



Special Meeting / Assemblée extraordinaire

Location/Endroit: Videoconference via Zoom

Date: January 19th, 2021 / le 19 janvier 2021

Time/Heure : 6:00-7:30 pm / 18h00-19h30

Minutes

Attendees : Angela Hansen, Allison Bowes, Alisha Gaetz, Cathy Cormier, Dianne Silliphant, Darin Quinn, France Gauthier, Eduoard A-B, Nathalie Joyal, Claudine Godbout Lavoie, Colette LeBlanc, Allison Serrano, Anoukr Roy, Ashley Culliton, Beth Baker, Brittany Beattie, Amanda Reindorp-Young, Carole Asselin, Chantal Arsenault, Chantal Boudreau, Andrea Toner, Eileen Keating, Heidi Eaton, Brigitte Bouffard, Angie Cyr, Bill Wallace, Caroline Lavoie, Montgomery Boone, Debbie Maund, Natalie Savoie, Diane DeCoste, Danielle Pelletier, Danika Gallant, Chantale Gallant, Frederic Downing-Doucet, Gina Fournier Ferguson, Guylaine Cormier, Holly Grasse, Jamie MacDonald, Jane Stephenson, Jeanne Finn-Allen, Jennifer O'Donnell, Jennifer Worrall, Judy Butler, Julie Boucher, Karen Hill, Karine Beaulieu, Karyn Fillmore, Katherine Dore, Kerri Schriver, Kim MacKeigan, Laurie Underhill, Linda Walsh, Lisa Poirier, Louis Vachon, Magalie Babineau, Margo Cartwright, Marie-Pier Giard, Martha Maxwell, Martha Vowles, Michael Sharpe, Michele O'Connell, Mitchel Frith, Monica Bonnevie, Paula Murray, Renee Levesque, Renelle LeBlanc, Rommy Gan, Sandra Noble-D'Entremont, Sophie Hebert, Stacey Norton, Stephanie Tinker, Trish Tingley, Veronique Carroll, Wendy Frenette, Ali Paixao, Andrea Pelham, Andrea Power, Annabel Dupuis-Fowler, Annie Giasson, Aurore Akerley, Bernise Hachey, Janet Mitton, Laudia LeBlanc, Cara Sparks, Carmen Daneault, Chrissy Swan, Christine Viel-Ladouceur, Elizabeth Campbell, Emelie Ouellette, Guy Dore, Guyanne Bernand, John Gillis, Josee Castonguay, Julie LeBreton, Kelli DeVries, Kelsey Spurrell-Cassidy, Lesley Wood, Ruth Woodworth, Linnea Piamonte, Rhonda Rubin, Lyne Maillet, Marie Claude Lefebvre, Marie-Eve Hache, Marie-Helene Brideau, Marielle D'Entremont, Marie-Lyne Lussier, Marika Arseneau, Marley MacInnis, Melanie Volpe O'Brien, Myriam Boudreau, Nicole Caissie, Noëlla Basque, Patty Campbell-Guitard, Scott Wheelock, Stephanie Friolet, Valerie Mallard, Vanessa Steadman, Danielle Scholten.

1. Call to order / Ouverture de la séance
2. Acceptance of Agenda / Adoption de l'ordre du jour
 - Claudine Godbout Lavoie motioned to approve minutes, seconded by Stephanie Tinker. Motion carried
3. Status of CAASPR / Statut de l'ACOROA

Member Question 1: CAASPR is no longer a national coalition of regulators of the professions of audiology and speech-language pathology across Canada as the four regulators with the most members in our professions in the country left CAASPR last year. Why did they leave? Will others leave? Is CAASPR still regularly liaising with the four provinces that left to ensure that there is a consistent, national approach? If not, should NBASLPA remain in CAASPR?

