



Alberta College of
Speech-Language Pathologists
and Audiologists

Hear. Speak. Connect.

Registration Standards & Guidelines

October 2016



Registration Standards and Guidelines

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1. ABOUT ACSLPA

The Alberta College of Speech-Language Pathologists and Audiologists (ACSLPA) is the body that regulates the practice of speech-language pathologists and audiologists in the province of Alberta, thereby protecting the public. ACSLPA's authority to regulate is delegated by the Alberta government through the *Health Professions Act (HPA)*.

The HPA directs the activities of ACSLPA and outlines the regulatory responsibilities of the College that are required to protect and serve the public. The primary regulatory responsibilities of the College relate to the following:

- Registration of speech-language pathologists and audiologists who are qualified to practice in Alberta
- Establishing, maintaining and enforcing standards of practice for speech-language pathologists and audiologists in Alberta
- Establishing, maintaining and enforcing standards for continuing competence in the practice of speech-language pathologists and audiologists in Alberta
- Implementing a process to address complaints by the public about the practice of speech-language pathologists and audiologists in Alberta

In addition, ACSLPA provides the following:

- Development of professional practice guidelines and other resources to assist regulated members in their practice
- Guidance for regulated members on professional practice issues
- Development of communications and educational materials for regulated members and members of the public (i.e., ACSLPA website, *Communication Matters* (monthly electronic news bulletin), Information Sheets)
- Annual conference and other professional development opportunities
- Annual recognition and awards program for the professions
- Coordination of special projects/advocacy activities that benefit the professions and/or the public

2. MANDATORY REGISTRATION REQUIREMENTS

Under the *Health Professions Act* (HPA), a speech-language pathologist or audiologist who meets the requirements for registration and provides professional services to the public as set out in the HPA must be registered with the ACSLPA prior to providing any professional services in the province of Alberta.

Specifically, an individual who meets the requirements to practice as a speech-language pathologist or audiologist must be registered with ACSLPA if they intend to:

- Provide professional services directly to the public;
- Teach the practice of speech-language pathology or audiology to members of ACSLPA or to students of the applicable profession; or
- Supervise members of ACSLPA who provide professional services to the public.

Telepractice Implications

ACSLPA has the mandate to protect the public of Alberta by regulating, supporting, and ensuring competent, ethical practice of speech-language pathologists and audiologists in Alberta. Under the HPA, speech-language pathologists and audiologists who provide professional services in Alberta and/or to the public of Alberta must be registered with ACSLPA, and practice in compliance with the standards of practice and code of ethics of the College. Specifically, speech-language pathologists and audiologists who provide professional services to the Alberta public from both within and outside of Alberta, must be registered with ACSLPA.

Regulated members of ACSLPA who provide professional services to clients residing outside of Alberta are responsible for being informed of, and practicing in compliance with the legislated requirements of the applicable jurisdiction.

It is illegal and an offence under the HPA for a person to work or volunteer as a speech-language pathologist or audiologist in Alberta, or provide professional services to the public within Alberta without being registered with the Alberta College of Speech-Language Pathologists and Audiologists.

3. PROTECTION OF PROFESSIONAL TITLES

The *Health Professions Act* (HPA) lists protected professional titles in the schedule of each regulated health profession; only those practitioners registered with their College can use a protected title in association with providing professional services in Alberta. Protected professional titles help the public to more easily identify qualified practitioners. Only a regulated member of the ACSLPA may, in accordance with the HPA, use the following protected professional titles:

Speech-Language Pathologist Titles

- Speech-language pathologist
- Speech therapist
- Speech pathologist
- SLP
- R.SLP

NOTE: A speech-language pathologist may use the title "pathologist" only in combination with the terms "speech", "speech and language" or "speech-language".

Audiologist Protected Titles

- Audiologist
- Aud
- R.Aud

Use of the Protected Title "Doctor"

Under the HPA and the *Speech-Language Pathologists and Audiologists Profession Regulation*, registered speech-language pathologists and registered audiologists with doctoral degrees from approved programs may use the protected title "Doctor" or "Dr." when providing a health service.

