



Alberta College of
Speech-Language Pathologists
and Audiologists

20 20



ACSLPA
ANNUAL REPORT



*Protecting and serving the public interest
by regulating the practice of
speech-language pathologists and audiologists in Alberta.*



CONTENTS

04	Background / About the College
05	Message from the President
06	Public Members' Report
07	Message from the Registrar & CEO
08	Council, Committees, Staff and Officials
09	2020 Organizational Chart
10	Year in Review
12	What is an Audiologist?
13	What is a Speech-Language Pathologist?
14	Registration of College Members
16	Continuing Competence Program
17	Statistics—Audiologists and SLPs
18	Complaints and Discipline
20	Independent Auditor's Report
30	Vision, Mission & Values

BACKGROUND

Audiologists and Speech-Language Pathologists (SLPs) are health professionals who serve Albertans from newborn hearing screening to swallowing disorders in the elderly, and all life stages in between. They work independently and as part of interprofessional teams in hospitals, clinics, schools, rehabilitation centres, nursing homes, early intervention programs, universities, colleges, research centres and private practices.

Being an SLP or an Audiologist starts with a specialized master's degree and requires a lifelong commitment to learning and professional growth. Individual Audiologists and SLP's earn the trust of clients, employers and funders every day through their competent and ethical professional practice.

ABOUT THE COLLEGE

The Alberta College of Speech-Language Pathologists and Audiologists (ACSLPA) is a self-regulating professional body, operating under the authority granted to it by the *Health Professions Act of Alberta* (HPA). ACSLPA exists to serve the public interest by providing regulation, direction, and professional practice support to registered audiologists and speech-language pathologists (SLPs) in Alberta. In so doing, ACSLPA and our 1,824 regulated members work to ensure that the public has access to competent, safe, and ethical audiology and SLP services.

Audiologists and SLPs have been regulated in Alberta under the HPA since July 1, 2002. The HPA directs the activities of ACSLPA and defines our scope of professional regulation. These include:

- publishing a register of regulated SLPs and audiologists and regulating the use of protected titles related to SLP and audiology services so that the public can readily identify qualified health professionals;
- establishing and enforcing admission, renewal, and continuing competence standards for regulated SLPs and audiologists in Alberta;
- establishing, maintaining, and enforcing standards of practice and a code of ethics for SLPs and audiologists;
- receiving and investigating complaints of unprofessional conduct against regulated members made by clients, other audiologists and SLPs, colleagues, employers, or others; and
- holding regulated SLPs and audiologists to account through disciplinary measures if they are found to have behaved unprofessionally in their practice.

ACSLPA also serves the public by providing professional practice supports to audiologists and SLPs. These supports include:

- providing professional practice advice to members through phone calls and email;
- providing relevant professional development opportunities;
- development and publication of position statements, guidelines, and protocols related to the delivery of professional services;
- communications to members on professional, ethical, and regulatory matters; and
- member recognition for exemplary service to the public and the professions.

MESSAGE FROM THE PRESIDENT

Council is the governing body of the Alberta College of Speech-Language Pathologists and Audiologists. Its role is to ensure that the College meets its mandate to serve and protect the public interest through compliance with the *Health Professions Act*. This governance is provided through strategic planning, financial oversight, monitoring of operational and strategic outcomes, and regular engagement with the ACSLPA Registrar/CEO and staff to build mutual trust, shared vision, and ensure appropriate allocation of resource.

The Council consists of regulated Audiologists and SLPs elected by members of the College as well as public members appointed by the Lieutenant Governor. The role of regulated Members of Council is to ensure that clinical knowledge is brought to bear when setting, maintaining, and enforcing regulatory requirements and directing the operations of the College. The role of public members is to ensure that the voice of the public is at the table for every Council decision and to provide accountability and transparency on the College's work.

Historically, and in accordance with the HPA, the Council consisted of nine regulated Audiologists and SLPs and three public members. In July of 2020, Bill 30, the Health Statutes Amendment Act 2020, came into force and amended the statutory composition of Council. As a result, in 2021 and beyond, Council will consist of six regulated members and six public members.

Over the course of 2020, Council adapted to the new pandemic environment by moving from face-to-face to virtual meetings. Five meetings were held to allow Council oversight of strategic, operational, and financial outcomes and to provide guidance to staff as the College adapted to the changing clinical, regulatory, and social environment throughout the year.

Of particular note, Council provided support for the development of the Anti-Racism and Anti-Discrimination Advisory (ARADA) Committee to seek out and address systemic racism and discrimination within the College and the professions of Audiology and SLP. Additionally, a panel of Council was also called upon to hear two registration review cases, testing our appeals process and providing guidance to the Registration Committee to improve the overall fairness of the registration process for new Canadians.

Council approached their work in 2020 with diligence and compassion, always considering the College mandate to protect and serve the public interest when making decisions. Council is committed to ensuring transparent, effective, professional regulation of audiologists and SLPs and in line with the evolving clinical, regulatory, and social landscape of the future.

Andrea Benoit

2021 ACSLPA President



PUBLIC MEMBERS' REPORT

The Alberta College of Speech-Language Pathologist and Audiologists (ACSLPA) is responsible for the regulation of professionals in the areas of speech-language and audiology. Public members are appointed by the Provincial Government as public representatives intended to balance the interests of registered members and the public. Public members do this by participating in the oversight of the College with elected Council members.

The year 2020 was full of both planned and unplanned activities for the College. The arrival of new legislation and the impact of the COVID-19 pandemic placed demands on the Council and College staff.

The COVID-19 pandemic was something that both College staff and members had to respond to in their work and practice. The College was there to support members by providing guidance in response to a rapidly changing situation. This response included: support with virtual practice, support in providing safe in-person practices, and guidance on working under government restrictions. This support will likely need to continue into the next year.

Other work completed by ACSLPA includes compliance with the new *Fair Registration Practices Act (FRPA)* and a delay to using the Canadian Entry to practice Exam (CETP). At this time, with support from the Council, the Praxis exam is being used for entry to practice instead of the CETP.

The College was asked to support an investigative process for another college: this bodes well regarding ACSLPA's processes and response to complaints and investigations. The planned articulation of ACSLPA's approach by way of policies and procedures will assist in further supporting the sustainability of the College's complaint process.