- Linda provided overview of CAASPR. Reviewed that NBASLPA is a regulatory body and a member of CAASPR. Reviewed CAASPR mandate to develop national standards for the regulation of Audiology and Speech-Language Pathology across Canada and to assist member regulations to protect public interest. Primary goal of CAASPR has been to standardize coursework and clinical hours across Canada. There is also a national language proficiency standard, national entry to practice competencies, and national exam.
 - Linda reported that all 5 members that took exam in September have passed.
 - Linda stated that 4 provinces have terminated their membership with CAASPR.
- Member, Jennifer O'Donnell, reported that CSHBC's website has a document that explains why there was a division from CAASPR. She reported that British Columbia requires an exam, Alberta requires exam for international applicants, Ontario legislation has not changed at this time, and Quebec's exam is on an as needed basis. She read from CSHBC's website- "due to ongoing challenges achieving a consistent policy approach, the CSHBC's board voted unanimously to withdraw from membership of CAASPR, effective immediately". She stated that she was speaking as an NBASLPA member.

Member Question 2: Is CAASPR sustainable? If so, for how long? Would NBASLPA be at risk if CAASPR ceased to exist due to member regulatory body departures and/or financial insolvency? If so, how? Are there contingencies in place to offset this risk? Does the risk outweigh the benefits? What are the benefits of staying a member of CAASPR? Should NBASLPA remain in CAASPR?

- Linda reported that CAASPR is in a healthy financial status at this time and it should not change. CAASPR will not be able to take on as many new projects as some of the bigger provinces are not involved at this time. She reported no impact for NBASLPA financially.

Member Question 3: Why haven't CAASPR-related responsibilities been added to the Registrar's role as per the Rules? Why was NBASLPA's registrar's term as Chair extended?

- Cathy reviewed that the registrar contract does include the involvement with CAASPR. Reported that there has not been a conversation yet with the EC about the role as per the rules. **ACTION: EC to discuss this.**
- Linda's term as official chair with funding coming from NBASLPA (5hrs/week) ended last winter. In May 2020, EC said that the work with CAASPR is appreciated, but financially could not continue. Linda has chosen to continue with CAASPR as a volunteer.

Member question 4: Given the extra expense incurred in 2019 for the registrar's budgeted salary to offset hours needed for CAASPR-related work, did the Executive Council agree to or provide support for this extension? If so, did the Executive Council put measures in place to ensure no additional costs would be incurred by the association for this extension?

- Angela reviewed that NBASLPA is budgeted 3500\$ to CAASPR and 3306\$ was paid as due this year. As for 2019 expenses, hours over were partly paid by CAASPR (paid back 10,000) which brought amount down to 17000. Part of 17000 was the extra 5 hours from May 2019-May 2020 on top of the 15 hours. Allocated 15 hours for Linda with NBASLPA and 5 extra hours for CAASPR. Overpayment was also due to losing Executive Director during that time frame. Linda and Diane took on more responsibility.
- Angela reported that NBASLPA does not pay more now. Linda was a little over-budget as of 2020 since she was given some extra projects (i.e. mentorship program), which was approved by EC.

Member chat box question: Who funds CAASPR?

- Angela explained that the members, each of the five provinces involved, pay the dues of ~\$3300.

Member chat box question: Where does SAC fit in to CAASPR?

- Linda reported that SAC is not part of CAASPR, it is the exam administrator for CAASPR. SAC developed the questions, set up the sites and invigilators, and conduct exam on the test day. SAC is the association and CAASPR is the regulatory body.

Member chat box question: What happens to the mobility throughout Canada? Are we further ahead than we were before?

- Linda stated that because some provinces require the exam and some do not at this time, there is the question of what happens if a member in NB successfully completes the exam wishes to move to Ontario where they don't require the exam? Or vice versa? There is no answer to this at this time. Individual cases may need to be forwarded to Labour and Mobility for the time being until things are sorted out.

Member chat box question: What are the benefits for NBASLPA members to remain in an organization which works to establish national elements but no longer does, given the withdrawal of four provinces?

- Linda explained that NBASLPA and the other 5 provinces now use the centralized assessment portal of CAASPR. She reported that this is a benefit for looking at international applicants.

Member chat box question: Why did the other provinces withdraw? Could we have a synopsis of their concerns?

- **ACTION: Cathy to discuss this at later date due to time constraints.**

4. Language Proficiency Standard for Practice / Norme de compétence linguistique pour la pratique.

- Cathy provided background information on this topic. She reported that this was approved by the EC back in November of 2018. Cathy stated that there is some difficulty with transition of information from one EC to the next, so this has been worked on recently. It was discussed again by EC in 2019 and it is a recommendation from CAASPR. Only became implemented in February 2020.

