

# ECHO



The New Brunswick Association of Speech-Language Pathologists and Audiologists



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President,  
Darrelyn Snider

The Executive has been busy with various projects lately. We continue to work on the Strategic Plan and updating the Operations Manual. This is an important task and we want to make sure that we focus on making things better for all our members.

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Executive Director,  
Mike Harvey

As you are aware, everything the Executive Council does is towards accomplishing the goals of the current Strategic Plan and much has taken place since we embarked on the path set out within the 2017-2019 Strategic Plan.

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Gloria Yachyshen

This month we're getting to know *Gloria Yachyshen*, this year's **Margaret Christie Lifetime Achievement Award** recipient.

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## EXECUTIVE COUNCIL

President	Darrellyn Snider
President-Elect	Alisha Gaetz
Past-President	Claudine Godbout-Lavoie
Treasurer	Angela Kaiser-Hansen
Secretary	Shelley Leiner
Public Representative	Michael George

## STAFF

Registrar	Linda Walsh
Executive Director	Mike Harvey
Executive Assistant	Diane DeCoste

## COMMITTEE (AND SUB-COMMITTEE) CHAIRS

AGM/Conference 2019	Gloria Yachyshen
Awards	<b>Vacant</b>
Audiology	Kara McLean
Complaints	Theresa McVea
Finance	Angela Kaiser-Hansen
Legislation	Claudine Godbout-Lavoie
Membership	Shelley Leiner,
Continuing Education	Linda Walsh
Public Relations	<b>Vacant</b>
Social Media	Stephanie Tinker
Website	<b>Vacant</b>
Translation	Nicole Caissie
Discipline (co-chairs)	Danielle Pelletier & Annie Giasson
Training Trust Fund (co-chairs)	Annie Giasson & Kathy Mullin
SLP Committee (co-chairs).	Ruth Woodworth & Kathrin Pader

## REGIONAL REPRESENTATIVES

Moncton	Cathy Cormier
Saint John	<b>Vacant</b>
Fredericton	Darin Quinn
Edmundston	Stephanie Bellemare-Gagnon
Campbellton	Stephanie Bellemare-Gagnon
Bathurst	Stephanie Bellemare-Gagnon
Miramichi	Lindsay Gilliss

## PUBLISHING INFORMATION

Echo is a publication of the New Brunswick Association of Speech-Language Pathologists and Audiologists. Echo is published twice yearly. The newsletter is a benefit of membership distributed to all NBASLPA members. A yearly subscription may be purchased by non-members.

### NEXT SUBMISSION DEADLINE:

#### SUBMISSIONS / ENQUIRIES

Letters to the Editor, commentaries, and other submissions (including photos) are welcome. The Editorial Board reserves the right to edit submissions for length and clarity. Please forward submissions to:

Echo Editor (Kim Fontaine)  
[Kim.Fontaine@HorizonNB.ca](mailto:Kim.Fontaine@HorizonNB.ca)

#### ADVERTISING IN ECHO

Employment and business advertisements will be published according to the fee schedule below. Educational opportunities are advertised free of charge. For more information, please contact Diane DeCoste at [www.nbaslpa.ca](http://www.nbaslpa.ca)

#### PROCEDURE:

- Advertisers will be charged as follows:
 

business card	\$25.00
quarter page	\$50.00
half page	\$100.00
full page	\$200.00
- Fees must be received prior to publication. A copy of the newsletter containing the advertisement will be sent to the advertising agency at their request.
- Employment advertisement should contain position title, duties, qualifications, salary, and contact information.
- All advertising submissions may be edited to conform to space purchased.
- Cheques made payable to:
 

NBASLPA  
147 Ellerdale Avenue  
Moncton, NB  
E1A 3MB



# President's Message

## Darrelyn Snider

Happy December to everyone!! As I write this, we are having the first significant snowfall of the season in Southern New Brunswick. While it is beautiful, I am not quite ready for it!!

As some of you are aware, I had asked for numbers from the School SLP's a while back. I am still hoping to make some in-roads with the Government in this regard. However, as we know, with the change in the Government this may take a bit longer than was anticipated. However, I continue to make this a priority.

