

**COLLEGE OF AUDIOLOGISTS AND SPEECH-LANGUAGE PATHOLOGISTS OF ONTARIO (THE "COLLEGE") PROPOSED REGISTRATION REGULATION – September 28, 2018**

- If there is no text in the middle column for proposed regulation then there is no change contemplated.

CURRENT REGULATION	PROPOSED REGULATION	NOTES/RATIONALE FOR CHANGE
<p align="center"><b>PART I REGISTRATION</b></p> <p align="center">CLASSES OF CERTIFICATES</p> <p><b>Prescribed classes</b></p> <p>1. The following are prescribed as classes of certificates of registration:</p> <p>1. General.</p> <p>2. Initial.</p> <p>3. Non-practising.</p> <p>4. Academic.</p> <p>5. Teaching.</p>	<p><del>5. Teaching.</del></p>	<p>See section 19 for rationale supporting the deletion of the Teaching Class of certificate of registration.</p>
<p align="center">APPLICATION FOR CERTIFICATE OF REGISTRATION</p> <p><b>Application for certificate of registration</b></p> <p>2. A person may apply for a certificate of registration by submitting an application to the Registrar together with any applicable fees as required by the by-laws.</p>		

REQUIREMENTS FOR ISSUANCE OF CERTIFICATE OF REGISTRATION,  
ANY CLASS

**Requirements for certificate of registration, any class**

**3.** An applicant must satisfy the following registration requirements for the issuance of a certificate of registration of any class:

1. The applicant must provide details of any of the following that relate to the applicant:
  - i. A conviction for a criminal offence.
  - ii. A conviction for an offence related to the regulation of the practice of the profession in Ontario or in any other jurisdiction.
  - iii. A finding of professional misconduct, incompetency or incapacity in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.
  - iv. A current proceeding for professional misconduct, incompetency or incapacity in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.
  - v. A denial of registration, licensure or similar status by a regulatory body in Ontario that is responsible for the regulation of another health profession or by a regulatory body in

<p>another jurisdiction that is responsible for the regulation of the profession or another health profession.</p> <p>vi. A revocation or suspension of registration, licensure or similar status in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.</p> <p>2. If the applicant is registered with a body responsible for the regulation of a health profession, the applicant must provide a certificate, letter or other evidence acceptable to the College from the regulatory body confirming that the applicant is in good standing.</p> <p>3. If the applicant has ceased being registered with a body responsible for the regulation of a health profession, the applicant must provide a certificate, letter or other evidence acceptable to the College from the regulatory body indicating that the applicant was in good standing at the time he or she ceased being registered.</p> <p>4. The applicant must provide proof that he or she has professional liability insurance in the amount and in the form as required by the by-laws.</p> <p>5. The applicant must be able to speak, read and write either English or French with reasonable fluency.</p> <p>6. The applicant's past and present conduct must afford reasonable grounds for the belief that the applicant,</p>		
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<ul style="list-style-type: none"> <li>i. does not have a physical or mental condition or disorder that could affect his or her ability to practise the profession in a safe manner,</li> <li>ii. will practise the profession with decency, integrity and honesty and in accordance with the law, and</li> <li>iii. will display an appropriate professional attitude.</li> </ul> <p>7. At the Registrar’s request, the applicant must undergo a criminal background check.</p>		
<p style="text-align: center;">CONDITIONS, ANY CLASS</p> <p><b>Conditions, any class</b></p> <p>4. Every certificate of registration is subject to the following conditions:</p> <ul style="list-style-type: none"> <li>1. The member shall provide the College with details of any of the following that relate to the member and that occur or arise after the member is issued a certificate of registration: <ul style="list-style-type: none"> <li>i. a conviction for any offence in Ontario or in any other jurisdiction.</li> <li>ii. a finding of professional misconduct, incompetency or incapacity in Ontario in relation to another health profession or in any</li> </ul> </li> </ul>		

<p>other jurisdiction in relation to the profession or another health profession.</p> <p>iii. a current proceeding for professional misconduct, incompetency or incapacity in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.</p> <p>iv. a denial of registration, licensure or similar status by a regulatory body in Ontario that is responsible for the regulation of another health profession or by a regulatory body in another jurisdiction that is responsible for the regulation of the profession or another health profession.</p> <p>v. a revocation or suspension of registration, licensure or similar status in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.</p> <p>2. The member shall maintain professional liability insurance in the amount and in the form as required by the by-laws.</p>		
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GENERAL CERTIFICATES

**Registration requirements**

5. (1) The following are non-exemptible registration requirements for a general certificate of registration:

1. The applicant must have a professional master's degree in audiology or speech-language pathology or both from,
  - i. a Canadian university program accredited by the Council for Accreditation of Canadian University Programs in Audiology and Speech-Language Pathology or by another accrediting body approved by the Council for that purpose, or
  - ii. a university program, other than one referred to in subparagraph i, that is determined by a panel of the Registration Committee, in accordance with subsection (2), to be equivalent to a program referred to in that subparagraph.
2. The applicant must be a Canadian citizen or a permanent resident of Canada or be authorized by the *Immigration and Refugee Protection Act* (Canada) to engage in the practice of the profession.

1. The applicant must have a professional master's degree or greater in audiology or speech-language pathology or both from,
  - ii. a university program, other than one referred to in subparagraph i, that is determined by a panel of the Registration Committee or by a body or bodies approved by the Council, in accordance with subsection (2), to contain both coursework and practicum and to be equivalent to a program referred to in ~~that~~ subparagraph i.

The standard for entry-to-practice in the United States for the profession of Audiology is a professional doctorate degree. Obtaining a professional doctorate degree does not require the prior completion of a professional master's degree. As the professional doctorate degree is a higher designation than a professional master's degree, the wording "or greater" has been added to avoid the exclusion of applicants with a professional doctorate degree.

The national professional regulatory group, Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR), is working with each province to harmonize the registration of audiologists and speech-language pathologists across Canada in order to facilitate improved labour mobility.