Member Question 1: Should changes that significantly affect practice requirements/qualifications for registered members be reflected in a bylaw or a rule? (Given that they can have a direct impact on one's ability to practice, perhaps they are more appropriately bylaws (that would need to go to the membership and then to the Minister for approval) than rules.

- Cathy reported that this is a question that the EC had at least for the last year. EC when to Fred, NBASLPA's lawyer to discuss this question. Fred reported that

there is no 'hard and fast rule' and encouraged good communication on this by the EC. The EC can amend or make changed within the rules. EC does not do this with the bylaw component. If there is a change in the bylaw, that needs to go out to the membership for voting and then vetted through the minister.

Member Question 2: Currently, as per NBASLPA's Rules, NBASLPA does not have a language proficiency standard (i.e., NBASLPA Rule 14.6.2 (g) says applicants shall provide proof of meeting the CAASPR Language Proficiency Standard (2017), which says "N/A – no requirements" for New Brunswick. Further, is CAASPR's Language Proficiency Standard truly intended for internationally-trained candidates (see the third paragraph of the CAASPR Standard's Principle(s))? If so, why is it being applied to applicants who graduated from a CACUP-accredited university program? If not, why does the Standard only reference internationally-trained applicants?

- Linda reported that she asked Fred this question and he explained that we should be putting the registration requirements in the rules, not the bylaws. She reported that this change was made.
- Eileen Keating, member, reviewed that any bylaw that may affect employment in NB must also be submitted to the minister for approval, even if it is a change that says 'we will no longer have a bylaw'. She reported that the Legislation Committee, that was given authority by the EC to write a rule/bylaw on their behalf to be presented to the membership, has not been involved in these changes. She asked if the minister approved to the change in the rule. If no, she stated that it cannot be enacted yet. She reported that any changes must also line up with the Official Languages Act. She encouraged that the Legislation Committee should be involved.
- France reported that we are recruiting an audiologist on the Legislation Committee. **ACTION: Send message out for recruitment.**
- Linda reported that the CAASPR website has not updated the section on the national language proficiency standard. She has informed them of this. She reported that CAASPR has developed a national standard and it applies to all applicants, not just international ones. She explained that anyone that has graduated from an accredited Canadian program, the individual is automatically approved in the language of their program. She reported that it is not approved for both languages. She stated that if a person wanted to work in the other official

language, then they must show proof that they meet the national standard of proficiency.

- Member asked how this will be monitored. Member reported that the regional health authority determines if they meet the language requirement. She reported that the official languages act trumps this. She stated that if there is an employer that is not testing, it should be a complaint to the official languages commissioner.
- **ACTION: EC to discuss this information further.**
- Members suggested a motion to suspend language proficiency rule, however, Cathy spoke to the lawyer that this is not the meeting for amendments or changes. Special meeting has to discuss exactly what was planned in the agenda as it would not be fair for the rest of the members that were not on the meeting.

Member question 3: Do other professions' regulators in the province have a language proficiency requirement?

- Linda reported that yes, some others require this (i.e. physiotherapy).
- **ACTION: EC to look further into this.**
- Member informed that new applicants are not aware of the meeting. **ACTION: EC to inform new applicants of meetings.**

5. Clinical Practice Hours Requirement / Exigence d'heures de pratique clinique

Cathy reviewed that other CAASPR regulated provinces do have a clinical practice hour requirements. She explained that currency just means the hours that you are working. EC looked specifically at client vs non-client hours.

Member Question 1: What is the rationale behind the addition of a currency of clinical practice rule? Have there been concrete examples here or elsewhere where a complaint or a safety concern/incident was reported regarding a clinician with fewer hours? If so, how frequently?

- Linda reported that this is something that's happening from a national perspective. The majority of other provinces do have a currency rule in place.
- Member commented that the rules of clinical practice hours requirement varies across the provinces.