Thank you to all who attended the AGM in September. I would also like to congratulate all of our award winners; very well deserved!

I had the privilege of attending the CAASPR meetings in Montreal at the end of October with Linda Walsh. It was a very productive three days of meetings and some progress was made. We continue to forge ahead with many projects. Being able to represent New Brunswick at these national meetings is an honour.

If you have any questions or concerns for the Executive, please do not hesitate to ask. We are here to represent our members and we want to know what your concerns are. We will do our best to get answers for you.

I would like to wish all members a very joyous holiday season. Take time to enjoy family and friends at this wonderful time of year!!



# Member Achievements

## 30 Years Of NBASLPA Membership



*David Lyon  
Catherine Reinsborough  
Danielle Pelletier*

*Cyndi DeWolfe  
Gregory Steeves*

*30 year membership pens will be mailed to each recipient*



**Clinical Excellence  
Award in Audiology:  
Amanda Kirkpatrick**



**Student Supervision  
Award: Sarah Feltmate  
(left) Margaret Christie  
Lifetime Achievement  
Award: Gloria  
Yachyshen (right)**



**Clinical Excellence  
Award in Speech-  
Language Pathology:  
Paula Murray**





# Getting to Know Who?

## Gloria Yachyshen

"Gloria has dedicated her 30+ year career to patients and their families in the Upper River Valley area. She has mastered a clinical skill set across an extremely wide range of patient populations, from preschool speech & language, to fluency and voice, to adult neurogenic communication and dysphagia, showing her long term commitment to the profession and to her community. She is a strong advocate for her profession across NB and Canada."

"Gloria has held many volunteer roles with NBASLPA including President, Chair of AGM conference committee and Editor of Echo. She was also the recipient of the Clinical Excellence Award and the Student supervisor Award in 2005."

(Contributed by Kari Clark)

### 1. **What are your top 3 therapy materials?**

Bubbles (I had to include bubbles! 😊 )

A Magic Wand - I wish I could tell you where to get a real magic wand, the infamous SuperDuper wand is a close second and an iPad.

### 2. **What/who has been your favourite seminar/conference/speaker related to your career?**

Pam Marshalla who was a leader in the field of oral motor speech therapy.

### 3. **How would you describe yourself in 3 words?** Dependable, Creative & Reflective

### 4. **What will you be doing in 10 years?**

I am nearing the end of my career so I am hopeful that I will be spending more time with family and friends, travelling, quilting, reading, staying active and being grateful for each new day. My gut tells me once an SLP, always an SLP - perhaps I will be volunteering at the nursing home feeding clients!

5. **Do you have any quotable quotes, funny stories or fond memories related to your career?** "People don't care what you say until they know that you care."

6. **Have you seen any good movies or read any good books lately?** movie: Maudie

Book: The Friends of Meager Fortune by David Adams Richards

7. **Do you have anything inspiring to share with members?**

You can love, love, love your job and fully acknowledge that there are some really tough days. However, there are always those clients that you won't forget. I remember working with a teenager on her thoughts and feelings about stuttering. When it was time to work on a class project, I expected her to do research on being a dental hygienist. She shook her head. "What are you going to be then?" I asked. "You. I want to be you. I want to help people." We do make a meaningful difference,

**Choose one other NBASLPA member. What is your favourite thing about that person?**

This is a tough question as my career has given me the opportunity to work with many exemplary SLP's that I have great admiration for. Andre Lafargue was my supervisor, mentor, and the person who has had an influence on me. Amongst other things, Andre was a strong voice for our association at the provincial and national level. He led by example, a great role-model, always stressing the importance an association plays in our professional and personal life. He modelled the type of leadership I respected. He was ultimately the person who strongly encouraged me to get involved in NBASLPA and when I did, he was always there with support, wisdom and encouragement.





Cathy Cormier,  
Moncton

# Regional Updates:

## Moncton Area

### The Moncton Hospital

The Speech and Hearing department at The Moncton Hospital has had a busy start to the fall. We kicked off September with an Accreditation training session, aka “Accreditation Jeopardy!” Following that, the speech-language pathologists jumped into the fall block of therapy and have also been busy with many other projects including an educational screen in our waiting room, revamping our mail home questionnaires, receiving training and education for laryngectomy patients, and welcoming our University of Ottawa student, Magalie Babineau.

