

# THE COLLEGE OF AUDIOLOGISTS AND SPEECH – LANGUAGE PATHOLOGISTS OF MANITOBA

## PRACTICE DIRECTION: MINIMUM PRACTICE HOURS

### Regulated Health Professions Act, Section 85

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#### **BACKGROUND:**

The College may issue Practice Directions in respect of the practice of a regulated health profession, (RHPA: Section 85).

These Practice Directions may be stand alone documents or may enhance, explain, add to or guide registrants of the College with respect to subject matters described in the regulations, code of ethics, or other College documents.

A registrant of the College must comply with practice directions for the registrant's health profession, (RHPA: Section 86).

Official College documents such as Practice Directions contain practice parameters and standards which must be considered by all Manitoba audiologists and speech – language pathologists in the provision of health care service to their clients in the practice of the professions. College documents are developed in consultation with the professions and describe current professional expectations. It is important to note that these College documents may be used by the College or other bodies in determining whether appropriate standards of practice and professional responsibilities have been maintained.

Hence, registrants shall comply with all applicable sections of the RHPA, General Regulation, and this Practice Direction relating to minimum practice hours. In the event of any inconsistency between this Practice Direction and any legislation that governs the practice of audiology and speech – language pathology, the legislation governs.

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### **Minimum Practice Hours**

#### **I) RENEWAL REQUIREMENTS FOR CERTIFICATE OF PRACTICE**

Beginning with renewal for the 2019 Practice Year, and every year thereafter, Full Regulated Registrants applying for renewal of their certificate of practice must:

- A) within the five – year (5) period immediately preceding the application for renewal, have practised as an audiologist or speech-language pathologist for 1250 hours, according to the Definitions of Practice as outlined in Appendix A, 410 hours of which must be Direct Client Service.

To be clear:

- A total of 1250 hours must be accumulated in the five – year period.
- The five – year period is always the five – year period immediately prior to each application to renew the certificate of practice. There is no cycle or rotation.

- This requirement will come into force for application to renew for the **2019 Practice Year**. This provides a transition period in which registrants may accumulate practice hours.
- A registrant having practised less than 5 years as a Full Regulated Registrant, by 1<sup>st</sup> January 2019, will provide her or his first report at the renewal period following her or his fifth year of registration as a full regulated registrant and every year thereafter.
- Of the 1250 practice hours required, a **minimum** of 410 hours reported must be in Direct Client Service. All of the 1250 hours reported may be in Direct Client Service. Reports that fall below the minimum requirement of Direct Client Service shall be reviewed by the Registrar, and conditions may be placed on the Certificate of Practice;
- Of the 1250 practice hours required, a **maximum** of 840 hours reported may be in Supervision of Direct Client Service without cause for review;
- Of the 1250 practice hours required, a **maximum** of 840 hours reported may be in Related Service without cause for review;
- Reports of greater than 840 hours in the categories of Supervision of Direct Client Service or Related Service shall be reviewed by the Registrar, and conditions may be place on the Certificate of Practice;
- Minimum practice hours include service which is provided on a volunteer basis within the professional scope of practice.

## II) CONSEQUENCES OF NON- COMPLIANCE

In the event a Full Regulated Registrant does not comply with practice hour requirements, the Registrar may require the registrant to undergo any examinations, testing, assessment, training or educational programs the Registrar considers necessary to determine the registrant is competent to practise and may impose conditions on a certificate of practice which may include but are not limited to:

- a) practising under the mentorship of a full regulated registrant who holds a valid certificate of practice;
- b) limiting practice to specified professional services or areas of practice;
- c) refraining from practising specified reserved acts.
- d) suspending the certificate of practice.

## III) RATIONALE

Professionals who are competent today may not be competent tomorrow, not only because of loss of skills, but because of the need to keep up with ongoing research and development in their fields. This is enabled by engaging in learning activities, which support continuing competency, and putting into active practice what is being learned.

Research shows that practitioners have a greater chance of maintaining competency if they are exposed to some level of current practice knowledge, thinking, skill development, and integration. In other words, being current does not ensure competency, but to be competent, you need to be current. Having 1250 hours of practice in the immediate five years demonstrates currency in practice.

The requirement of minimum practice hours:

1. enhances public protection. Registrants who do not meet the minimum practice hour requirements could be prohibited from providing direct client care, until they undertake educational programs, assessment, or mentorship as determined by the Registrar to determine the registrant is competent to practice. The Registrar may also impose conditions on a certificate of practice.
2. provides the Registrar with discretion to deal with registrants who fall just short of the minimum practice hour requirement.
3. allows the Registrar discretion to prohibit registrants with no direct client care from providing client service without an assessment of competence.
4. provides accountability, as limitations on the registrant's ability to provide client services would be placed on the Register and would be available to the public.

#### **IV) PERFORMANCE EXPECTATIONS**

A registrant of the College demonstrates appropriate maintenance of minimum practice requirements by:

1. providing a signed declaration that he or she is in compliance of the minimum practice hours requirement to the Registrar at the time of application to renew the certificate of practice.
2. misrepresentation is grounds for professional misconduct.

#### **V) REFERENCES**

Regulated Health Professions Act, Sections 46, 85, 221(1) (j)

CASLPM General Regulation, Section 3.6

Calculating Practice Hours for Registration Renewal, College of Registered Nurses of MB

Rationale for Registration Requirements, College of Physiotherapists of ON

Standards for Professional Practice, College of Physiotherapists of ON

## Appendix A

### DEFINITIONS OF PRACTICE

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**I. Direct Client Service is defined as providing professional services on behalf of a client including:**

1. assessment of the hearing, vestibular, communication or swallowing abilities and needs of the client.
2. recommending, developing or implementing a treatment and/or management program based on the clients abilities and needs.
3. counseling and consulting with the families /caregivers and/or other parties or individuals directly associated with the client.
4. other client management activities such as discharge, referrals, follow-up, report writing, case conferences.
5. conducting research in speech – language pathology or audiology that involves the assessment or management of clients with communication disorders.

**II. Supervision of Direct Client Service is defined as:**

1. overseeing and evaluating the clinical work of speech language pathologists or audiologists (i.e.: conducting performance evaluations or case reviews, assessing written reports, monitoring professional standards)
2. determining, on professional grounds, whether an individual client should receive or be discharged from speech – language pathology or audiology services.
3. supervising research in speech – language pathology or audiology that involves the assessment or management of clients with communication disorders.

**III. Related Service is defined as:**

1. Education, administration, and research related to providing audiology and/or speech – language pathology health care service.