

Winter 2020

ECHO

The New Brunswick Association of Speech-
Language Pathologists and Audiologists

Professional Liability Insurance

Webinar February 27, 2020 pg.5

The Threat to Self-Regulation:

Professional Interests pg.8

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EXECUTIVE COUNCIL

President	Alisha Gaetz
President-Elect	Cathy Cormier
Past-President	Darrellyn Snider
Treasurer	Angela Kaiser-Hansen
Secretary	Shelley Leiner
Public Representative	John Gillis

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Registrar	Linda Walsh
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Fredericton	Margo Cartwright
Edmundston	Stephanie Bellemare-Gagnon
Campbellton	Stephanie Bellemare-Gagnon
Bathurst	Stephanie Bellemare-Gagnon
Miramichi	Lindsay Gilliss

COMMITTEE (AND SUB-COMMITTEE) CHAIRS

Awards	Stephanie Maillet
Audiology	Kara McLean
Complaints	Claudine Godbout-Lavoie
Finance	Angela Kaiser-Hansen
Legislation	Darrellyn Snider
Membership	Shelley Leiner
Public Relations	Karen Baird & Dianne Silliphant
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

EXECUTIVE UPDATE

Since the last issue of the ECHO the Executive has worked on recruiting our new Executive Director France Gauthier. She has been with us since July. She has been involved with a number of NBASLPA committees so far and is getting a good understanding of the challenges faced by our professions as well as the opportunities for growth.

The Council has also welcomed two new members:

- **Cathy Cormier** – President Elect
- **John Gillis** – Public Representative

Since this fall the Executive Director and the Council have worked diligently on establishing our three year strategic plan. We secured an excellent strategic planning coordinator, reviewed our last strategic plan to ensure all deliverables were met & sent a member satisfaction survey to gather member feedback. Thank you for a great response rate! We had 69 members who responded to the survey and provided important contributions.

We were so pleased to have the participation of 14 individuals at our full day strategic planning session, which was a mix of Executive Council members, NBASLPA paid employees and members who have been very involved with the Association. All those in attendance took into consideration the feedback from the member satisfaction survey when proposing priorities for the Association.

The strategic plan coordinator has presented a final report to NBASLPA. The Executive

Council is now in the process of reviewing the report and making any necessary modifications before presenting the final version to members. Once the report has been finalized each strategic goal will be assigned to a person or a committee who will dive deeper and establish specific deliverables to achieve the goals they have been assigned.

Before presenting our new strategic plan to members it is important to take a moment to celebrate our accomplishments during the past three years!

We reviewed and optimized NBASLPA's financial and administrative processes.

- Staff contracts were updated with the Association lawyer to protect all parties & the Registrar contract was created
- A new payroll system was implemented for NBASLPA employees
- We received federal funding for a summer student
- We changed financial institutions to improve the efficiency of the association's transactions
- We reviewed regulatory and association fees across Canada and implemented a 3 year phased approach to increase NBASLPA fees
- We reviewed and updated the NBASLPA Operations manual to ensure it is in line with Rules and Bylaws

- Terms of Reference were reviewed by each committee
- A central, secure online portal for Association documents was created on our website

We ensured NBASLPA meets its responsibilities as a regulatory body.

- We continue to provide consistent representation on the CAASPR Board & committees
- We have made the NBASLPA registry available to the public on our website so they can verify licensure of individual audiologists and speech-language pathologists
- We updated the bylaws concerning the supervision of communication health assistants as well as the need to provide proof of professional liability insurance for private practice members

We increased public awareness of Audiology & Speech-Language Pathology professions.

- We included the May Month initiative on the NBASLPA Facebook page
- We refreshed the NBASLPA brochure
- We continued to partner with the Premier's Council on Disabilities by attending their Legislative Breakfast and providing placemats for their event
- We designed a survey to get a snapshot of AAC technology use in NB

We developed an effective communication plan that allows NBASLPA to be informed about trends affecting the professions &

provides effective information flow between NBASLPA staff, Executive Council, members & stakeholders.

- We developed an annual Communication Plan for Public & Media relations that follows the SAC format
- We ensured that NBASLPA receives current information from stakeholders by attending key meetings and providing links to numerous stakeholders and partner organizations on our website
- We launched our new website

EDITOR'S MESSAGE



Kim Fontaine
Editor

Hello,

I hope you are enjoying this newly redesigned version of the Echo. It was created to provide you with a more modern, easier to read experience, and I trust it does just that.

A big thank you to those who have reached out with new ideas for this issue. The "Online Education Endorsed by our Colleagues", and the Otolaryngology piece will be both helpful and informative to many. If you have any ideas from content to something that generally piques your interest, please submit it to myself or to your regional representative by the end of June, in time to be published in the Summer edition.

I would also like to encourage the membership to forward pictures to myself or to your regional representative to be used in the newsletter. They could be pictures from a seminar, of new equipment, therapy materials, May Month activities, or even pictures of scenery from your region. It is always nice to see a familiar face or location, and makes for a more entertaining reading experience.

I look forward to hearing from you,

Thank you,

Kim

PROFESSIONAL LIABILITY INSURANCE

How much do you know about the risks and liabilities associated with your professional practice? We have asked BMS Canada, a specialist broker providing insurance and risk management services to over 500,000 regulated health professionals across Canada, to deliver a webinar to review common claims made against S-LPs and Audiologists.



On **February 27th**, join us at 12pm to learn more about what to look for in a liability insurance policy to better protect yourself and your patients.

A link to the event will be sent via email shortly.

PRESIDENT'S MESSAGE



Alisha Gaetz
President

Happy New Year, everyone! I hope that you all had a wonderful holiday season and that you were able to relax and enjoy some time doing whatever makes you the happiest. I have been enjoying the learning curve associated with becoming President of NBASLPA and adapting to my role with the support of our Executive Council team. As many of you may know, my husband, our fur babies and myself will be welcoming (or by now, have welcomed) our first child during my term as President. I look forward to the challenge of balancing my new roles and I am thankful for the support of my family and my fellow Executive Council members during this time.