A plan has been developed for the Continuing Competence Program to improve the impact on members. This will also lend itself to the changes in legislation in the *Health Professions Act* and how colleges can deliver a continuing competence program. We expect an exciting time ahead for members as they will benefit from continuous improvement and will be involved in providing their insight and ideas as the program develops. Planning for a strategic program review in the future will increase the probability that the anticipated program outcomes can be determined.

Despite the pandemic, the College made strides in their business plan while supporting members to practice safely during the pandemic and still ensuring that the public interest was well served. The College staff are to be commended for their commitment to public safety and protection.

The next year will bring additional goals and challenges, which include: continuing to respond to the demands the pandemic has placed on the College staff and members; making amendments in response to changes to the *Health Professions Act*; developing a new Continuing Competence Program; addressing systemic racism and discrimination; and engaging with a new Council structure that will consist of fifty percent public members—Council currently has one public member and is awaiting the appointment of six new public members.

As public members of Council, we feel honoured and privileged to work with the Council and exemplary College staff to support the public interests of Albertans.

André Breault, Marcella Campbell and Ira Goldman

MESSAGE FROM THE REGISTRAR & CEO

Over the course of 2020, ACSLPA's regulated members faced and overcame many challenges. Just a few of these included: funding changes, business closures and re-openings, redeployments to support the public health response to COVID-19, layoffs and bumping, suddenly shifting to providing virtual services, and delays to practicums and graduations. Our members made many changes to the way they practice in order to safely offer services and prevent the spread of COVID-19.

As the professional regulatory body for Audiologists and SLPs in Alberta, ACSLPA worked hard throughout the year to ensure that practitioners had the best possible advice and support to practice safely, competently, and reliably. ACSLPA adopted new standards for *Infection Prevention and Control* at the outset of the pandemic, provided clarity and direction to practitioners and employers when redeployments and bumping were occurring in workplaces, and regularly updated practice guidance for members on safe practice during a pandemic. We understood that the pandemic created, and continues to create, barriers to registration and renewal. Through a collaboration of common sense and compassion we made reasonable changes to registration, renewal, and continuing competence requirements while ensuring that the high standards of competence and quality service that the public expects were maintained. Throughout the pandemic, as staff moved to remote work and the volunteers who support the college pivoted to online meetings, there were no interruptions or delays to any services or supports provided to the public or to members at any time.

Throughout the first year of the pandemic ACSLPA staff prepared for a possible increase in complaints against regulated members due to increased stress levels and rapidly changing practice environments. We were pleased to see that the number of complaints received through the pandemic remained consistent with historical numbers. This, combined with feedback the College has received from key stakeholders and employers, provides reassurance that ACSLPA's regulated members continue to practice responsibly and ethically even in the most complex of situations as seen in 2020.

Responding to the intense wave of public discourse around systemic racism and discrimination that rose in 2020, ACSLPA formed the Anti-Racism and Anti-Discrimination Advisory (ARADA) Committee to guide the College on how it could address systemic racism and discrimination both within the College and within the practice of audiology and speech-language pathology. The ARADA Committee consists of regulated members from academia and clinical practice with a variety of lived experience and scholarly perspectives on racism and discrimination. We firmly believe that the work of the ARADA Committee will be transformative over the coming years for the professions ACSLPA regulates.

In the past year, the Government of Alberta also introduced several sweeping changes to a number of health statutes, including our governing legislation, the *Health Professions Act* (HPA). The goal of these changes was to make the regulation of health professionals more efficient, effective, and transparent. ACSLPA supports these principles and is fully invested in complying with both the letter and the spirit of the amended legislation as we move into the coming years.

Michael Neth, Registrar and CEO



COUNCIL, COMMITTEES, STAFF & OFFICIALS

2020 Members of Council

Under the *Health Professions Act*, the Council is ultimately responsible for upholding the public interest through the responsible governance of ACSLPA and its activities. In 2020, ACSLPA Council consisted of nine regulated audiologists and speech-language pathologists who were elected by the regulated members of the College, as well as three public members appointed by the Government of Alberta.

President

Joanne Fodchuk, R.SLP

Vice President

Andrea Beniot, R.SLP

Members of Council

Nicole Baumbach, R.SLP

Charlene Chamberlain, R.SLP

Genevieve Cloutier, R.SLP

Kathleen Jones, R.Aud

Beatrice To, R.Aud

Michael Vekasi, R.Aud

Public Members

André Breault

Marcella Campbell

Ira Goldman

Committees

The work of the Council was enhanced by three active committees of Council: the Governance Committee, the Audit Committee, and the Nominations Committee. ACSLPA also has two standing regulatory committees, which are the Registration Committee and the Competence Committee. ACSLPA Council also makes appointment to the Membership List (Hearings Tribunal/Complaints Review Roster) and to the newly formed in 2020, Professional Conduct Committee.