A key implication of such harmonization for the College's Registration Regulation is the designation by Council of CAASPR as a body which can assess the equivalency of applicants' coursework and practicum completed at a university not accredited by the Council for Accreditation of Canadian University Programs in Audiology and Speech-Language Pathology. CAASPR is developing an application assessment process which may be used by each regulated province. While it is anticipated that the third party assessor will be CAASPR, the College's Registration Committee retains

<p>(2) For the purposes of subparagraph 1 ii of subsection (1), a university program is equivalent to a program referred to in subparagraph 1 i of subsection (1) if the program contains the following:</p> <ol style="list-style-type: none"> <li>1. 270 hours of coursework in basic communication processes which include, <ol style="list-style-type: none"> <li>i. the anatomic and physiologic basis for normal development and use of speech, language and hearing,</li> <li>ii. physical bases and processes of the production and perception of speech, and</li> <li>iii. perceptual processes and psycholinguistic variables related to normal development and use of speech, language and hearing.</li> </ol> </li> <li>2. 200 hours of coursework in related areas which include, <ol style="list-style-type: none"> <li>i. study of human behaviour, both normal and abnormal,</li> <li>ii. statistics, and</li> <li>iii. administrative organization of programs in speech language pathology or audiology or both.</li> </ol> </li> <li>3. 360 hours of coursework, at a standard satisfactory to the Registration Committee, in the major professional area which provides in-depth study of,</li> </ol>	<p><del>(2) For the purposes of subparagraph 1 ii of subsection (1), a university program is equivalent to a program referred to in subparagraph 1 i of subsection (1) if the program contains the following:</del></p> <ol style="list-style-type: none"> <li><del>1.— 270 hours of coursework in basic communication processes which include,</del> <ol style="list-style-type: none"> <li><del>i.— the anatomic and physiologic basis for normal development and use of speech, language and hearing,</del></li> <li><del>ii.— physical bases and processes of the production and perception of speech, and</del></li> <li><del>iii.— perceptual processes and psycholinguistic variables related to normal development and use of speech, language and hearing.</del></li> </ol> </li> <li><del>2.— 200 hours of coursework in related areas which include,</del> <ol style="list-style-type: none"> <li><del>i.— study of human behaviour, both normal and abnormal,</del></li> <li><del>ii.— statistics, and</del></li> <li><del>iii.— administrative organization of programs in speech language pathology or audiology or both.</del></li> </ol> </li> <li><del>3.— 360 hours of coursework, at a standard satisfactory to the Registration Committee, in the major professional area which provides in-depth study of,</del></li> </ol>	<p>the authority to use a different assessor approved by the Council or to complete its own assessment.</p> <p>The harmonized application assessment process includes an Academic Equivalency Framework (AEF) approved by the College and the regulators from other provinces across Canada. The AEF consists of both academic components and clinical practicum components, which closely align with the College’s current Regulation. The academic components specify minimum hours of coursework, covering specific content, including normal and disordered hearing, communication and swallowing functions.</p> <p>The clinical practicum component also specifies minimum hours of supervised practical learning experience conducted in connection with a program of study in audiology or speech-language pathology.</p> <p>The AEF went through a rigorous review by the regulatory colleges in each province. With its adoption, Canadian labour mobility will be better achieved as the standards will be consistent for each province.</p> <p>The AEF is also consistent with the requirements for accreditation by the Council for Accreditation of Canadian University Programs in Audiology and Speech-Language Pathology.</p> <p>The College’s current Regulation contains a rigid description of the specific course and practicum requirements. It does not permit flexibility to reflect advancements in the professions over time as changing a course or practicum requirement necessitates a Regulation amendment. By using the AEF, the College is using standards consistent across Canada and the risk of an applicant registering in a province</p>
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<p>i. disorders of speech and language or of hearing functioning, and</p> <p>ii. clinical evaluation and treatment of communication disorders.</p> <p>4. 90 hours of coursework in the minor professional area which provides study in audiology for speech-language pathology majors and study in speech-language pathology for audiology majors.</p> <p>5. 300 hours of supervised university accredited clinical practicum with both children and adults representing a wide variety of communication disorders in the area in which registration is sought and consisting of,</p> <p>i. at least 225 hours of experience within the major professional area, and</p> <p>ii. a minimum of 20 hours in the minor area.</p>	<p><del>i. disorders of speech and language or of hearing functioning, and</del></p> <p><del>ii. clinical evaluation and treatment of communication disorders.</del></p> <p><del>4. 90 hours of coursework in the minor professional area which provides study in audiology for speech-language pathology majors and study in speech-language pathology for audiology majors.</del></p> <p><del>5. 300 hours of supervised university accredited clinical practicum with both children and adults representing a wide variety of communication disorders in the area in which registration is sought and consisting of,</del></p> <p><del>i. at least 225 hours of experience within the major professional area, and</del></p> <p><del>ii. a minimum of 20 hours in the minor area.</del></p>	<p>with lower standards and then moving to Ontario through labour mobility is mitigated.</p> <p>In addition, removal of the detailed course and practicum requirements from the Regulation is more consistent with the registration regulations of other Colleges in Ontario. In particular, use of a harmonized application assessment process coupled with an exam requirement has been successfully in place for the professions of occupational therapy and physiotherapy for many years.</p>
	<p><u>3. The applicant must have successfully completed a registration examination, set or approved by the Council, for the profession or professions for which the applicant has submitted an application.</u></p>	<p>A new non-exemptible registration requirement for general, initial and academic certificates of registration is the successful completion of a competency-based, entry-to-practice registration examination.</p> <p>The new competency-based examination will measure the knowledge, skills and judgement acquired by each applicant in a way that is transparent, objective, impartial and fair.</p> <p>The exam supports the move towards the harmonized application assessment process and helps to support labour mobility as applicants in each of the regulated provinces will</p>



