathologists. Our mentorship program with an assessment at the end of 6 months based on a competency assessment tool we have developed is a fundamental component of our measures to

protect the public. We believe these requirements must be kept in place and be permissible in the future to meet the legitimate objective of public protection. These requirements have been accepted by the other regulatory bodies across Canada who have signed an MRA with us.

In light of this meetings and discussions were held with the Ontario Government and the Ordre in Quebec with respect to labor mobility. A submission to request that our registration requirements remain in force was submitted to the Ministry of Training, Universities and Colleges.

Health Human Resources

As part of the provincial government's health human resources strategy, called HealthForceOntario, the Ministry of Health and Long-Term Care (Ministry) and the allied health regulatory Colleges of Ontario worked together to create an Allied Health Human Resources Database (AHRDB). This database will provide the Ministry the evidence it needs for health human resources planning about this important group of health professionals. The AHRDB will contain standardized, consistent and comparable demographic, geographic, educational, and employment information on all the regulated allied health professionals in Ontario. The College of Audiologists and Speech Language Pathologists of Ontario (CASLPO), along with the other health regulatory Colleges, played a significant role in the development of the AHRDB.

Health System Improvements Act

As a result of amendments to the Regulated Health Professions Act, the college undertook a number of initiatives. A procedural manual was completed for the new Inquiries, Complaints and Reports Committee which will assume the regulatory responsibilities of the Complaints and Executive Committees in June 2009. A new Alternative Resolutions Process to mediate complaints was also established.

- A new Register By-law to comply with amendments to the RHPA was approved and circulated to members for comment
- A new Quality Assurance Regulation to comply with amendments to the RHPA was approved and circulated to members for comment

Honour Roll

Barbara Meissner Fishbein was appointed to the Honour Roll posthumously. The CASLPO Honour Roll honours CASLPO members and former members who have made outstanding contributions to furthering the mission of the College and to fulfilling its mandate and objects relating to the regulation of the professions of audiology and speech-language pathology in the public interest. Barbara was a valued member of the staff team at the College of Audiologists and Speech-Language Pathologists until her untimely death in September 2008.

Honorary Members

Stu Brandon and Jeanne Foster were made honorary members.

The privilege of Honorary Membership is open to any person who is not a member of the College who has made an outstanding contribution to furthering the mission of the College

and/or fulfilling its mandate and objects relating to the regulation of the professions of audiology and speech-language pathology in Ontario in the public interest. Jeanne and Stu were members of Council appointed by the Government of Ontario for 6 years. Stu was elected President of the College and both made a number of outstanding contributions during their term of office.

Interprofessional Collaboration

Council approved a number of initiatives for the college to pursue in terms of interprofessional collaboration with other professions and colleges. These projects included more clearly defining roles and scopes of practice of professionals involved in dysphagia assessment and treatment, and more clearly defining roles and scopes of practice of professionals involved in the provision of services to and management of individuals with autism. CASLPO requested again that the government grant audiologists and speech-language pathologists the controlled act of communicating a diagnosis. In addition, CASLPO asked for the right for audiologists and speech-language pathologists to refer to other professionals and specialists without physician involvement.

Health Professions Regulatory Advisory Committee

The College of Audiologists and Speech-Language Pathologists (CASLPO) made a submission to the Health Professions Regulatory Advisory Council (HPRAC) to assist it to provide advice to the Minister of Health and Long Term Care on various issues related to Interprofessional Collaboration. We stated we believed that the health professions should be regulated in a manner that maximizes collective resources and optimizes the skills and competencies of diverse health professionals. Both audiologists and speech-language pathologists can do more within the health care system and provide even more efficient and effective services. We believe there are many opportunities to facilitate interprofessional collaboration and interprofessional care including enhancing the scopes of practice of our members.

Subsequent to this, The Minister of health and long Term Care requested submissions on the HPRAC reports. The college requested that the Minister request HPRAC undertake a review of the scopes of practice of our two professions including recommendations that our members be given the right to communicate a diagnosis and to refer to other health professionals.

In addition, a letter was sent to the Health Professions Regulatory Council stating that the college is monitoring advances in the education and training of audiologists and may make a submission in the future requesting that audiologists be given limited authority to prescribe pharmaceutical agents.