Staff

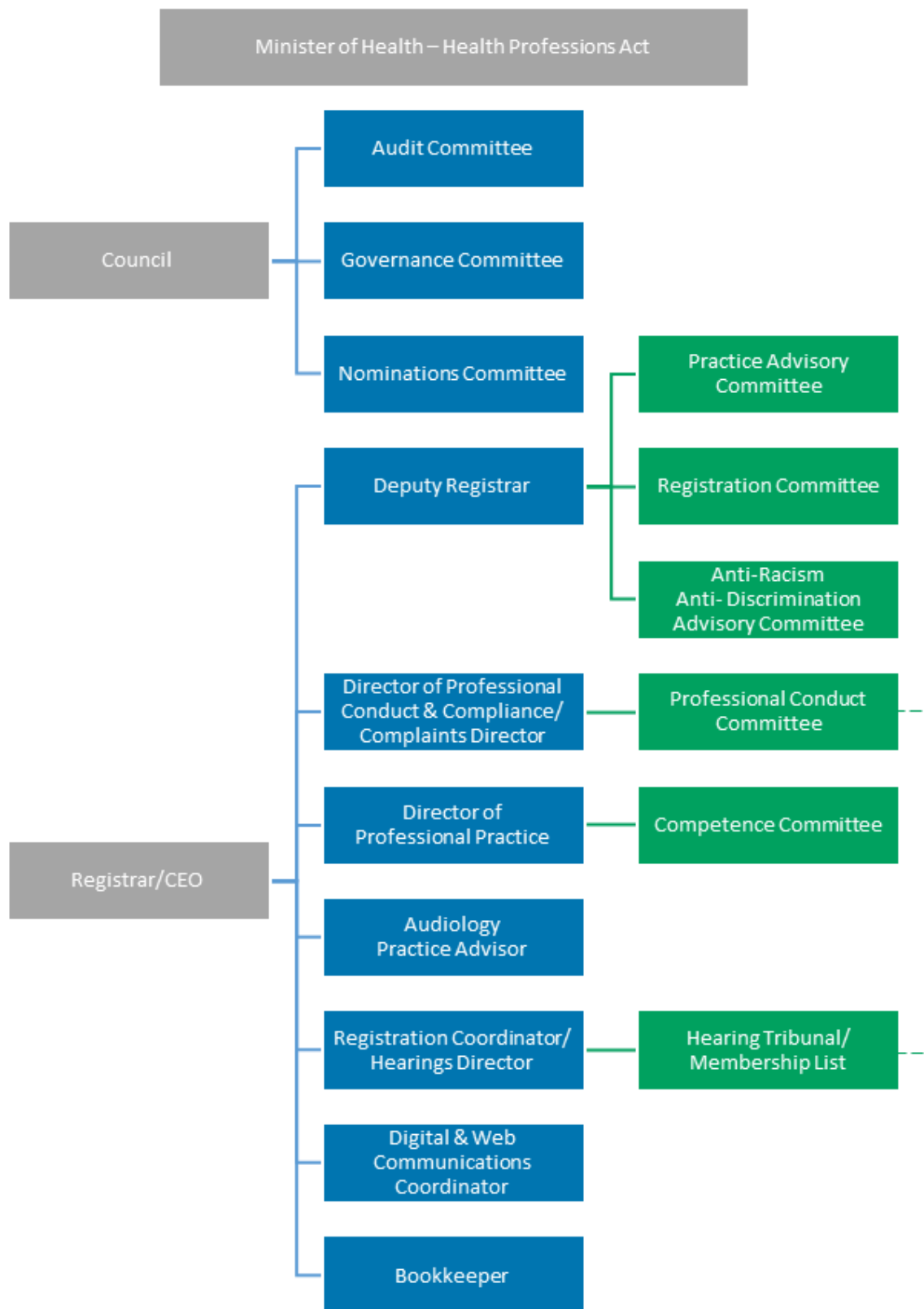
In 2020 ACSLPA was supported by a staff organization that included the Registrar & CEO, Deputy Registrar, Director of Conduct & Compliance, Director of Professional Practice, Registration Coordinator, Digital & Web Communications Coordinator and a contract Audiology Practice Advisor and bookkeeper. In total ACSLPA staff positions and contractors represented 5.8 FTE (full-time equivalent) employees. See the ACSLPA organizational chart on page 9.

College Officials

ACSLPA College Officials, appointed in accordance with relevant legislation, are:

- Registrar/Privacy Officer - Michael Neth
- Complaints Director - Len Stelmaschuk
- Hearings Director - Susan Kraft

2020 ORGANIZATIONAL CHART



YEAR IN REVIEW

The past year has been an eventful and challenging experience for the world and ACSLPA was no exception. Following the successful move of the ACSLPA offices in February to meet expanding operational and infrastructure needs, the College's attention was quickly diverted to addressing numerous challenges brought forth by the COVID-19 pandemic.

The College continued with its work from 2019 on *Fair Registration Practices* alongside routine policy development and participated in several collaboration efforts including work with the Alberta Federation of Regulated Health Professions and the University of Alberta. The past year also brought upheaval at the Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR) and the College had to re-negotiate several national affiliations as a result.

2020 brought to the world stage the Black Lives Matter movement. Recognizing the importance of continuous examination of bias and privilege, ACSLPA formed the Anti-Racism and Anti-Discrimination Advisory Group (ARADA) comprised of regulated audiology and SLP members and staff with lived and academic experience in these areas.

Response to COVID-19 Pandemic:

- Developed, updated, and enforced practice requirements related to Personal Protective Equipment (PPE), Infection and Prevention Control (IPC), and pandemic-related redeployment.
- Provided email and phone practice advice and support to members regarding practicing during a pandemic.
- Modified registration requirements to mitigate registration delays, including the development of a Position Statement to guide members through the recording of currency hours during pandemic related redeployment.
- Provided in-servicing, practice support, and guidance to regulated members regarding virtual practice. This included a review of the regulatory implications of virtual practice both within and across jurisdictional boundaries.
- Collaborated with the University of Alberta Department of Communication Sciences and Disorders to address issues related to clinical practice requirements for students and potential impacts on registration post-graduation.
- Transitioned staff from in-office to home office working arrangements, as necessary.

Regulatory Policy and Projects:

Fair Registration Practices

- Republished admissions and renewal requirements in the form of a user-friendly '*Registration Handbook*', consistent with new and revised policies regarding procedural fairness, transparency, objectivity, and accountability.
- Initiated annual training for staff and members of the Registration Committee related to fair registration practices.

YEAR IN REVIEW (con't)

- Consistent with requirements outlined in the *Fair Registration Practice Act*, adopted use of the *Praxis Exams* in *Speech-Language Pathology* and *Audiology* for applicants trained outside of a Canadian accredited university training program in Audiology and Speech-Language Pathology (CACUP).

Key College Documents

- Provided orientation to committees regarding right touch regulatory principles.
- Adopted an Advisory Statement on *Infection Prevention and Control: Re-usable and Single Use Medical Devices* (March 2020)
- Adopted a Position Statement on *Considerations for Discontinuing Speech-Language Pathology Services Due to Lay-Off* (April 2020)
- Adopted a revised Guideline on *Documentation and Clinical Record Keeping* (May 2020) and a Standard of Practice on *Documentation and Records Management*, the latter which was awaiting feedback from an external stakeholder consultation by the Ministry.
- Developed a revised Guideline on *Working with Support Personnel* and accompanying *Standard of Practice on Clinical Supervision*, which are awaiting feedback from an external stakeholder consultation by the Ministry.
- Developed an Advisory Statement on *Providing Services During a Pandemic*.

