



Alberta College of
Speech-Language Pathologists
and Audiologists



2011 Annual Report



Vision

ACSLPA is a leader in regulating audiologists and speech-language pathologists.

Mission

ACSLPA protects and serves the public by regulating and ensuring competent, safe, ethical practice of audiologists and speech-language pathologists in Alberta.

Values

Accountability

ACSLPA has a duty to serve and protect the public, and as such is accountable to the public, the government and its registrants.

Competence

ACSLPA is a progressive organization committed to excellence. We focus on our mission by regulating registrants in a way that will enhance their ability to provide competent, safe, ethical services to the public.

Collaborative Relationships

ACSLPA fosters relationships between the professions of audiology and speech-language pathology and with other professions and stakeholders.

Professionalism

ACSLPA provides quality services to the public and our registrants, demonstrating a high level of professionalism.

Respect for all Persons

In addition to ACSLPA's focused respect for the Alberta public, we respect our Council, our committees, ACSLPA registrants, ACSLPA staff and individuals with communication, swallowing and hearing impairments.



ACSLPA

Alberta College of
Speech-Language Pathologists
and Audiologists



Table of Contents

About the College	2
Message from the President and CEO/Registrar	3
Governance	4
Public Members' Report	5
Year in Review — An Overview of 2011	6
2011 Registration Statistics	8
Continuing Competence	12
Complaints and Discipline	12

Audited Financial Statements

Auditor's Report	13
Statement of Financial Position	13
Statement of Operations	14
Statement of Changes in Net Assets	14
Statement of Cash Flows	15
Notes to Financial Statements	15

About the College

The Alberta College of Speech-Language Pathologists and Audiologists (ACSLPA) is a regulatory body that carries out its activities in accordance with provincial legislation to protect and serve the public, by regulating, supporting and ensuring competent, safe, ethical practice of speech-language pathologists and audiologists in Alberta.

Speech-language pathologists are health care professionals with clinical training and educational background in speech production, language understanding and expression, stuttering, voice health, and swallowing disorders. They assess all kinds of communication difficulties as well as feeding and swallowing difficulties. They provide treatment and consultation to individuals of all ages.

Audiologists are health care professionals with clinical training and educational background in balance and hearing systems and their disorders. They assess hearing and balance, and provide treatment and consultation to individuals of all ages.

Speech-language pathologists and audiologists have been regulated under the *Health Professions Act* (HPA) in Alberta since July 1, 2002. The HPA directs the activities of ACSLPA and outlines the regulatory responsibilities of the College that are required to protect and serve the public.

ACSLPA protects and serves the public of Alberta by:

- Establishing, monitoring and enforcing standards for entry to practice, registration and annual practice permit renewal of speech-language pathologists and audiologists in Alberta;
- Making our General Register available to the public;
- Establishing, maintaining and enforcing standards of practice for speech-language pathologists and audiologists in Alberta;
- Establishing, maintaining and enforcing standards for continuing competence in the practice of speech-language pathologists and audiologists in Alberta;

- Receiving and investigating complaints by clients/family members, employers, or other members of the public regarding the practice of speech-language pathologists and audiologists in Alberta;
- Holding speech-language pathologists and audiologists who do not practice in accordance with our practice and ethical standards accountable, and as necessary, imposing corrective/disciplinary actions to ensure competent, safe, ethical practice;
- Supporting, promoting and advocating excellence in speech-language pathology and audiology client care.

ACSLPA also supports speech-language pathologists and audiologists in their professional practice through the provision of member services which include the following:

- ACSLPA annual conference and other opportunities for professional development;
- Development of Position Statements, Guidelines and Advisory Statements related to the delivery of professional services;
- Communications, which include educational handouts, the ACSLPA Newsletter, monthly E-News;
- Member recognition program.

Message from the President and CEO/Registrar

The services provided by speech-language pathologists and audiologists are vital to improving quality of life for the many Albertans who have a speech, language or hearing disorder. Speech-language pathologists and audiologists have had the privilege of being self-regulated professionals under the *Health Professions Act* (HPA) in Alberta since 2002.

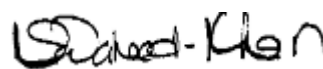
Since proclamation under the HPA, the Alberta College of Speech-Language Pathologists and Audiologists (ACSLPA) has been committed to protecting and serving the public by regulating and ensuring competent, safe, ethical practice of audiologists and speech-language pathologists in Alberta. During 2011, the activities of ACSLPA continued to center around this important mandate, focusing on the following key areas:

- Carrying out legislated regulatory obligations in keeping with our mandate to protect and serve the public.
- Providing support to speech-language pathologists and audiologists in their practice through provision of member services.
- Completion of the 2009-2011 Strategic Plan and development of the 2012-2014 Strategic Plan.
- Collaborating with key stakeholders, both provincially and nationally, on matters related to regulation and advancing the practice of audiologists and speech-language pathologists.
- Streamlining office processes, resulting in improved operational efficiency.

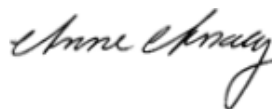
Details are highlighted on the pages that follow.

The accomplishments of the past year would not have been possible without the commitment and dedication of ACSLPA Council, the many ACSLPA members who volunteer on various committees, and the office staff. We extend our sincere thanks to all who contributed towards making 2011 a success.

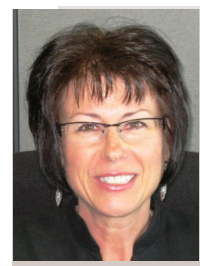
We are pleased to present the ACSLPA Annual Report for the period of January 1 – December 31, 2011, as approved by Council.



