

THE COLLEGE OF AUDIOLOGISTS AND SPEECH – LANGUAGE PATHOLOGISTS OF MANITOBA

PRACTICE DIRECTION: USE OF TITLES, CREDENTIALS, CERTIFICATION DESIGNATIONS, and USE OF THE TITLE “DOCTOR”

Regulated Health Professions Act, Section 85, 86

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 standalone 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 use of titles, abbreviations, credentials, certified designations, and the title “doctor”. 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.

The Use of Titles, Credentials, Certification Designations, and the Title “Doctor”

I) RESTRICTED TITLES

CASLPM General Regulation, Section 3.9(1) states that a person who is registered as an audiologist is **entitled** to use:

- a. the title “Audiologist” and the abbreviation “Aud.”;
- b. the title “Registered Audiologist” and the abbreviation “R. Aud.”; and
- c. the equivalent of those titles and abbreviations in another language.

CASLPM General Regulation, Section 3.9(3) states that a person who is registered as a speech – language pathologist is **entitled** to use:

- a. the title “Speech – Language Pathologist”, the abbreviation “SLP”, the title “Registered Speech – Language Pathologist” and the abbreviation “RSLP”;

- b. the title “Speech Therapist”, the abbreviation “ST”, the title “Registered Speech Therapist” and the abbreviation “RST”;
- c. the title “Speech – Language Therapist”, the abbreviation “SLT”, the title “Registered Speech – Language Therapist” and the abbreviation “RSLT”;
- d. the title “Speech – Language Clinician”, the abbreviation “SLC”, the title “Registered Speech – Language Clinician” and the abbreviation “RSLC”; and
- e. the equivalent of those titles and abbreviations in another language.

As well, CASLPM General Regulation, Section 3.9(2) and 3.9(4) states that no person other than a registered registrant of the College, registered as either an audiologist or speech – language pathologist, whichever the case may be, is permitted to use the titles as set out above.

To be clear:

- the legislation **restricts** the use of the protected titles to **only** those who are registrants of the College.
- the legislation does not mandate that registrants use a specific title. Instead, registrants of the College are entitled to use one of the protected titles listed; however it is not mandatory. Registrants of the College may choose which, if any, of the granted restricted titles they wish to use.

The purpose of this legislation is to protect the public by ensuring appropriate and authorized use of these titles.

The ability to use the titles is a privilege granted to registrants of a regulatory organization who have demonstrated that they possess the required educational qualifications, knowledge, skills, and competencies to practice their profession. Registrants are accountable for the delivery of professional services and as such, a title of registration provides the public with important information, particularly so in the case of formal communications.

Every audiologist and speech – language pathologist who is registered with the College is entitled to use the protected titles according to his or her registration category. No one other than a registrant of the College is permitted to use the titles restricted by the CASLPM General Regulation in a manner that states or implies that he or she is either an audiologist or speech – language pathologist.

Title use is not permitted in any context in which a registrant is practicing outside the scope of practice of either audiology or speech – language pathology.

II) INDICATING REGISTRATION CATEGORY

Registrants in certain registration categories are required to indicate the registration category when using a title or abbreviation:

- a. A non – practising registrant must include the term “(Non – Practising)”, or its equivalent in another language, immediately after the applicable title or abbreviation.

i.e.: Jane Doe, Registered Audiologist (Non – Practising)
Jane Doe, R. Aud. (Non – Practising)

John Doe, Registered Speech – Language Pathologist (Non – Practising)
John Doe, RSLP (Non – Practising)

- b. A restricted purpose registrant must include the term “(Restricted Purpose)”, or its equivalent in another language, immediately after the applicable title or abbreviation.

i.e.: Jane Doe, Registered Audiologist (Restricted Purpose)
Jane Doe, R. Aud. (Restricted Purpose)

John Doe, Registered Speech – Language Pathologist (Restricted Purpose)
John Doe, RSLP (Restricted Purpose)

- c. An inactive or retired registrant must include the term “(Inactive)” or the abbreviation “Inact.” or the term “(Retired)” or the abbreviation “(Ret.)”, as the case may be, or their equivalent in another language, immediately after the applicable title or abbreviation.

i.e.: Jane Doe, Registered Audiologist (Inactive)
Jane Doe, R. Aud. (Inact.)

John Doe, Registered Speech – Language Pathologist (Retired)
John Doe, RSLP (Ret.)

III) STATING ACADEMIC CREDENTIALS

Audiologists and speech – language pathologists may wish to indicate their academic credentials in combination with the restricted titles granted to them by the College; however use of academic credentials is not mandatory.

Guidelines for stating academic credentials are provided in the document: Guidelines for Use of Titles, Credentials, and Certification Designations.

IV) STATING OTHER CREDENTIALS

Audiologists and speech – language pathologists may use other credentials in combination with the restricted titles granted to them by the College.