Notable Collaborations and Affiliations

Alberta Federation of Regulated Health Professions (AFRHP)

- Participation on the *Legislative and Regulatory Affairs Committee (LRAC)* of the AFRHP to address the implementation of new and existing health professional regulation.
- Participation in the *Alberta Virtual Care Working Group* to contribute to Standards of Practice and Guidelines for safe and effective virtual care.

University of Alberta, Department of Communication Sciences and Disorders

- Development and presentation of a new virtual four-part series on regulatory considerations to the 2nd year graduate students in Speech-Language Pathology at the University of Alberta.
- ACSLPA—U of A CSD Collaboration on a research study: *Speech-Language Pathologists and Audiologists' Use of Telehealth in Clinical Assessment*.

Working Group for Audiology and Speech-Language Pathology Regulators (QABO—Quebec, Alberta, British Columbia and Ontario)

- Formation of a new audiology and speech-language regulatory alliance as a cross-provincial collaboration: QABO.



WHAT IS AN AUDIOLOGIST?

Audiologists are professionals who have a master's, doctorate, or equivalent degree in audiology and specialize in the prevention, assessment, diagnosis and management of hearing and balance disorders. Audiologists work directly with clients of all ages and their families/caregivers. Certain services may be provided by support personnel, who work under the supervision of an audiologist.

Audiologists work in:

- public practice settings such as schools, hospitals and community health centres;
- private practice clinics; and
- research education, advocacy, counselling, policy development and health administration.

Audiologists can help with:

- **hearing** (all ages and populations);
- **balance/vestibular disorders** (dizziness or vertigo);
- **amplification** (hearing aids and other assistive listening devices);
- **implantable devices** (cochlear implants and bone anchored hearing aids);
- **aural (re)habilitation**;
- **auditory processing**;
- **tinnitus** (noise or ringing in the ears); and
- **hyperacusis** and **misophonia** (sensitivities to sounds).

Audiologists are professionals with expertise in assessing and treating a broad range of hearing and balance disorders in people of all ages.



WHAT IS A SPEECH-LANGUAGE PATHOLOGIST?

SLPs are professionals who have a master's, doctorate, or equivalent degree in speech-language pathology and specialize in the prevention, assessment, diagnosis and management of communication and swallowing disorders. SLPs work directly with clients of all ages and their families/caregivers. Certain services may be provided by support personnel, who work under the supervision of an SLP.

SLPs work in:

- public practice settings such as schools, preschools, hospitals, community health centres, long-term care centres and nursing homes;
- private practice in both office and home environments;
- collaboration with other health care professionals as part of a team; and
- research, education, advocacy, counselling, policy development and health administration.

SLPs can help with:

- **speech** (articulation, phonology, motor speech), **fluency** (stuttering), **voice** and **resonance**;
- **language** (expression and comprehension);
- **swallowing** and **feeding**;
- **cognitive communication** (social communication, reasoning, problem solving, memory and executive functions);
- **pre-literacy** and **literacy** skills;
- **communication** and **swallowing** disorders related to other issues (e.g., neurological and hearing impairments); and
- **capacity** assessments.

SLPs are professionals with expertise in assessing and treating a broad range of speech, language and swallowing issues in people of all ages.



REGISTRATION OF COLLEGE MEMBERS

Under the *Health Professions Act* (HPA), ACSLPA has the legislated responsibility to establish, maintain and enforce entry-to-practice registration standards for audiologists and speech-language pathologists (SLPs) in Alberta. ACSLPA establishes the educational 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.

The Council, Registrar, and Registration Committee each have responsibilities in the registration process in accordance with our governing legislation.

Registration Requirements

Registration requirements are outlined in the *Speech-Language Pathologists and Audiologists Profession Regulation*. Applicants must:

1. Have completed at least a master's degree in speech-language pathology or audiology from an approved university program or qualifications that the Registration Committee considers substantially equivalent;
2. Demonstrate that their professional practice is current by having:
 - a) Graduated from an approved program within three years; or
 - b) Practiced as a speech-language pathologist or audiologist for at least 1250 hours in the previous five years; or
 - c) Successfully completed approved refresher education courses;
3. Provide evidence of having good character and reputation by submitting:
 - a) A satisfactory Police Information Check and a Vulnerable Sector Check (PIC/VSC);
 - b) A written reference or letter of good standing; and
 - c) Acceptable declarations regarding any history of criminal convictions or findings of unprofessional conduct;
4. Meet the approved English Language Proficiency requirements; and
5. Demonstrate that they have the required Professional Liability Insurance.

At renewal each year, registrants are required to submit currency hours, to demonstrate they continue to hold the required level of professional liability insurance, and to complete declarations related to criminal convictions, findings of unprofessional conduct and education regarding prevention of sexual abuse of the and sexual misconduct toward patients.

2020 Registration Adaptations

Due to the COVID-19 pandemic, a number of regulated members and applicants faced exceptional challenges with registration and renewal. Hence, ACSLPA modified registration requirements to mitigate registration delays for new applicants, including the acceptance of electronic documents, increased flexibility re: timing of document submissions, recognizing both english language proficiency and entry-to-practice exams that are proctored remotely, and increasing the scope of activities addressed via courtesy registration, including virtual practice across jurisdictions. In relation particularly to registration renewal, a Position Statement was developed to guide members through the recording of currency hours during pandemic related redeployment.

REGISTRATION OF COLLEGE MEMBERS (CON'T)

January 1 - December 31, 2020

2020 Registrants by Category

	AUD	SLP	TOTAL
Registered	197	1505	1702
Non-Practicing	9	97	106
Honourary	7	32	39
Courtesy	1	4	5
Total	214	1638	1852

Number of Applicants & New Registrants - General Register

	AUD		SLP		TOTAL	
	Applicants	Registered	Applicants	Registered	Applicants	Registered
New Graduates						
University of Alberta	n/a	n/a	36	36	36	36
Other Canadian Programs	9	9	9	9	18	18
U.S. Programs	0	0	4	4	4	4
New Graduates – Total	9	9	49	49	58	58
Other Regulated Jurisdictions ¹	9	9	15	15	24	24
Other Non-Regulated Jurisdictions ²	0	0	4	3	4	3
Substantial Equivalency ³	3	3	9	7	12	10
Total	21	21	77	74	98	95

¹ From other regulated jurisdictions in Canada.