		<p>be required to write the same exam. The exams are being developed by and will be administered by CAASPR and its service-providers by 2020.</p> <p>The language “set or approved” is typical among the professions with an exam requirement. If the Council neither sets nor approves an exam then there will be no exam to write and this registration requirement will not apply.</p>
<p>(3) It is a requirement for a general certificate of registration that the applicant have held an initial certificate of registration for the length of time required under section 10 or have satisfactorily completed two years of professional practice in another jurisdiction.</p>	<p><del>(3)</del> It is a requirement for a general certificate of registration that the applicant:</p> <ol style="list-style-type: none"> <li>1. Have held an initial certificate of registration for the length of time required under section 10 <u>and met the requirements of section 10.1;</u></li> <li>2. <u>Have completed a total of 750 hours of patient care or related work, or any combination thereof, in another jurisdiction in the profession for which the applicant has submitted an application during the three years immediately preceding the date on which the College receives an application from the member for the issuance of a general certificate of registration; or,</u></li> <li>3. <u>Have completed at least six months of professional practice in another jurisdiction in the profession for which the applicant has submitted an application and if such professional practice includes less than a total of 750 hours as required by paragraph 2, after the issuance of a general certificate of registration to the applicant, the Registrar may refer the member for a peer and practice assessment.</u></li> </ol>	<p>The change in this section reflects the following two changes to the Initial Certificate:</p> <ol style="list-style-type: none"> <li>1. Term of initial certificate made more flexible by adding “up to” six months</li> <li>2. Specified the requirements to be met before a holder of an initial certificate of practice may apply for a general certificate of practice</li> </ol> <p>The College uses recent practice hours as an indicator that a member is maintaining their skills and judgement. General members of CASLPO are required to provide 750 hours of patient care or related work in audiology or speech-language pathology to maintain a general certificate of registration. The addition of 750 hours over three years in paragraph 2 reflects the College’s goal of ensuring consistency on currency requirements among the various classes of registration.</p> <p>For example, currently while labour mobility applicants are required to have “practised the profession to the extent that would be premitted by the general certificate of registration at any time in the three years immediately before the date of the applicant’s application”, general members applying from an unregulated province or territory or another country did not have the same requirement. These members were required to have 2 years of professional experience. The requirement for two years of experience did not address the risk of an applicant who had not practiced recently.</p>

		<p>The initial practice period provides an initial member with at least 6 months of professional experience. After successfully completing the mentorship process, the initial member is eligible for a general certificate of registration.</p> <p>The addition of paragraph 3 closes a slight gap where an applicant may have practiced for longer than the initial practice registrant term of six months but does not have enough hours to meet the 750 hour requirement.</p> <p>It was concluded that 6 months of professional experience (i.e. equivalent to the length of CASLPO's initial practice period) would be used as a reasonable benchmark to determine the applicants who would benefit from a period of mentored practice vs the applicants who would have sufficient professional experience to potentially be able to successfully complete a peer assessment.</p>
<p><b>Conditions</b></p> <p>6. (1) The following are the conditions of a general certificate of registration:</p> <ol style="list-style-type: none"> <li>1. The member shall provide 750 hours of patient care or related work in audiology or speech-language pathology during every three-year period that begins on the day that the member is issued a general certificate of registration.</li> <li>2. The member shall immediately inform the Registrar in writing in the event that the member ceases to be a Canadian citizen or permanent resident of Canada or to have authorization under</li> </ol>	<ol style="list-style-type: none"> <li>1. The member shall provide 750 hours of patient care or related work, <u>or any combination thereof, in the profession for which the member holds a general certificate of registration</u> during every three-year period that begins on the day that the member is issued a general certificate of registration.</li> </ol>	<p>Revised to confirm that the 750 hours may be made up of any combination of patient care or related work and to confirm that the hours must be for the profession for which the member holds a certificate. The revision also clarifies that a member who holds registration in both audiology and speech-language pathology must provide 750 hours for each profession.</p>

<p>the <i>Immigration and Refugee Protection Act</i> (Canada) permitting the member to engage in the practice of the profession.</p> <p>(2) If a member fails to meet the condition described in paragraph 1 of subsection (1), the Registrar may refer the member for a peer and practice assessment.</p>		
<p><b>Canadian mobility</b></p> <p>7. (1) Where section 22.18 of the Health Professions Procedural Code applies to an applicant, the requirements of paragraph 1 of subsection 5 (1) and subsection 5 (3) of this Regulation are deemed to have been met by the applicant.</p> <p>(2) Where an applicant referred to in subsection (1) is unable to satisfy the Registrar that the applicant practised the profession to the extent that would be permitted by a general certificate of registration at any time in the three years immediately before the date of that applicant’s application, the applicant must meet any further requirement to undertake, obtain or undergo material additional training, experience, examinations or assessments that may be specified by a panel of the Registration Committee.</p>	<p><b>Canadian mobility</b></p> <p>7. (1) Where section 22.18 of the Health Professions Procedural Code applies to an applicant, the requirements of paragraph 1 <u>and 3</u> of subsection 5 (1) and subsection 5 <del>(3)</del>(2) of this Regulation are deemed to have been met by the applicant.</p> <p>(2) Where an applicant referred to in subsection (1) is unable to satisfy the Registrar that the applicant practised the profession to the extent that would be permitted by a general certificate of registration at any time in the three years immediately before the date of that applicant’s application, <u>after the issuance of a general certificate of registration, the Registrar may refer the member for a peer and practice assessment.</u><del>the applicant must meet any further requirement to undertake, obtain or undergo material additional training, experience, examinations or assessments that may be specified by a panel of the Registration Committee.</del></p>	<p>Revised to update the internal section reference change.</p> <p>Change the consequence for a labour mobility applicant failing to meet the currency requirement of a general member to a peer and practice assessment to match the consequence for a general member. In this circumstance, the general certificate of registration will be issued to the labour mobility applicant and the new member will be referred for a peer and practice assessment.</p>