Since this is the first ECHO publication since I became President, I would like to thank everyone who attended the conference and AGM at the end of September. A special thank you to those who took part in organizing the event, as well as to our members who led the Hot Topics on Saturday. We really appreciate your hard work and we thank you for sharing your knowledge and expertise.



We look forward to similar events taking place in the future. We have received valuable feedback regarding the conference and AGM and we are already in the process of forming a committee to focus on upcoming educational and networking opportunities to meet the needs of our members. I would also like to congratulate the winners of the awards that were presented at the AGM. Kelsey Spurrell, recipient of the Clinical Excellence Award in Audiology, Caroline Lavoie recipient of the Clinical Excellence Award in Speech-Language Pathology and Huguette Le François for outstanding humanitarian work. Your hard work, dedication and commitment to the professions of Speech-Language Pathology and Audiology are appreciated.

- Alisha

In November, our Executive Council, in addition to several other NBASLPA members, met in Moncton for a very productive, full-day session to work towards developing our new strategic plan. We would like to sincerely thank those members who gave their time to meet with us. We know it was a long day, but your contributions were invaluable. We look forward to continuing to work on the strategic plan and we will keep our members informed on our progress.



2020 EDUCATIONAL EVENT BURSARY

See page 36 for details...

REGISTRAR'S MESSAGE



Linda Walsh
Registrar

The Threat to Self-Regulation: Professional Interests

On November 27, 2019, the British Columbia government released the consultation paper of the Steering Committee on Modernization of Health Profession Regulation in BC. The main priorities of the Committee were summarized as follows:

- to ensure regulatory colleges put the public interest and patient safety ahead of professional interests;
- to improve effectiveness of regulatory college boards and ensure boards are composed of members appointed based on merit and competence;
- to reduce the number of regulatory colleges from 20 to 5 to improve efficiency and support for all regulated professions (no professions will stop being regulated);
- to make it easier for new professions to become regulated; and
- to simplify and increase transparency in the public complaints and professional disciplinary process.

The biggest revelation is the proposed consolidation of 20 regulatory colleges down to 5. According to the consultation paper, the 5 regulatory bodies will be:

- Physicians & Surgeons (1), Nurses (2) and Pharmacists (3) will retain independent colleges.
- An Oral Health regulatory college (4) will be created to consolidate dental surgeons, denturists, dental hygienists & dental technicians.
- A new College of Health and Care Professions (5) will bring together the remaining regulated professions, with existing colleges dissolved.

A new, independent oversight body is also to be created to oversee the 5 regulatory colleges.

All professions will continue to be regulated but many, including speech-language pathology and audiology will become part of a large college. Our colleagues in British Columbia are very concerned by this development because as small professions, they fear that their voice will carry little weight when combined with many larger groups.

The reason for this striking development is clearly stated in the first priority listed above: "to ensure regulatory colleges put the public interest and patient safety ahead of professional interests". Last fall, the BC Minister of Health launched a comprehensive inquiry into the administrative and operational practices of the College of Dental Surgeons of British Columbia (CDSBC). The report from that inquiry was made public in the spring and concluded that the Board and committees of CDSBC were more focused on protecting the interests of dentists instead of the public. Harry Cayton, author of the report, wrote that, "Some dentists both on the board and on

college committees continue to believe that the college should protect dentists."

British Columbia is the first province to announce such a major overhaul of health care regulation but there have been reports of similar discussions by governments in other provinces including New Brunswick. We have always heard that self-regulation is a privilege that may be lost if abused; now we see that reality playing out in BC. This is a matter of concern for all regulators but perhaps even more so for NBASLPA as it defines itself as a regulator and a professional association. These two roles are often incompatible: the one to support members and advocate for the professions; the other to protect the public from incompetent and/or unethical practice of members. We must remember that the primary mandate of NBASLPA is one of regulation. The Act (i.e. law) Incorporating The New Brunswick Association of Speech-Language Pathologists and Audiologists is all about acting in the interest of the public by: ensuring that throughout their careers, members demonstrate the clinical knowledge, skills and behaviours required for competent and ethical practice; and by taking action against unregulated individuals who misrepresent their qualifications by performing activities that constitute part of the scope of audiology and speech-language pathology practice as defined by the Act.

On returning to New Brunswick many years ago, following several years as an SLP in Alberta, I was impressed that the professions of audiology and speech-language pathology were regulated here, New Brunswick being the third province in Canada to accomplish this goal. At that time, Alberta, despite economic advantages in health care, was far from regulation of the professions. I also noticed that NBASLPA members recognized the importance of self-regulation, likely because

only a few years had passed since achieving this status.

A few years later, I volunteered as President of NBASLPA. Much of the work at that time was also focused on regulation as the NB government made changes to the health care system, in particular the role of the rehabilitation professions. For many years after that, I volunteered in other ways (Editor of ECHO, Conference Committees, etc.) but was not on the Executive Council again. Then followed, several years on the Board of Directors of the national professional association, SAC (or CASLPA as it was called then) that provided me a link to NBASLPA's professional association role.

In 2014, when I retired from clinical practice, I was asked by Debbie Maund, then President of NBASLPA, if I would volunteer as NBASLPA's representative on the Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR) whose mandate is to come together to harmonize registration for the professions across Canada and maximize protection of the public who access audiology and SLP services. Although New Brunswick had been a member of CAASPR since its beginning, NBASLPA had not had consistent representation on the Alliance and the Executive Council recognized this need. My volunteer role on the CAASPR Board was a regulatory eye-opener as neither I nor the Executive was aware of how NBASLPA had fallen behind the other members of CAASPR in its regulatory role.

All other regulators of audiology and speech-language pathology in Canada had regulations in place for professional liability insurance for the protection of the public; NBASLPA had none. All others had regulations on maintaining clinical skills (currency); NBASLPA had none. NBASLPA required no proof of personal identification or citizenship/work permit; all others did. And ironically, NBASLPA was the only regulated jurisdiction

that had no regulations on language proficiency, although New Brunswick has the largest percentage of professionals offering services in both official languages. This responsibility had been passively delegated to employers.