Guidelines for stating other credentials are provided in the document: Guidelines for Use of Titles, Credentials, and Certification Designations.

V) USE OF THE TERM “CERTIFIED”

1. A registrant must not use the term “certified” unless the registrant is specifically authorized to do so under the CASLPM Advanced Competency Certification Program.
2. According to the CASLPM General Regulation, Section 4.13, only a full or restricted purpose regulated registrant who holds an advanced competency certificate for the applicable specialized health care service is permitted to use the following phrases as part of his or her title:
 - a) Certified in Vestibular Assessment and Management;
 - b) Certified in Cochlear Implant Management;
 - c) Certified in Fiberoptic Endoscopic Evaluation and Management of Voice Disorders;

- d) Certified in Fiberoptic Endoscopic Evaluation and Management of Swallowing Disorders;
- e) Certified in Voice Restoration (Voice Prostheses);
- f) Certified in Swallowing and Voice Restoration (Tracheotomy Tubes and Speaking Valves);
- g) Certified in Videofluoroscopic Assessment of Adult Swallowing Disorders;
- h) Certified in Videofluoroscopic Assessment of Pediatric Swallowing Disorders.

3. A full or restricted purpose registrant who holds an advanced competency certificate must not use any other phrase or designation to describe the certification.

VI) USE OF THE TITLE “DOCTOR”

Use of the title “doctor,” as well as the titles “surgeon” and “physician,” are restricted under the RHPA. However, under certain conditions, appropriately qualified registrants of CASLPM are permitted to refer to their academic qualifications.

The RHPA restricts the use of the title “doctor”. Except as permitted under the RHPA or another Act, no person is entitled to use the title “doctor”, a variation or abbreviation of it, or an equivalent in another language in the course of providing health care in Manitoba. The purpose of this prohibition is to avoid confusion among health care consumers.

The restrictions on the use of the title “doctor” apply only in the course of providing health care in Manitoba. CASLPM registrants with doctoral degrees may use the title “doctor” alone or in combination with other words in connection with teaching, research, or administration.

1. Registrants of CASLPM may not refer to themselves as “Doctor Jane” or “Doctor John Doe” in the course of providing health care in Manitoba.

Registrants of the College who have successfully completed the requirements of a university doctoral – degree program that permit them to use the word “doctor”, must only use the title “doctor” **in combination** with other words, either “Doctor of Audiology” or “Doctor of Speech – Language Pathology”, whichever the case may be. These titles describe academic achievements and are not designators of professional competence. For example, a registrant with a “Doctorate of Audiology”, or “AuD”, may describe him or herself as:

“John Doe, Registered Audiologist, Doctor of Audiology”

2. The description must set out the registrant’s academic qualifications, without referring to him or herself as “Dr. Doe”, which is prohibited.
3. Registrants should always ensure that they set out their academic qualifications accurately.
4. Restriction on use of the title “doctor” is to prevent confusion for clients and consumers about health care professionals and the services those professionals are qualified and competent to provide; therefore, registrants must take particular precautions when referring to themselves in both public and private documentation. Registrants must be equally careful to ensure that their staff and/or colleagues do not refer to them as “Doctor X”, whether in the presence of clients or not.
5. Registrants must never mislead the public as to their qualifications. More specifically, registrants are precluded from calling themselves “Dr. Doe”, regardless of their qualifications, when they are providing health care services in Manitoba.

VII) PERFORMANCE EXPECTATIONS

A registrant of the College demonstrates appropriate use of restricted titles by:

1. Using titles granted to them by the CASLPM General Regulation and abbreviations of these terms or their equivalent in other languages.
2. Using only the title associated with his or her registration class and indicating registration class as required.
3. Ensuring that the restricted title directly follows his or her name (i.e.: Jane Doe, RSLP; John Doe, R. Aud.) when used in clinical practice.
4. Using “certified” only if authorized to do so under the Advanced Competency Certification Program of the College.
5. Using the title “doctor” or its abbreviation or equivalent in another language in combination with the words “of Audiology” or “of Speech – Language Pathology” to set out his or her academic qualifications associated with a completed doctoral degree, in the course of providing health care services.
6. Using the title “doctor” alone or in combination with other words only in the context of teaching, research, or administration.

VIII) DEFINITIONS

Doctor

An education credential associated with PhD. or doctoral programs. The RHPA contains special provisions that govern the use of this academic credential in the context of providing health care services.

Formal Communications

Communications in the context of providing health care services which include the practitioner’s name and restricted title, as well as a signature, either written or electronic.

IX) REFERENCES

Regulated Health Professions Act, Sections 77, 78, 81, 85, 86

CASLPM General Regulation, Sections 3.9, 3.10, 4.13

CASLPM Practice Direction: Minimum Practice Hours