
Annual General Meeting 2020 MINUTES

DATE: Wednesday 27th MAY 2020

TIME: 4:30 p.m.

FORMAT: Broadcast from Boardroom, 1- 333 Vaughan Street Winnipeg MB

CHAIR: Florent Gaudry, President

ATTENDING:

Nicola Andrews	Sarah Insull	Monique Piatt
Colleen Braun-Janzen	Shelley Irvine Day	Lexa Ramsey
Caitlin Brown	Susan Janzen	Brenda Rust
Kally-Anna Clinton	Danna Kaplan	Irene Scarrow
Julia Couture	Karen Kernaghan	Heather Shpak
Jessica Danforth	Margaret Klassen	Karen Sigurdson
Patrick DeWarle	Garry Kranjc	Sheryl Slosower
Christine Dino	Dina Kyriakopoulos	Cathy Spack
Florent Gaudry	Colita MacTavish	Roland Street
Leslie Goerzen	Lori McKietruk	Brook Swainson
Elizabeth Grauer	Britney Morrish	Kelly Tye Vallis
Elissa Hart	Karlie Mymryk	Mandy Watson
Chelsea Ilchuk	Maureen Penko	

STAFF: Stephanie Gordon, Registrar / Executive Director
Barb Kryzanowski, Regulatory Services Manager
Dave Terrick, Administrative Assistant / Bookkeeper

1. Call to Order

The meeting was called to order at 4:34 p.m.

F. Gaudry, President, CASLPM Council, chaired the meeting.

2. Approval of AGENDA

The AGENDA of the Annual General Meeting 2020 was approved by consensus.

3. Approval of MINUTES

MINUTES of the Annual General Meeting, held 22nd May 2019

Motion 01/20 (B. Swainson / C. Dino)

To approve the MINUTES of the Annual General Meeting, held on 22nd MAY 2019, as circulated

CARRIED

4. Message from Florent Gaudry, President, CASLPM Council
5. Message from Stephanie Gordon, Registrar / Executive Director, CASLPM
6. Overview of the CASLPM 2019 Financial Statements by Dave Terrick, Administrative Assistant / Bookkeeper
7. i. Recognition of Council

Council 2019 Term

Caitlin Brown – Public Representative
Caitlin Buchel, RSLP - Vice President (outgoing)
Nancy Eason, RSLP
Florent Gaudry, R. Aud. - President (incoming)
Leslie Goerzen, RSLP
Shelley. Irvine Day, RSLP - President (outgoing)
Margaret Klassen, Public Representative
Colita Mac Tavish, R.Aud
Heather Shpak, RSLP - Vice President
Roland Street, Executive Committee Member & Public Representative
Kelly Tye Vallis, RSLP

ii. Recognition of Staff

Claire Herbert, Administrative Assistant
Dave Terrick, Administrative Assistant / Bookkeeper
Barb Kryzanowski, Regulatory Services Coordinator
Corey Wilson, Director Professionalism
Deborah Schoenhofer, Interim Registrar

8. Adjournment

MOTION 02/20 (C. MacTavish)

To adjourn the meeting at 5:20 p.m.

CARRIED

PRESIDENT'S MESSAGE

Annual General Meeting
May 27, 2020

Good afternoon everyone, I trust that you are doing well and staying safe. Thank you for attending. It is an honor to be addressing you this afternoon as President of the College of Audiologists and Speech-Language Pathologists of Manitoba.

The Regulated Health Professions Act sets out consistent rules and processes for governance, registration, complaints and discipline, and the creation of regulations and bylaws for the regulated health professions. The law makers believed that the public would be best served by a Council that was composed of Audiologists, Speech-Language Pathologists and Public Representatives. Registrants can bring a unique insight into the delivery of Audiology and Speech-Language Pathology services and Public Representatives can bring a unique insight from their own professional backgrounds. As well, both Registrants and Public Representatives bring their own personal insights as consumers of health care services. The operation of the College is complex, but the goal is simple, we are here to protect the public within a framework of self-regulation embodied in the legislation and in the science of evidence-based practice. The public benefits by receiving safe, competent, ethical services and the Registrants benefit from the public respect that comes from being part of a regulated health profession, having protection of title, job mobility and having clarity around practice issues. Together, we all win.