After my two-year volunteer commitment on the CAASPR Board, the Executive Council recognized the need for a part-time staff position for Registrar. The Registrars of all provinces are members of the CAASPR Board, as are the provincial Presidents. The Registrars also form the Registrars Committee of CAASPR and it is through my involvement with that group and their willingness to share their expertise and regulations that NBASLPA has been able to update its regulations in many areas fairly quickly.

There remains, however, more work ahead to ensure that the interests of the public are front and centre in NBASLPA's work and that endeavour has never been more important. I take this opportunity to remind members of their responsibility to familiarize themselves with the Act, Bylaws and Rules of the Association to ensure that they are in compliance with NBASLPA regulations and to be in a position to identify and report any breach of those regulations to the Association. I also invite you to email the NBASLPA Registrar at registrar@nbaslpa.ca with any questions or concerns.

- Linda Walsh

CLINICAL CORNER

PECS User Support Group on Facebook:

This group offers an open forum for individuals to post questions, comments and concerns about PECS and related topics. Each month, a different Pyramid consultant from around the world is available to review posts, answer questions, provide insight into creating successful lessons and offer helpful suggestions. Several times per year, they also host a live webinar with Lori Frost and Andy Bondy, the creators of PECS, where you can post questions to be answered by them.

This is an open forum, so I find I have to weed through the responses to focus on those provided by the PECS consultants but still a great place to find new ideas for communication activities and find strategies for those challenging situations that always seem to come up!

- Kimberly D. MacKeigan, M.Sc., S-LP

Wondering what to do with your Christmas cards?

Turn them into a therapy tool!

We collected cards that show ACTIONS and have turned them into a WINTER HOLIDAY ACTION CARD set. The beautiful artwork illustrates many everyday actions like skating, sledding, singing, looking, pulling, running, sleeping, flying...you name the verb, there's probably a Christmas card depicting it.

Happy Holidays!!
The Pediatric Team
The Moncton Hospital



OTOLARYNGOLOGY BEST PRACTICE GUIDELINE

SOHL update Aug 2019

I just came across this and wanted to share,
Theresa McVea, M.Sc., Aud ©

<https://bit.ly/36qWntQ>:

The American Academy of Otolaryngology has released (Aug/19) the clinical practice Guideline for SOHL <https://www.entnet.org/?q=node/339>:

In summary, seven years of data to highlight the importance of rapid diagnosis and expedited treatment

- audiometry is mandatory, done ASAP within 14 days of symptom onset because treatment options are most effective if initiated within 14 days of HL onset
- against ordering routine CT and/or "shotgun approach" laboratory testing because these rarely provide useful etiologic information and often lead to additional unnecessary testing, exposing the patient to additional risks
- does recommend an assessment for retrocochlear pathology
- Patient education strongly recommended
- Corticosteroid therapy, administered orally or via intratympanic (IT) injection, is offered only as an option in the guideline for initial management and, when implemented, should be initiated ASAP and within 2 weeks of diagnosis. Hyperbaric oxygen therapy (HBOT), within

2 weeks of initial diagnosis, has evidence supporting its potential effectiveness, and is offered as an option for initial management in the updated guideline (However, not universally available, expensive, and time-consuming)

- reassess after completing initial therapy. For non- and partial-responders, there is strong evidence that salvage IT steroid therapy can improve the hearing outcome in an additional 35 to 50 percent of patients. Accordingly, the guideline recommends offering IT steroid therapy as soon as possible after initial failure and within six weeks. No data support additional medical therapies such as antivirals, and their use is strongly recommended against due to lack of data and risk of harm over benefit.

ROLE OF AUDIOLOGISTS

- SSNHL should be reassessed with audiometric testing approximately 6 months after the completion of treatment (this may be something we review in our SOP). Sometimes an underlying cause can be identified (such as Ménière's disease) or provides an opportunity to benefit from hearing rehabilitation, i.e managing tinnitus. Options for rehabilitation include hearing aids, CROS/ BiCROS aid, or a bone conduction implant. There is mounting evidence for the use of cochlear implants for patients with single-sided deafness or asymmetric hearing loss as a means of restoring binaural hearing, and the FDA has recently approved the MED-EL cochlear implant system for this indication.

- The updated clinical practice guideline for SSNHL focuses on early diagnosis and treatment, patient education, and shared decision-making. The audiologist plays a critical role in the diagnosis, outcomes assessment, and ultimate rehabilitation of patients suffering from this condition.

<https://journals.sagepub.com/doi/full/10.1177/0194599819859884> (Plain Language Summary: Sudden Hearing Loss – 10 pages)

<https://journals.sagepub.com/doi/full/10.1177/0194599819859885>

Otolaryngology–Head and Neck Surgery Clinical Practice Guideline: Sudden Hearing Loss (Update) Aug/2019 (78 pages)

Theresa McVea, M.Sc., Aud (C)
Audiologiste



GETTING TO KNOW



Caroline Lavoie
SLP

Caroline Lavoie

What inspired you to become an SL-P?

My mom (Mariette LaFrance) who was a manager with the Extra-Mural Program at the time that I was starting my university studies talked to me about the field of speech language pathology because there was a shortage at that time. I had not heard of the profession before. My mom suggested that I spend a day with the school based SLP (Louise Roussel) on her team to learn more about the career and I instantly loved it. The perfect mix of health care and education. I always knew I wanted to help people, so I was attracted to a career in health but didn't quite know what until that day.

Where did you study?

Université de Moncton and Université d'Ottawa.

Where did/do you work?

I started my career at the school district in Victoraville, Quebec. Then I went North to Baie-Comeau where I worked in a rehab center. Then I crossed the St-Laurent river to Rimouski where I worked in

schools, early language and rehab. Love brought me back to Moncton, New-Brunswick where I worked mostly as a school based SLP. I've had the privilege to be a part of the Talk with me team for the past 6 months but now I am going back home to Grand-Falls. I just accepted a position to work for the Vitalité Health Network. I will be working at the Grand-Falls and Edmundston hospitals where I plan on retiring.

What are your top 3 therapy materials?

Velcro cutting fruits and veggies, Lids 'n lizards from Super Duper Publications, Symbolicone Magnetic Gamebooks.