Our audiologists have been hard at work providing excellent service and developing a collaborative practice with physiotherapists for patients with vestibular disorder, training nurses for universal hearing screening, and redesigning our clinical referral form. We would like to wish everyone a happy and healthy fall!

### Anglophone South-East School District

At the Anglophone East school district, there have been some staff changes. The “regulars” are still there including Greg, Melanie, Shelly, Rhonda, Joy (rehabilitation assistant), and Alison. Kandice Hache has been with the core team as a permanent .5 since November 2016. In addition, Amanda Matchett has joined as a full time temporary speech-language pathologist since November 2017. And the

most recent news is that Kandice is recently engaged! Congratulations from all of us!

### Extra Mural Program Speech-Language Pathology (*Blanche Bourgeois*)

Sheila Pugsley retired after serving 26 years as an SLP, 23 of those with EMP. She has relocated to her original home in Halifax. Sheila is grateful to have spent her career in NB and thanks all the amazing and dedicated SLPs with whom she shared that time and sends her warmest regards. Renee Levesque has taken over her position in June.

Exciting news for those of us who service multicultural families! Horizon library services now has access to speech and language handouts in multiple languages. For those of you who have access to Skyline, use this link below for the English version. Once you are in the link, scroll down to the language you require; <http://www.children.gov.on.ca/htdocs/English/documents/earlychildhood/speech/Speech-EN.pdf> This handout is available in 15 other languages; Arabic, Chinese, German, Italian and Spanish just to name a few.

**Members of NBASLPA in the Moncton area that wish to contribute to the next publication of the Echo, please forward submissions to Cathy Cormier.**



Enjoy



the



Echo



of winter.



Darrin Quin,  
Fredericton

# Regional Updates

## Fredericton Area

### Recent Staffing changes

- Dianne Sharpe, long time Private Practice SLP in the Fredericton area is retiring!
- Kim Dow is our new SLP Assistant with Talk With Me Fredericton.
- Nicole Fowler is back working at SCCR Peads Neuro Motor team Part time. Also doing some Private Practice.
- Kendra O'Brien, SLP on the Fredericton Children's Rehab Team, moved to a position school board position in the Halifax area at the end of the summer and will be succeeded by Denise Connor who has been working for EMP Perth.
- Emelie Ouellette, hospital SLP in the Upper River Valley, moved to a position at the George Dumont hospital and will be succeeded by Allison Bowes, SLP from Saint John.
- Darin Quinn, Audiology/SLP manager for Fredericton/Upper River Valley, accepted a position as Director of Therapeutic Services for the same area, replacing Patti Byrne upon her retirement.

### Other:

- Andrea Toner had a chance to go to ASHA in Boston this year. Bumped into Anne Turner, S-LP from Johnville

who is retired but doing some private practice. Also saw several members from NB attending as well!

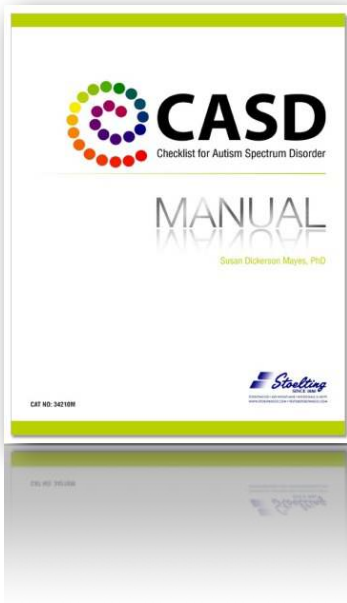
- Horizon Health Audiology is working on regional quality improvement projects to improve services for patients with Sudden Sensorineural Hearing Loss and the Access to Communication program for people who are deaf / hard of hearing.

### From Bill Wallace at SCCR

- AAC survey collection ended Nov 9.
  - All the responses and suggestions are very appreciated but in-depth analysis has not started yet.
  - First, I hope to have all the names/identities to Diane Decoste by next week for use in the prize draws
- I will be starting the formal analysis when things slow down in December, with initial results going to EC first and possibly more analyses based on their feedback.