² From non-regulated jurisdictions in Canada and ASHA members from the USA.

³ Those assessed for substantially equivalent qualifications (i.e., applicants educated outside of Canada or the USA where Alberta was the first point of entry into practice in Canada).

Status Changes

(not occurring at renewal)

	AUD	SLP	TOTAL
Practitioners Returning to Practice ¹	5	58	63
Practitioners Leaving Practice ²	2	26	28

¹ Non-Practicing and previous members who returned to active practice.

² Active members who became Non-Practicing or resigned.

Courtesy Register

	AUD	SLP	TOTAL
Number Registered	1	9	10

Courtesy Registration was granted for specified periods ranging from 1–30 days for certain purposes.

Did you know? ...

ACSLPA takes interjurisdictional mobility and foreign qualification recognition very seriously.

ACSLPA Members obtained their qualifying degrees:

- in Alberta - 47.1%;
- elsewhere in Canada - 22.6%; and
- outside of Canada - 30.3%



CONTINUING COMPETENCE

ACSLPA implemented a Continuing Competence Program (CCP) in 2008. The CCP was designed to ensure that regulated members remain competent throughout their careers, providing safe, ethical services that meet professional practice standards, thereby protecting the public. A review of the competence program was initiated in 2020 with the intention to update the program's effectiveness. While the existing CCP has not been included in the profession regulation, the announcement of Bill 46 will enable the creation of a CCP that meets both the College's and members' needs. Implementation of a revised program will coincide with Bill 46's timelines.

The current CCP operates on a yearly cycle and consists of:

1. Self-assessment to identify practice strengths and learning needs related to practice (required a minimum of once every three years);
2. Formulation of competence goal(s) based on identified learning needs (required annually);
3. Implementation of learning activities to achieve competence goal(s) (required annually);
4. Evaluation and reflection on how practice was enhanced through completion of the competence goal(s) (required annually); and
5. Completion of *external feedback to support learning* (required a minimum of once every three years).

New Member Orientations

Orientation to the CCP is offered to all new members each fall. In 2020, 41 members attended the online orientation.

2020 Program Adaptations

Due to the COVID-19 pandemic, a significant number of SLPs and audiologists were redeployed to front-line pandemic work (e.g., nasopharyngeal swabbing at assessment clinics, contact tracing). In addition, a large number of SLPs were laid off from positions due to changes in funding. For these reasons, two major modifications to the CCP were made in 2020.

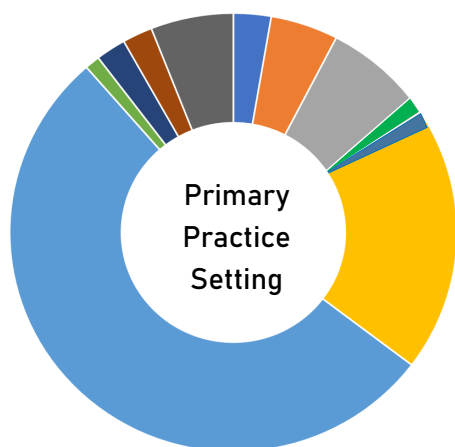
- External Feedback – members who were due for external feedback in 2020 received a one-year exemption.
- Audit – in addition to the above reasons, the competence committee was highly focused on the program review. Audits for the 2020 year were not completed.

STATISTICS

Audiologists

Primary Scope of Practice

Direct Patient Care	171		
Consulting	11	Unknown	2
Other	4	Teaching	2
Administration	6	Research	1
Total	197		



- Private Practice - 109
- Community Health - 41
- Rehabilitation Hospital - 13
- Pediatric Hospital - 10
- General Hospital - 5
- School/School Board - 5
- University/College - 3
- Industry - 3
- Gov't/Official Agency - 1
- Non-Profit Agency - 1
- Other/Unknown - 6

Age of Clients

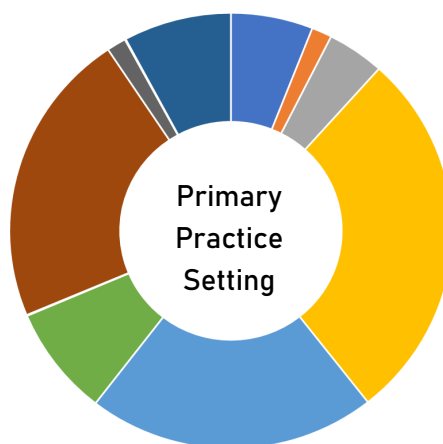
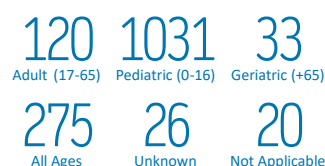


Speech-Language Pathologists

Primary Scope of Practice

Direct Patient Care	1168	Unknown	38
Consulting	179	Other	23
Administration	50	Teaching	19
Telepractice/Telehealth	21	Research	7
Total	1505		

Age of Clients



- Community Health - 419
- Private Practice - 352
- School/School Board - 348
- Non-Profit Agency - 135
- General Hospital - 94
- Rehabilitation Hospital - 61
- Pediatric Hospital - 25
- University/College - 28
- Student Health Prog. - 1
- Gov't/Official Agency - 7
- Other/Unknown - 35

COMPLAINTS AND DISCIPLINE

Professional conduct and discipline are an important part of the regulatory responsibility of the College. ACSLPA receives complaints against registered members as part of its mandate to protect the public, as outlined in the *Health Professions Act* (HPA). The complaints process is built with the principles of procedural fairness, objectivity, and transparency in mind; its purpose being to appropriately address unprofessional conduct, and where possible, assist registered members in returning to a professional standard of conduct.

