



2011 ANNUAL REPORT

Rooted in quality. Strong in commitment.

COLLEGE OF AUDIOLOGISTS AND SPEECH-LANGUAGE PATHOLOGISTS OF ONTARIO

Vision

CASLPO will be an outstanding leader in the regulation of health care professionals.

Mission

The College is committed to ensuring that the people of Ontario receive respectful, effective, high quality audiology and speech-language pathology services provided by competent self-regulated practitioners.

Mandate

The purpose of the College is to regulate the professions of Audiology and Speech-Language Pathology. The College serves and protects the public interest, and governs its members in accordance with the Regulated Health Professions Act, 1991 (RHPA), the Audiology and Speech-Language Pathology Act, 1991 (ASLPA), and the regulations, policies and by-laws of the College.

Core Values

Serves and Protects the Public Interest

The College acts to serve and protect the public interest.

Provides Quality Service

The College provides high quality service to the public and to its members. It strives to improve continuously its level of service delivery.

Acts with Integrity

The College treats people and its stakeholders with dignity and respect.

Accountability and Transparency

The College is accountable to the public, the government and its members through governance and administrative processes that are open, fair, responsive, respectful and professional

Teamwork and Collaboration are Essential

The knowledge, commitment and skills of Council, staff, volunteers and members drive the College's success. Individual roles are defined and clearly understood and everyone involved works in a collegial manner together.

Objects

The College has the following objects, as set out in s. 3 of the Health Professions Procedural Code ("the Code"), being Schedule 2 to the Regulated Health Professions Act:

- 1 To regulate the practice of the professions and to govern the members in accordance with the ASLPA, the Code and the Regulated Health Professions Act, 1991 and the regulations and by-laws flowing therefrom.
- 2 To develop, establish and maintain standards of qualification for persons to be issued certificates of registration.
- 3 To develop, establish and maintain programs and standards of practice to assure the quality of the practice of the professions.
- 4 To develop, establish and maintain standards of knowledge and skill and programs to promote continuing evaluation, competence and improvement among the members.
- 4.1 To develop, in collaboration and consultation with other Colleges, standards of knowledge, skill and judgment relating to the performance of controlled acts common among health professions to enhance interprofessional collaboration, while respecting the unique character of individual health professions and their members.
- 5 To develop, establish and maintain standards of professional ethics
- 6 To develop, establish and maintain programs to assist individuals to exercise their rights under the Code and the Regulated Health Professions Act, 1991.
- 7 To administer the ASLPA, the Code and the Regulated Health Professions Act, 1991 as they relate to the profession and to perform the other duties and exercise the other powers that are imposed or conferred on the College.
- 8 To promote and enhance relations between the College and its members, other health profession colleges, key stakeholders, and the public.
- 9 To promote inter-professional collaboration with other health profession colleges.
- 10 To develop, establish, and maintain standards and programs to promote the ability of members to respond to changes in practice environments, advances in technology and other emerging issues.
- 11 Any other objects relating to human health care that the Council considers

Registrar's Message

The year 2011 for CASLPO was my sophomore year in the job. I took on my duties as Registrar at the beginning of the year 2010. My learning curve continues, facilitated greatly by my daily interactions with members of the College and public, representatives of many stakeholder organizations, and of course, the staff and Council of the College.

The overhaul of the organization's By-laws was completed during the year, including By-law #3, which was approved following consultation with the membership, representing the first increase in member fees since 2002. The new annual general membership fee of \$600 is still one of the lowest professional fees in the province, and is now more in line with fees in place at comparable rehabilitation health care professional colleges.

During the course of the year, there were several changes in staffing. Melanie Jones-Drost, Director of Professional Practice and Quality Assurance, left the College and was replaced by Alexandra Carling-Rowland. As well, Margaret Drent was hired as Director of Professional Conduct. The College's complement of 8.5 staff is one of the smallest among the regulatory Colleges, as is our annual budget of \$2.3M. Our Financial Statements (included in this annual report) show that the College continues to be a well-managed, accountable entity. To strengthen Council's commitment and oversight in this area, the By-laws now provide for a Finance Committee and enhanced communication with the College's auditors.