# Clinical Update



## Moncton Hospital trials a new checklist!

Our SLPs at The Moncton Hospital have recently purchased a new screening tool – The Checklist for Autism Spectrum Disorder (CASD). We are currently “trialing” this as one of our many tools to help us determine if a child needs investigation for ASD. At this point we are just filling out the questionnaires ourselves to see if the results support our own clinical impressions. So far, it seems to be lining up quite well! If you’d like to learn more about this tool, don’t hesitate to contact us here at the Moncton Hospital Speech Department (857-5365).

## CREATIVITY CHALLENGE

Look at what you can do with a plastic sugar tub!

With some green duct tape, Styrofoam balls, a marker and glue you can make an alligator the kids love to feed. The pelican was made with orange cricket plastic, Styrofoam balls and a few feathers. . What do we feed them? Articulation cards, fake food, plastic chips...other animals!...the options for both speech and language work are endless. And honestly, the kids love them (although the alligator is a little scary...he even has teeth!).

What have you created that works in therapy? We challenge other departments in the province to share creative, inexpensive ideas you use in therapy.

*Bring on the challenge!*



From this.....to this. TMH Peadiatric SLPs



# Executive Update:

## 2017-2019 Strategic Plan:

### Goal 1 – Review and optimize NBASLPA's financial and administrative processes

- a. A new Executive Director (ED) was hired 1 February 2017. Mike has since settled into the job and embraced his new position contributing to all aspects of NBASLPA's operations;
- b. The Registrar position was made a paid position and Linda has been instrumental in advancing many regulatory-specific initiatives both provincially and nationally;
- c. An Editor for the ECHO newsletter has been hired (Kim Fontaine);
- d. All positions are under a newly developed employment contract; and
- e. Federal funding for a summer student to be employed with NBASLPA has been secured for the last two summers.

### 2. Financial plan:

- a. NBASLPA has now moved to RBC for all its banking needs, including online banking via the RBC Express platform;
- b. A policy clearly defining how of the Contingency and Reserve Funds can be used has been drafted and is awaiting approval; and
- c. The Finance Committee, which was dormant for a while, has been reinstated.

### 3. Administrative processes:

- a. The NBASLPA Operations Manual is being updated. The new version will have six key sections/parts and will include the required informational details and tools related to all NBASLPA processes and procedures. The EC

expects the document to be fully approved by AGM 2019. The document will also be available in HTML format through the member portal of the new website when launched;

- b. All information, instructions, processes, procedures, etc. are being reviewed as part of the development of the new Operations Manual, including all committee terms of reference (TOR);
- c. Bylaws have been revised as approved at the 2018 AGM; and
- d. Google Suite was adopted as the platform the EC uses for emails, calendars, document sharing (synchronously and asynchronously), and others.

### Goal 2 – Ensure NBASLPA meets its responsibilities as a regulatory body

#### 1. Establish a framework for the development of standards of practice for AUD and SLP:

- a. NBASLPA hired Karen Luker to identify the best path for this goal;
- b. Karen presented her report to the EC June 17, 2017; and
- c. The EC approved the adaptation of the clear and comprehensive AUD and SLP standards of practice from the province of Alberta.

#### 2. Begin the development of standards of practice:

- a. Linda Walsh has been tasked with the development of standards of practice for NBASLPA, which will be adapted from the Alberta standards of practice, as mentioned above;

#### 3. Continue efforts to harmonize application and registration processes with other jurisdictions:

- a. Linda continues to represent NBASLPA at CAASPR and other working groups towards this harmonization;

#### **4. Update bylaws, rules and procedures concerning the supervision of communication health assistants (CHAs):**

- a. CHA focus groups took place in October 2018 to review the current bylaws and rules; and
- b. Recommendations will be made to the EC with respect to any amendments required.