The Complaints Director is appointed by council and has the authority to attempt to resolve complaints, seek the advice of experts, investigate, or appoint investigators, dismiss complaints, or take other actions in accordance with the HPA. Investigations can, at times when a complaint is particularly complex, be lengthy and in-depth endeavors.

In cases where there is sufficient evidence of unprofessional conduct, the Complaints Director can refer the matter to the Hearings Director for a hearing. The Hearing Tribunal consists of a minimum of two regulated ACSLPA members pre-approved and appointed by Council along with one public member appointed by the Government of Alberta. The Hearings Director, also appointed by Council, calls the tribunal together and oversees the setup of the hearing to ensure processes are followed in a fair and independent manner.

At a hearing, the investigated member (and their legal counsel) and the Complaints Director present their case in the form of evidence and call witnesses. Hearings are generally open to the public unless specific criteria are met that would require a private hearing.

If the Complaints Director dismisses a complaint, the Complainant may request a review of the Complaints Director's decision by the Complaints Review Committee (CRC). The CRC may uphold the decision or order further action to be taken.

Outcomes from Tribunals may be appealed by either the investigated member or the Complaints Director. Appeals are heard by the Council and at times become escalated to the courts. The tables below provide a summary of complaint statistics for ACSLPA for 2020.

COMPLAINTS RECEIVED	2020
Number of new complaints received Jan 1 - Dec 31	3
Number of complaints carried over from previous years	11
Number of complaints closed in the year	3
Number of complaints still open on Dec 31, 2020	11

HEARINGS, COMPLAINT REVIEWS, APPEALS	2020
Number of Hearings held	2
Number of Complaint Reviews	1
Number of Appeals	0

Of the 2 hearings held, both resulted in finding of unprofessional conduct that resulted in rehabilitation in the form of coursework, fines, and a portion of the costs of the hearing.

COMPLAINTS AND DISCIPLINE (CON'T)

DISPOSITION OF COMPLAINTS	2020
Number of complaints dismissed, redirected, or resolved informally	1
Number of complaints referred to the ACR ¹ process	0
Number of complaints referred to investigation	2
Number of complaints referred to a hearing	3
Number of members referred for an incapacity assessment	0
Number of complaints resolved through hearing process	2

¹ Alternative Complaints Resolution

In addition to formal complaints under the HPA, the College also received and informally addressed 13 concerns from employers and the public in 2020. In most cases, these concerns were resolved before becoming a complaint and in some cases the concerns supplied additional data surrounding the practices within the profession. Data gathered from concerns is often used to assist in the formulation of supplemental documents for registered members surrounding practice.

ACSLPA does not currently have an inspection program as described within the HPA however we are investigating the development of that program in 2021.

In 2020, ACSLPA did not receive any complaints of **Sexual Abuse or Sexual Misconduct**.

TREATMENT AND COUNSELLING FOR SEXUAL ABUSE OR SEXUAL MISCONDUCT			
	Related to Sexual Abuse	Related to Sexual Misconduct	Total
Number of Complaints	0	0	0
Number of Patients that Accessed the Fund	0	0	0
Amount of Money Dispersed	—	—	—

2020 Complaints and Discipline Adaptions

Due to the COVID-19 pandemic, adaptations were required in the complaints and discipline areas to ensure continued function while respecting fairness and objectivity. These included implementing virtual investigation practices and virtual hearings and complaints review committee processes.



INDEPENDENT AUDITORS' REPORT

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

Opinion

We have audited the financial statements of Alberta College of Speech-Language Pathologists and Audiologists (the "College"), which comprise the statement of financial position as at December 31, 2020, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the College as at December 31, 2020, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the College in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, 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.

In preparing the financial statements, management is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the College or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the College's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

INDEPENDENT AUDITORS' REPORT (CON'T)

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 College's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the College's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the College to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Leduc, Alberta



MNP LLP

Chartered Professional Accountants

STATEMENT OF FINANCIAL POSITION

As at December 31, 2020

	2020	2019
Assets		
Current		
Cash	\$ 911,960	\$ 943,222
Portfolio investments (Note 3)	1,984,786	1,871,896
Accounts receivable	11,984	1,925
Prepaid expenses	27,578	21,827
Goods and Services Tax recoverable	9,975	18,231
	2,946,283	2,857,101
Capital assets (Note 4)	66,808	68,203
Intangible assets (Note 5)	17,206	15,044
	\$ 3,030,297	\$ 2,940,348
Liabilities		
Current		
Accounts payable and accruals	\$ 117,712	\$ 97,736
Deferred contributions (Note 6)	1,049,805	1,047,825
	\$ 1,167,517	\$ 1,145,561
Net Assets		
Unrestricted net assets	903,766	836,540
Internally restricted financial reserve	775,000	775,000
Equity in capital and intangible assets	84,014	83,247
Internally restricted for Professional Conduct	100,000	100,000
	1,862,780	1,794,787
	\$ 3,030,297	\$ 2,940,348

APPROVED ON BEHALF OF THE COUNCIL:



Andrea Benoit
2021 President



Nicole Baumbach
2021 Vice President

STATEMENT OF OPERATIONS

For the year ended December 31, 2020

Revenue	2020	2019
Membership fees	\$ 1,117,455	\$ 1,112,675
Investment Income	51,785	55,942
Conference	—	24,350
Advertising	23,031	21,140
Total Revenue	\$ 1,192,271	\$ 1,214,107
Expenses		
Wages and benefits	714,325	756,605
Professional fees	88,248	55,210
Contract services	72,521	68,588
Rent	59,646	56,406
Investigations and hearings	50,042	42,211
Technology	45,121	44,142
Amortization	34,369	31,854
Bank charges and interest	24,801	24,732
Professional fees—standards and guidelines	16,000	—
Council	15,462	22,519
Dues and membership	13,830	15,740
Investment management fees	10,155	13,065
Goods and Services Tax	9,975	10,302
Office supplies	8,808	5,840
Training and education	8,574	22,197
Telephone	8,284	7,329
Insurance	7,807	7,204
Travel	6,093	23,582
Member PD and conference	3,200	27,978
Donations and sponsorship	3,055	10,650
Awards and recognition	2,875	2,908
Equipment rental	2,396	2,499
Publications	1,758	4,660
Utilities	1,325	4,277
Total Expenses	1,208,670	1,260,498
Deficiency of revenue over expenses before other items	(16,399)	(46,391)
Other Items		
Unrealized gain on portfolio investments	75,610	130,886
Net College and Association of Acupuncturists of Alberta revenue	11,025	—
Loss on disposal of capital assets	(2,243)	—
	84,392	130,886
Excess (deficiency) of revenue over expenses	\$ 67,993	\$ 84,495