Nausheen Khan, R.SLP
President



Anne Assaly
CEO/Registrar



Governance

Under the *Health Professions Act*, the business and affairs of ACSLPA are governed by a Council. Council actions and decisions are made in accordance with the ACSLPA Vision, Mission and Values, in support of the strategic plan. The Council consists of eight elected registered speech-language pathologists/audiologists from throughout Alberta, as well as at least 25% public members, who are appointed by the Lieutenant Governor in Council in the Alberta legislature. Public members provide valuable input that assists Council in ensuring that the best interests of the public are served in governance decisions.

Sub-committees of Council make considerable contributions to the work of Council. The work of Council is supported through the following committees:

- Finance Committee
- Nominations Committee
- Executive Committee

In addition, the following committees contribute towards the regulatory functions of ACSLPA:

- Competence Committee
- Registration Committee

The following committees contribute towards the member services functions of ACSLPA:

- Communications Committee
- Conference Committee

- Member Recognition Committee
- Professional Development Committee
- School-Age Services Committee

Other committees are formed as required on an ad-hoc basis to carry out projects that are time-limited, with a specific focus.

The daily operations, regulatory, member services and administrative functions of ACSLPA are managed by the CEO/Registrar with the support of a small office team.

2011 ACSLPA Council Members

PRESIDENT

Nausheen Khan, R.SLP

PAST PRESIDENT

Michelle Craig, R.SLP

VICE PRESIDENT – REGULATORY

Mandy Watson, R.Aud

VICE PRESIDENT – MEMBER SERVICES

Laura Manz, R.SLP

TREASURER

Sara Turner, R.SLP

COUNCILLORS WITHOUT PORTFOLIO

Gabriela Constantinescu, R.SLP

Julie Coutu, R.SLP

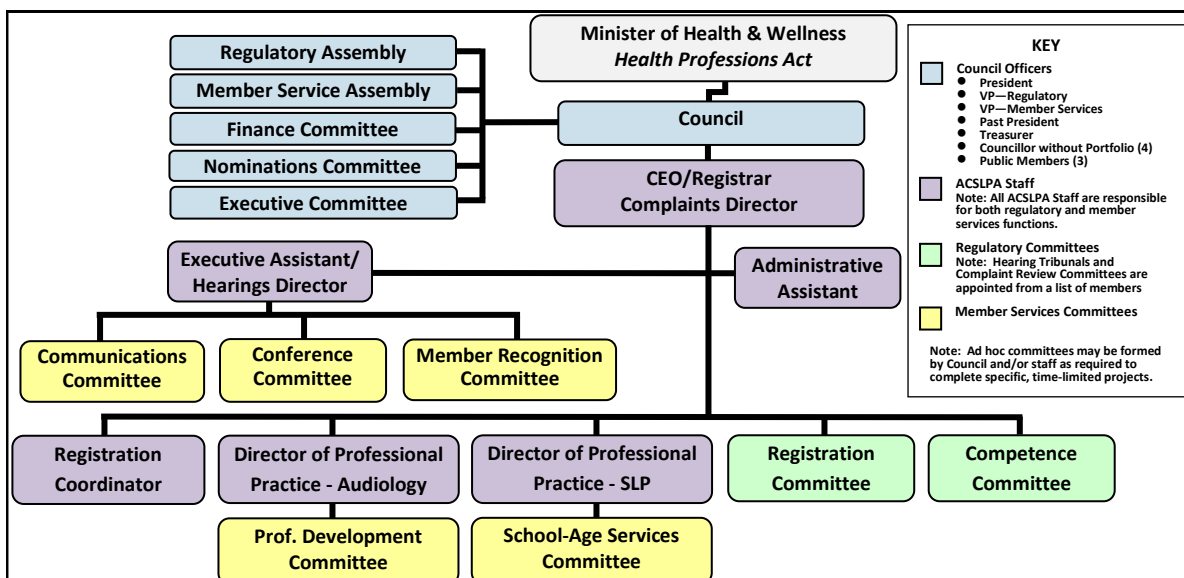
Irene Forsey, R.SLP

PUBLIC MEMBERS

Lynne Davies

Melvin (Pat) Eisler

Doug Schindeler



Public Members' Report

In 2011 ACSLPA completed a list of activities directed by the 2009-2011 Strategic Plan and with input from membership and stakeholders, developed goals to move forward on the 2012–2014 Strategic Plan. Activities of the College in these areas are posted on the College website for member and public scrutiny.

Regulations

Your Council Secretariat has been working collaboratively with Alberta Health and Wellness to revise the 2002 regulations. Legislative drafters continue to work on regulation amendments for speech-language pathologists and audiologists.

Standards of Practice

Many major projects were completed, including:

- Revised guidelines for speech-language pathologists working with support personnel
- Updated guidelines for audiologists working with support personnel
- Clinical documentation and record keeping guidelines

Supplemental supervision materials are being developed, and work has begun on a position statement on the role of the speech-language pathologist in assessing capacity for decision-making in adults with communication disorders. As well, the College's first webinar, on the topic of hearing screening, was completed and made available to members.

Vision, Mission and Values

New Vision, Mission and Values, developed during the strategic planning exercise, are posted on ACSLPA website.

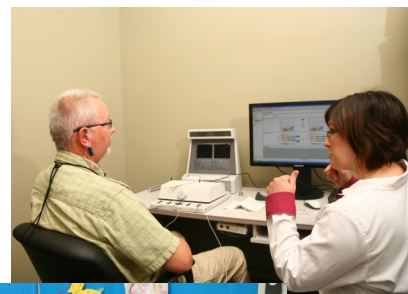
Bylaws

The Bylaws of ACSLPA as proclaimed July 1, 2002, with amendments of 2003 and 2009, were reviewed by Council and the ACSLPA membership during 2011 and approved as amended at the January 21, 2012 Council Meeting.