#### **Goal 3 – Increase public awareness of AUD and SLP professions**

##### **1. Funding for the 2018 Public Relations (PR) campaign was increased to \$9,700 (approved at AGM 2017);**

##### **2. NBASLPA adopted a newly developed Public Relations (PR) Plan for 2018. The plan proved challenging but achievable for the PR Committee;**

##### **3. The Public Relations (PR) Committee, has increased the resources allocated to May Month over the last 2 years and this trend is planned to continue. We continued our collaboration and involvement with the Pan-Canadian Alliance (PCA) with the help of Stephanie Maillet whose efforts were instrumental in guiding and focusing the 2018 Speech & Hearing Month campaign for NBASLPA;**

##### **4. Here are some of the PR activities undertaken by your PR Committee in 2018 and the associated accomplishments:**

a. Online advertising through the New Brunswick CBC and Radio-Canada websites portals – Purchased 146,199 impressions of a Leaderboard that, when clicked, directed the reader to the NBASLPA website May Month page. The latter offered key information about Speech & Hearing Month and links to our partners' websites for additional information. The initiative resulted in 1,033 clicks of our Leaderboard;

b. Facebook advertising – Purchased 93,158 impressions, which led to 24,536 people reached.

c. Facebook page - The PR Committee's Facebook page guru, Stephanie Tinker, did an excellent job organizing contests and keeping up with all the update requirements throughout the

year. Stephanie's efforts ensured a continued increase in the number of followers (762 in November) and likes (747 in November) throughout the year;

d. New Brunswick Newspaper advertising – In May, the PR Committee also created a banner ad and purchased distribution in seven NB newspapers that reach 373,508 readers on a weekly basis;

e. Live events – For the annual Legislative Breakfast help by the Premier's Council on Disability (PCD) in June, placemats were printed with key information about the AUD and SLP professions and the event was attended by the President and the Executive Director.

##### **5. Communicate 30th Anniversary milestone to membership and public:**

a. NBASLPA celebrated its 30th Anniversary since enactment; and

b. The 2017 milestone was communicated through various means including live events and NB newspapers.

##### **6. Review current use of AAC technology in NB schools and understand its use by the GNB Department of Education:**

a. Bill Wallace has led this initiative and dedicated much time and efforts towards the development of a comprehensive survey that was disseminated to members in October of this year;

b. The results of the survey are currently being analyzed; and

c. Results will be used to design an education plan for key stakeholders.

#### **Goal 4 – Develop an effective communication plan that allows NBASLPA to be informed about trends affecting the professions and provides effective information flow between NBASLPA staff, EC, members and stakeholders:**

##### **1. Ensure NBASLPA receives current information from stakeholders:**

a. The new Operations Manual now holds a comprehensive list of key stakeholders;

b. The new website will also provide links to key provincial and national partner organizations; and

c. The EC has identified representatives to participate in key stakeholder working groups and committees in order to gather important information and participate in key initiatives.

## **2. Develop a communication plan for public and media relations:**

a. As mentioned, the newly created PR Plan identifies the yearly PR activities to be undertaken by the PR Committee; and

b. Part V of the new Operations Manual will describe the processes/procedures to be followed, and all information related to NBASLPA media relations. This section of the document will be reviewed in early 2019.

## **3. Develop plan to share relevant information in a timely fashion with membership:**

a. The new website will be a key mode of communication with members and the public. The redesign and development of the website provides a great opportunity to review all of its content and revise it, as required. The PR Committee has been involved in the first review and other committees will be asked to help in 2019. Additional functionality of the new website will include:

i. The ability for the public or a member to search for a clinician across the province of NB. Each member will be able to provide two areas of employment and filters will allow searching based

on name, profession, location/region, employer, etc.;

ii. Prospective new members will be able to start the membership application process online;

iii. Current members will be able to securely renew their membership online via the member portal;

iv. The new Operations Manual will be accessible to members in HTML format within the member portal;