What is your favourite thing about your career to date?

All of the great opportunities I've had along the years. I've loved all of my workplace experiences (schools, rehab centers, early childhood) and all of the great people I've met along the way! They've made me the SLP I am today!

How would you describe yourself in 3 words?

Friendly, Hyper, Go-getter!

What will you be doing in 10 years?

I will be 50 years old and still working towards my pension. Another 15 to go!

If you won the lottery, what's the first thing you would do?

I'd build my dream A-frame log home by the river. And I'd buy a Harley. And I'd buy a Camaro ZL1. And I'd buy an old rat rod Chevy truck. I like vehicles that rumble! It's the "redneck" in me.

What is your favourite holiday/winter tradition?

I love spending a nice quiet day inside, alone, not bothering getting dressed, watching all of the cheesy holiday Hallmark movies I can stand while wrapping holiday gifts and it's snowing outside.

What is your favourite food?

I love food! Indian food. Italian food. Chinese food. Canadian food. American food. Thai food. Malaysian food. Vietnamese food. And Sweets! I'm known for eating in my friends, families and colleagues' plates!

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

Isabelle Allain-Labelle, for her courage and strength through all of life's challenges. She's had a couple! With her beautiful son Theo's health and now her own. She is always radiant, beautiful, all smiles and full of energy. Her overall passion is palpable. And if you personally know Isabelle, you'll know exactly what I mean, when I say that her rate of speech matches the speed at which she plows through life. It must be her latino blood ! Enviando mucho amor !!

GETTING TO KNOW



Kelsey Spurrell
AUD

Kelsey Spurrell

What inspired you to become an Audiologist?

I had originally intended on becoming a Psychologist. It was during my third year of studies that I was introduced to Sensation, Perception, and Biological Psychology. The course material was not only very interesting, but effortless to learn. I spoke with my professors about possible careers in the field and they led me to audiology.

Where did you study?

I studied at the University of Western Ontario, now called Western. I was last graduating class of the three year Audiology program. I am currently studying my doctorate of audiology (AuD) through A.T Still University and will be finished by the end of 2020.

Where did/do you work?

I have been working at Audiocorp Ltd., a private practice, since I graduated in 2012. We have three locations including one in Oromocto and Fredericton. There is also an ENT clinic in

Fredericton. I get to work at all three locations, and this allows me to see a wide variety of cases, because each location tends to see a different group of demographic. In Oromocto, we see primarily military personnel and veterans, while the ENT clinic allows us to become more experienced in the evaluation and intervention of unique otological disorders.

What population?

I work with the adult population. I generally see patients as young as 20 and I have a few centenarians in my caseload. Gradually, we are seeing a shift of younger people coming in to obtain a baseline hearing evaluation. It is wonderful to see a change in the mentality of hearing management and recognizing the importance of monitoring before it becomes an issue.

What is your favourite thing about your career to date?

I love what I do, and there really isn't any other career that I would want. Being an audiologist is such a diverse profession that combines my interest in both science and art. I get to help people hear better. While I cannot fix their hearing loss, I can help them become more engaged again. It is wonderful to hear stories from excited patients who didn't even realize what they were previously missing out on until they started wearing hearing devices.

What/who has been your favourite seminar/conference/speaker related to your career?

It is really hard for me to just pick one. I am fortunate in that I get to attend the Canadian Academy of Audiology Conference (CAA) every year. I am never disappointed by the lectures and I always leave feeling reinvigorated and

ready to implement the latest evidence based findings. My approach is always evolving and it is largely influenced by the lectures and the camaraderie by attending CAA.

If you won the lottery, what's the first thing you would do?

Anyone who knows me, knows I have a soft spot for all things animal related. I would certainly make a large contribution to the local SPCA and other non-profit organizations with similar mandates in the area.

What is your favourite holiday/winter tradition?

My favourite tradition is a relatively new one. I met my husband around Christmas and every year we repeat one of our first dates. We make a gingerbread house, pick up a hot chocolate at Second Cup, and drive around Fredericton to look at all the decorations and lights.

Have you seen any good movies, or read any good books lately?

I am too busy reading textbooks again to sit down and read a book. I have turned to audiobooks and I am currently listening to Margaret Atwood's The Testaments. I am eager to finish it because I have heard that the book talks about the Bay of Fundy and Campobello Island.

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

Chantal Arsenault, Aud (C). Chantal and I studied audiology at Western together. She is one of the most organized individuals that I know and somehow always manages to get everything done with time to spare. I wish I had her time management skills.

PR COMMITTEE REPORT

The PR Committee chair-person position has been filled by two speech-language pathologists, Dianne Silliphant, out of Fredericton and Karen Baird, out of Moncton. They are extremely pleased to have new committee members who eagerly joined at this years' AGM. As well, despite his impending retirement, Bill Wallace, SLP out of Fredericton, has agreed to stay on and continue to share his experience on the committee. At present the committee members are:

Karen Baird, Bill Wallace, Dianne Silliphant, Allison Bowes, Allison Serrano, Kerri Schriver, Maggie MacAulay, Paula Murray, Rhonda Rubin, Stephanie Maillet, Stephanie Tinker,

We recently asked the members what they wanted their PR Committee to do for NBASLPA. Thanks to the members that responded. Your suggestions have been heard and are being included in discussions. As well, the members' survey revealed that the activities of the PR Committee are on your radar. The feedback from members was enlightening and will be helpful as the committee moves forward.

Some of the feedback on the members' survey that pertained to PR included:

NBASLPA weaknesses:

- No clear plan on how to promote our professions
- Not enough regular representation with government on key issues

- Haven't fully tapped into social media potential/options

OPPORTUNITIES AND DIRECTIONS TO EXPLORE:

- Presence at local fairs
- More advocacy
- Public awareness campaigns
- Educate government
- Advocate for more positions

SUGGESTIONS FOR IMPROVEMENT

- Introduce incentives to get more people involved
- More public awareness
- Get involved with more community events
- Increase use of social media

The committee has met twice since the AGM and one of the chairs was invited to participate in the recent Strategic Planning meeting. At the first meeting the new co-chairs familiarized themselves with the mandate and activities of the committee. The second introduced new members to the potential scope of the committee's role. We had discussions regarding our social media presence (possibly adding and an Instagram account, discussing who is visiting our Facebook site, who is NOT visiting the site and how we can extend our reach to new readers), raising public awareness of our professions ("public" meaning government, professionals, general public), sourcing or developing a short

video about our professions to air on social media and video screens in hospital waiting areas, and further developing the PR package designed and sent out to members in the lead-up to Speech and Hearing Month. These are a few of the key ideas we are planning to tackle over the next year.