ACSLPA continues to demonstrate a strong recognition of their self-governing responsibilities for developing regulations, standards of practice, codes of ethics and bylaws to govern their members in a way that ensures the public is protected and well served. Members of the College are demonstrating strong leadership in several interprovincial and national activities, which will further enhance the role of audiologists and speech-language pathologists in Alberta. Participation in the very successful Joint Rehabilitation Conference in 2011 is evidence of their willingness to partner with colleagues and broaden horizons.

It is a privilege to serve as a Public Member on ACSLPA Council and to be a part of this very dynamic and progressive professional body.

2011 Public Members
Lynne Davies
Pat Eisler
Doug Schindeler



Year in Review

Competent, Safe, Ethical Practice

- **Support and Guidance in Professional Practice:** The following resources were developed and posted on the ACSLPA website:

Guidelines

- ◆ *Speech-Language Pathologists' Guidelines for Working with Support Personnel*
- ◆ *Audiologists' Guidelines for Working with Support Personnel*
- ◆ *Clinical Documentation and Record Keeping Guidelines and supplemental materials*

Webinar

- ◆ *Hearing Screening: Tricks of the Trade*

Other Resources

- ◆ *Occupational Health and Safety Resources for Rehabilitation Professionals;* resources were developed in collaboration with ACSLPA, Physiotherapy Alberta – College + Association and the Society of Alberta Occupational Therapists, through a grant from Alberta Employment and Immigration.
- ◆ Applying evidence-based practice in service delivery.

The following resources/projects were initiated and at varying degrees of progress:

- ◆ *Position Statement: The Role of the Speech-Language Pathologist in Assessing Capacity for Decision-Making by Adults with Communication Disorders*
 - ◆ *Supervision Tips: Supplement to Working with Support Personnel Guidelines*
 - ◆ Audiologist referrals to otolaryngologists
 - ◆ Advanced practice in speech-language pathology and audiology
- **Police Information Check Requirement:** Implemented a requirement that all individuals applying for registration must provide a satisfactory Police Information Check including a Vulnerable Sector Check, or equivalent, prior to obtaining registration and a practice permit, and every five years thereafter.

- **Competency Profiles and Assessment Tool Development for the Professions (HRSDC Funded Project):** Continued to work in collaboration with the Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR), on the development of competency profiles and assessment tools for speech-language pathologists and audiologists.

Continuing Education and Professional Development

- **Alberta Rehabilitation Conference:** Partnered with Physiotherapy Alberta – College + Association, the Society of Alberta Occupational Therapists, the Therapy Assistant Association of Alberta and the University of Alberta – Faculty of Rehabilitation Medicine in providing a collaborative, inter-professional conference for rehabilitation professionals on November 4 – 5, 2011. Conference delegates were able to take part in discipline specific and collaborative education and networking opportunities.
- **Professional Development Funding/Sponsorship:** Provided funding/sponsorship assistance for the following professional development events:
 - ◆ Pamela Marshalla Workshops: “Frontal Lisp, Lateral Lisp & Distorted R”, “Carryover Techniques for Articulation Therapy” and “Becoming Verbal with Childhood Apraxia”
 - ◆ Modified Barium Swallowing Impairment Protocol Workshop
 - ◆ Children’s Autism Services Conference
 - ◆ University of Alberta Faculty of Rehabilitation Medicine – Organization of Alberta Students in Speech Conference

Registration and Issuing of Practice Permits

- **Implementation of Online Registration Renewal System:** New system was successfully implemented in November 2011, resulting in increased efficiency in the registration renewal process and issuing of practice permits.

- **Assistance to Members and New Applicants:** Responded to numerous registration and registration renewal inquiries and processed over 1300 registration and registration renewal applications.
- **Application for Funding for Resources to Assist Internationally Educated Applicants (IEAs):** Applied for grant funding through the Alberta Employment and Immigration Foreign Qualification Recognition Innovation Fund for development of resources to support successful outcomes for IEAs in obtaining registration in Alberta and in completing supervised practice requirements.

College Communications

- **ACSLPA Website:** Continued to ensure that website information was relevant and current for registered members, applicants and the general public.
- **Public Awareness Initiatives:** Featured advertisements in various Alberta community newspapers promoting “Registered-Speech-Language Pathologists” and “Registered Audiologists” as the professionals of choice for speech, language and hearing concerns.

Collaboration and Partnerships

- **Alberta Federation of Regulated Health Professions (AFRHP):** Active member of AFRHP, which is comprised of the health regulatory colleges in Alberta. Also participated in two sub-committees of AFRHP – the Complaint Process Working Group and the Continuing Competence Interest Group.
- **Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR):** Active member of CAASPR, which is comprised of regulators of audiology and speech-language pathology across Canada. Key initiatives of CAASPR included working towards harmonization of registration requirements/practice standards and the development of practice guidelines, competency profiles and assessment tools for the professions of audiology and speech-language pathology.
- **Council for Accreditation of Canadian University Programs in Audiology and Speech-Language Pathology (CACUP):** CEO/Registrar served as the CAASPR representative on the Secretariat of the CACUP.

- **Government:** Active participant in various government initiatives including Restricted Activities Review, Wait Time Measurement and Wait List Management Policy, and Health Workforce Planning. The College corresponded with government expressing concerns in regards to the lack of programs such as Universal Newborn Hearing Screening for babies in Alberta. ACSLPA also participated in stakeholder meetings and provided feedback on proposed changes in legislation and/or standards related to the regulation of health professions.
- **Professional Associations:** Collaborated with professional associations such as the Canadian Association of Speech-Language Pathologists and Audiologists, Pan-Canadian Alliance of Speech-Language Pathology and Audiology Organizations, Canadian Academy of Audiology, Alberta Speech-Language Association of Private Practitioners and Alberta Association of Audiologists, on matters of common interest.
- **University of Alberta – Faculty of Rehabilitation Medicine (FRM):** Participated in faculty meetings related to the education requirements of future and existing ACSLPA members. Supported FRM students through a Centenary PhD Scholarship Fund and a Memorial Bursary.