Membership regional seminars were held during the year in Thunder Bay, Dryden and Peterborough. Information sessions for graduating students in Audiology and Speech-Language Pathology programs at the University of Ottawa, Western University and the University of Toronto were held early in the year.

The College continued to demonstrate leadership at both provincial and national levels through its involvements with the Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR), the Federation of Health Regulatory Colleges of Ontario (FHRCO), the Council of Licensure Enforcement and Regulation (CLEAR) and the National Council of State Boards of Speech Language Pathology and Audiology (NCSB). Personally, my involvement with FHRCO deepened through my election to the Executive of the organization as Treasurer. As well, at the end of the year, I joined the advisory committee at CAASPR which is involved in developing the performance indicators for the national competencies' profiles for audiology and speech-language pathology.

During the year, we made submissions to various parts of the provincial government, including the Health Professions Regulatory Advisory Council (HPRAC), the Assistive Devices Program (ADP), the Ministries of Health and Long-Term Care, Education, and Children and Youth Services concerning "School Support Services."

Once again, the committees of Council were very busy throughout the year reviewing a wide variety of Position Statements and Guidelines developed to assist members in maintaining the highest standards of care in their practices. Details of the work of Council and each of the committees are provided herein. I want to especially acknowledge the dedication and guidance of the chairs of each committee.



"Our financial statements (included in this annual report) show that the College continues to be a well-managed accountable entity."

Brian O'Riordan
Registrar



It remains for me to thank the members of Council and staff for their assistance and encouragement throughout the year and their dedication to strengthening the College's role as a regulatory leader, provincially and nationally. In this regard, I would also like to offer a special word of thanks to the President, Vicky Papaioannou, and the other members of the Executive Committee. Their commitment to the College and professional regulation is evidenced throughout all levels of the Council's deliberations.

Brian O'Riordan
Registrar

*"During the course
of the year ... the
College continued to
demonstrate leadership
at both provincial and
national levels..."*

Brian O'Riordan
Registrar

Council Report

2011 Activity Highlights

The Council of the College is composed of 18 members, as set out in the Audiology and Speech-Language Act, as follows: nine professional members elected by members of the College; two academics representing university programs in speech-language and audiology; and seven public members appointed by the government of Ontario. Of the nine professional members, eight represent various regions of the province and there is one province-wide seat. Six of the elected members are speech-language pathologists and three are audiologists. There were several changes in the membership of Council during the year. Among the public members, Nazneen Sheikh did not seek reappointment to Council and was replaced by Ms. Josie Rose. On a very sad note, Cathrine Campbell passed away in August and is very much missed by her colleagues on Council. Among the professional members, Rosanne Lavallée-McNamee (AUD, District 1) was re-elected. Nancy Blake (SLP, District 3) was re-elected. Deb Zelisko (AUD, District 3) was elected, and Council bid farewell to Sasan Borhani (AUD, District 3) and thanked him for his many valued contributions.

Council continued its focus on “good governance” by the participation of members in relevant skills-building continuing education activities for governors. As well, Council successfully concluded its inaugural performance review cycle for the Registrar.

The Council met on four occasions throughout the year. Council meetings are usually full-day sessions and are open to the public. Meeting times are advertised on the College’s website. To improve the meeting environment, a portable FM system is now employed during the course of meetings. Details on some of Council’s activities over the course of the past year are described below, followed by summaries of the work of its major committees.

Setting Strategic Priorities One of the most important exercises undertaken by Council involved the establishment of a set of strategic priorities. These Priorities will inform the College’s Strategic Planning work in 2012 that will guide the organization through to the end of 2014. The Priorities touch on all major aspects of CASLPO’s activities, including government relations, public awareness, enhanced member communications and education, revision of regulations on Professional Misconduct, development of new regulations on Advertising and Conflict of Interest, working with the Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR) on National Competency Profiles and ensuring organizational compliance with the *Accessibility for Ontarians with Disabilities Act*.



“Council continued its focus on “good governance” ... over the course of the past year...”