The more the merrier! If you are interested in joining this committee, or even just volunteering to help with a specific project, please contact the office.



 www.facebook.com/nbaslpa



Did you know?

- NBASLPA's Facebook page was created in March 2011.
- Paid advertisement started in May 2017, and is directed primarily towards residents of New Brunswick who do not already like or follow the NBASLPA Facebook page.
- In the past 2 ½ years, the P.R. Committee has spent just over \$1800 to run 45 advertising campaigns (an average expenditure of about \$60/month). These campaigns have reached a total of 48,201

people and made a total of 191,796 impressions.

- Since NBASLPA's new website was launched in June 2019, there have been more than 160 instances of people being directed from Facebook to the association's website.
- The NBASLPA Facebook page currently has 1,115 Page Likes and 1,143 Page Followers. Paid advertisement is responsible for 876 (or 79%) of the total Page Likes.
- (2019 NBASLPA Facebook page update as of November 20, 2019)

NBASLPA is now on Instagram! Follow us @nbaslpa !



If you have any questions, comments, or content to share to our social media pages, please e-mail Stephanie.Tinker@HorizonNB.ca

1,115



1,143





SAINT JOHN



It has been a year of many changes in Saint John and surrounding areas. At the Saint John Regional Hospital, we welcomed Erika Flieger, SLP, to our team in February. Erika hails from Moncton, N.B. and completed her Master's program at the University of Ottawa in 2012. She spent her first 6 years working in Grande Prairie, Alberta, returning to the Maritimes in 2018, accepting a short-term position initially at the Chaleur Hospital in Bathurst before moving on to the school system in Halifax, N.S. We have been keeping her busy with a split pediatric/adult caseload, including both inpatient and outpatient services. Erika is also a member of our Developmental Team. She is our primary bilingual SLP here at the Saint John Regional Hospital.

We were also pleased to have our President Elect, Alisha Gaetz, SLP, join the Regional team in April, coming to us from the Charlotte County Hospital in St. Stephen. Alisha is also serving a split pediatric/adult caseload here at the Regional. Some of you may know Alisha from her time previously with the Extra Mural Program in Upper River Valley area or from her time with the Miramichi Hospital. Alisha has recently accepted this 0.9 position on a permanent basis at the Saint John Regional Hospital.

Allison Bowes, SLP, has been covering the Charlotte County Hospital position on a casual basis since April and has recently accepted this

position on a full time, permanent basis. Allison is originally from Miramichi, graduating from University of Maine in Orono in 2017. She returned to New Brunswick and worked in casual positions, first at the Moncton Hospital, followed by the DECH short-term, and then Woodstock (URVH and HDSJ).

In May, Beth Ferris, SLP, was honoured with our Therapeutic Services Clinical Excellence award with recognition as our departmental expert in highly specialized areas of interest including hearing impairment, cochlear implants and cleft palate. Beth's years of mentorship with fellow clinicians in the above disorders has ensured good care will continue for patients following her retirement. Beth has happily supervised SLP student interns for many years, demonstrating that patient care is her top priority. Beth retired from St. Joseph's Hospital this summer and she is greatly missed. We have a lot to live up to in her absence! We wish Beth all the best in her retirement, fun adventures and safe travels, and lots of cuddle time with her first grandson, Emmett, who arrived in August.



Speaking of retirements, Phil Diggle, SLP, pulled a fast one on us this summer, retiring from his sole charge position at Centracare. We wish Phil all the best in his retirement as well. His unique skill set working with the mental health population will be greatly missed.



Nicole Fowler, SLP, has accepted this challenging new position with Centracare and we know she will excel in her role there. Welcome Nicole to Region 2! Many of you know Nicole from her many years at the Stan Cassidy Centre and her clinical excellence in the area of AAC.

Update from the Talk with Me Program in Anglophone School District South:

The Saint John office now includes Laura Garland (clinical supervisor), Michelle Lackie, Erin Court and Kathy Mullin (half-time). Kim Parsons and Sandra Major are speech assistants for Saint John. Susan Pope, SLP, and Leanne Pollock-Robertson, speech assistant, work in the Sussex area while Louissa Daye, SLP, covers Charlotte County.

Talk with Me has just celebrated its 15th anniversary and they are preparing to launch a new Redesign Rollout in the New Year.

Erin Court and Kathy Mullin recently attended "It Takes Two to Talk" Hanen training in Moncton.

Update from the School-Based SLPs in Anglophone School District South:

Monica Bonnevie, SLP, has been appointed as a Clinical Consultant to Management for ASD-S

which is a 0.5 position. She is also covering complex cases for the other 0.5 of her time. Rommy Gan, SLP, has joined the team and is currently covering complex cases in Charlotte County. Sarah Simms, SLP, is covering complex cases at the Hampton Education Center (0.5 position) and Robbi Daley, SLP, is also managing complex cases (0.5 position).

The Saint John Baby Boom:

Erin Fraser, welcomed baby girl Emilia in April. Erin will be returning from mat leave to her position at the Saint John Regional in Sept/Oct 2020 (her 0.8 casual position is currently vacant!!). Robyn Jorgensen, welcomed baby boy Leo in August and she will be returning to her part-time position with the Extra Mural Charlotte County Unit next year (her 0.6 position is also currently vacant!!).

Heather Shea, with Saint John School District, had a baby girl, Audrey, in September (Vanessa Steadman is filling that position). Sarah Georgeth with the school board in St. Stephen had a baby girl, Abigail in September as well (Samantha McMullin is covering).