College Governance

- **Regulation Amendments:** Continued to work collaboratively with Alberta Health and Wellness on amendments to the 2002 *Speech-Language Pathologists and Audiologists Profession Regulation*.
- **Strategic Planning:** Completed implementation of the 2009-2011 Strategic Plan. The 2012-2014 Strategic Plan was approved; key focus areas of the new three-year plan will be in further strengthening our regulatory role and in communicating key messages to various target audiences. The ACSLPA Vision, Mission and Values were also updated during the strategic planning process.
- **ACSLPA Bylaws:** Bylaws were revised and circulated for member vetting.

Registration Statistics for Jan. 1 – Dec. 31, 2011

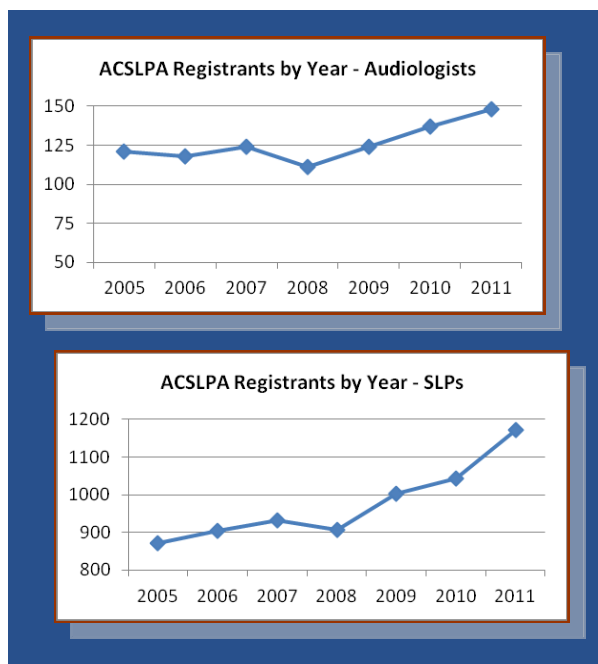
Under the *Health Professions Act* (HPA), ACSLPA has the legislated responsibility to establish, maintain and enforce standards for registration and licensing of audiologists and speech-language pathologists in Alberta. In meeting this responsibility, ACSLPA establishes the education and clinical practice requirements to enter the professions of audiology and speech-language pathology, and ensures that applicants meet the established requirements prior to becoming registered. Registration with ACSLPA assures the public and employers that a practitioner has met the standards for academic and clinical experience that are required to practice in the professions of audiology or speech-language pathology.

In accordance with the HPA, the Registration Committee meets at the request of the Registrar to review applications for ACSLPA registration and to make recommendations related to registration/renewal application requirements and processes.

Registration statistics for 2011 are summarized here.

2011 REGISTRANTS BY CATEGORY as of December 31, 2011

	AUD	SLP	TOTAL
Registered	135	1086	1221
Inactive	6	47	53
Out-of-Province	4	21	25
Honourary	3	17	20
Courtesy	0	0	0
TOTAL	148	1171	1319



STATUS CHANGES

January 1 – December 31, 2011

	AUD	SLP	TOTAL
Inactive or Out-of-Province to General Register	6	36	42
General Register to Inactive or Out-of-Province	1	21	22

REGISTRATIONS – COURTESY REGISTER

January 1 – December 31, 2011

	AUD	SLP	TOTAL
Number Registered	0	11	11
Average Number of Days Registered	0	0	0

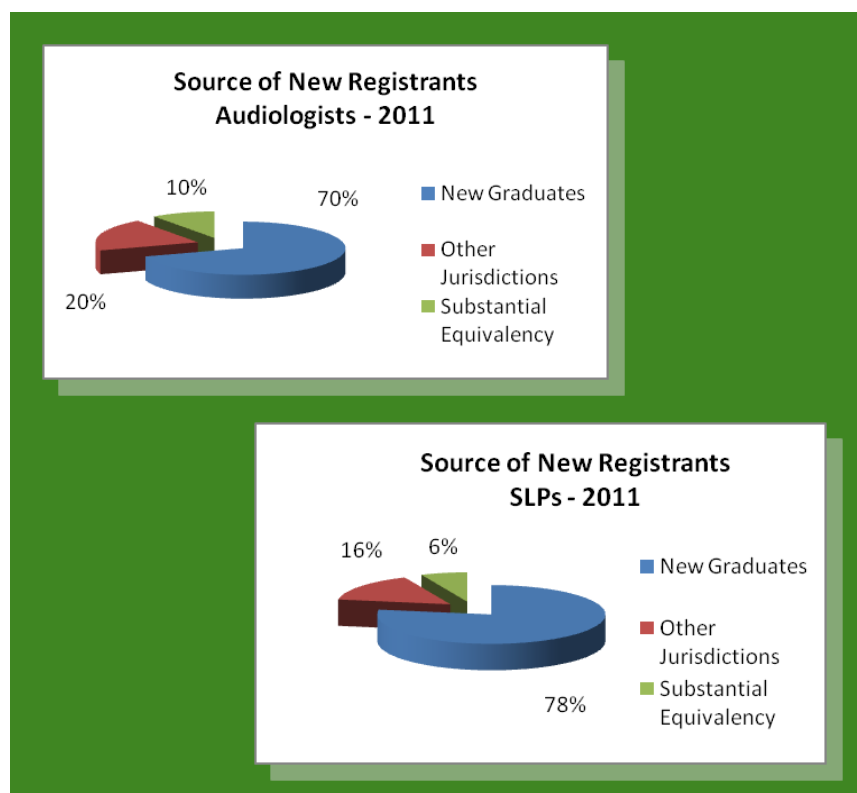
Courtesy Registration was granted for specified periods ranging from 1–30 days for the following purposes:

- Conducting an audiology or speech-language pathology training course or clinical presentation at an approved teaching site; or
- Demonstrating equipment or techniques to be used in direct clinical care.