<p>(3) An applicant referred to in subsection (1) is deemed to have met the requirements of paragraph 5 of section 3 where the requirements for the issuance of the applicant's out-of-province certificate included language proficiency requirements equivalent to those required by that paragraph.</p> <p>(4) Despite subsection (1), an applicant is not deemed to have met a requirement if that requirement is described in subsection 22.18 (3) of the Health Professions Procedural Code.</p>		
<p style="text-align: center;">INITIAL CERTIFICATES</p> <p><b>Registration requirements</b></p> <p>8. (1) The following are non-exemptible registration requirements for an initial certificate of registration:</p> <ol style="list-style-type: none"> <li>1. Subject to subsection (2), the applicant must satisfy the non-exemptible requirements for a general certificate of registration as set out in subsections 5 (1) and (2).</li> <li>2. The applicant must provide the Registrar with proof that he or she has an offer of employment in Ontario as an audiologist or speech-language pathologist.</li> </ol> <p>(2) The Registrar may issue an initial certificate of registration to an applicant who has not completed the coursework or clinical practicum hours, or both, in a minor</p>	<ol style="list-style-type: none"> <li>1. Subject to subsection (2), the applicant must satisfy the non-exemptible requirements for a general certificate of registration as set out in <del>subsections 5(1) and (2)</del> paragraphs 1, 2 and 3 of subsection 5(1).</li> </ol> <p>(2) The Registrar may issue an initial certificate of registration to an applicant who has not completed <del>the</del> coursework or clinical practicum <del>hours, or both as required</del></p>	<p>Revised section reference to correct the internal references and add paragraph 3 (exam requirement).</p> <p>Revised to keep discretion with Registrar to issue an initial certificate to an applicant who has not completed all of the</p>

<p>area of study if the applicant undertakes to complete the coursework and clinical practicum hours, as the case may be, during the term of the initial certificate of registration.</p>	<p>by a program referred to in subparagraph 1 i of subsection 5(1), in <u>audiology for a speech-language pathology applicant or in speech-language pathology for an audiology applicant</u> if the applicant undertakes to complete <u>additional</u> coursework and clinical practicum hours, as the case may be <u>and as approved by a panel of the Registration Committee</u>, during the term of the initial certificate of registration.</p>	<p>coursework or practicum in the other profession and to replace the reference to the “minor area of study”.</p> <p>The College’s registration practices are governed by Schedule 2 to the <i>Regulated Health Professions Act, 1991</i>, the <i>Health Professions Procedural Code</i> (the “Code”). Section 15(4) of the Code provides that “If the Registrar is of the opinion that a certificate of registration should be issued to an applicant with terms, conditions or limitations imposed and the applicant consents to the imposition, the Registrar may do so with the approval of a panel of the Registration Committee selected by the chair for the purpose.” As such, reference to the approval of the Registration Committee has been added.</p>
<p><b>Condition</b></p> <p>9. It is a condition of an initial certificate of registration that the member practise under the mentorship of a holder of a general certificate of registration in accordance with the policies of the College.</p>	<p><b>Condition</b></p> <p>9. <u>(1)</u> It is a condition of an initial certificate of registration that the member practise under the mentorship of a holder of a general certificate of registration in accordance with the policies of the College.</p> <p><u>(2) The mentorship referred to in subsection (1) shall consist of an assessment of the member’s current knowledge, skill, judgment and performance.</u></p>	<p>The assessment of an initial practice registrant (IPR) during the mentorship period is based on the standards set out in the Self Assessment Tool (SAT) that general members use in the Quality Assurance Program. The IPR must complete a self-assessment by reflecting on their practice and giving themselves a rating on each indicator in the assessment tool. By the end of the mentorship period, the IPR must have a rating and comment for each indicator, as well as one piece of evidence for each indicator. The IPR’s mentor will evaluate the IPR based on a review of the evidence provided in the assessment tool as well as evidence obtained that may not take the form of documentation (i.e. through discussions, guidance and feedback during mentorship, observation of practice, etc.). Based on this assessment, the mentor will</p>

		recommend to the College whether or not a general certificate should be issued to the IPR.
<p><b>Term of certificate</b></p> <p><b>10.</b> (1) Subject to subsection (2), the term of an initial certificate of registration is six months.</p> <p>(2) The Registrar may extend the term of an initial certificate of registration for an additional period of no more than 18 months if either of the following circumstances exist:</p> <ol style="list-style-type: none"> <li>1. The member has not completed the coursework and clinical practicum hours referred to in subsection 8 (2) by the end of the six months.</li> <li>2. The member has completed the coursework and clinical practicum hours referred to in subsection 8 (2) by the end of the six months but, in the Registrar’s opinion, the member does not have the skills or competency necessary to be issued a general certificate of registration.</li> </ol>	<p><b>Term of certificate</b></p> <p><b>10.</b> (1) Subject to subsection (2), the term of an initial certificate of registration is <u>up to</u> six months.</p> <ol style="list-style-type: none"> <li>1. The member has not completed the coursework and clinical practicum <del>hours</del> referred to in subsection 8 (2) by the end of the six months.</li> <li>2. The member has completed the coursework and clinical practicum <del>hours</del> referred to in subsection 8 (2) <del>by the end of the six months</del> but, in the Registrar’s opinion, the member does not have the skills or competency necessary to be issued a general certificate of registration.</li> </ol>	<p>In the event that the harmonization projects extend to mentorship, adding “up to” gives the College some flexibility to adapt the mentorship program in the future, if needed.</p> <p>In practice, the completion of the coursework and clinical practicum has not always had to be by the end of the six months as there may have been an extension granted. Deleted to better reflect practice.</p>
	<p><b><u>Issuance of general certificate of registration</u></b></p>	<p>The Regulation has been missing a section setting out the conditions for a holder of an initial certificate of registration to be issued a general certificate of registration. New section 10.1 sets out the conditions, which reflect the current practice of the College.</p>

	<p><u>10.1 A holder of an initial certificate of registration shall be issued a general certificate of registration if he or she satisfies the following conditions:</u></p> <ol style="list-style-type: none"> <li><u>1. The member satisfies the Registrar that the member has the skills or competency necessary to be issued a general certificate of registration by successfully completing the mentorship condition referred to in section 9;</u></li> <li><u>2. The member pays any applicable fees required by the by-laws; and,</u></li> <li><u>3. The member is in compliance with any outstanding orders issued by any committee of the College or with any undertakings given to the College.</u></li> </ol>	
<p><b>Canadian mobility</b></p> <p>11. (1) Where section 22.18 of the Health Professions Procedural Code applies to an applicant, the requirement of paragraph 1 of subsection 8 (1) of this Regulation is deemed to have been met by the applicant.</p> <p>(2) Despite subsection (1), the applicant is not deemed to have satisfied the non-exemptible registration requirement set out in paragraph 2 of subsection 5 (1) that the applicant must be a Canadian citizen or a permanent resident of Canada or be authorized by the <i>Immigration and Refugee Protection Act</i> (Canada) to engage in the practice of the profession.</p> <p>(3) Where the applicant is unable to satisfy the Registrar that the applicant practised the profession to the extent that would be permitted by an initial certificate of</p>	<p><del>(3) Where the applicant is unable to satisfy the Registrar that the applicant practised the profession to the extent that would be permitted by an initial certificate of</del></p>	<p>There is no currency requirement for an initial certificate of registration therefore this section does not apply and should be deleted. A labour mobility applicant must hold an</p>