- Linda reported that the majority of other provinces use a three-year time frame and others use five-year time frames. Most require 250hrs per year. She stated the process for that is very different across the country. (i.e. some fill out paperwork over certain amount of time or set goals for themselves and submit them to regulator to meet their competencies). Linda stated that NBASLPA chose to have members fill out a form every three years as a self-report. This was felt to be less work for members and for the lack of human resources.
- During the process of this rule, EC had discussions with the lawyer. Sheila, lawyer, mentioned that we must review the Act. Linda reported that the Act talks about the clinical scope of practice of Speech-Language Pathology and Audiology.
- Linda reported that there should be 750 hrs over three hours. She reported that there should be a clinical component as the public would expect it. 250 out of 750 hours need to be clinical. If a member does not have the 750hrs, they will need to do an updating program. If a member does not have the clinical 250hrs, they will not lose their license. If they go to a clinical position, then they complete a clinical competency program.
- Member expressed concern that the rule was approved by that EC much before any details were established. He questioned the risk level as there is already a Code of Ethics that members will not practice in areas they are not competent. He reported that its important for active members to move into positions such as administrative, private practice, research, etc.. He explained that similar rules across the country only require clinical related hours.
- Paula reported that it is important for members to fulfill these other positions and it is still an ongoing discussion. She explained that EC may have to look at making a different category for this. She reported that EC has no intention of pushing anyone out of the membership.
- Member asked if there was a complaint before that a member that was in an administrative position and moved to a clinical position. Linda stated that there have been no complaints and reported that it does not look good on regulation to wait until a problem arises.
- Paula reported that currency rule is beneficial for setting up a program for mentorship.
- Member reported that the currency rule doesn't seem structured or ready to be put into place and there should be a procedure. She also reported that a Speech Pathologist could change jobs and move to dysphagia and reported that there is no way of protecting the public from this.
- Linda reported that NBASLPA arranges for them to be observed by another member and discuss with them on a weekly basis. Linda has feedback from one case. Linda has written the process for the membership and composed a form. She explained that an audit would be completed.
- Cathy reported that there is still much work to be completed on this.

- Member expressed concern that many members were not aware of the currency rule and it is not indicated on the website.
- Linda reported that it was just piloted for one person and it still needs to be edited. She addressed member question and stated that members will be paid during mentorship program.
- Paula reported that there will need to be a Membership Committee.

6. Dual Role of NBASLPA / Double rôle de l'AOANB

- Cathy explained that throughout 2019-2020, EC received lots of emails from members and questioned the role of NBASLPA. EC spoke to lawyers of NBASLPA role.

Member Question 1: From a legislation perspective, the following statement within the e-mail is misleading: “Although we are called an « Association » our Act demonstrates that we are primarily a regulatory body since the majority of our Act focuses on regulating our profession”. Our Act is private legislation related to regulations and issues associated with regulation. Its focus is on regulation since that is the purpose of an Act. If we were a College then our primary role (and possibly sole role) would be regulation. Several health professions have Colleges (e.g., Physician, Psychologists, Physiotherapists) whose role is regulating the profession and protecting the public’s interests. These groups may also have associations or societies who provide advocacy, resources, helpful information to professionals, clients/patients, etc. We are not a College.

- France reported that this comment from member is correct. France spoke with lawyers and they explained that there is too much focus on semantics. She reported that what the Act says is what NBASLPA’s role is. This does not take away from the advocacy role. France reported that some members’ emails were more for advocating for them, when it should be more of the responsibility of the employer.
- Paula provided update on the PR committee. They are trying to advance and promote the profession. They are updating website to access services to the public, making videos to educate the public, and placemats. Working on putting information on Facebook and Instagram and creating PSAs on these sites. Still working through the PR committee to continue supporting members and advocating for the profession. Reviewed that NBASLPA cannot give specific help to single members. PR committee is seeking volunteers.
- Member reported that they emailed with concerns regarding WSNB and were told that it was not NBASLPA’s concern. Linda reported that she was not aware



of this, but NBSLPA has been looking into individuals/groups doing the work of Audiologists/Speech-Language Pathologists.

ACTION: EC to meet next Tuesday, January 26, 2021 to discuss concerns brought forward by the members. Cathy to reach out to Linda, registrar, and Legislation Committee for further discussion.

7. Adjournment / Ajournement

Motion to adjourn Special Meeting by Stephanie Tinker, seconded by Valerie Mallard.
Motion carried.