Stephanie Tinker, Saint John Regional, returned from her maternity leave with her second baby girl, Ella, in February. Alex Colquhoun, Saint John Regional, took a short paternity leave this past spring to be home with baby Lucy for a few months.

Stay tuned for these updates from Region 2 in 2020:

We currently have a 0.6 temporary position vacant with Extra Mural St George/St. Stephen, a 0.8 temporary position and a 0.9 temporary position at the Saint John Regional Hospital (peds/adults) that will hopefully be filled well before the next ECHO edition! And more baby news is anticipated in the New Year!

FREDERICTON & UPPER RIVER VALLEY



"Lots new in the Fredericton & Upper River Valley areas:

Katie Hamilton, SLP returned to NB with her family and began working at the DECRH in August in a part time position.

Maggie MacAulay, SLP began working at URVH in September. She of course is replacing Gloria Yachyshen who retired at the end of May, but can still be found providing occasional coverage at URVH.

Robbi Daley, SLP, assisted with coverage at URVH, following Gloria's retirement. We so appreciated your ability to help out Robbi!

Jennifer Worrall, SLP rejoined the paediatric neuromotor team at SCCR part time in October. She is replacing Nicole Fowler.

Ruth Woodworth, SLP in Fredericton, has welcomed FOUR grandchildren to her family this year. One of her daughters won full custody of three children in June (a two-year-old, and her twin one-year old brothers), and another daughter welcomed her first baby girl in August. Ruth is in full grandparenting mode and exploding with joy!

Bill Wallace, SLP is set to retire at the end of December after 30 years of service to SCCR as a specialist in AAC in Speech Language Pathology.

We want to extend a warm welcome to Katie, Maggie & Jennifer who have begun work in the area over the last number of months. Of course, a BIG CONGRATULATIONS to Ruth on becoming a grandma and Bill on his retirement! Enjoy your new adventures!"

MIRAMICHI



We would like to welcome Rebecca LeBlanc (S-LP) who accepted a part-time position at the Miramichi Regional Hospital. We would also like to congratulate Marie-Chrystine Chiasson who recently accepted Rebecca's former position at District Scolaire Francophone Sud.

EDMUNDSTON



Caroline Lavoie, Speech-Language Pathologist started her work here in Grand Falls and Edmundston, and our Speech-Language Pathologist Danika Akerley has also started a full-time job in our hospitals. We are very excited about these two new positions.

MONCTON



News from DSF-S:

Caroline Lavoie is leaving the Moncton area to join the Vitalité Health Network in the Grand-Falls and Edmundston area. She will be returning to her hometown!

Marie-Chrystine Chiasson has accepted a permanent full-time position in the schools of Miramichi, Baie St. Anne, Rogersville and St. Louis. In addition, as part of her new position, she will work one day a week with the Talk With Me Program.

Rebecca LeBlanc has accepted a part-time position at the Miramichi Regional Hospital! Congratulations girls!

News from the CHUDGLD

Anouk Doucet is entering a new chapter by returning to Quebec.

Meanwhile, Michelle Babineau is providing part-time services to the adult outpatient population. Anouk Roy will temporarily be in the position of manager of the psychology department. She is replaced by Veronique Carroll who was already with us. Our dear colleague Sophie Levesque, a communication health assistant, has found new tasks in physiotherapy, but we are pleased to welcome Marie-Claire Haché.

The Moncton Hospital:

The Moncton Hospital is excited to share the news that Mylene Savoie, Speech-Language Pathologist gave birth to a baby boy; Vincent Alcide on July 24th. As well, we welcome Claudia Thomas to our department; recent graduate from the rehabilitation assistant CCNB program who joined us in July.

Wishing everyone a Happy Holidays and best wishes in the New Year



NBASLPA WOULD LIKE TO RECOGNIZE AND THANK HUGUETTE LEFRANÇOIS FOR HER HUMANITARIAN WORK WITH THE TEAM CANADA HEALING HANDS

Colleagues from "Équipe / Team Canada Healing Hands - Special hearing and communication project" (TCHH: PSAC) as well as several partners from Haiti wanted to take a special moment to underline Ms. LeFrançois' humanitarian work.

Thus, on September 27, 2019, Ms. LeFrançois received from the Association of Speech-Language Pathologists and Audiologists of New Brunswick (AOANB) an "Honorable Mention for humanitarian work"

Since 2004, Ms. LeFrançois worked as "Director: special hearing and communication project", ensuring an efficient organization in terms of recruitment, funding, schedule, organization in the field, accommodation, transportation, as well as the minutes.

To highlight her hard work, more than 15 people posted videos on their experience with Ms. LeFrançois. A montage was presented to the AAANB and aroused a moment of emotion.

A certificate of work in Haiti and a stained glass window were presented to her as well-deserved recognition.

All profits from the silent auction will go to the "Special Hearing and Communication Project".