NUMBER OF APPLICANTS AND NEW REGISTRANTS – GENERAL REGISTER
January 1 – December 31, 2011

	AUD		SLP		TOTAL	
	Applicants	Registered	Applicants	Registered	Applicants	Registered
New Graduates						
U of A	n/a	n/a	39	39	39	39
Other Canadian Programs	5	5	15	15	20	20
U.S. Programs	2	2	5	5	7	7
New Graduates - Total	7	7	59	59	66	66
Other Jurisdictions ¹	2	2	12	12	14	14
Substantial Equivalency ²	2	1	5	5	6	6
TOTAL	11	10	76	76	87	86

1. Includes applicants and registrants from other regulated jurisdictions in Canada.
2. Includes applicants and registrants assessed for substantially equivalent qualifications, i.e., applicants educated outside of Canada or the United States where Alberta was the first point of entry into practice in Canada.



Reviews by Council

ACSLPA Council received one request to review the decision of the Registration Committee to deny an application for registration on the basis that the applicant did not meet the requirements for registration. Upon completion of the review, Council confirmed the decision of the Registration Committee.

2011 Registration Statistics (continued)

Audiologists

Registered Members by
Practice Profile*

	2011	2010
Direct Patient Care	105	113
Consulting	3	25
Teaching	2	19
Administration	5	26
Research	1	11
Other	0	5
Unknown	19	15

* 2011 statistics based on primary scope of practice only. 2010 statistics based on some members having provided services in more than one area of practice.

Registered Members by Average
Hours Worked Per Week

	2011	2010
35 hours or more	70	79
20 – 34 hours	38	40
10 – 19 hours	3	4
9 hours or less	4	3
0 hours	1	10
Unknown	19	1
TOTAL	135	137

Registered Members by
Age of Clients

	2011	2010
Pediatric (0 – 16)	20	21
Adult (17 – 65)	11	12
Geriatric (over 65)	2	2
All Ages	83	83
Unknown	19	19
TOTAL	135	137

Registered Members by Primary Practice Setting

	2011	2010
General Hospital	6	8
Pediatric Hospital	12	10
Rehabilitation Hospital	10	13
Developmental Delay Facility	0	0
Long-Term Care	0	0
Community Health	22	18
Private Practice	51	58
Home-Care Program	0	0
Non-Profit Agency	0	0
Student Health Program	0	0
Industry	3	5
School/School Board	4	5
University/College	3	4
Government/Official Agency	1	1
Other/Unknown	23	15
TOTAL	135	137

Registered Members by Gender

	2011	2010
Female	105	105
Male	30	32
TOTAL	135	137

Speech-Language Pathologists

**Registered Members by
Practice Profile***

	2011	2010
Direct Patient Care	851	900
Consulting	62	541
Teaching	15	131
Administration	31	143
Research	9	60
Other	4	39
Unknown	114	86

* 2011 statistics based on primary scope of practice only. 2010 statistics based on some members having provided services in more than one area of practice.

Registered Members by Primary Practice Setting

	2011	2010
General Hospital	71	71
Pediatric Hospital	23	30
Rehabilitation Hospital	50	60
Developmental Delay Facility	1	14
Long-Term Care	0	0
Community Health	351	297
Private Practice	58	169
Home-Care Program	0	3
Non-Profit Agency	79	64
Student Health Program	1	10
Industry	0	0
School/School Board	186	213
University/College	26	23
Government/Official Agency	1	7
Other/Unknown	239	83
TOTAL	1086	1044

**Registered Members by Average
Hours Worked Per Week**

	2011	2010
35 hours or more	505	546
20 – 34 hours	292	289
10 – 19 hours	138	120
9 hours or less	28	35
0 hours	2	40
Unknown	121	14
TOTAL	1086	1044

**Registered Members by
Age of Clients**

	2011	2010
Pediatric (0 – 16)	728	719
Adult (17 – 65)	99	86
Geriatric (over 65)	15	7
All Ages	117	136
Unknown	118	96
Not applicable	9	-
TOTAL	1086	1044

Registered Members by Gender

	2011	2010
Female	1057	1018
Male	29	26
TOTAL	1086	1044

Continuing Competence

ACSLPA implemented a Continuing Competence Program (CCP) in 2008 in compliance with the *Health Professions Act*. The program was designed to ensure that regulated members remain competent and provide safe, ethical services that meet professional practice standards, thereby protecting the public.

The CCP is adaptable, allowing regulated members to develop and implement competence plans that relate to their unique practice, work environment and learning style. The CCP operates on a yearly cycle and consists of the following components:

1. Self-assessment to identify practice strengths and learning needs related to practice;
2. Formulation of competence goal(s) based on identified learning needs;
3. Implementation of learning activities to achieve competence goal(s); and
4. Evaluation and reflection on how practice was enhanced through completion of the competence goal(s).

A total of 1122 regulated members, including 123 audiologists and 999 speech-language pathologists, were required to participate in the CCP during the 2010/2011 CCP cycle. Each year, approximately 5% of regulated members are randomly selected for a review of their CCP. The results of the 2010/2011 CCP Review are summarized as follows:

2010 / 2011 CCP Review Statistics			
	AUD %	SLP %	Total %
Criteria met	40.0	46.9	46.3
Minor issues; follow-up not required	40.0	32.7	33.3
Minor issues; follow-up required	20.0	14.3	14.8
Re-submission required	0	6.1	5.6

Each member selected for a review was provided with feedback on their program to assist them as they complete future submissions. Those requiring further follow-up were flagged for review of their next CCP submission.