Vicky Papaioannou
President

Committee Reports



Council has several statutory committees, which are mandated for all colleges by the Regulated Health Professions Act. These committees are Executive; Inquiries, Complaints and Reports; Quality Assurance; Registration; Discipline; Fitness to Practice; and, Patient Relations. Several years ago, Council established two special advisory committees to give focus to member-specific concerns arising from professional practice issues and the application of college standards. And so, on the following pages, in addition to reports from the committees listed above, you will also find reports from the special advisory committees to Council on Audiology and Speech-Language Pathology. Council has also recently established a Finance Committee.

Executive Committee

The Executive Committee met on three occasions. The Committee developed mechanisms to guide the major issue discussions at Council concerning Strategic Priorities, the budget and the revisions to the Fees and Insurance By-laws. New procedures were developed to allow Executive to better monitor and coordinate the work of the committees of Council and to ensure that Council had all the pertinent information that it required prior to making decisions.

The Committee also established the composition of all committees for the upcoming cycle of Council meetings and developed the schedule of Council meeting dates.

The Committee dealt extensively with matters concerning external relations involving CAASPR and FHRCO. The Executive Committee established three task forces of Council during the year:

- > Development of Specified Continuing Education and Remediation Programs (SCERP) Task Force modules.
- > Initial Practice Period.
- > Community Health Information Line (CHIL), with membership from OSLA and CASLPA.

With regard to the first two task forces, work is scheduled to continue into 2012. The CHIL Task Force reported, recommending that CASLPO discontinue funding of the line, and that CASLPO explore work with stakeholders to provide a more robust approach to "Find a Practitioner" services.

The Committee also provided leadership in establishing the Council process to develop a three-year Strategic Plan, resulting in this being a focus in December 2011.

The Committee completed a formal annual Performance Appraisal of the Registrar.

As mandated by the By-laws of Council, an election for membership on the Committee was held in June of 2011. The following individuals comprised the Executive Committee:

January to June 2011:

President: V. Papaioannou

Vice-Presidents: S. Borhani (AUD), N. Blake (SLP)

Members: P. Faubert, J. Krawchenko, P. Finak

June to December 2011:

President: V. Papaioannou

Vice-Presidents: J. Scott (AUD), M. Suddick (SLP)

Members: P. Faubert, J. Krawchenko, N. Blake

CASLPO serves and protects the public interest, and governs its members in accordance with the RHPA, the ASLPA, and the regulations, by-laws and policies of the College



Vicky Papaioannou

Registration Committee

The Registration Committee provides a fair process for reviewing applications for registration in accordance with the *Regulated Health Professions Act*, the College regulations, and matters that have been referred to it by the Registrar, where the Registrar,

- (a) has doubts, on reasonable grounds, about whether the applicant fulfils the registration requirements;
- (b) is of the opinion that terms, conditions or limitations should be imposed on a certificate of registration of the applicant and the applicant does not consent to the imposition; or,
- (c) proposes to refuse the application.

The Committee also advises Council and makes recommendations on matters relating to entry to practice standards, registration regulations, and related matters. It also addresses issues of reporting practices concerning Ontario's Office of the Fairness Commissioner.

During 2011, the Registration Committee considered a total of 28 applications and proposals.

All decisions of the Registration Committee may be appealed to the Health Professions Appeal and Review Board (the Board or HPARB) for a review or a hearing. One appeal was requested in 2011 and later was withdrawn.

During 2011, the Committee reviewed a number of policy matters including the following items:

- > The submission of a proposal to the Ministry of Health and Long-Term Care, to amend CASLPO's registration regulation to comply with labour mobility provisions under the *Regulated Health Professions Act*, 1991.
- > The development of CASLPO's *Manual of Registration Practices*.
- > The completion of a policy regarding language proficiency requirements.
- > The completion of a policy regarding closing abandoned application files.
- > The completion of an Entry-To-Practice Review for the Office of the Fairness Commissioner.