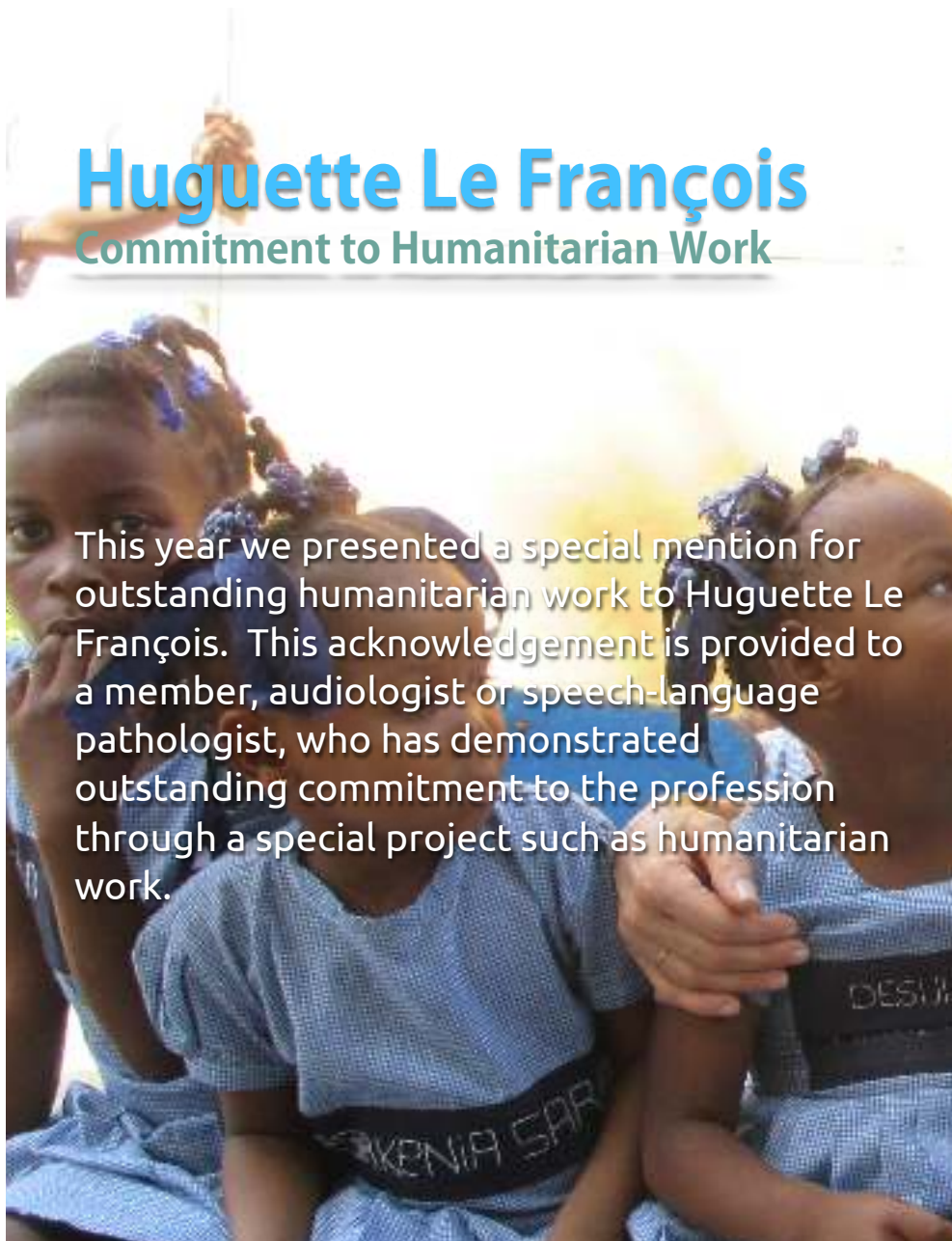
Thank you Huguette



Huguette Le François

Commitment to Humanitarian Work

This year we presented a special mention for outstanding humanitarian work to Huguette Le François. This acknowledgement is provided to a member, audiologist or speech-language pathologist, who has demonstrated outstanding commitment to the profession through a special project such as humanitarian work.





Clinical Excellence Award in Speech-Language Pathology Recipient, Caroline Lavoie with Colette LeBlanc



Clinical Excellence Award in Audiology recipient, Kelsey Spurrell with Darrelyn Snider.

NBASLPA CONFERENCE & AGM 2019

Thank you to all of you who attended the 2019 Conference and AGM. Based on our participant evaluation form it was clear that members very much appreciated the Hot Topic sessions presented by colleagues. This is definitely something we will continue to offer in the future.

Thank you to the following members for graciously offering to present:

Kari Clark	Bill Wallace
Tracey Horsley	Shirley Corbett
Kerri Schriver	Donna Carter
Petra Robitaille	Debbie Maund
Paula Murray	Sherry Morrison

Also a big thank you to our 2019 Conference organizing committee:

Gloria Yachyshen	Janine Landry
Cathy Cormier	Shirley Corbett
Heather Martin	

Unfortunately, the 2019 conference was offered to members at a financial loss to NBASLPA. To avoid this in the future we surveyed our members for ideas. In the member satisfaction survey, 52% of members responded that they would like the Association to focus on continuing education in the next three years. It is clear that for the majority, continuing education is a priority. Thus, NBASLPA will continue to offer educational opportunities to its members but it may need to change the format to one that is more financially responsible.

In the survey you also responded that the methods in which you prefer to receive

continuing education provided by the Association are conferences (57%), 1 day workshops (67%) and webinars/webcasts (81%). It looks like we may need to further explore online education! You have also provided a wealth of recommendations to provide continuing education in a more affordable way.

An education committee is being formed to review our current continuing education model, review all recommendations provided by members in the satisfaction survey and to determine how the Association will move forward with continuing education in the future. This committee will also be responsible for coordinating the 2020 educational opportunities.

So far, the committee is composed of:

Maggie MacAulay (S-LP)
Jennifer O'Donnell (S-LP)
Heather Martin (S-LP)
Chantale Melanson (Audiologist)
Liza Bouchard (S-LP)

The committee is looking for additional members to help with this initiative. If you are interested in joining please reach out to France Gauthier at ed@nbaslpa.ca.

Mark your calendars! The 2020 AGM date is **Friday September 25th** from 10:30am -12:00pm via videoconference. We will be exploring the possibility of offering an educational webinar during lunch to follow the AGM. We will keep you posted.

MEMBER ACHIEVEMENTS

Clinical Excellence Award in Audiology - Kelsey Spurrell.

Kelsey was nominated by Trevor Menchenton who wrote:

"Kelsey has always been driven to succeed in every aspect of our profession. From her first days at Audiocorp in 2012 she exhibited an unrelenting desire to improve her abilities as a clinician, counsellor, team member, a mentor for the many students we've trained, and a colleague that we can all lean on for advice and assistance. Kelsey is an incredible audiologist who has never shown us any element of complacency, eagerly taking on challenges for local and provincial audiology matters, as well as volunteering in a number of other areas of interest. She continually strives to add to her impressive repertoire of skills and her objectivity makes her incredibly valuable."

Clinical Excellence Award in Speech-Language Pathology - Caroline Lavoie.