Complaints and Discipline

Under the *Health Professions Act* (HPA), ACSLPA has a responsibility to deal with written complaints made by clients/family members, employers, or other members of the public regarding the practice of speech-language pathologists and audiologists in Alberta. The HPA states the process by which ACSLPA must deal with any written complaints that are received.

The table below provides a summary of complaint statistics for 2011:

Complaint Statistics
January 1 – December 31, 2011

	2011	2010
# Written Complaints Received	6 ^a	8
# Complaints Dismissed	3	0
# Complaints Resolved Informally	0	3
# Hearings	1 ^b	1
# Hearings closed to the public	0	0
# Complaint Decisions Appealed	1 ^c	0
# Complaints Carried Over to Next Year	3	5
# Members who had incapacity assessment, as per Section 118 of HPA	0	0

- a. Four written complaints were initiated by employers/peers; two written complaints were initiated by members of the public.
- b. One discipline hearing was held in 2011. The Hearing Tribunal found the speech-language pathologist guilty of specific allegations related to the unprofessional conduct.
- c. One decision of the Complaints Director to dismiss a complaint was appealed by the complainant. The matter was referred to a Complaint Review Committee with the outcome to be determined in 2012.

ACSLPA also addressed a number of other complaints, which included issues related to professional title misuse, mandatory registration, and individuals who were holding themselves out as regulated members of ACSLPA.

STATEMENT OF FINANCIAL POSITION

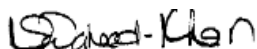
December 31, 2011

	2011	2010
ASSETS		
CURRENT		
Cash	\$ 490,560	\$ 561,062
Marketable securities (Note 5)	1,139,671	1,047,464
Accounts receivable	1,536	7,716
Grant receivable (Note 6)	77,400	-
Alberta Rehab 2011		
Conference (Note 7)	9,090	-
Prepaid expenses	14,943	2,651
	1,733,200	1,618,893
EQUIPMENT (Note 8)	91,526	18,339
	\$ 1,824,726	\$ 1,637,232
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	29,534	\$ 39,967
Deferred revenue – membership dues	649,144	603,350
Goods and service taxes payable	57,760	57,760
	736,438	701,077
DEFERRED CONTRIBUTION RELATED TO EQUIPMENT (Note 6)	73,100	-
	809,538	701,077
NET ASSETS		
Unrestricted	121,762	42,816
Internally restricted	775,000	775,000
Invested in equipment	18,426	18,339
Internally restricted for database registration CCP project	-	100,000
Internally restricted for public awareness campaign	100,000	-
	1,015,188	936,155
	\$ 1,824,726	\$ 1,637,232

LEASE COMMITMENTS (Note 9)

SUBSEQUENT EVENT (Note 10)

APPROVED BY THE COUNCIL



Nausheen Khan, President



Sara Turner, Treasurer

Auditor's Report

To the Members of Alberta College of Speech-Language Pathologists and Audiologists

Report on the Financial Statements

We have audited the accompanying financial statements of Alberta College of Speech-Language Pathologists and Audiologists, which comprise the statement of financial position as at December 31, 2011, and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Alberta College of Speech-Language Pathologists and Audiologists as at December 31, 2011 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Kouri-Berezan-Heinrichs
Chartered Accountants
Edmonton, Alberta
April 28, 2012

STATEMENT OF OPERATIONS

Year Ended December 31, 2011

	2011	2010
REVENUE		
Membership fees	\$ 684,639	\$ 661,635
Conference	-	112,576
Investment income	14,017	12,597
Occupational Health and Safety project grant	15,000	-
Advertising and newspaper	4,843	4,299
Amortization of deferred contribution (Note 6)	4,300	-
	722,799	791,107
EXPENSES		
Amortization	11,195	5,837
Awards and nominations	2,825	3,405
Bank charges and interest	19,328	17,516
Conferences	5,292	90,873
Continuing education	484	501
Contract services	5,104	3,331
Council	54,029	60,485
Equipment rentals	4,020	4,415
Goods and services tax	9,269	11,867
Insurance	6,549	6,503
Investigations and hearings	13,436	12,918
Occupational Health and Safety project expenses	14,794	-
Office, postage and stationery	31,603	28,706
Professional fees – discipline	23,315	16,528
Professional fees – regulatory and other	39,152	13,693
Public relations – Audiology Awareness and other	9,639	402
Publications	10,993	18,117
Rent	32,933	31,593
Telephone	4,021	3,840
Utilities	1,720	1,512
Wages and benefits	318,155	331,862
	617,856	663,904
INCOME FROM OPERATIONS	104,943	127,203
OTHER EXPENSES		
Loss from partnership in Alberta Rehab 2011 Conference (Schedule 1)	(25,910)	-
EXCESS OF REVENUE OVER EXPENDITURES	\$ 79,033	\$ 127,203

STATEMENT OF CHANGES IN NET ASSETS

Year Ended December 31, 2011

	Unrestricted	Internally Restricted (Note 11)	Invested in Equipment	Internally Restricted for Database Registration CCP Project	Internally Restricted for Public Awareness Campaign	2011 Total	2010 Total
NET ASSETS AT THE BEGINNING OF THE YEAR	\$ 42,816	\$ 775,000	\$ 18,339	\$ 100,000	\$ -	\$ 936,155	\$ 808,952
Excess of revenue over (under) expenses	85,928	-	(6,895)	-	-	79,033	127,203
Investment in equipment	-	-	6,982	(6,982)	-	-	-
Transfer to public aware- ness campaign	(6,982)	-	-	(93,018)	100,000	-	-
NET ASSETS AT END OF YEAR	\$ 121,762	\$ 775,000	\$ 18,426	-	\$ 100,000	\$1,015,188	\$ 936,155