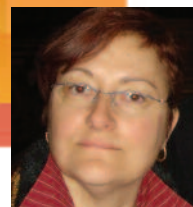


TYPE OF CASES IN 2011		
Number of Cases	Type of Cases	Panel Decision
19	Applications from Internationally Educated Applicants	3 applications approved without conditions 16 applications approved were subject to terms, conditions, and limitations specified by the Committee
3	Applications to Remove or Modify a Previous Registration Decision	2 applications refused 1 application changed or modified
1	Applications for a General Certificate following an absence from professional practice of 3 years or more.	1 application was approved subject to terms, conditions, and limitations specified by the Committee
5	Proposals for the Completion of Additional Course Work	All proposals were accepted.
28	TOTAL	

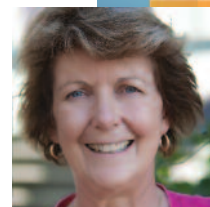
2011 MEMBERSHIP STATISTICS		
Profession	Class of Certificate	Total
AUD	Academic	5
AUD	General	551
AUD	Initial	34
AUD	Life	5
AUD	Non-Practising	19
Total Audiologists		614
SLP	Academic	12
SLP	General	2588
SLP	Initial	108
SLP	Life	39
SLP	Non-Practising	140
Total Speech-Language Pathologists		2877
Total Members		3501

Chair: M. Suddick (January to September); C. Moran (October to December)

Members: F. Dezenhouse, L. De Nil, K. Gordon (October to December), J. Scott, M. Suddick, E. Tolentino



Mary Suddick



Carolyn Moran

Committee Reports



Quality Assurance Committee

The Quality Assurance Committee is a statutory committee mandated to promote, maintain and evaluate continuing competence among members, and to ensure the quality of practice of the professions in accordance with the legislation, regulations, standards, guidelines and policies of the College, thereby protecting the public.

This Committee has the responsibility of monitoring members' participation in, and compliance with, the Quality Assurance Program of the College, in addition to encouraging continuing education and quality improvement among members. Within this scope, the Committee undertook the following in 2011:

- > Launched the online version of the *Self Assessment Tool* to coincide with the beginning of the three-year quality assurance program which requires members to evaluate their practice, identify learning goals and collect 45 Continuous Learning Activity Credits over three years.
- > Oversaw the random selection process, conducted by an external consulting firm, which identified 250 members who were then notified of the requirement to submit their *Self Assessment Tools*.
- > Launched the online reporting system for peer assessors. In order to effectively pilot the online system, ten members were selected, to undergo the peer assessment process, rather than the usual 30 members. This involved the following steps:
 - o Supporting those members selected to complete the online version of the *Self-Assessment Tool* and submit online evidence for the Peer Assessment.
 - o Providing education to the Peer Assessors regarding the online version of the Peer Assessment Process.
 - o Providing the opportunity for detailed feedback on the system.
- > Reviewed Peer Assessment results for ten members, directing one for follow-up.
- > Developed the *Peer Assessment Extension and Deferment Policy*.



Peer Assessment Results

- 90% Successful
- 10% Follow-up Required



Nancy Blake

Chair: N. Blake

Members: V. Papaioannou (January to September), C. Campbell (January to August), F. Dezenhouse (January to September), D. Zelisko (October to December), E. Tolentino (October to December), B. DeSousa (October to December), J. Rowlands, P. Millett

Inquiries, Complaints, and Reports Committee

The Inquiries, Complaints and Reports Committee (ICRC) is a statutory committee that considers all complaints made to the College regarding members. Since 2009, the ICRC has also been responsible for reports regarding members that are made to the College. In the case of complaints, the ICRC may decide to request a formal investigation into the matter. The ICRC may also approve an investigation in a report matter if the Registrar has reasonable and probable grounds to believe that a member has committed an act of professional misconduct or is incompetent.

The ICRC acts as a screening committee, and has the responsibility to determine whether or not allegations warrant a referral to the Discipline Committee for a hearing. If a referral is not merited in a particular case, the ICRC may make other decisions in accordance with the legislation. These options include ordering the member to complete a Specified Education and Remediation Plan (SCERP), requiring a member to enter into an undertaking, referring the member to the Fitness to Practice Committee for incapacity proceedings, or requiring the member to appear before the ICRC to receive an oral caution. The ICRC may also caution the member in writing. The ICRC can also decide to take no action in the matter.

