

HISTORY OF THE N.B.A.S.L.P.A.

In 1975 a speech pathologist, Marilyn Grant and an audiologist, Christine Zinder applied for a LIP grant to investigate the needs for speech and hearing services in the province and to suggest a program for the gradual implementation of such services within the current health care facilities. In order to do this, they suggested a meeting of the professionals in the province. This meeting revealed the need for continued contact for professionals and the desire to form an association for regular professional meetings. In Fredericton, in June 1976 an association was formed that was to be called TASK. The first Executive being: President: Dave Bursey, Secretary: Dave Malcolmson, Treasurer: Peggy HcAllister, Newsletter Editor: Beth Williams.

TASK continued to organize and grow in membership until 1978 when it was decided to change the name of the Association to the New Brunswick Speech and Hearing Association.

At the same time, discussions were held regarding continued support and membership in the Atlantic Provinces Speech and Hearing Association by the professionals in New Brunswick. It was generally felt that the needs of N.B. professionals were not being met by A.P.S.H.A. and that the N.B.S.H.A. would be better functioning independently with its own recognition by C.S.H.A. In September of 1978, a meeting was held in Amherst with delegates from all the Atlantic Provinces to decide on the continued existence of the Atlantic Association. It was decided that a disbandment was in order and each province was to immediately submit a constitution to George Mencher and he would petition C.S.H.A. for individual provincial recognition and there would, therefore be individual elections of C.S.H.A. representatives.

In December, 1978 a Constitutional Committee was established and the first election balloting for a C.S.H.A. representative was held. Membership dues were set at \$10.00 for full membership and \$5.00 for associate. The investigation into licensing possibilities was initiated.

March of 1979 saw the ratification of the first constitutional draft, and the establishment of a Communication Committee to meet with Dr. Peter Ousley to determine the nature of the services of the Atlantic Provinces Resource Center for the Hearing Impaired. Three members of the association met with the N.B. Health Services Advisory Council to discuss the status of various health professions in an effort to recommend legislation to govern health professions.

A Membership Committee was formed in June 1979 and a membership form was devised. It was also decided that a Program Committee headed by the Vice-President would assist hosting groups in organizing the quarterly meeting.

Beth Forbes retirement was honoured by presenting her with a lifetime membership in the Association.

The Communications Committee visited the Atlantic Provinces Resource Center for the Hearing Handicapped in September, 1979 and made the following recommendations.

1. That Speech Pathologists and Audiologists become more responsible in meeting the needs of hearing impaired and deaf children.
2. That we have regional committees who would determine if a child needs help from the A.P.R.C.H.H.
3. That we work as a team with teachers of the deaf.

In September it was decided to purchase membership cards. A discussion was also held regarding unionization. The common consensus was that we should withdraw from the union but that this would not be possible until licensure or the government recognizes our professional status. Other Associations were to be contacted to see if their members were unionized and the Labour Relations Board was to be approached on the appropriate procedures to be followed in withdrawing from a union.

By December 1979 the Licensure Committee had begun drafting the licensure bill for presentation to the House of Commons in March of 1980. It was moved in the December meeting that the term Speech Therapist be changed to Speech Language Pathologist. This reclassification must be done at the bargaining table. Only one response was received regarding unionization in other provinces. The Communication Committee requested that it be dissolved and that an individual be appointed to act as a liaison person to the A.P.R.C.H.H. A committee was also appointed to look into a N.B.S.H.A. brochure.

Meetings during 1980 resulted in the draft of the licensure bill being submitted to the general membership for review and comments. Then in the fall of 1980, the bill had to be set aside to wait for the Health Advisory Services Council to set guidelines for the registration of all such bills. This was supposedly to occur by December, 1980.

The pamphlet for the Association was completed and its draft submitted for approval. Price quotes were to be called for and there remained only the cover design and translation into French.

It was decided to purchase membership cards and to have them ready for distribution when dues were paid for 1981.

A letterhead for the Association was designed and it was decided that the official mailing address would be the Forest Hill Rehabilitation Center at 180 Woodbridge St., Fredericton.