STATEMENT OF CASH FLOWS

Year Ended December 31, 2011

	2011	2010
OPERATING ACTIVITIES		
Cash receipts from member fees	\$ 736,614	\$ 666,991
Cash receipts from conference and advertising fees	4,843	116,875
Cash receipts from grants	15,000	-
Cash paid to suppliers and employees	(629,387)	(622,107)
Cash paid to consultant for Alberta Rehab 2011 Conference	(35,000)	-
Interest received	14,017	14,164
Cash flow from operating activities	106,087	175,923
INVESTING ACTIVITIES		
Additions of equipment	(84,502)	(14,928)
Proceeds on disposal of capital assets	120	4,373
Cash flow used by investing activities	(84,382)	(10,555)
INCREASE IN CASH FLOW	21,705	165,368
Cash - beginning of year	1,608,526	1,443,158
CASH - END OF YEAR	\$ 1,630,231	\$ 1,608,526
CASH CONSISTS OF:		
Cash	\$ 490,560	\$ 561,062
Marketable securities	1,139,671	1,047,464
	\$ 1,630,231	\$ 1,608,526

NOTES TO FINANCIAL STATEMENTS

Year Ended December 31, 2011

NOTE 1 – DESCRIPTION OF OPERATIONS

Alberta College of Speech-Language Pathologists and Audiologists (the "College") was incorporated under the Health Professions Act as a non-profit organization. The College's mandate is to regulate the professions of speech-language pathology and audiology in Alberta. As a not-for-profit organization under the Income Tax Act (Canada), the College is not subject to either federal or provincial income taxes. No dividends may be paid or assets distributed to the members of the College.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Significant accounting policies used in the preparation of the financial statements are summarized below. These policies are in accordance with Canadian generally accepted accounting principles.

Financial instruments

Cash and marketable securities are classified using the held-for-trading method and are measured at market value. Under this method, any changes in market value is recognized in income as unrealized gains and losses from investments. All marketable securities are publicly traded, and their fair value is the market value of the securities at year end.

Accounts receivable, grant receivable and Alberta Rehab 2011 Conference are classified as loans and receivables and accounts payable and accrued liabilities are classified as other financial liabilities, both of which are measured at amortized cost.

Cash and cash equivalents

Cash includes cash and cash equivalents. Cash equivalents are investments in treasury bills, guaranteed investment certificates, bonds and mutual funds. These investments are highly liquid in nature and are redeemable at the option of the holder.

Alberta Rehab 2011 Conference

The partnership in the Alberta Rehab 2011 Conference is accounted for using the equity method.

Equipment

Equipment is stated at cost less accumulated amortization. Equipment is amortized over its estimated useful life using the following methods and annual rates:

Office equipment	20%	declining balance method
Computer equipment	30%	declining balance method
Computer software	100%	declining balance method
Membership database and registration system	3 years	straight-line method

Revenue recognition

Membership fees are recognized as revenue in the fiscal year in which membership services are provided and when collection is reasonably assured. Membership fees that are collected and relate to a period subsequent to the fiscal year of the College have been recorded as deferred revenue.

Conference revenues are recognized in the fiscal year in which the conference is held and when collection of registration fees is reasonably assured.

Government grant revenues are recognized using the deferral method, as described below. Investment income is recognized when earned.

Advertising and newspaper revenues are recognized when the related services are performed and collection is reasonably assured.

Deferred contributions

The organization follows the deferral method of accounting for contributions, including government grants. Contributions subject to external restrictions are deferred and recognized as revenue in the year in which the related expenses are incurred.

Leases

Leases are classified as either capital or operating leases. A lease that transfers substantially all of the benefits and risks incident to the ownership of property is classified as a capital lease. All other leases are accounted for as operating leases wherein rental payments are expensed as incurred.

Contributed goods and services

The College records the fair market value of contributed goods only in the circumstances when the fair market value is determinable and when the goods would otherwise be purchased by the College.

The work of the College is dependent on the voluntary services of many members. The value of donated services is not recognized in these statements.

Measurement uncertainty

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates include providing for amortization of equipment. Actual results could differ from these estimates.

NOTE 3 – RECENT ACCOUNTING PRONOUNCEMENTS

The Accounting Standards Board approved the accounting standards for private sector not-for-profit organizations (NFPOs) to be included in Part III of the CICA Handbook. Effective for fiscal years beginning on or after January 1, 2012, private sector NFPOs will have the option to adopt either Part III of the Handbook or International Financial Reporting Standards (IFRS). The College expects to adopt Part III of the Handbook as its new financial reporting standards. The College does not expect the adoption of Part III of the Handbook to have a material impact on its financial statements.

NOTE 4 – FINANCIAL INSTRUMENTS

The College's financial instruments consist of cash, marketable securities, accounts receivable, grants receivable, Alberta Rehab 2011 Conference and accounts payable and accrued liabilities.

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. Changes in market interest rates may have an effect on the cash flows associated with some financial assets and liabilities, known as cash flow risk, and on the fair value of other financial assets and liabilities, known as price risk. The College is exposed to interest rate risk through its interest-bearing investments. This risk is managed by investing either in short-term instruments to minimize the impact of fluctuating market rates or by investing in a blend of fixed and floating interest rate investments.

Fair value

The carrying values of accounts receivable, grant receivable, Alberta Rehab 2011 Conference and accounts payable and accrued liabilities approximate their fair value due to the immediate or short term maturity of these instruments. Cash and marketable securities are carried at fair value.

NOTE 5 – MARKETABLE SECURITIES

	2011	2010
Government of Canada T-Bills	\$ 183,798	\$ 237,411
Provincial bonds	264,282	260,224
Guaranteed investment certificates including accrued interest	393,735	353,414
BNS Investment Savings	99,075	-
Dynamic Mutual Funds	97,769	96,607
100 Altamira High Interest Cash Performer	101,012	99,808
	\$ 1,139,671	\$1,047,464

The Government of Canada T-Bills mature on dates from February 2, 2012 to June 7, 2012. The provincial bonds bear interest at rates ranging from 3.15% to 5.25% and mature on dates from December 3, 2012 to September 8, 2015. The guaranteed investment certificates bear interest at rates ranging from 0.85% to 1.70% and mature on dates from May 19, 2012 to December 3, 2012.