In 2011, the ICRC rendered decisions in sixteen cases. One of these decisions was the subject of a request for review by the Health Professions Appeal and Review Board (the Board or HPARB). The decision was subsequently upheld by the Board.

As of December, 2011, there were sixteen outstanding investigations of members of the professions.



2011 DISPOSITIONS

Disposition	Number of Matters
Letter of Caution	3
No further action	10
SCERP	1
Undertaking	1
Referral to the Discipline Committee	1

Chair: P. Faubert

Members: C. Campbell (January to August), N. Blake, S. Borhani, R. Lavallée-McNamee, J. Torres-Valencia, M. Chasin (January to September), V. Papaioannou, P. Finak, R. Kroll



Pauline Faubert

Committee Reports

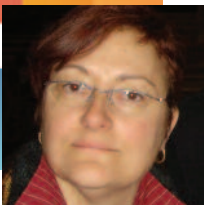


To develop, establish, and maintain standards and programs to promote the ability of members to respond to changes in practice environments, advances in technology and other emerging issues

Speech-Language Pathology Practice Advisory Committee

The Speech-Language Pathology (SLP) Practice Advisory Committee is a standing committee of the College and is mandated to provide advice to Council on matters affecting Speech-Language Pathologists and the practice of speech-language pathology in accordance with the *Regulated Health Professions Act, 1991*, the *Audiology and Speech-Language Pathology Act, 1991*, and the regulations, by-laws and policies of the College. The Committee undertook the following activities in 2011:

- > Practice Standards and Position Statements:
 - Developed *Practice Standards and Guidelines for the Assessment of Adults by Speech-Language Pathologists*, which will be launched in 2012.
 - Released the Position Statement on the *Disclosure of Test Materials and Data*.
- > The Ministry of Health and Long-Term Care initiated a review of the *Community Care Access Centre School Health Support Services* which was conducted by external consultants. Their report was released in July 2011 and specifically addressed speech and language services at the schools. The Committee solicited member feedback to the Report, which was incorporated into a response to the Ministry. The response touched on key issues affecting Ontarians, including access, equity, efficiency and consistency with other Ministry initiatives such as Ontario's *Best Start Plan*.
- > The Committee reviewed the SLP-related practice calls that staff respond to on a daily basis in order to inform their deliberations regarding practice standards, et cetera. The current trends in practice advice suggest support in the following five areas is needed:
 - Obtaining consent for treatment.
 - Documentation details.
 - Swallowing assessments.
 - Private practice set up.
 - Advertising restrictions.
- > Participated in the Council strategic planning process.
- > This Committee, in conjunction with the Quality Assurance Committee, the Audiology Practice Advisory Committee, and the Inquiries, Complaints and Reports Committee, provided ongoing input to the Specified Continuing Education and Remediation Programs (SCERP) Task Force as they developed Council's learning modules for the membership.



Mary Suddick



Nancy Blake

Chair: N. Blake (January to September); M. Suddick (October to December)

Members: T. Barber, C. Campbell (January to August), L. DeNil, F. Dezenhouse, P. Finak, J. Krawchenko (January to September), C. Moran, J. Rose (October to December), R. Salazar, S. Singbeil

Audiology Practice Advisory Committee

The Audiology Practice Advisory Committee is a standing committee of the College and is mandated to provide advice to Council on matters affecting Audiologists and the practice of audiology in accordance with the *Regulated Health Professions Act, 1991*, the *Audiology and Speech-Language Pathology Act, 1991*, and the regulations, by-laws and policies of the College. This Committee brings forward issues of clinical importance including professional practice, business practice, and interdisciplinary issues. The Committee undertook the following activities in 2011:

- > Reviewed the Position Statement on the *Use of Support Personnel by Audiologists*.
- > Made representations to the Assistive Devices Program (ADP) with respect to changes in their procedures announced in the spring of 2011.
- > Participated in ongoing meetings with the ADP.
- > Considered new regulations regarding advertising, conflict of interest, and professional conduct.
- > Reviewed the Preferred Practice Guideline (PPG) regarding the *Prescription of Hearing Aids to Adults*, as well as the PPG concerning *Prescription of Hearing Aids to Children*.
- > Reviewed a new Position Statement on the *Disclosure of Test Materials and Data*.
- > Participated in the Council strategic planning process.
- > Provided input regarding the advertising of audiology services by non-audiologist providers.
- > This Committee, in conjunction with the Quality Assurance Committee, the Speech-Language Pathology Practice Advisory Committee, and the Inquiries, Complaints and Reports Committee, provided ongoing input to the Specified Continuing Education and Remediation Programs (SCERP) Task Force as they developed Council's learning modules for the membership.



These Committees bring forward issues of clinical importance including professional practice, business practice and interdisciplinary issues

Chair: S. Borhani (January to June); J. Scott (July to December)

Members: R. Lavallée-McNamee, V. Papaioannou, E. Tolentino, D. Zelisko, F. Dezenhouse, P. Folkeard, C. Campbell (January to August), M. Reed

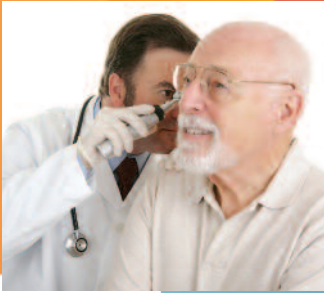


Sasan Borhani



Jack Scott

Committee Reports



Discipline Committee

The mandate of this statutory Committee is to hold hearings on allegations of incompetence or professional misconduct referred to it from the Inquiries, Complaints and Reports Committee (ICRC). Incompetence is defined in the *Regulated Health Professions Act, 1991 (RHPA)*, Schedule 2, as follows:

Section 52 (1) A panel [of the Discipline committee] shall find a member to be incompetent if the member's professional care of a patient displayed a lack of knowledge, skill or judgment of a nature or to an extent that demonstrates that the member is unfit to continue to practise or that the member's practice should be restricted.

The acts of professional misconduct are set out under the College's Professional Misconduct Regulation, O. Reg. 749/93.

No Discipline hearings were held in 2011.

Members: C. Moran, D. Zelisko, J. Krawchenko, J. Rose, B. DeSousa, J. Greensmith, K. Bright, P. Dobbins, K. Eskritt

Fitness to Practise Committee

The mandate of this statutory committee is to hold hearings on matters referred to it by the ICRC, to determine if a member is incapacitated; and, if a panel finds a member is incapacitated, it must make an appropriate order. Incapacitated is defined in the *Regulated Health Professions Act, 1991, Schedule 2*, as follows:

Section 1 (1): ... the member is suffering from a physical or mental condition or disorder that makes it desirable in the interest of the public that the member's certificate of registration be subject to terms, conditions or limitations, or that the member no longer be permitted to practise.

No Fitness to Practise hearings were held in 2011.

Members: D. Zelisko, J. Rose, E. Tolentino, M. Petkoff

The College is accountable to the public, the government and its members through governance and administrative processes that are open, fair, responsive, respectful and professional

Finance Committee

The Finance Committee was established by Council in 2011. The Committee mandate is to,

- > review and evaluate the risks that may affect the College;
- > maintain a relationship with the Auditor by reviewing the engagement letter, the projected audit fee, and the scope of the audit;
- > review the annual business plan and budget;
- > review matters related to the adequacy of the internal controls of the College; and,
- > ensure that there are adequate systems and practices in place to provide reasonable assurance of compliance with laws and regulations with respect to the financial affairs of the College.

The Committee met twice during the year and discussed matters related to the financial affairs of the College.

Members: P. Faubert, V. Papaioannou, P. Finak, J. Krawchenko, M. Petkoff.