<p>registration at any time in the three years immediately before the date of that applicant's application, the applicant must meet any further requirement to undertake, obtain or undergo material additional training, experience, examinations or assessments that may be specified by a panel of the Registration Committee.</p> <p>(4) The applicant is deemed to have met the requirements of paragraph 5 of section 3 where the requirements for the issuance of the applicant's out-of-province certificate included language proficiency requirements equivalent to those required by that paragraph.</p> <p>(5) Despite subsection (1), the applicant is not deemed to have met a requirement if that requirement is described in subsection 22.18 (3) of the Health Professions Procedural Code.</p>	<p><del>registration at any time in the three years immediately before the date of that applicant's application, the applicant must meet any further requirement to undertake, obtain or undergo material additional training, experience, examinations or assessments that may be specified by a panel of the Registration Committee.</del></p>	<p>equivalent certificate in the jurisdiction outside of Ontario. He or she will be issued an initial certificate of registration by the College and undergo a period of mentorship.</p>
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<p style="text-align: center;">NON-PRACTISING CERTIFICATES</p> <p><b>Registration requirements</b></p> <p>12. The following are non-exemptible registration requirements for a non-practising certificate of registration:</p> <ol style="list-style-type: none"> <li>1. The applicant must, <ol style="list-style-type: none"> <li>i. hold a general certificate of registration and be in good standing with the College, or</li> <li>ii. be eligible to be issued a general certificate of registration.</li> </ol> </li> <li>2. The applicant must have completed a minimum of two years of practice within the scope of the profession.</li> </ol>	<p style="text-align: center;">NON-PRACTISING CERTIFICATES</p> <p><b>Registration requirements</b></p> <p>12. The following <del>are is a</del> non-exemptible registration requirements for a non-practising certificate of registration:</p> <ol style="list-style-type: none"> <li>2. <del>The applicant must have completed a minimum of two years of practice within the scope of the profession.</del></li> </ol>	<p>Deleted as these years of practice are not required. The College has no concerns with a member moving to non-practicing without working so the College does not need to apply a currency restriction. The College is, however, concerned with the conditions that must be met when a non-practicing member moves to a general certificate. See section 14 below.</p>
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<p><b>Conditions</b></p> <p><b>13.</b> The following are the conditions of a non-practising certificate of registration:</p> <ol style="list-style-type: none"> <li>1. The member shall make an annual application for renewal of his or her non-practising certificate of registration.</li> <li>2. The member shall not engage in the practice of audiology or speech-language pathology in Ontario.</li> </ol>	<p><u>3. The member shall not use any title or designation respecting the professions unless it includes “(Non-practising)”.</u></p>	<p>Added this new condition to the non-practising certificate of registration to make sure that non-practising members properly identify themselves to the public as not being able to practice.</p>
<p><b>Issuance of general certificate of registration</b></p> <p><b>14.</b> A holder of a non-practising certificate of registration shall be issued a general certificate of registration if he or she satisfies the following conditions:</p> <ol style="list-style-type: none"> <li>1. The member satisfies a panel of the Registration Committee that, <ol style="list-style-type: none"> <li>i. the member has provided 750 hours of patient care or related work in audiology or speech-language pathology during the three years immediately preceding the date on which the College receives an application from the member for the issuance of a general certificate of registration, or</li> </ol> </li> </ol>	<p><b>Issuance of general certificate of registration</b></p> <p><b>14.</b> <u>(1) A holder of member who holds</u> a non-practising certificate of registration shall be issued a general certificate of registration if <del>he or she</del> <u>the member</u> satisfies the following conditions:</p> <ol style="list-style-type: none"> <li>1. The member satisfies a panel of the Registration Committee that, <ol style="list-style-type: none"> <li>i. the member has provided 750 hours of patient care or related work, <u>or any combination thereof,</u> in <del>audiology or speech-language pathology</del> <u>the profession for which the member holds a non-practising certificate of registration</u> during the three years immediately preceding the date on which the College receives an application from the</li> </ol> </li> </ol>	<p>Editorial amendment.</p>

<p>ii. the member has successfully completed any further education or training, or any combination of education and training, that was specified by a panel of the Registration Committee.</p> <p>2. The member pays any applicable fees required by the by-laws.</p> <p>3. The member is in compliance with any outstanding orders issued by any committee of the College or with any undertakings given to the College.</p>	<p>member for the issuance of a general certificate of registration, or</p> <p>ii. the member has successfully completed any further education, <del>or training</del> <u>or examinations</u>, or any combination <del>of education and training thereof</del>, that was specified by a panel of the Registration Committee.</p> <p><u>(2) If a member fails to meet the condition described in subparagraph i of subsection 14(1)1, a panel of the Registration Committee may direct the Registrar to issue a general certificate of registration to the member and refer the member for a peer and practice assessment.</u></p>	<p>Amended to include examinations, as this will soon be available and potentially a method to ensure competency for those members who have been away from practice for a significant period of time.</p> <p>Added to ensure that the consequence of not meeting currency is consistent. In practice, this would be used mostly for cases where the member does not meet the currency requirements but are very close to meeting them.</p>
<p><b>Canadian mobility</b></p> <p>15. Where an applicant holds an out-of-province certificate that, in the opinion of the Registration Committee, is substantially equivalent to a non-practising certificate of registration, the requirement set out in paragraph 1 of section 12 is deemed to have been met by the applicant if he or she provides one or more certificates or letters or other evidence satisfactory to the Registrar or a panel of the Registration Committee establishing that the applicant is in good standing as either an audiologist or</p>		