Some of you will have noticed that I have used the term Registrants as opposed to Members. The choice was deliberate, and I think worth discussing. There are still many people that think of our College as a continuation of the Manitoba Speech and Hearing Association, but it is quite different. A College focuses on the Public and an Association focuses on its membership. The confusion is perpetuated by a misinterpretation of the rationale for why we have elections for Council members. Registrants sometimes assume that Council members represent them because they voted for them and that is how MSHA worked and that is how the political system works. Also, the College divides the Province into districts when we run elections, just like the political system. However, the intent within the Regulated Health Professions Act is that Registrants select Council members who can empathize with the public, promote evidence-based practice, and function within a framework of collaboration and innovation.

We are a College of communication experts, helping others to express their thoughts and to facilitate hearing and understanding. This is also the essence of a strong College... the ability to communicate honestly, to openly express ideas, and to listen with intent and respect. The College thrives when the Public, the Registrants, the Registrar & staff, and Council and its Committees, work as partners. I am excited to see the progress that the College has made along this journey.

The College has seen many changes during the last year. In October 2019, after an exhaustive search with the support of Summit Search Group, it was with great excitement that the Council introduced its new Registrar/Executive Director, Stephanie Gordon. Stephanie has seven years of being in the equivalent role at the College of Dental Hygienists of Manitoba. Furthermore, she was previously the Manager of the Dental Program at Niagara Region Public Health and has recently completed her Master's Degree in Public Health at the University of Waterloo where she received multiple prestigious awards including the James Rossiter Canadian Institutes of Health Research (CIHR) Award and the CIHR Public Health Professional Master's Award. Stephanie has extensive experience with community engagement and policy development.

As President I have worked closely with Stephanie and have been impressed with her analytical skills, organization, human resource insights, work ethic and general knowledge about regulation. She is always willing to discuss why something is done a certain way. She is transparent, collaborative, and ethical. I am confident that the College is on a good foundation.

The College's various Committees have been hard at work during the last year. A Practice Directive on Interprofessional Collaborative Care was approved by Council and two other Practice Directives are nearing completion. Our Continuing Competency Committee is up and running. Council has created a new ad hoc Committee to do a deep dive into our bylaws and policies. The Complaints Committee has been busy with six complaints. There were no Inquiries in the last year.

The College invested in some new equipment. This including a dedicated computer server, which is providing better security and ability to organize data, and a new desktop computer for the front office area. The telephone system was also updated. These are important components to building a stronger foundation for the College.

I would like to acknowledge the contributions of current and past Council members. The current Public Representatives include Caitlin Brown, Roland Street (Executive Committee Member) and Margaret Klassen. The Speech-Language Pathologists include Heather Shpak (Vice-President), Leslie Goerzen and Kelly Tye Vallis. There is currently one vacant Speech-Language Pathology position. The Audiologists include Colita MacTavish and myself as President. Shelley Irvine Day (our previous President), Caitlin Buchel (our previous Vice-President) and Nancy Eason all left Council during the last year. I would like to thank all of you for donating your intellect and dedication to the College.

I would also like to thank all the Committees Members. They include Council members, non-Council Registrants and some specially appointed Public Representatives and are detailed in the Annual Report.

The last year has seen significant change and a global pandemic but we are optimistic about the future. Consider being part of that future by volunteering or running or Council as position become vacant. Thank you for your time and stay safe.