It was proposed by David Malcolmson that an Education Committee be formed to set priorities and guidelines for further education and to find resource persons for this purpose. It was also suggested that a Recruitment Committee be formed that would prepare slide/tape presentations of the various facilities in New Brunswick for the next C.S.H.A. convention.

The Minister of Health requested the salary scale for N.B. Speech-Language Pathologists and Audiologists and a note on how comparable salaries were to other provinces.

A copy of Clinical Guidelines in Language-Speech Pathology and Audiology was received with a request for review but there was not enough time to respond before the deadline.

It was decided by the membership that meetings would be held from 10 A.M. to 4 P.M. and that two meetings would be held on Saturdays with the other two on Fridays one of which would be the annual meeting of two days duration.

During 1981, the licensure bill continued to stagnate as we waited to hear from the government. The Health Disciplines Act came into being and many associations across the province began to respond and attempt to alter the government's mind. This act would have far reaching implications for Health Care disciplines.

The N.B.S.H.A. professionals pamphlet was still in the process of being translated and funding sources were being researched. Finally in November, 2,000 copies were printed by the Co-op. in each language. Members received 50 copies each but non-members were to be charged a fee.

The Constitutional Committee chaired by Beth Williams had to be disbanded as no one volunteered to assist her.

The Schools Committee became active; A questionnaire and survey on salaries and working conditions was distributed to school personnel. A speech pathology/audiology position was created by Treasury Board and a change in pay scale resulted. The results of the questionnaires were in the process of being tabulated with recommendations to follow.

A survey of clinics and departments were also carried out to attempt to standardize statistical systems in use in the province. Only 4 responses were made which resulted in not enough information for any conclusions to be made.

There was no response to the Recruitment Committees request for facility slides or pictures.

It was suggested by the Education Committee that the Atlantic Associations be contacted about "pooling" resources for an Atlantic Provinces Convention. The response to the questionnaire was very good with many ideas for future meetings.

Jane Emanuelli functioned as a contact person and attended organizational meetings for the International Year of the Disabled. The committee requested our professional viewpoint with regard to how communication impairment fit into the I.Y.D.P. With the passing of the International Year of the Disabled, a board was to be established similar to that in existence for the status of women. Various agencies were asked to sit on the board.

In the spring of 1982, the School Committee submitted the findings of their survey. It was discovered that there were gross inequalities and differences in salary, benefits, contracts and working conditions between Speech Pathologists employed by different school boards. It was recommended that the information compiled be sent to the superintendents of the school districts and to the Department of Education to better prepare them for hiring Speech Pathologists. It was also recommended that the Speech Pathologists in Nova Scotia should be contacted regarding how they become members of the Nova Scotia teachers union and about their contracts and benefits.

The government had still not lifted the moratorium on licensure bills but the Health Disciplines Act passed its first reading in the legislature. It was referred to the Law Amendments Committee and there was enough outcry that it would have been held there and referred to a committee for investigation. A change in government has resulted in the Act being set aside but the issue is not dead and will come back. It was decided to attempt to proceed with the licensure bill.

The C.S.H.A. members of New Brunswick were handed a Committee on Ethics to manage. Valerie Mark and Heather Maesson have volunteered to sit on the committee. C.S.H.A. also requested opinions on a "joint fee" system. General feeling was "NO".

Beth Williams reported that it might be possible to receive a grant from the Craniofacial Society of Canada for a workshop on cleft palate. A Hanen Workshop was planned for the Chaleur General Hospital.

The purchase of a plaque for Marion Munro, in recognition of her service to the communication impaired, was approved and delivered to her in the fall.

Jane Emanuelli, President of the Association and a central figure in the progress of the Association, has moved to Saskatoon. A pewter letter opener was purchased for her in thanks for all her contributions.

At the beginning of 1983 the following committees were active: Licensure, Schools, Constitution, and Membership and C.S.H.A. Ethics.

The Licensure Committee was dissolved in June 1983 following a review of the pros and cons of licensure. It was felt that as Bill 44 was put on the back burner licensure was unlikely to be passed in the legislature.

During the year of the Schools Committee continued to work on accumulating statistics regarding caseload size. Efforts were also concentrated on formulating a statement about the use of supportive personnel. Discussions were held with the Department of Education regarding speech aides. It was reported by that department that individual school boards hired independently and that the government did not have control with regards to unqualified personnel being hired.