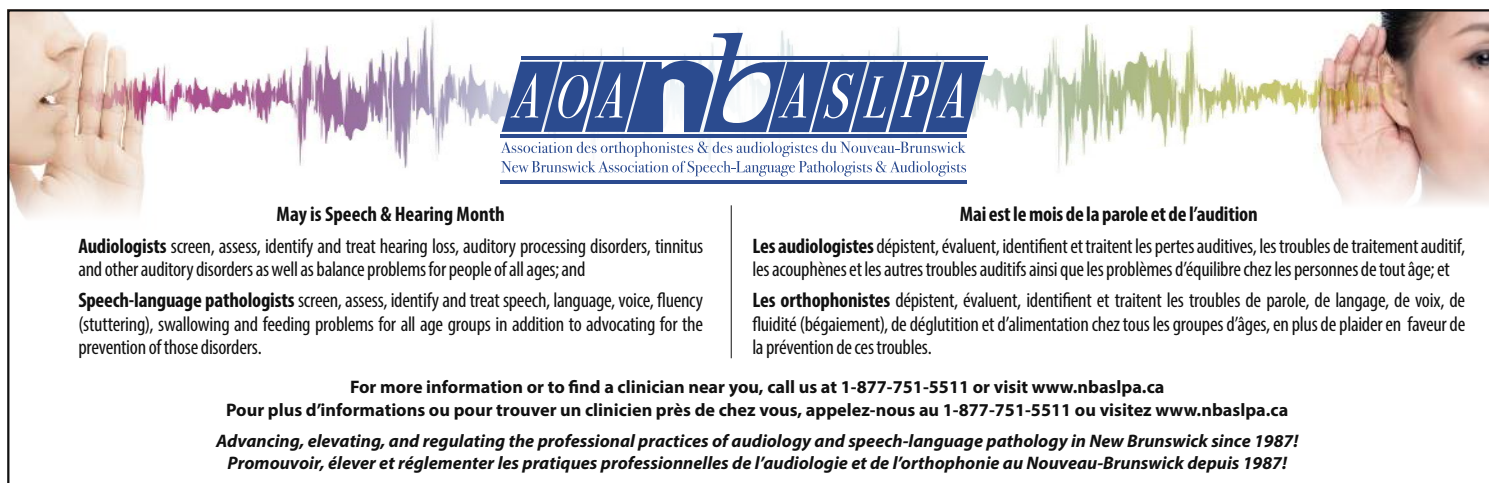
v. Analytics will be available and inform us about what works and what does not, and the most visited areas of the website, so we can continue to improve it; and

b. The ECHO Newsletter, based on your feedback, is also an important means of communication, thus its revitalization. We will continue to count on you for content;

c. As mentioned above, our Facebook page has increasingly gained popularity since 2017 and serves as a great communication platform with our members and the public at large;

d. We will continue to leverage emails for key and timely dissemination of information to the membership; and

e. For the AGM, the EC utilized the Health Authorities' videoconferencing bridge once again. The bridge proved to be a great approach for the AGM proceedings and the Awards ceremony. It enables NBASLPA to utilize numerous sites (hospitals) across the province where members can gather and be involved. Thank you to all Site Coordinators who volunteered their time to help with the 2018 AGM!



**May is Speech & Hearing Month**

**Audiologists** screen, assess, identify and treat hearing loss, auditory processing disorders, tinnitus and other auditory disorders as well as balance problems for people of all ages; and

**Speech-language pathologists** screen, assess, identify and treat speech, language, voice, fluency (stuttering), swallowing and feeding problems for all age groups in addition to advocating for the prevention of those disorders.

**For more information or to find a clinician near you, call us at 1-877-751-5511 or visit [www.nbaslpa.ca](http://www.nbaslpa.ca)**

**Pour plus d'informations ou pour trouver un clinicien près de chez vous, appelez-nous au 1-877-751-5511 ou visitez [www.nbaslpa.ca](http://www.nbaslpa.ca)**

**Advancing, elevating, and regulating the professional practices of audiology and speech-language pathology in New Brunswick since 1987!**

**Promouvoir, élever et réglementer les pratiques professionnelles de l'audiologie et de l'orthophonie au Nouveau-Brunswick depuis 1987!**

**Mai est le mois de la parole et de l'audition**

**Les audiologistes** dépistent, évaluent, identifient et traitent les pertes auditives, les troubles de traitement auditif, les acouphènes et les autres troubles auditifs ainsi que les problèmes d'équilibre chez les personnes de tout âge; et

**Les orthophonistes** dépistent, évaluent, identifient et traitent les troubles de parole, de langage, de voix, de fluidité (bégaiement), de déglutition et d'alimentation chez tous les groupes d'âges, en plus de plaider en faveur de la prévention de ces troubles.





The Executive Council would like to sincerely thank all staff, members and volunteers for the incredible amount of work that has been done over the last couple years; we could not have done it without you!