Caroline was nominated by Colette LeBlanc who wrote:

"I have had the privilege to be in Caroline's care as our son was on her caseload from kindergarten to grade 5. From day one, Caroline has truly astounded me with her ability to see beyond the immediate and put all factors together, whether language related or not. But where she truly shines is in team meetings. The depth of her knowledge truly came to light during these meetings. Caroline has always been able to provide knowledgeable, clear and concise explanations to Liam's team so that each member around

the table truly understood the language-based "complication" behind his learning needs. She has never failed to offer concrete and functional solutions that are appropriate to his level of function. She is fearless in her pursuit for excellence and will move mountains for the children on her caseload."

Congratulations to all the recipients!

NOMINATE

Is it time for award nominations already? No, but it's time to start thinking about them because they'll be here before you know it! A call for nominations comes out in June, so let's start thinking about those awesome colleagues of ours.

The New Brunswick Association of Speech Language Pathologists and Audiologists has a few awards for which members can be considered, including the Margaret Christie Lifetime Achievement Award, the Student Supervision Award, and the Clinical Excellence Award. However, sometimes nominations are not received and awards not given.

What should you look for when making a nomination?

Here are a few helpful tips and reminders of what to look for in your colleagues.

- Do you look to them for advice?
- Have they developed an expertise in a specific area of practice?

- Have they shown ongoing commitment to continuing their education/professional development?
- Have they shown exceptional abilities with clients in reaching their goals?
- Do they advocate for the profession or their clients?
- Do they contribute to the profession through research or clinical practice?
- Do they improve public awareness of the professions/communication disorders?
- Do they mentor colleagues or students?
- Do they mentor clinical interns on a regular basis?
- Do they create a positive learning environment with opportunities, respect and open communication?

If you can think of a colleague who ticks some of these boxes, then maybe it's time to start writing an award submission to be ready for the award nomination call in June 2020!

30 Years Of NBASLPA Membership



Michelle Haché
André Trudel
Gloria Yachyshen
Andrea Pelham

Sue Greer
Guy Doré
Kathleen Mullin
Susan Cornish

ONLINE EDUCATION ENDORSED BY OUR COLLEAGUES

An invitation was sent out to all members to send in their most loved online education sites and this is what we received:

I just finished the following webinar <https://bit.ly/39WUpDF>, it is called Cortical Visual Impairment and the Everyday Impact on the People who use AAC. It was wonderful!! It is in English. It is Free. It targeted pediatrics mostly, I thought it would be helpful to anyone who would be presenting anything in a visual modality.

- Katie Duchesneau

(Audiology - ped) Zebra fish and malaria medications to treat Usher syndrome (free the trapped protein):

<https://bit.ly/305X1uq>

(Audiology -ad/ped) ABRs on guinea pigs: implant cochlea with steroid and prevent cisplatin effect <https://bit.ly/2t2qwlo>

(SLP/Audiology ad/ped) Sensory Friendly shopping (ideal for those with Cochlea implants) <https://bit.ly/36IDKBW>

- Theresa McVea

Katie Duchesneau

<https://bit.ly/39WUpDF>

Theresa McVea

<https://bit.ly/305X1uq>

<https://bit.ly/2t2qwlo>

<https://bit.ly/36IDKBW>

Jennifer MacFarlane

<https://bit.ly/35A7AHn>

Donna Carter

<https://bit.ly/2t56Oox>



Head And Neck Cancer Across The Continuum Of Care: Addressing Swallowing Challenges by Paula A. Sullivan, MS, CCC-SLP, BCS-S

Available through Northern Speech Services. Cost is \$129 US. It is in English. Target Audience is SLPs providing adult services to the head/neck cancer population. There are several modules and it is quite long (took about 8 ½ hours to complete)

<https://bit.ly/35A7AHn>

- Jennifer MacFarlane

My favourite website is <https://bit.ly/2t56Oox>.

It's primarily an articulation website with pics of initial, medial and final consonants (under the 'free downloads' tab). It also includes some links to information on vowels, apraxia and other practical clinical blogs.

- Donna Carter

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.

This year, 1000 \$ was dedicated to an educational event held on May 9, 2019 in Moncton where Sarah Ward presented on executive function. However, this event made a profit and did not require the dedicated fund. 1000 \$ was set aside for the education component of the annual conference.

There were four bursary recipients this year who attended the following events:

- SOS approach to feeding
- SAC audiology event 2019
- Webinar – online course Oesophageal Dysphagia- Evaluation and Treatment

Written summaries of these events are available upon request. For a copy, please contact TTF co-chairs:

Kathy Mullin (Kathy.mullin@horizonnb.ca)

Annie Giasson (annie.giasson@vitalitenb.ca)



2020 EDUCATIONAL EVENT BURSARY

The TTF are pleased to announce there will be a \$1000 bursary available for an individual to attend an educational event in 2020. The application form for an individual bursary and expense form can be found on the NBASLPA website under the Members Area. Deadline for submission of both documents is January 31, 2020. In order to be eligible, the educational event must be related to our scope of practice. We would also remind members that if you have received a bursary recently, you are eligible to apply again after 3 bursary selection opportunities have passed. Good luck!

AUDIOLOGY UPDATE

On October 8th 5 members of NBASLPA met with Work Safe New Brunswick regarding the concerns of the membership and the recent changes to the WSNB program. The 3 WSNB representatives were pleased to meet and welcomed the information we provided asking for copies of articles and studies to support our concerns. They agreed that things are ever changing including their program and would take all our concerns back to the table. They did inform us that WSNB will be instituting a mandatory industrial noise program which is presently under development. We requested that NBASLPA be involved in that process and perhaps an ad hoc committee could be struck to work with them. We have not heard back from WSNB to date.

There was another meeting held with a representative from Family and Community Services this fall. They reached out to NBASLPA due to complaints, from one of our members, regarding the antiquated evaluation they used to assess hearing disability in NB. The Audiology committee met to work on a proposed more realistic criteria. This was presented at the meeting with a member of the committee and well received. As with

most things in government he reported change will not happen quickly and the concern was, would the new criteria cause an influx of NB residents being eligible and draining the program. It was felt this would not be the case and the criteria presented would be well received by the membership. I will not provide all the details at this time but will keep the membership updated with any progress.

- Angela Kaiser Hansen





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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: June 2020

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) echo@nbaslpa.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

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:

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