The Constitution Committee continued to make amendments to the constitution to meet changing needs of the association. Copies of the revised constitution were distributed in September. The committee will remain intact to continue with amendments when necessary.

The Membership Committee set to work analyzing results of requests regarding membership requirements received from other provinces and the national organization. Results revealed little standardization of membership requirements. The committee members determined that further study was needed before provincial standards could be proposed. The number of clinical clock hours required for membership as of January 1st, 1984 was set at 300 (200 in the major area of study and 30 in the minor area of study).

A C.S.H.A. Ethics Committee continued to function. Their mandate was to develop a unified canon of ethics and to determine guidelines for the use of supportive personnel.

A request was made to N.B.S.H.A. from the Canadian, Craniofacial Society regarding financial assistance for their conference to be held in Saint John in July 1984. It was decided to support the conference in principal. A decision regarding financial support was withheld pending availability of more information on the conference.

N.B.S.H.A. began to lay plans for a seminar featuring Dr. Jay Rosenbeck in September 1984.

At the close of 1983 four committees remained active: Schools, Membership, Constitution and C.S.H.A. Ethics.

1984 proved to be a busy year for the association. The name was officially changed to the New Brunswick Association of Speech-Language Pathologists and Audiologists.

The Membership Committee continued to examine clinical clock hour requirements.

The C.S.H.A. Committee on Ethics drafted a unified Code of Ethics for submission to the National Council. Prince Edward Island assumed responsibility of the national Ethics Committee.

The Schools Committee met regularly during the year to discuss caseload, priority systems and the use of speech aids.

Competition for a title and logo for the newsletter was conducted. Our logo was selected in June. Letterhead and envelopes were then purchased.

Discussions began regarding concern about the closure of the Dr. Wm. F. Roberts Hospital School. Cathie Coles volunteered to write a letter voicing the association's concern to the Minister of Health and Community Services. The discussions led to the formation of an advisory committee on the Status of the Profession. The committee's mandate was to establish a position paper regarding caseload size, the use of supportive personnel and the role of speech-language pathologists and audiologists.

A Dues Committee was struck in March as a result of difficulties encountered in collecting dues. The Dues Committee was to be chaired by the Treasurer.

A Media Committee was formed in September. A public service announcement produced by the provincial association in Newfoundland was purchased to be distributed to television stations.

Cathe Coles drafted a policy and procedure manual to serve as guidelines for the association. It was decided that the Nominating/Election Committee would be chaired by the Vice-President. The Membership Committee was to be chaired by the Secretary.

A provincial Ethics Committee and a Public Relations Committee were established in November.

A Quality Assurance Committee was struck. A Policies and Procedures Committee was established in November. These committees were to formulate a manual for policies and procedures for various departments.

The topic of licensure resurfaced in September. A Licensure Committee was established but was disbanded in November.

Discussion regarding increase participation of francophone in the association led to the decision to have minutes translated on a voluntary basis.

The Association was asked to respond to a proposal regarding service delivery from the Premiers Council on the status of Disabled Persons. Our response requested more details regarding the central registry, paediatric rehabilitation team and the use of professionals.

In July 1981 N.B.S.L.P.A. co-hosted the Canadian Craniofacial Society conference in Saint John. The association also hosted the Eastern Canadian Conference in Communication Disorders. Drs. Jay Rosenbeck and Tom Giolas spoke at the conference in September in Moncton.

At the end of the calendar year the following committees remained active: Membership, Schools, Constitution, Status of the Profession, Dues, Media, Policy and Procedures, Ethics, Public Relations, and Quality Assurance.

The various committees continued work on their respective mandates during 1985.

The Membership Committee continued to review and make recommendations regarding requirements for membership. They also took on the task of updating a recruitment package.

The Public Relations Committee began discussions of projects for May is Better Hearing and Speech Month. Their mandate was to develop a file on media information about speech and hearing. As well a decision was made to develop a career information package to be distributed to high schools.

The Status of the Profession Committee drafted letters to various departments of government regarding the use of supportive personnel.

The Ethics Committee was dissolved in September as its function regarding discipline was redundant with the responsibilities of the Executive.