# Important Notice to Members

Do you know anyone who might be interested in being on the NBASLPA Executive Council as a public representative? This could be the parent of a client, someone from another health care profession or anyone interested in helping guide the direction of our association. Please spread the word.

## **POSITION VACANCY**

**Public Representative on Executive Council**  
**Represents public interests at EC Meetings**  
**Commences March 2019 for two-year term**  
**Annual Honorarium \$400**



Please contact Darrelyn Snider at [president@nbaslpa.ca](mailto:president@nbaslpa.ca)

# Training Trust Fund

***The purpose of the Training Trust Fund Committee is to improve the quality and quantity of continuing education opportunities available to NBASLPA members in the province.***

When the Training Trust Fund was created, a sum of money was invested on behalf of the members. The Committee monitors and manages the investment in order to make sure that funds will be available for years to come. Every year, when the investments have a positive return, the Committee determines an amount which is made available for continuing education.

In 2017, we had an amount of \$2000 of unused funds which were disbursed in individual

bursaries early this year. Additionally, our Investment Fund had a positive return of \$3200 in 2017. This sum was made available for educational events. Finally, the executive committee set aside an amount of \$2000 to be used for educational events and bursaries.

We received two applications for educational events and they were both awarded funding. An amount of \$1500 was awarded to an event organized by Sue Greer held in Fredericton on May 11, 2018; *Early Stuttering Stuttering Therapy: A Practical Approach* by Dr. J. Scott Yaruss.

The application for the second education event was recently withdrawn. Therefore, the amount reserved for this event

(\$2700) will be available for individual bursaries in 2019. Please note that from now on, two selections at random will be held every year, unless we only have sufficient funds for a minimum of bursaries. The deadline for the first selection will be January 31 and for the second selection, June 15. The application forms are available on our website.

As of June 30, 2018, the TTF's investments value was \$ 46,961.19, which represents a growth of 5.5%. Unless there is a drop in the market between now and the end of the year, funding should be available again next year for educational events. An announcement will be made in January 2019.

**The TTF committee is happy to remind that the amount of \$2700 will be made available for individual bursaries in 2018. Please note that the deadline for applying for individual bursaries will be January 31, 2019. The application forms are available on our website.**

## ***Bursaries***

Individual bursaries were awarded through a random draw, as per our guidelines.

The following members received individual bursaries:

**Marie-Lyne Huissier-Drapeau  
Andrea Toner | Anne Turner  
Lyne Maillet | Kendra O'Brien**





Linda Walsh  
Registrar

# Registrar's Message

I hope you are enjoying this issue of the revitalized ECHO. I saw an early draft and was impressed with the look and content of the issue. The ECHO is a connection between members, a vehicle to share news about colleagues throughout the province and to hear about educational events in New Brunswick and beyond.

For me, as NBASLPA Registrar, it is an opportunity to explain and remind you of your responsibilities as members of a regulated profession. What's the big deal, you may ask. I have my degree, I passed all the exams, I'm competent and doing a good job. Why all the rules? Maybe you even wonder why you have to pay annual fees to keep a licence you earned already.

It's not just about completing your degree and getting your licence, however. It's about remaining competent as your days of study at university grow ever more distant and about demonstrating that competence in everything you do, so that the public and the provincial government have confidence in the practice of audiology and speech-language pathology in our province.

Regulation is all about risk to the public. NBASLPA is one of many professions who have the right to self-govern. Members of our professions make and carry out the rules of how audiology and speech-language pathology is practiced in New Brunswick, with the obligation of submitting NBASLPA Bylaws and Rules to the Minister of Health for government oversight.

The consequence of not fulfilling our legal responsibilities of self-governance is the loss of that right. This has happened to other professions and the result is a system where regulatory decisions for those professions has been turned over to direct control of the government. If you have ever worked under a supervisor who is not from your profession, I don't have to say anything further on how frustrating that might be.

NBASLPA has a unique position within the regulatory landscape of audiology and speech-language pathology in Canada. Let me first explain a very important concept that members, especially new members may find confusing. I know some of you have heard me say this before but please allow me to say it again for it is a very important concept that bears repeating.