All registered speech-language pathologists and registered audiologists with doctoral degrees must provide ACSLPA with evidence of the doctoral education and have written authorization from the College to use the title "Doctor" or "Dr." when providing a health service.

The HPA also protects the use of the words "college", "registered" and "regulated". These terms may only be used by members of colleges that are regulated under the HPA.

4. REGISTRATION CATEGORIES

4.1 Regulated Membership Categories

	General Category Description	General Requirements
General Register Members	<ul style="list-style-type: none"> Mandatory for speech-language pathologists and audiologists working in clinical, administrative, teaching or research settings, including those volunteering in their profession in Alberta. General Register members are issued an annual Practice Permit (to December 31) and may use the protected titles of their profession. General Register members are eligible to vote, serve on ACSLPA Council or regulatory committees, will receive College publications and all other correspondence, and are eligible for conference member rates. 	<ul style="list-style-type: none"> Holds a master's degree, or equivalent, in speech-language pathology or audiology. Meets the current qualifications, good character and English language proficiency requirements of ACSLPA. Provides evidence of holding the required level of professional liability insurance. Must participate in the Continuing Competence Program.
Courtesy Register Members	<p>Mandatory for speech-language pathologists and audiologists from outside of Alberta who will be providing professional services in Alberta for one or more of the following purposes:</p> <ul style="list-style-type: none"> Conducting a training course or clinical presentation at an approved teaching site. Conducting or engaging in a research program. Conducting or engaging in an accreditation program. Demonstrating equipment or techniques in direct clinical care. Granted only for the time necessary to complete the purpose for which courtesy registration is granted, for an aggregate of no more than a twelve (12) month period. 	<ul style="list-style-type: none"> Must be entitled to practice in a jurisdiction outside of Alberta. Demonstrates to the satisfaction of the Registrar that he/she is trained and competent to practice in their profession. Provides evidence of holding the required level of professional liability insurance if having direct clinical contact with clients while in Alberta.

4.1 Regulated Membership Categories – continued

	General Category Description	General Requirements
Non-Practicing Members	<ul style="list-style-type: none"> • Applicable to speech-language pathologists and audiologists who are not currently engaged in active professional practice (e.g., maternity leave). • Non-Practicing Members do not hold a Practice Permit, may not practice or use the protected titles of their profession. • Non-Practicing Members are eligible to vote, will receive College publications and all other correspondence, and are eligible for conference member rates. 	<ul style="list-style-type: none"> • Holds a master’s degree, or equivalent, in speech-language pathology or audiology. • Meets the good character and English language proficiency requirements of ACSLPA.

4.2 Non-Regulated Membership Categories

	General Category Description	General Requirements
Honourary Members	<ul style="list-style-type: none"> • Applicable to speech-language pathologists and audiologists who are not currently engaged in active professional practice (i.e., retired). • Honourary Members will receive College publications and all other correspondence, and are eligible for conference member rates. 	<ul style="list-style-type: none"> • Member has been a member in good standing in the Speech, Language and Hearing Association of Alberta (SHAA) prior to 2002 and/or ACSLPA for a minimum of 25 years, or who is approved by Council upon written application on the basis of contributions to ACSLPA or to the practice of speech-language pathology or audiology.

NOTE: Under the *Health Professions Act*, it is against the law to work or volunteer as a speech-language pathologist or audiologist in Alberta without being registered with ACSLPA and holding a current Practice Permit. A member in a non-regulated membership category may move to the Registered Member category during the membership year by submitting the appropriate fees, completing a Status Change Form and meeting all the requirements outlined in the Regulation when re-applying for Registered Member status (i.e., current qualifications).

5. REQUESTS FOR REGISTRATION APPLICATION PACKAGES

An applicant who requests a Registration Application Package will be informed that they may download the document from the ACSLPA website at: www.acslpa.ab.ca.

- Click on For SLPs and Audiologists
 - Registration and Fees

An application package may be sent via mail or email at the request of the applicant.