The Quality Assurance Committee continued to work on a policy and procedures manual for a quality assurance program.

The Policies and Procedures Committee continued work on its manual. The National Councillor and Past President were made officers of N.B.A.S.L.P.A.

The Media Committee was dissolved. The Public Relations Committee took on the task of distributing the public service announcement.

A committee was struck in March to examine job classification. The committee drew up a proposal for a new job classification system. The committee was dissolved in December.

The Licensure Committee was recreated in March.

A Budget Committee was established in June. Expense forms were distributed to all committees to help determine a working budget for the association.

In December an Ad Hoc Committee was struck to respond to a letter received from the British Columbia Association regarding bilingual services.

News from the national association indicated they were looking for increased interaction with our association. The name of the national association was changed to C.A.S.L.P.A. C.A.S.L.P.A. was investigating the possibility of having a unified directory. Concern was expressed by the provincial association regarding cost. Concern was also expressed regarding funds that could be lost by the province if our association had an exchange of budgets with C.A.S.L.P.A. It was determined that the provincial association would provide funding for the President or his/her representative to attend C.A.S.L.P.A.'s Presidents' Meeting. The C.A.S.L.P.A. National Councillor reported that certification was to be established by May 1987.

In March, Regional Representatives were delegated to enhance communication between the Executive and the membership at times other than scheduled meetings. The duties of the Regional Representatives were defined as the following: (1) to act as liaison between the Executive and the membership, (2) to organize quarterly meetings in their area, (3) to inform the Secretary of potential new members in their regions and (4) to provide input to the newsletter.

A motion was carried to conduct the meeting using Roberts Role of Order.

The Association was handed a Standing Committee on Demographics and an Ad Hoc Committee on Supportive Personnel from C.A.S.L.P.A. The mandate of the Demographics Committee was to collect demographic data on members of C.A.S.L.P.A. The Supportive Personnel Committee's mandate was to draft a document regarding the use of supportive personnel.

At the end of 1985, the following committees remained active: Membership, Schools, Constitution, Status of the Profession, Dues, Policies and Procedures, Quality Assurance, Public Relations, Licensure, Budget, an Ad Hoc Committee on Bilingual Services, Ad Hoc Committee on Supportive Personnel (C.A.S.L.P.A.) and Standing Committee on Demographics (C.A.S.L.P.A.).

During 1986, the Membership Committee designed a new application form.

The Constitution Committee made several amendments to the constitution regarding membership requirements. The Past President was appointed as a member of the Constitution Committee. The Status of the Profession Committee was assigned the duty of investigating the minimum number of clinical clock hours necessary to meet membership requirements.

The Budget Committee again requested that budget forms be completed by all committees. Dues were increased to \$100.00 per member to defray the predicted cost of licensure. The increase was to be effective as of January I, 1987.

The Licensure Committee met with Mr. Fred McElman, lawyer, regarding the expected cost for licensure. Estimates ran from \$10,000.00 - \$30,000.00 to protect title and scope of professional practice. In December 1986 a motion was carried to draw up a licensure bill with the lawyer.

The Policies and Procedures Committee determined that the Regional Representatives would serve for one year and advise the Executive at the annual meeting if they wish to continue.

The Quality Assurance Committee presented quality assurance standards in various diagnostic areas. A workshop to develop audits for hospitals was scheduled for October.

The Public Relations Committee completed career profiles on speech-language pathologists and audiologists. These and association pamphlets will be sent to high schools and universities in the province.

Reports from the National Councillor indicated that a permanent National Office was established for C.A.S.L.P.A. A discussion was held regarding our lack of reciprocity with C.A.S.L.P.A. due to our acceptance of A.S.H.A. membership as possible membership requirement for N.B.A.S.L.P.A. This led to the discontinuation of automatically accepting A.S.H.A. membership as a possible membership requirement.

A committee was struck to develop position papers, regarding current issues in the province, to present to the government.

A Fund Raising Committee was formed in September.

The association hosted a seminar in learning disabilities presented by Dr. Hyla Rubin in Fredericton in October. The programme was organized by the Schools Committee.