Regulatory Programs

In 2008, the college:

- Renewed 3141 members and registered 184 new members
- Reviewed 250 randomly selected members' Self Assessment Tools
- Conducted on site peer assessments for 30 randomly selected members
- Trained new peer assessors to ensure that all practice areas were adequately represented.
- Investigated and made decisions on 8 Complaints Cases
- Undertook 14 Registrar Investigations

COMMITTEE REPORTS

Executive Committee:

The Executive Committee has both regulatory and governance responsibilities. It is authorized to review referrals from the Registrar, the Complaints Committee and the Quality Assurance Committee. It can authorize the appointment of investigators to conduct Registrar's investigations of members' conduct. It can also refer matters to the Discipline and Quality Assurance Committees. It is authorized to act on behalf of Council with respect to matters that arise between Council meetings. The Committee also coordinates Council activities, sets Council agendas, develops the annual budget and work plan, as well as new governance policies and general by-law provisions.

On the regulatory side, the Executive Committee addressed 14 Registrar's Investigations. One resulted in a letter of caution and a signed Undertaking by a member to improve practice, three were referred to Quality Assurance for a peer assessment, three resulted in no further action and another resulted in a reminder. Six investigations are still ongoing.

On the governance side, the Executive Committee reviewed all matters coming to Council from the committees and provided comments to Council. It also continued to guide CASLPO's submission to the Minister of Health and Long Term Care on matters related to the reports from the Health Professions Regulatory Advisory Committee dealing with Interprofessional Care and Collaboration. The submissions requested a review of the scopes of practice of audiologists and speech-language pathologists to enable them to practice to the full extent of their competencies. The college also requested amongst other things that audiologists and speech-language pathologists be given the controlled act of communicating a diagnosis and the right to use the title doctor if they have a doctoral degree.

Executive developed a strategic planning process for Council which resulted in the Work plan and budget for 2007/2008.

Elections

President: Karen Luker
Vice-President: M. Petkoff (SLP), D. Pfingstgraef (AUD)
Members: M. Reed, P. Faubert, E. Tolentino

Complaints Committee

The mandate of this Committee is to provide a fair review of all complaints received in adherence with the Health Professions Procedural Code, College Regulations and all reasonable timetabling and information requirements from the Registrar. During the year, the Complaints Committee met five times and issued decisions concerning a total of eight complaints. The outcomes were the following:

- In five cases, the Committee determined that reminders and/or advice should be provided to the member.
- In one case, the Committee determined that the member should be referred to the QA Committee for a peer assessment, and that a letter of caution should be forwarded to the member.
- In one case, a letter of caution was issued.

- In one case, the Committee determined that no action was required.

There is one decision currently under review at HPARB.

The Committee also reviewed information and made determinations regarding the Complaints Process Enhancement Report, an alternative complaints resolution process and reference points for Committee decisions.

As of December 2008, the Committee was dealing with five active complaints.

Chair: K. Luker, P. Faubert
 Members: J. Shimotakahara, D. Pfingstgraef, G. Sutherland, C. Campbell, N. Blake, S. Borhani, R. Lavallée-McNamee, J. Torres-Valencia

Discipline Committee

The mandate of this Committee is to hold hearings on allegations of incompetence or professional misconduct referred to it from Complaints Committee or Executive Committee.

A Discipline Committee hearing was held on July 15 2008, concerning a SLP. The College and the member agreed on a Statement of Facts and a Joint Submission on Penalty that were submitted to the Discipline Panel. The panel accepted the plea and the prescribed penalty and the member was found guilty of professional misconduct.

A summary of the panel's Decision and Reasons was published in CASLPO Today and has been included on the public portion of the member register.

A summary of the panel's Decision and Reasons in each case will be published in CASLPO Today, the Annual Report and in the public portion of the member register.

Two other matters have been referred to the Discipline Committee, with hearings set for February and May 2009.

Chair: M. Petkoff
 Members: R. Kroll, V. Papaioannou, P. Stelmacovich, A. Anderson, B. De Sousa, A. Marcoux, J. Krawchenko, F. Dezenhouse, C. Campbell

Speech-Language Pathology Practice Advisory Committee

The Speech-Language Pathology Practice Advisory Committee is a non-statutory committee of the College. The mandate of this committee is to provide advice to Council on matters affecting speech-language pathologists and the practice of speech-language pathology. At the request of Council, it develops and monitors CASLPO regulations, bylaws, practice standards and guidelines and position statements that relate to speech-language pathology with respect to clinical matters, professional practice issues, business practice issues and interdisciplinary matters.

In 2008 the committee:

- Published and distributed the revised position statement on "Use of Support Personnel by Speech-Language Pathologists"