STATEMENTS

For the year ended December 31, 2020

CHANGES IN NET ASSETS

	Unrestricted net assets	Internally restricted financial reserve	Equity in capital and intangible assets	Internally restricted for professional conduct	2020 Totals	2019 Totals
Net assets, beginning of year	\$ 836,540	\$ 775,000	\$ 83,247	\$ 100,000	\$ 1,794,787	\$ 1,710,292
Excess revenue over expenses	67,993	—	—	—	67,993	84,495
Purchase of capital and intangible assets	(37,747)	—	37,747	—	—	—
Disposal of capital assets	2,243	—	(2,243)	—	—	—
Proceeds on disposal of capital assets	369	—	(369)	—	—	—
Amortization	34,368	—	(34,368)	—	—	—
Net assets, end of year	\$ 903,766	\$ 775,000	\$ 84,014	\$ 100,000	\$ 1,862,780	\$ 1,794,787

CASH FLOW

	2020	2019
Cash provided by (used for) the following activities		
Operating		
Cash receipts from members and other services	\$ 1,204,408	\$ 1,161,045
Cash paid for program service expenses	(478,691)	(485,209)
Cash paid for wages and benefits	(709,304)	(762,101)
Cash paid for bank charges	(24,801)	(24,732)
Cash receipts from portfolio investments	51,784	55,942
	43,396	(55,055)
Investing		
Purchase of capital and intangible assets	(37,747)	(63,659)
Proceeds on disposal capital assets	370	—
Proceeds from sale of (purchase of) investments (net) (Note 3)	(37,281)	64,363
	(74,658)	704
Decrease in cash resources	(31,262)	(54,351)
Cash resources, beginning of year	943,222	997,573
Cash resources, end of year	\$ 911,960	\$ 943,222

NOTES TO THE FINANCIAL STATEMENTS

For the year ended December 31, 2020

1. Incorporation and nature of the organization

The Alberta College of Speech-Language Pathologists and Audiologists (the "College"), was incorporated under the *Health Professions Act* as a not-for profit organization. The College's mandate is to regulate the professions of speech-language pathology and audiology in Alberta.

The College is not taxable under Section 149 of the *Income Tax Act* and is a registered charity with the Canada Revenue Agency.

2. Significant accounting policies

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations set out in Part III of the CPA Canada Handbook - Accounting, as issued by the Accounting Standards Board in Canada, which are part of Canadian generally accepted accounting principles, and include the following significant accounting policies:

Cash

Cash includes balances with banks and short-term investments with maturities of three months or less.

Portfolio Investments

Portfolio investments with prices quoted in an active market are measured at fair value while those that are not quoted in an active market are measured at cost less impairment. They consist of investments managed by RBC Dominion Securities which are made up of fixed income and equity pooled securities which are all traded in the public markets. Changes in fair value are recorded immediately in the excess of revenue over expenses.

Capital assets

Purchased capital assets are recorded at cost. Contributed capital assets are recorded at fair value at the date of contribution if fair value can be reasonably determined.

Amortization is provided using the following methods at rates intended to amortize the cost of assets over their estimated useful lives.

	Rate and Method
Computer equipment	30% declining balance
Computer software	30% declining balance
Equipment	20% declining balance
Leasehold improvements	8 years straight-line
Database and registration	3 years straight-line
Website	3 years straight-line

Intangible assets

Specified intangible assets are recognized and reported apart from goodwill.

An intangible asset recognized separately from goodwill and subject to amortization is recorded at cost. Contributed intangible assets are recorded at fair value at the date of contribution if fair value can be reasonably determined.

Amortization is provided using the following rate intended to amortize the cost of an intangible asset over their estimated useful lives.

	Rate and Method
Exam and course development	3 years straight-line

When an intangible asset no longer contributes to the College's ability to provide goods or services, or the value of future economic benefits or service potential associated with the intangible asset is less than its net carrying amount, its carrying amount is written down to fair value.

NOTES TO THE FINANCIAL STATEMENTS (CON'T)

For the year ended December 31, 2020

Long-lived assets

Long-lived assets consist of capital assets and intangible assets with finite useful lives. Long-lived assets held for use are measured and amortized as described in the applicable accounting policies.

The College writes down long-lived assets held for use when conditions indicate that the asset no longer contributes to the College's ability to provide goods and services. The asset are also written-down when the value of future economic benefits or service potential associated with the asset is less than its net carrying amount. When the College determines that a long-lived asset is impaired, its carrying amount is written down to the asset's fair value.

Revenue recognition

The College follows the deferral method of accounting for contributions including government grants. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

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

Investment income is recognized when earned.

Advertising revenue and revenue from other professional associations is recognized when the related services are performed and collection is reasonably assured.

Contributed materials and services

Contributions of materials and services are recognized both as contributions and expenses in the statement of operations when a fair value can be reasonably estimated and when the materials and services are used in the normal course of the College's operations and would otherwise have been purchased.

Contributions of voluntary services of many members are relied on by the College. Due to the difficulty in determining the fair value of voluntary services they are not recognized in these statements.

Financial Instruments

The College recognizes its financial instruments when the College becomes party to the contractual provisions of the financial instrument. All financial instruments are initially recorded at their fair value, including financial assets and liabilities originated and issued in a related party transaction with management.

At initial recognition, the College may irrevocably elect to subsequently measure any financial instrument at fair value. The College has made such an election for its portfolio investments.

The College subsequently measures investments in fixed income and equity pooled securities quoted in an active market at fair value. Fair value is determined by published price quotations.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in the excess of revenue over expenses for the current period. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at cost or amortized cost.