College of Audiologists and Speech-Language Pathologists of Manitoba

2020 Annual General Meeting

Wednesday, May 27th 2020

Registrar's Message

Good Afternoon Everyone,

It is a pleasure to speak to you today. I would like to thank you for taking the time out of your busy schedules to attend the Annual General Meeting of your regulatory body. As well, the College thanks you for your commitment to the profession and for keeping the public safe. The last few months have been challenging to say the least and the College is pivoting to meet the growing demand of inquiries related to Safe practice, Telepractice and the delay of the CETP Exam.

There were many staffing changes at CASLPM in the past year and I would like to introduce you to the CASLPM team. However, first of all, I would like you to know a little bit about me. As Florent mentioned I became the new Registrar and Executive Director of the College in mid-October 2019. I have over 7 years' experience in regulation and look forward to applying this expertise to the College and building upon the strong foundation that was created by the previous Registrar, staff and Council members since the inception of CASLPM over 6 years ago. On a personal note, I am married, and we have a 16 year old daughter and 2 dogs, including a new puppy that arrived last week. As for volunteer work, I am on St. Mary's Academy School Board and on their Executive Council. I enjoy swimming, biking, running and walking my pups.

Ok, enough about myself, I would like to introduce the following current staff members: Barb Kryzanowski is our Regulatory Services Manager, Dave Terrick is our Administrative Assistant and Bookkeeper and Sheryl Slosower is our Communications and Quality Assurance Coordinator. Barb Kryzanowski has been with the College for the past two and a half years. She has a degree in Business Administration from the University of Winnipeg and has previous experience (five years) in regulation working for the Manitoba Chiropractors regulatory body.

Dave Terrick has been with the College full-time since March 2020 as my Administrative Assistant and Bookkeeper. Dave brings to the college nearly two decades of accounting and administrative experience. He is a Certified Professional Bookkeeper and holds a Bachelor of Commerce degree in Business Administration from the Asper school of business. For the past ten years Dave has honed his skills in the areas of registered charities and not for profit organizations.

Sheryl Slosower started with the College in March 2020. She is our part-time Communications and Quality Assurance Coordinator. Sheryl was the Deputy Registrar at CDHM and has a wealth of experience in Continuing Competency programming. Sheryl received her diploma in Dental Hygiene earlier in her career, however, she returned to school in 2012 and earned her bachelor's degree in dental hygiene at that time.

Last year Sheryl was the worthy recipient of the University of Manitoba School of Dental Hygiene Alumni Association's Alumni of Distinction Award. As you can see, we have an excellent team at the College.

I would like to highlight some of the goals and accomplishments since the beginning of this calendar year and also plans that have been put in place for the remainder of 2020.

After multiple inquires, and as our on-going efforts to connect with our registrants and provide timely direction, the College collaborated with 5 other Manitoba regulatory bodies to expeditiously create a new document entitled: Guidance on Telepractice. This document is intended to assist regulated Health Care Providers (HCPs) in deciding when the use of telepractice is appropriate and to support the provision of effective healthcare using technology. The information you've received should be read in conjunction with CASLPM's Standards of Practice, Code of Ethics, and Practice Directions. HCPs who are self-employed are expected to develop policies and procedures to support telepractice. HCPs who are employees are expected to review their employer policies that support telepractice and to follow those policies. We hope this document is helpful and is broad enough that the careful consideration of individualized care is left in the capable hands of the healthcare provider.

Another exciting project for 2020 is the upgrade in our Computer Management System through Softworks Group to the Alinity V6 from Alinity V5. The financials of this project will be discussed later on during the meeting in the overview of the financial statements, but needless to say there will be significant enhancements to the system. Proceeding with the upgrade will be beneficial in terms of software improvements, sharing of best practices, and the reliability and performance of the application. Upgrading to the latest version will allow CASLPM to manage applications online including direct upload of documents by registrants, payment captures, and automated communications. The new system will also improve member experience through a redesigned portal providing new options to download receipts and invoices. It will improve administrator experience through a series of purpose-built screens to optimize workflow for the most intensive business-cycle tasks like renewal, applications, and audit. It will improve device options for administrators and members through a redesigned and modernized user interface that supports conventional workstations and mobile devices like tablets and smartphones with equivalent ease-of-use. Data security will be improved through hardened attack, threat detection and auditing features not available on the previous platform. In addition to the many new features and improved security in the software, Alinity is also a part of a community of health-care-profession regulators sharing best practices. The staff at Softworks Group has a deep knowledge in the healthcare regulator domain. They continue to work to understand regulatory requirements and share examples of how other groups approach similar activities. By leveraging the experience of other regulators, they create solutions more quickly and with greater insight into the range of scenarios that the College is likely to encounter.