Patient Relations Committee

The Patient Relations Committee is a statutory committee responsible for the development of measures for preventing or dealing with sexual abuse of patients/clients. As part of its mandate, the Committee monitors the ongoing implementation of CASLPO's Sexual Abuse Prevention Plan, developed in 1998. As part of this Plan, College staff is trained on annual basis to deal with complaints of sexual impropriety. The Committee reviewed the Plan and recommended changes and updates. The Committee also approved the following actions relating to public awareness activities:

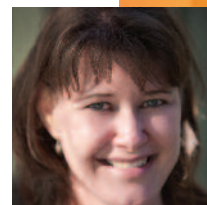
- > Placed a half page advertisement in the *Toronto Star Mediaplanet* insert regarding Speech and Hearing month.
- > Placed radio advertisements throughout the summer on *Zoomer Radio*, AM740.
- > Placed print advertisements in selected publications, such as *Forever Young Information (FYI)*.
- > Ran a video segment on *Daily WebTV*.

Chair: S. Singbeil

Members: R. Lavallée-McNamee, P. Faubert, J. Krawchenko, P. Millett, T. Barber



The Committee monitors the ongoing implementation of CASLPO's Sexual Abuse Prevention Plan



Sandra Singbeil

Council Members



The knowledge, commitment and skills of Council, staff, volunteers and members drive the College's success.

Individual roles are defined and clearly understood and everyone involved works in a collegial manner together.

Officers and Council of the College

January to June 2011

Vicky Papaioannou, AUD, *President*

Nancy Blake, SLP, *Vice-President*

Sasan Borhani, AUD, *Vice-President*

June to December 2011

Vicky Papaioannou, AUD, *President*

Mary Suddick, SLP, *Vice-President*

Jack Scott, AUD, *Vice-President*

Professional Members

District 1 (Eastern Ontario):

Paulina Finak, SLP

Rosanne Lavallée-McNamee, AUD

District 2 (Central Ontario):

Vicky Papaioannou, AUD

Mary Suddick, SLP

District 3 (Southwestern Ontario):

Nancy Blake, SLP

Sasan Borhani, AUD (January to June)

Deb Zelisko, AUD (June to December)

District 4 (Northwestern Ontario):

Sandra (Sandi) Singbeil, SLP

District 5 (Northeastern Ontario):

Carolyn Moran, SLP

District 6 (Ontario at Large):

Bob Kroll, SLP

Academic Members

Luc De Nil, SLP

Jack M. Scott, AUD

Public Members

Cathrine Campbell (January to August)

Bryan DeSousa

Ferne Dezenhouse

Pauline Faubert

John Krawchenko

Josie Rose (April to December)

Nazneen Sheikh (January to March)

Estrella Tolentino

In Memoriam

CASLPO Council and staff mourn the loss of one of their public members on Council. The Reverend Cathrine Elaine Campbell of Brussels, formerly of Brampton, passed away peacefully on Monday, August 1, 2011 at Seaforth Community Hospital. Born in Markdale on July 13, 1943, Cathrine was in her 69th year.

Cathrine was appointed to Council by the Ministry of Health and Long-Term Care on June 29, 2006 and was reappointed in 2009. During her terms on Council, she was a member of the Inquiries, Complaints and Reports Committee (the former Complaints Committee), Discipline, Fitness to Practice, Quality Assurance, Audiology Practice Advisory, and SLP Practice Advisory Committees. She had been recently elected by her peers to serve on the Executive Committee.

Cathrine was a strong advocate for the College to always adhere, in its decision making, to its mandate to regulate professionals in the public interest. Her commitment, dedication and sense of humour and irony will be greatly missed by all who knew her.



Cathrine Campbell

CASLPO Staff Members

Brian O'Riordan
Registrar

Carol Bock
Deputy Registrar

Margaret Drent
Director of Professional Conduct

Colleen Myrie
Director of Registration Services

Gregory Katchin
Director of Finance & Operations

Alexandra Carling-Rowland
*Director of Professional Practice
and Quality Assurance*

Carol Lammers
Executive Assistant to the Registrar

Camille Prashad
Program Assistant (Registration Services)

Julie McFarland
*Program Administrative Assistant
(Corporate)*

2011





Statements

**COLLEGE OF AUDIOLOGISTS AND
SPEECH-LANGUAGE PATHOLOGISTS
OF ONTARIO**

SUMMARY FINANCIAL STATEMENTS

SEPTEMBER 30, 2011

Hilborn Ellis Grant LLP

Chartered Accountants

Toronto, Ontario





Hilborn Ellis Grant LLP
Chartered Accountants

Report of the Independent Auditors on the Summary Financial Statements

To the Council of the
College of Audiologists and Speech-Language Pathologists of Ontario