<p>speech-language pathologist in every jurisdiction where the applicant holds an out-of-province certificate.</p>		
<p style="text-align: center;">ACADEMIC CERTIFICATES</p> <p><b>Registration requirements</b></p> <p><b>16.</b> The following are non-exemptible registration requirements for an academic certificate of registration:</p> <ol style="list-style-type: none"> <li>1. The applicant must satisfy the non-exemptible requirements for a general certificate of registration as set out in subsections 5 (1) and (2).</li> <li>2. The applicant must have an appointment to the academic staff of a post-secondary institution to teach or conduct research in audiology or speech-language pathology or both.</li> </ol>	<ol style="list-style-type: none"> <li>1. The applicant must satisfy the non-exemptible requirements for a general certificate of registration as set out in <u>paragraphs 1 and 3 of subsection 5(1).</u></li> <li><u>2. The applicant must satisfy the non-exemptible requirement for a general certificate of registration as set out in paragraph 2 of subsection 5(1).</u></li> <li><u>23.</u> The applicant must have an appointment to the academic staff of a post-secondary institution to teach or conduct research in audiology or speech-language pathology or both.</li> </ol>	<p>Revised section reference to correct the internal references and add paragraph 3 (exam requirement).</p> <p>Revised paragraph 1 and inserted a new 2 to separate out the immigration requirement as the reference in section 18(1) states that a labour mobility applicant is deemed to have met paragraph 1 of section 16 and immigration cannot be deemed.</p> <p>As the examination is an entry-to-practice exam, CASLPO requires every new member to write the exam. If an academic member moves to general, he or she will not have to write the exam at that time providing for a smooth transition and possibly affording a better employment opportunity.</p>
<p><b>Conditions</b></p> <p><b>17.</b> The following are conditions of an academic certificate of registration:</p> <ol style="list-style-type: none"> <li>1. The member shall hold and maintain an appointment in a post-secondary institution in audiology or speech-language pathology or both.</li> </ol>		

<p>2. The member shall only practise in a setting related to the academic appointment.</p> <p>3. The member shall immediately inform the Registrar in writing in the event that the member ceases to be a Canadian citizen or permanent resident of Canada or to have authorization under the <i>Immigration and Refugee Protection Act</i> (Canada) permitting the member to engage in the practice of the profession.</p>		
	<p><b><u>Issuance of general certificate of registration</u></b></p> <p><b><u>17.1. (1) A member who holds an academic certificate of registration shall be issued a general certificate of registration if the member satisfies the following conditions:</u></b></p> <p><b><u>1. The member satisfies a panel of the Registration Committee that,</u></b></p> <p><b><u>i. the member has provided 750 hours of patient care or related work, or any combination thereof, in the profession for which the member holds an academic certificate of registration during the three years immediately preceding the date on which the College receives an application from the member for the issuance of a general certificate of registration, or</u></b></p> <p><b><u>ii. the member has successfully completed any further education, training or examinations, or any combination thereof, that was specified by a panel of the Registration Committee.</u></b></p>	<p>Added the requirements for moving from an academic certificate of registration to a general certificate. The Regulation had been silent on these conditions in the past.</p>

	<p><u>2. The member pays any applicable fees required by the by-laws.</u></p> <p><u>3. The member is in compliance with any outstanding orders issued by any committee of the College or with any undertakings given to the College.</u></p> <p><u>(2) If a member fails to meet the condition described in subparagraph i of subsection 17.1(1)1, a panel of the Registration Committee may direct the Registrar to issue a general certificate of registration to the member and refer the member for a peer and practice assessment.</u></p>	
<p><b>Canadian mobility</b></p> <p>18. (1) Where section 22.18 of the Health Professions Procedural Code applies to an applicant, the requirement of paragraph 1 of section 16 of this Regulation is deemed to have been met by the applicant.</p> <p>(2) Where an applicant referred to in subsection (1) is unable to satisfy the Registrar that the applicant practised the profession to the extent that would be permitted by an academic certificate of registration at any time in the three years immediately before the date of that applicant's application, the applicant must meet any further requirement to undertake, obtain or undergo material additional training, experience, examinations or assessments that may be specified by a panel of the Registration Committee.</p> <p>(3) An applicant referred to in subsection (1) is deemed to have met the requirements of paragraph 5 of section 3</p>	<p><del>(2) Where an applicant referred to in subsection (1) is unable to satisfy the Registrar that the applicant practised the profession to the extent that would be permitted by an academic certificate of registration at any time in the three years immediately before the date of that applicant's application, the applicant must meet any further requirement to undertake, obtain or undergo material additional training, experience, examinations or assessments that may be specified by a panel of the Registration Committee.</del></p>	<p>There is no currency requirement for an academic certificate of registration therefore this section does not apply and should be deleted.</p>

<p>where the requirements for the issuance of the applicant's out-of-province certificate included language proficiency requirements equivalent to those required by that paragraph.</p> <p>(4) Despite subsection (1), an applicant is not deemed to have met a requirement if that requirement is described in subsection 22.18 (3) of the Health Professions Procedural Code.</p>		
<p style="text-align: center;">TEACHING CERTIFICATES</p> <p><b>Registration requirements</b></p> <p>19. (1) The following are non-exemptible registration requirements for a teaching certificate of registration:</p> <ol style="list-style-type: none"> <li>1. One of the following circumstances must exist: <ol style="list-style-type: none"> <li>i. The applicant holds a graduate degree in speech-language pathology or audiology and the applicant is qualified to practise as an audiologist or speech-language pathologist in his or her resident jurisdiction.</li> <li>ii. The applicant holds a degree, other than one referred to in subparagraph i, that is determined by a panel of the Registration Committee, in accordance with subsection (2), to be equivalent to a degree referred to in that subparagraph.</li> </ol> </li> </ol>	<p style="text-align: center;"><del>TEACHING CERTIFICATES</del></p> <p><del><b>Registration requirements</b></del></p> <p><del>19. (1) The following are non-exemptible registration requirements for a teaching certificate of registration:</del></p> <ol style="list-style-type: none"> <li><del>1.— One of the following circumstances must exist:</del> <ol style="list-style-type: none"> <li><del>i. The applicant holds a graduate degree in speech-language pathology or audiology and the applicant is qualified to practise as an audiologist or speech-language pathologist in his or her resident jurisdiction.</del></li> <li><del>ii. The applicant holds a degree, other than one referred to in subparagraph i, that is determined by a panel of the Registration Committee, in accordance with subsection (2), to be equivalent to a degree referred to in that subparagraph.</del></li> </ol> </li> </ol>	<p>Given the fact that there have been no applications for this certificate in over 15 years and given that the College has had no circumstances in which a visiting professional has posed a risk to the public, removing the teaching certificate is recommended as part of the general improvements to the registration regulation.</p>