6. REGISTRATION REQUIREMENTS

In accordance with the *Speech-Language Pathologists and Audiologists Profession Regulation*, registration requirements are as follows:

1. The applicant must:
 - a) Have a minimum of a master's degree in speech-language pathology or audiology from an approved university level program that meets requirements for academic coursework and clinical practice experience. (Refer to Appendix 1 for ACSLPA Coursework Requirements and Appendix 2 for Clinical Practice Hours Requirements.); or
 - b) Be a registered in good standing with a regulatory body in another province in Canada; or
 - c) Have qualifications that are determined by the Registration Committee to be substantially equivalent to a). For the purpose of determining substantial equivalency of qualifications, the Registration Committee may require the applicant to undergo examinations, assessment, training or educational programs.
2. The applicant must provide evidence of currency in the practice of their profession by complying with at least one of the following criteria:
 - a) Graduated from an approved program not more than three years prior to application; or
 - b) Practiced as a speech-language pathologist or audiologist for at least 1250 hours in the five years immediately prior to application; or
 - c) Successfully completed refresher education courses approved by ACSLPA Council in the relevant profession within the previous three years.
3. The applicant must provide evidence of having the amount and type of professional liability insurance required by ACSLPA. (Refer to Appendix 3.)
4. The applicant must meet requirements for English language proficiency. (Refer to Appendix 4.)

5. The applicant must provide evidence of good character and reputation through the following:
- Submission of a satisfactory Police Information Check including a Vulnerable Sector Check (PIC/VSC), or equivalent (Refer to Appendix 5);
 - Written reference or letter of good standing (if requested by ACSLPA); and/or
 - Information provided on the ACSLPA registration form regarding professional conduct that is satisfactory to the Registrar.

7. REGISTRATION APPLICATION REVIEW PROCESS

7.1 General Information

The Registration Coordinator manages all registration inquiries and may be contacted as follows:

Tel: 780-944-1609 or 1-800-537-0589

Fax: 780-408-3925

Email: registration@acslpa.ab.ca

Upon receipt of an application, the Registration Coordinator will review the submission and notify the applicant of any missing documentation. It is important to note that ***missing documentation will delay the registration application review process.***

Once the application is complete, it will be referred to the Registrar for review. Based on the review, the Registrar will either:

- Approve the applicant for registration and issue an annual practice permit; or
- Approve the applicant for registration and issue an annual practice permit with specified conditions on practice; or
- Refer the application to the Registration Committee.

An application will be referred to the Registration Committee if the Registrar:

- Is of the opinion that the applicant requires further assessment to determine if they meet the established registration requirements; or
- Has reasonable doubts regarding whether an applicant meets the established registration requirements; or
- Proposes to refuse an application.

Based on the review of the application and direction of the Registration Committee, one or more of the following will occur:

- The applicant will be approved for registration and an annual practice permit will be issued.
- The applicant will be approved for registration and an annual practice permit with specified conditions on practice will be issued.

- The application will be deferred until the applicant successfully completes an examination specified by the Registration Committee.
- The application will be deferred until the applicant successfully completes additional training as specified by the Registration Committee.
- The application will be refused.

Applicants will be notified via email of the decision made and reasons regarding their registration application. In accordance with section 30(3) of the *Health Professions Act*, an applicant who has had their application refused, deferred, or approved subject to conditions or limitations, has the right to request a review of a decision made within 30 days after receiving notification. The request for a review must be in writing (email is acceptable), set out the reasons why the application for registration should be approved with or without conditions, and be sent to the Registrar. The Registrar will give a copy of the request to the Council of ACSLPA, who will conduct the review. The applicant will be notified within 30 days of the place, date and time that the review will take place and of any applicable fees for the review.

It should be noted that registration applications expire two years after the date of receipt.

7.2 Time Required to Process Registration Applications

The length of time required to process registration applications will vary, but in general, is as follows:

Applicant Type	Approximate Minimum Length of Time Required to Process Application*
New Graduates of Canadian Accredited Programs	1 – 2 weeks
New Graduates Trained in the United States	1 – 2 weeks
Applicants from Other Canadian Regulated Jurisdictions	1 – 2 weeks
Applicants from Canadian Unregulated Jurisdictions and the United States	1 – 2 weeks
Applicants Educated Outside of Canada or the United States	4 – 6 months (Reflects additional time that may be needed for review by Registration Committee and completion of any required examinations or other assessments)

*This reflects the approximate minimum length of time required to process an application once the applicant has submitted **all** documentation required by ACSLPA.