The accompanying summary financial statements, which comprise the summary statement of financial position as at September 30, 2011 and the summary statement of operations for the year then ended, and related note, are derived from the audited financial statements of the **College of Audiologists and Speech-Language Pathologists of Ontario** for the year ended September 30, 2011. We expressed an unmodified audit opinion on those financial statements in our report dated December 9, 2011.

The summary financial statements do not contain all the disclosures required by Canadian generally accepted accounting principles. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial statements of the College of Audiologists and Speech-Language Pathologists of Ontario.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of a summary of the audited financial statements on the basis described in the note to the summary financial statements.

Auditor's Responsibility

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, "Engagements to Report on Summary Financial Statements".

Opinion

In our opinion, the summary financial statements derived from the audited financial statements of the **College of Audiologists and Speech-Language Pathologists of Ontario** for the year ended September 30, 2011 are a fair summary of those financial statements, on the basis described in the note to the summary financial statements.

Toronto, Ontario
December 9, 2011

Chartered Accountants
Licensed Public Accountants

COLLEGE OF AUDIOLOGISTS AND SPEECH-LANGUAGE PATHOLOGISTS OF ONTARIO

Summary Statement of Financial Position

September 30	2011 \$	2010 \$
ASSETS		
Current Assets		
Cash	1,523,291	1,482,541
Investments	291,580	63,414
Prepaid expenses and sundry receivables	5,870	37,247
	<u>1,820,741</u>	<u>1,583,202</u>
Investments	1,286,742	1,698,629
Capital assets	67,731	57,055
	<u>1,354,473</u>	<u>1,755,684</u>
	<u>3,175,214</u>	<u>3,338,886</u>
LIABILITIES		
Current Liabilities		
Accounts payable and accrued liabilities	235,315	256,193
Deferred membership fees	1,529,306	1,318,870
	<u>1,764,621</u>	<u>1,575,063</u>
NET ASSETS		
Net assets invested in capital assets	67,731	57,055
Net assets internally restricted for investigations and hearings	300,000	300,000
Net assets internally restricted for quality assurance	200,000	200,000
Net assets internally restricted for public awareness	150,000	150,000
Unrestricted net assets	692,862	1,056,768
	<u>1,410,593</u>	<u>1,763,823</u>
	<u>3,175,214</u>	<u>3,338,886</u>

COLLEGE OF AUDIOLOGISTS AND SPEECH-LANGUAGE PATHOLOGISTS OF ONTARIO

Summary Statement of Operations

Year ended September 30	2011 \$	2010 \$
Revenues		
Membership fees	1,709,662	1,655,095
Investment income	66,676	72,159
	<u>1,776,338</u>	<u>1,727,254</u>
Expenses		
Salaries and benefits	831,247	745,706
Professional fees and consultants	328,889	199,289
Council and committees	269,399	122,978
Investigations and hearings	68,090	69,536
Public awareness	41,498	34,050
Premises	135,461	126,315
Member communication	89,674	72,040
Office and general	243,125	238,117
Quality assurance	91,775	79,063
Amortization	30,410	19,570
	<u>2,129,568</u>	<u>1,706,664</u>
Excess of revenues over expenses (expenses over revenues) for year	<u>(353,230)</u>	<u>20,590</u>

COLLEGE OF AUDIOLOGISTS AND SPEECH-LANGUAGE PATHOLOGISTS OF ONTARIO

Note to Summary Financial Statements

September 30, 2011

1. **Basis of presentation**

These summary financial statements have been prepared from the audited financial statements of the College of Audiologists and Speech-Language Pathologists of Ontario (the “College”) for the year ended September 30, 2011, on a basis that is consistent, in all material respects, with the audited financial statements of the College and reduces cash flow information and information disclosed in the notes to the financial statements.

Complete audited financial statements are available upon request from the College.





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