NATIONAL COLLABORATION

From a National Collaboration perspective, The College of Audiologists and Speech-Language Pathologists of Manitoba is a member of the Canadian Alliance of Audiology and Speech-Language Pathology Regulators, commonly referred to as CAASPR.

The now, nine regulated jurisdictions, in Canada are: Newfoundland, Nova Scotia, New Brunswick, Quebec, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia. Nova Scotia is a new member to join CAASPR as the formation of the College took place on November 5th, 2019. CASLPM congratulates NSCASLP on this momentous event.

As indicated at last year's AGM, the regulators work together to advance the regulation of the professions, focusing on projects that require collective actions.

To that end, the National Competency Profiles mentioned in last year's report were created to Inform the Canadian Entry-to-Practice examination (CETP) for both the professions of audiology and speech-language pathology. The first administration of these examinations was originally scheduled for October 3, 2020, however, due to the pandemic it has been delayed until early 2021. Going forward it will be administered twice per year starting in 2021. As you are aware this will be a significant addition to the requirements for registration as either an audiologist or speech-language Pathologist in Manitoba and every other regulated province in Canada.

The addition of a mandatory, non-exemptible, entry-to-practice examination will advance the registration process across Canada by providing a tool to fairly and consistently measure an applicant's knowledge, skill and judgement. This measure is in alignment with the Canadian Free Trade Agreement and the Agreement on Internal Trade (AIT) which facilitates the free flow of goods, services and people including regulated health professionals, across and between all provinces and territories.

As mentioned previously, if you are a registered audiologist or speech-language pathologist with the College in Manitoba now, and you continue to hold valid registration and certificate of practice, you will not be required to write the exam. Furthermore, all audiologists and speech-language pathologists who are registered in regulated jurisdictions throughout Canada at the time the Examination is launched will not be required to pass the Examination to maintain licensure.

New graduates of Canadian Programs, American programs and International programs alike, will be required to write the exam. As well, Audiologists and SLPS who are not registered with a provincial regulator in Canada and who wish to work in a regulated province, will be required to write the Examination to qualify for licensure once the exam is launched.

As such, the College staff have spent a considerable amount of time in the past 4 months preparing for regulatory changes related to the CETP Exam. For example, significant updates have been made to both the application process and accordingly the College's website. CASLPM's website now contains relevant information regarding how applicants can navigate the College's application process while concurrently navigating the process of applying to sit the CETP exam. As like you, the pandemic has impacted our lives, including so many aspects of the College's day-to-day activities. We appreciate your patience and understanding as we try our best to answer all of your inquiries in a timely manner, but please bear with us as information related to the pandemic evolves on a daily, if not hourly, basis.

At any time, if you have questions or would like further information about a topic, please call the office and a staff member would be pleased to assist you.

In closing, I would like to thank all registrants of the College of Audiologists and Speech – Language Pathologists for their conscientious practice and commitment to providing safe and ethical health care service for the citizens of Manitoba.

The College Staff are dedicated to carrying out the legislated responsibilities of regulation to ensure that professionals who practice audiology and speech – language pathology maintain the privilege of self – regulation in Manitoba.

I would also like to thank the Council President, Florent Gaudry who has been extremely supportive of me in my new role, and the Council and College Staff for welcoming me to the position of Registrar/Executive Director and for all their patience and encouragement as I work on behalf of the College.

Thank you very much for your time today.