NOTES TO THE FINANCIAL STATEMENTS (CON'T)

For the year ended December 31, 2020

Financial asset Impairment:

The College assesses impairment of all of its financial assets measured at cost or amortized cost. When there is an indication of impairment, the College determines whether it has resulted in a significant adverse change in the expected timing or amount of future cash flows during the year. If so, the College reduces the carrying amount of any impaired financial assets to the highest of: the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets; and the amount expected to be realized by exercising any rights to collateral held against those assets. Any impairment, which is not considered temporary, is included in current year excess of revenue over expenses.

The College reverses impairment losses on financial assets when there is a decrease in impairment and the decrease can be objectively related to an event occurring after the impairment loss was recognized. The amount of the reversal is recognized in the excess of revenue over expenses in the year the reversal occurs.

Measurement uncertainty (use of estimates)

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenue and expenses during the reporting period.

Accounts receivable are stated after evaluation as to their collectability and an appropriate allowance for doubtful accounts is provided where considered necessary. Amortization is based on the estimated useful lives of capital and intangible assets.

These estimates and assumptions are reviewed periodically and as adjustments become necessary they are reported in excess of revenue and expenses in the periods in which they become known.

Nature of funds in net assets

The College maintains four net asset funds to track net assets for the following purposes:

- I. The unrestricted net assets fund represents the funds available that are not internally restricted by the Council and are available for future operations.
- II. The internally restricted financial reserve fund is intended to be used to provide future protection against unforeseen interruption of income and unanticipated expenses. Transfers to/from the financial reserve require Council approval.
- III. The equity in capital and intangible asset fund represents the net book value of the capital and intangible assets held at year-end.
- IV. The internally restricted for professional conduct fund is intended to set aside funds for professional conduct investigations outside the scope of the annual budget. Transfers to/from the reserve require Council approval.

3. Portfolio investments

Portfolio investments are comprised of a RBC Dominion Securities Portfolio, consisting of fixed income and equity pooled securities with a cost of \$1,912,924 (2019 -\$1,845,859).

Cash flows related to purchases and proceeds of portfolio investments have been presented on a net basis as it is impracticable to determine the gross purchases and proceeds.

4. Capital assets

			2020	2019
	Cost	Accumulated amortization	Net book value	Net book value
Computer equipment	44,848	27,605	17,243	21,172
Computer software	3,461	3,461	—	—
Equipment	55,845	39,046	16,799	7,740
Leasehold improvements	11,185	1,398	9,787	—
Website	47,708	41,396	6,312	12,624
Database and registration	215,406	198,739	16,667	26,667
	\$ 378,453	\$ 311,645	\$ 66,808	\$ 68,203

NOTES TO THE FINANCIAL STATEMENTS (CON'T)

For the year ended December 31, 2020

5. Intangible assets

Intangible assets having definite lives

	2020	2019
Exam and course development	\$ 17,206	\$ 15,044

No amortization on the intangible assets with finite lives has been recorded as the assets are in development and have not been put into use by the College.

6. Deferred contributions

The College has received grants to be used for specific purposes and membership revenue for the subsequent fiscal period. The College recognizes revenue from the grants in an amount equal to the related expenditures incurred while membership revenue is recognized in the period the membership relates to. The unexpended funds and membership revenue for future periods are classified as deferred revenue on the statement of financial position. Details of the grants and deferred membership revenue are as follows:

	2020	2019
Balance, beginning of year	\$ 1,047,825	\$ 1,043,020
Amount received during the year	1,049,805	1,043,825
Less: Amount recognized as revenue during the year	(1,047,825)	(1,043,020)
Balance, end of year	\$ 1,049,805	\$ 1,047,825

7. Commitments

The College and their landlord, 128877 Alberta Ltd., mutually terminated the operating lease for its premises as of December 23, 2019. On January 6, 2020, the College signed a new operating lease for office premises which commences May 1, 2020 and expires April 30, 2028. Under the lease, the College is required to pay common costs and property taxes in addition to rent, however these are not included in the summary below due to the variable nature of the expenses.

The College has also entered an operating lease for equipment. The equipment is leased at \$489 per quarter. The equipment lease expires in November 2022.

The commitments over the next five years are as follows:

2021	\$ 30,289
2022	31,539
2023	30,833
2024	32,916
2025	34,583
Thereafter, to 2028	85,415
	\$ 245,575

NOTES TO THE FINANCIAL STATEMENTS (CON'T)

For the year ended December 31, 2020

8. Financial instruments

The College, as part of its operations, carries a number of financial instruments. It is management's opinion that the College is not exposed to significant interest, currency, credit, liquidity or other price risks arising from these financial instruments except as otherwise disclosed.

Other price risk

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or foreign currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. The College's investments in publicly-traded fixed income and equity pooled securities exposes the College to price risk as these investments are subject to price changes in an open market due to a variety of reasons including changes in market rates of interest, general economic indicators and restrictions on credit markets.

9. Government assistance

During the year, the College received \$7,910 related to the Temporary Wage Subsidy for Employers (TWSE). Under the TWSE program, organizations are eligible to receive a subsidy for a portion of employee wages or deductions paid during certain periods.

10. Significant event

On March 11, 2020, the World Health Organization declared the outbreak of COVID-19 (coronavirus) a pandemic. This has had a significant impact on businesses through the restrictions put in place by the Canadian, provincial and municipal governments regarding travel, business operations and isolation/quarantine orders. At this time, it is unknown the extent of the impact the COVID-19 outbreak may have on the College as this will depend on future developments that are highly uncertain and that cannot be predicted with confidence. These uncertainties arise from the inability to predict the ultimate geographic spread of the disease, and the duration of the outbreak, including the duration of travel restrictions, business closures or disruptions, and quarantine/isolation measures that are currently, or may be put, in place by Canada and other countries to fight the virus.

VISION, MISSION & VALUES

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 regulated members.

Competence

ACSLPA is a progressive organization committed to excellence. We focus on our mission by regulating members 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 regulated members, demonstrating a high level of professionalism.

ACSLPA demonstrates respect for all persons.





Alberta College of
Speech-Language Pathologists
and Audiologists

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ACSLPA ANNUAL REPORT

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