NBASLPA is the only regulator of our professions in Canada that is also a fully functioning professional association. What does that mean? This is the important concept, so if you were dozing off during all that regulatory talk, please do a couple of jumping jacks and come back.

A **professional association** is an organization created by and for the benefit of members. Membership is optional. The primary function of professional associations is support and promotion of the professions through public awareness and advocacy to governments.

A **regulator** (aka college or regulatory body) is an organization created by law for the purpose of public protection. Membership/registration is required by law. The primary functions of a regulator are verifying members' initial and continuing competency, and investigating complaints against members. Complaints can result in disciplinary action including loss of licence to practice.

A professional association's duty is to members of the profession(s); the regulator's duty is the protection of the public from incompetent or unethical behaviour of professionals. Both share a role in functions such as continuing education of members, although perhaps for different reasons (career advancement of members vs competent services to the public). On some issues, however, these dual roles can have opposing goals, creating a conflict of interest for the Association. It is important to keep in mind, that when real or perceived conflicts of interest occur, the regulator role must take precedence due to the legal requirements of the regulatory role.

I would like to tell you about all the regulatory initiatives NBASLPA has me working on and about the exciting national changes to our professions that are occurring as a result of the three-year project of the Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR) funded by Employment and Skills Development Canada, but I will save all that for the next issue of ECHO or another new member communication initiative that your Executive Council is discussing.

I will close this time by inviting you to contact me at [registrar@nbaslpa.ca](mailto:registrar@nbaslpa.ca) if you have any questions that I might shed some light on. Since my hire 18 months ago, I have noticed an increase in emails from members who have questions or concerns about rules and regulations in clinical practice. Keep them coming!

Until next time, keep warm and have a joyful holiday season!

Linda Walsh  
NBASLPA Registrar



CAASPR signs contract with SAC to develop and administer the new Canadian Entry-to-Practice Exam  
*L to R: Joanne Charlebois, SAC; Jennifer O'Donnell, SAC; Colleen Braun-Janzen; Linda Walsh, CAASPR; Lori McKietruk, CAASPR; Brian O'Riordan, CAASPR*







Kim Fontaine Editor

# Editor's Message

Hello everyone! I hope you have enjoyed this new edition of the ECHO. It has been such a pleasure developing your newsletter, learning more about your profession and association, and with your input, I am looking forward to continuing this journey in the future.

First, a little about myself. I am a mother of two, grandmother of three, and a native New Brunswicker with a bit of a Speech and Hearing background myself. I have worked at the Moncton Hospital for twenty-three years, most of that time spent in the Speech and Hearing Department as an audiology assistant, testing the hearing of newborns for the Universal Hearing Screening Program, and assisting in the booth with difficult to test children. Twice I've had the opportunity to do what was a life-changing, reality check for me when I accompanied Friends for Life, a non-profit organization that travels to the Dominican Republic to test and fit hearing aids for many of its impoverished citizens.

Two years ago, I chose to reduce my workload to part-time and took a position as a speech rehab assistant, where my role is to assist in many aspects, from aphasia groups to producing therapy materials. You work in an immense field, with which I have been fortunate to have had a close relationship. Speech-language pathologists played a role in my father's recovery after he had

a stroke, helped with a grandchild who had low muscle tone, and with my great nephew who was born at 26 weeks. I am forever grateful to the audiologists & speech-language pathologists who have played an enormous role in the recent diagnosis of APD and subsequent therapy for my eldest grandson.

My goal is to make this newsletter as informative and exciting as can be, and with your contributions, the possibilities are endless. I am always looking for new topics and ideas, so please feel free to share anything you might find fascinating. Everything from an interesting topic from a conference or seminar, new findings in therapy, access to new resources, helpful hints and tips, or even a funny anecdote. If something in the field peaks your curiosity, there is a good chance that you are not alone, and that others will be excited about it as well. The newsletter would also benefit from having pictures of familiar faces and locations instead of stock photos. In that regard, I would encourage you to submit any photos you might have so that I could use them in future issues. Please submit to [Kim.Fontaine@HorizonNB.ca](mailto:Kim.Fontaine@HorizonNB.ca)

I look forward to hearing from you before the next issue in June.

Happy holidays!