<p>2. The applicant must have been invited to teach or conduct research for a limited duration by an institution referred to in Schedule 1.</p> <p>3. A member who holds either a general certificate of registration or an academic certificate of registration must have undertaken the supervision of the applicant and that person is responsible for providing continuing care for patients attended to by the applicant in Ontario.</p> <p>(2) For the purposes of subparagraph 1 ii of subsection (1), a degree is equivalent to a graduate degree referred to in subparagraph 1 i of subsection (1) if the degree is awarded as a result of the successful completion of a university program that meets the requirements set out in subsection 5 (2).</p>	<p><del>2.—The applicant must have been invited to teach or conduct research for a limited duration by an institution referred to in Schedule 1.</del></p> <p><del>3.—A member who holds either a general certificate of registration or an academic certificate of registration must have undertaken the supervision of the applicant and that person is responsible for providing continuing care for patients attended to by the applicant in Ontario.—</del></p> <p><del>(2) For the purposes of subparagraph 1 ii of subsection (1), a degree is equivalent to a graduate degree referred to in subparagraph 1 i of subsection (1) if the degree is awarded as a result of the successful completion of a university program that meets the requirements set out in subsection 5 (2).—</del></p>	
<p><b>Conditions</b></p> <p>20. The following are conditions of a teaching certificate of registration:</p> <p>1. The member shall practise in his or her area of expertise only to the extent required for the purposes of the continuing education program, the member’s research or other limited teaching contract.</p> <p>2. The member shall practise only under the supervision of the member who gave the undertaking referred to in paragraph 3 of subsection 19 (1).</p>	<p><del><b>Conditions</b></del></p> <p><del>20.—The following are conditions of a teaching certificate of registration:</del></p> <p><del>1.—The member shall practise in his or her area of expertise only to the extent required for the purposes of the continuing education program, the member’s research or other limited teaching contract.</del></p> <p><del>2.—The member shall practise only under the supervision of the member who gave the undertaking referred to in paragraph 3 of subsection 19 (1).—</del></p>	



<p><b>Expiry</b></p> <p>21. A teaching certificate of registration expires on the date set out on the certificate which shall be no later than one year after the day it was issued.</p>	<p><del><b>Expiry</b></del></p> <p><del>21. A teaching certificate of registration expires on the date set out on the certificate which shall be no later than one year after the day it was issued.</del></p>	
<p><b>Canadian mobility</b></p> <p>22. (1) Where section 22.18 of the Health Professions Procedural Code applies to an applicant, the requirement of paragraph 1 of subsection 19 (1) of this Regulation is deemed to have been met by the applicant.</p> <p>(2) Where an applicant referred to in subsection (1) is unable to satisfy the Registrar that the applicant practised the profession to the extent that would be permitted by a teaching certificate of registration at any time in the three years immediately before the date of that applicant’s application, the applicant must meet any further requirements to undertake, obtain or undergo material additional training, experience, examinations or assessments that may be specified by a panel of the Registration Committee.</p> <p>(3) An applicant referred to in subsection (1) is deemed to have met the requirements of paragraph 5 of section 3 where the requirements for the issuance of the applicant’s out-of-province certificate included language proficiency requirements equivalent to those required by that paragraph.</p> <p>(4) Despite subsection (1), an applicant is not deemed to have met a requirement if that requirement is described in</p>	<p><del><b>Canadian mobility</b></del></p> <p><del>22. (1) Where section 22.18 of the Health Professions Procedural Code applies to an applicant, the requirement of paragraph 1 of subsection 19 (1) of this Regulation is deemed to have been met by the applicant.</del></p> <p><del>(2) Where an applicant referred to in subsection (1) is unable to satisfy the Registrar that the applicant practised the profession to the extent that would be permitted by a teaching certificate of registration at any time in the three years immediately before the date of that applicant’s application, the applicant must meet any further requirements to undertake, obtain or undergo material additional training, experience, examinations or assessments that may be specified by a panel of the Registration Committee.</del></p> <p><del>(3) An applicant referred to in subsection (1) is deemed to have met the requirements of paragraph 5 of section 3 where the requirements for the issuance of the applicant’s out-of-province certificate included language proficiency requirements equivalent to those required by that paragraph.</del></p> <p><del>(4) Despite subsection (1), an applicant is not deemed to have met a requirement if that requirement is described in</del></p>	

subsection 22.18 (3) of the Health Professions Procedural Code.	<del>subsection 22.18 (3) of the Health Professions Procedural Code.</del>	
<p>RESIGNATIONS, SUSPENSIONS, REVOCATIONS AND REINSTATEMENTS</p> <p><b>Resignation</b></p> <p><b>23.</b> A member may resign his or her membership by giving written notice to that effect to the Registrar.</p>		
<p><b>Suspension</b></p> <p><b>24.</b> (1) If a member ceases to be a Canadian citizen or permanent resident of Canada or to have authorization under the <i>Immigration and Refugee Protection Act</i> (Canada) permitting the member to engage in the practice of the profession, the Registrar may give the member notice of intention to suspend the member and may suspend the member’s certificate of registration within 30 days after notice is given.</p> <p>(2) If the Registrar suspends the member’s certificate of registration under subsection (1), the Registrar shall lift the suspension upon being satisfied that the member obtains Canadian citizenship or becomes a permanent resident of Canada or attains authorization under the <i>Immigration and Refugee Protection Act</i> (Canada) permitting the member to engage in the practice of the profession.</p>	<p><b>Suspension, <u>Ability to Work in Canada</u></b></p>	<p>As we have added additional forms of suspension below, included a new title for this section.</p>