A liaison person was established between N.B.A.S.L.P.A. and the francophone speech-language pathologists and audiologists to keep francophone members up to date on association business.

It was decided to loosely follow Roberts Rules of Order during Association meetings.

A request was received from the Occupational Therapy Association to establish a liaison between their association the Physiotherapy Association and N.B.A.S.L.P.A. The President was appointed as liaison. Meetings were scheduled to be held on monthly basis. Issues for discussion were fringe groups, aides, and patterning.

The C.A.S.L.P.A. Committee on Supportive Personnel developed titles, descriptions, and roles of supportive personnel. As well a document was drafted proposing supervision of speech aids during the first ten sessions of therapy and following that supervision of 30% of the sessions.

Committees continuing to function at the end of 1986 were: Membership, Constitution, Licensure, Budget, Policies and Procedures, Dues, Schools, Quality Assurance, Public Relations, Status of the Profession, Fund Raising, Ad Hoc Committee on Position Papers, Ad Hoc Committee on Supportive Personnel (C.A.S.L.P.A.) and Standing Committee on Demographics (C.A.S.L.P.A.).

1987 will go down as the busiest year in the life of the Association (particularly 5 members) to date. The licensure bill was reviewed in March and passed in house in June. Well deserved congratulations were extended to the Licensure Committee for their marathon effort in establishing the Act. The Executive established a \$200.00 levee for each member to cover costs. Grandfathering into the association was completed in December. Employers were notified that employees must be licensed by January 1, 1988 under the Act. The first draft of the by-laws was presented to the membership for comments, concerns, etc. The Licensure Committee was dissolved in November into the Legislation Committee.

The Budget Committee reported an audit of the association accounts is to be completed by a chartered accountant.

The Quality Assurance Committee submitted sample Q.A. standards.

The Schools Committee began discussions regarding funding of speech pathology positions in schools through the Department of Health and Community Services.

The Ad Hoc Committee on Position Papers drafted a statement on patterning.

A Nominations Committee was formed. It is to be chaired by the Vice-President and President-Elect.

The liaison person with the Physiotherapy Association and Occupational Therapy Association met to discuss the development of a central provincial registry of the three professional groups. The proposed Rehabilitation Plan for the province was also discussed.

C.A.S.L.P.A. certification came into effect in May 1987. N.B.A.S.L.P.A. accepted C.A.S.L.P.A.'s Canon of Ethics. Membership reciprocity with C.A.S.L.P.A. was rescinded in November.

In September a discussion was held with the Optometry Association who will be offering hearing testing on their mobile screening van.

A Standing Committee on Demographics was established.

The Ad Hoc Committee on Supportive Personnel was transferred to Ontario. The New Brunswick members will continue to serve as consultants.

It was suggested that the C.A.S.L.P.A. Committee on Demographics may want to piggyback on a Federal Ministry of Health's study on service delivery needs. It was decided that a questionnaire will be designed and submitted to the ministry.

David Bursey was appointed chair of the Discipline Committee.

It was decided to appoint the Newsletter Editor by the Executive. The Newsletter Editor's position was removed from the Executive Council.

The Acadian Society of New Brunswick contacted N.B.A.S.L.P.A. with a request for information regarding the number of speech-language pathologists working in the province, salaries, positions, and availability or bursaries. They indicated they would be willing to support the need for more positions and that they may be able to help with bursaries.

The following committees continued to be active at the end of 1987: Membership, Discipline, Budget, Dues, Quality Assurance, Ad Hoc Committee on Position Papers, Nominations, Schools, Status of the Profession, Constitution, Policies and Procedures, Public Relations, Fund Raising, Legislation, Demographics, and the Standing Committee on Demographics (C.A.S.L.P.A.).

At the first quarterly meeting of 1988 the Bylaws of the Association were reviewed and amended. They were then submitted to the government for the 90 day review.

Ink stamps for May were purchased and distributed to the Regional Representatives. Tray liners promoting Better Hearing and Speech Month were distributed at Burger King restaurants during a week in May.

The Status of the Profession Committee reported that their document has been translated into French with the exception of the audiology sections which are soon to be done. A copy has been forwarded to the Health and Community Services Minister.

The Schools Committee has continued to meet with government regarding proposed changes in education positions.