NOTE 6 – DEFERRED CONTRIBUTION RELATED TO EQUIPMENT

During the year the College applied for a Government of Alberta grant for the development and implementation of online resources to assist internationally educated applicants in the process of successfully obtaining registration in Alberta. The total grant is for \$86,000 to be received in two payments of \$77,400 and \$8,600. The first payment was received in January, 2012 and was for costs relating to the implementation of the new

database and online registration system. The second payment is to be received in November, 2012 for the costs relating to the implementation of log-in access for internationally educated applicants to monitor their progress and status in the registration process. As at December 31, 2011 the College incurred all of the costs associated with implementing the new database and online registration system. As a result, the first payment of the government grant was set up as a receivable. The contribution is deferred and amortized to income on the same basis as the membership database and registration system to which it relates.

	2011	2010
Grant contribution	\$ 77,400	\$ -
Amount amortized to revenue	(4,300)	-
Deferred contribution at end of year	\$ 73,100	\$ -

NOTE 7 – ALBERTA REHAB 2011 CONFERENCE

During the year, the College entered into a partnership with the College of Physical Therapists of Alberta to put on the Alberta Rehab 2011 Conference which was held on November 4 and 5, 2011. The Colleges hired a consultant to administer the conference and provided \$35,000 each as an initial cash contribution. The activities of the partnership constitute conference and sponsorship fees and related disbursement of expenses associated with the conference. The Colleges have agreed to equally split the gains or losses resulting from the conference. The following amounts represent the College's proportionate interest in its partnership with The College of Physical Therapists of Alberta:

	2011	2010
Current and total assets and proportionate share of net assets	\$ 9,090	\$ -
Revenues (Schedule 1)	79,653	-
Costs and operating expenses (Schedule 1)	(105,563)	-
Proportionate share of net earnings	(25,910)	-
Cash flows from operations	\$ (35,000)	\$ -
Cash flows from financing activities	35,000	-

NOTE 8 – EQUIPMENT

	Cost	Accumulated amortization	2011 Net book value
Computer equipment	\$ 36,993	\$ 26,578	\$ 10,415
Computer software	2,875	2,875	-
Office equipment	22,686	15,298	7,388
Membership database and registration system	78,060	4,337	73,723
	\$ 140,614	\$ 49,088	\$ 91,526
	Cost	Accumulated amortization	2011 Net book value
Computer equipment	\$ 31,080	\$ 22,255	\$ 8,825
Computer software	2,505	2,505	-
Office equipment	23,367	13,853	9,514
	\$ 56,952	\$ 38,613	\$ 18,339

NOTE 9 – LEASE COMMITMENTS

The College leases premises under a long-term lease that expires on January 31, 2017. Under the lease, the College is required to pay a monthly base rent of \$1,854 plus condominium fees and property taxes.

Future minimum lease payments as at year end are as follows:

2012	\$ 22,172
2013	22,246
2014	22,246
2015	22,246
2016	22,246
2017	1,854

NOTE 10 – SUBSEQUENT EVENT

The College has been awarded a \$34,000 grant from the Government of Alberta. These funds are to be used for the development of resources to support successful outcomes for internationally educated registrants completing supervised practice requirements. The project will commence in the 2012 fiscal year.

NOTE 11 – CAPITAL MANAGEMENT

The College's capital is comprised of its unrestricted net assets and its internally restricted net assets for membership reserve. The College's primary use of capital is to maintain its current operations while its secondary use of capital is to provide professional resources for members, to protect the public interest and to promote the professions of audiology and speech-language pathology in Alberta. The College has received grant contributions that are subject to capital restrictions indicated in Notes 6 and 10.

The College's objectives when managing capital are to ensure sufficient liquidity to meet monthly operating requirements including varying legal expenses associated with professional conduct matters as well as to provide approved member services which may include development of professional resources, professional development opportunities and public awareness initiatives. The College has also, by resolution of Council, internally restricted \$775,000 (2010 – \$775,000) of its net assets as a reserve fund. This fund is to be used for unforeseen legal liabilities, discipline costs and other unanticipated expenses incurred during the operating year. Council approval is required for any utilization of the membership reserve net assets fund.

In managing its capital, the College prepares an annual budget of operating costs that are updated as necessary depending on various factors, including special projects and general industry conditions. This budget is approved by Council. In addition, the College has regular meetings to review financial information.

In order to maintain or adjust the capital structure, membership fees are reviewed by Council. Proposed fee increases must be approved by members of Council.

The College expects its current capital resources will be sufficient to meet its objective through its current period.

PARTNERSHIP IN ALBERTA REHAB 2011 CONFERENCE *(Schedule 1)*

Year Ended December 31, 2011

	2011	2010
CONFERENCE REVENUE		
Registration fees	\$ 49,828	\$ -
Sponsorships	29,825	-
	<u>79,653</u>	<u>-</u>
CONFERENCE EXPENSES		
Bank service charges	1,553	-
Conference entertainment	100	-
Equipment rental	18,151	-
Facility	30,311	-
Graphic design	2,535	-
Nametag supplies	425	-
Office supplies	375	-
Postage and delivery	125	-
Printing and reproduction	2,495	-
Professional fees	25,025	-
Promotion and marketing	318	-
Speaker expenses	23,745	-
Staff expense	110	-
Telephone	295	-
	<u>105,563</u>	<u>-</u>
LOSS FROM ALBERTA REHAB 2011 CONFERENCE	<u>\$ (25,910)</u>	<u>\$ -</u>



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