	<p><b><u>Suspension, Professional Liability Insurance</u></b></p> <p><u>24.1(1) If a member ceases or fails to hold professional liability insurance in accordance with the College by-laws, the Registrar shall give the member notice of intention to suspend the member and may suspend the member's certificate of registration within 30 days after notice is given.</u></p> <p><u>(2) If the Registrar suspends the member's certificate of registration under subsection (1), the Registrar shall, subject to section 26, lift the suspension upon being satisfied that the member has acquired the professional liability insurance.</u></p>	<p>Suspension for failure to maintain professional liability insurance.</p> <p>In order to highlight the seriousness of not maintaining adequate professional insurance coverage and to address the risk of members who continue to practice without professional liability insurance coverage that meets the College's current requirements, the College has added provision to suspend members who do not provide proof of coverage within 30 days of receiving a notice from the College.</p>
	<p><b><u>Suspension, Mentorship</u></b></p> <p><u>24.2(1) If a holder of an initial certificate of registration ceases or fails to practice under the mentorship of a holder of a general certificate of registration in accordance with section 9, the Registrar may give the member notice of intention to suspend the member and may suspend the member's certificate of registration within 30 days after notice is given.</u></p>	<p>Suspension for failure to maintain a mentor during mentorship term.</p> <p>It is a condition of an initial certificate of registration that the member practise under the mentorship of a holder of a general certificate of registration in accordance with the policies of the College.</p> <p>To highlight the seriousness of this requirement and to address the situation where an initial member leaves a job with a mentor for a job without a mentor, the College has</p>

	<p><u>(2) If the Registrar suspends the member’s certificate of registration under subsection (1), the Registrar shall, subject to section 26, lift the suspension upon being satisfied that the member has secured a mentorship in accordance with section 9.</u></p>	<p>added a provision to suspend the member’s initial certificate if the member does not obtain a mentor within 30 days of receiving a notice from the College.</p>
	<p><u>(3) The time period referred to in subsection 10(2) may be further extended by the Registrar for an additional period not to exceed the total length of the suspension under subsection (1).</u></p>	
<p><b>Suspension, s. 24 of Code</b></p> <p>25. If the Registrar suspends the member’s certificate of registration under section 24 of the Health Professions Procedural Code, the Registrar shall lift the suspension upon payment of any applicable fees and penalties.</p>	<p><b>Suspension, <del>s. 24 of Code</del> <u>Non-Payment of Fees</u></b></p> <p><u>25.(1) If a member fails to pay a fee that the member is required to pay in accordance with the College by-laws, the Registrar shall give the member notice of intention to suspend the member and may suspend the member’s certificate of registration for failure to pay the fee 30 days after notice is given.</u></p> <p><u>(2) If the Registrar suspends the member’s certificate of registration under subsection (1), the Registrar shall, subject to section 26, lift the suspension upon payment of any applicable fees and penalties.</u></p>	<p>Amended to reflect the language of the Code.</p>
<p><b>Revocation</b></p>	<p><b>Revocation</b></p>	

<p><b>26.</b> If a certificate of registration has been suspended under section 24 of this Regulation or under section 24 of the Health Professions Procedural Code and the suspension has not been lifted, the certificate is revoked on the day that is 12 months after the day it was suspended.</p>	<p><u>26. A certificate of registration that has been suspended by the Registrar under this Regulation is deemed to have been revoked the day after the first anniversary of the day it was suspended, if the suspension is still in effect at that time.</u></p>	<p>Amended to provide that any time a certificate of registration is suspended for 12 months by the Registrar, the certificate is automatically revoked.</p>
<p><b>Reinstatement</b></p> <p><b>27.</b> (1) A former member whose certificate of registration was revoked under section 26 may apply for the reinstatement of his or her certificate by submitting a completed application to the Registrar in the form provided by the Registrar.</p>		
<p>(2) The Registrar shall reinstate the former member’s certificate of registration if the following criteria are met:</p> <ol style="list-style-type: none"> <li>1. The former member has paid any applicable fees and penalties required by the by-laws.</li> <li>2. The former member has satisfied the Registrar that he or she has corrected the deficiency or deficiencies that provided the grounds for the revocation of his or her certificate.</li> </ol>		

<p>3. The Registrar is satisfied that the former member meets all of the requirements for the class of certificate of registration being reinstated, as those requirements read on the day that the applicant submitted the application to the Registrar.</p>		
<p style="text-align: center;">TRANSITIONAL</p> <p><b>Transitional</b></p> <p><b>28.</b> (1) A certificate of registration that was valid immediately before the coming into force of this Regulation is deemed to be a certificate of registration under this Regulation, and continues until it is revoked or otherwise expires.</p> <p>(2) If a person submitted an application for a certificate of registration before the coming into force of this Regulation, and that application was still being dealt with at the time this Regulation came into force, Ontario Regulation 543/94 (General) made under the Act, as it read immediately before this Regulation came into force, applies with respect to that application.</p>	<p style="text-align: center;">TRANSITIONAL</p> <p><b>Transitional</b></p> <p><b>28.</b> (1) A certificate of registration that was valid immediately before the coming into force of this Regulation is deemed to be a certificate of registration under this Regulation, and continues until it is revoked or otherwise expires.</p> <p>(2) If a person submitted an application for a certificate of registration before the coming into force of this Regulation, and that application was still being dealt with at the time this Regulation came into force, Ontario Regulation <del>543/94</del> <u>21/12</u> (General) made under the Act, as it read immediately before this Regulation came into force, applies with respect to that application.</p>	<p>Update old Regulation reference.</p>
	<p><u>3) For the first 24 months after the day this Regulation comes into force, subsection 5(2) of Ontario Regulation 21/12 (General) made under the Act, as it read immediately before this Regulation came into force shall continue to apply in respect of the determination of whether a</u></p>	<p>The change from having the course content and hours as well as practicum hours included in the Regulation to using a national Academic Equivalency Framework will impact students currently enrolled in university programs. To alleviate such impact, CASLPO has included a transition</p>

	<p><u><a href="#">university program is equivalent to a program referred to in subparagraph 1 i of subsection 5(1) of this Regulation.</a></u></p>	<p>provision to provide that the course and practicum hours set out in the existing Regulation will continue to apply for two years following the coming into force of the new Regulation. The Registration Committee, CAASPR, or any other third party assessor, will be required to use the existing subsection 5(2) to determine whether a university program is equivalent to an accredited Canadian University Program.</p>
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