7.3 Information Specific to Applicant Type

7.3.1 New Graduates of Canadian Accredited Programs (Applicable to those who have completed their education within the previous six months and have not yet been employed in their profession.)

1. The applicant must submit the following items to ACSLPA for review with the application fee:

- a) Completed *Registration and Practice Permit Application* form.
- b) Official transcripts confirming the date on which the graduate degree was conferred; documents must be original and sent to ACSLPA directly from the issuing university.
NOTE: If the graduate degree is not yet conferred, a letter from the university program director must be submitted directly to ACSLPA, verifying that all academic and clinical requirements have been met, and the date on which the graduate degree will be conferred. The official transcript must be forwarded to ACSLPA immediately following convocation.
- c) Verified and signed *Summary of Clinical Practice Hours* form, completed and forwarded directly to ACSLPA from the issuing university. (Refer to Appendix 2.)
- d) Evidence of holding the required Professional Liability Insurance. (Refer to Appendix 3.)
- e) Evidence of English language proficiency if first language is not English. (Refer to Appendix 4.)
- f) A satisfactory Police Information Check including a Vulnerable Sector Check, or equivalent. (Refer to Appendix 5.)

2. Following review of the required documentation, the applicant will be notified via email as to whether or not their application has been approved.

3. If approved:

- a) The applicable registration fee will be charged. The new regulated member will receive instructions for downloading and printing their annual practice permit and receipt.
- b) The new regulated member will receive information and instructions for completion of the jurisprudence education requirements of the College. (Refer to Appendix 6.)

7.3.2 New Graduates Educated in the United States (Applicable to those who have completed their education within the previous six months and have not yet been employed in their profession.)

1. The applicant must submit the following items to ACSLPA for review with the application fee:

- a) Completed *Registration and Practice Permit Application* form.
- b) Official transcripts confirming the date on which the graduate degree was conferred; documents must be original and sent to ACSLPA directly from the issuing university.

NOTE: If the graduate degree is not yet conferred, the following must be submitted directly to ACSLPA from the issuing university.

- A current transcript listing all courses completed to date; and
- A letter from the university program director verifying that all academic and clinical requirements have been met, and the date on which the graduate degree will be conferred.

The official transcript stating the date that the graduate degree was conferred must be forwarded to ACSLPA immediately following convocation.

- c) A handbook, syllabus, or calendar that provides a detailed description of the applicant's program of study and clinical practicum. Course descriptions should include the following:
 - i. Course objectives and format
 - ii. Total number of hours
- d) Completed *Coursework Requirements* form completed by the applicant. (Refer to Appendix 1.)
- e) Verified and signed *Summary of Clinical Practice Hours* form, completed and forwarded directly to ACSLPA from the issuing university. (Refer to Appendix 2.)
- f) Evidence of holding the required Professional Liability Insurance. (Refer to Appendix 3.)
- g) Evidence of English language proficiency if first language is not English. (Refer to Appendix 4.)
- h) A satisfactory Police Information Check including a Vulnerable Sector Check, or equivalent. (Refer to Appendix 5.)

2. Following review of the required documentation, the applicant will be notified via email as to whether or not their application has been approved.

3. If approved:

- a) The applicable registration fee will be charged. The new regulated member will receive instructions for downloading and printing their annual practice permit and receipt.

- b) The new regulated member will receive information and instructions for completion of the jurisprudence education requirements of the College. (Refer to Appendix 6.)

7.4 Applicants from Other Canadian Regulated Jurisdictions

1. The applicant must submit the following items to ACSLPA for review with the application fee:
 - a) Completed *Registration and Practice Permit Application* form.
 - b) Letter confirming current registration in good standing in a fully practicing membership category forwarded directly to ACSLPA from the issuing regulatory body.
NOTE: Canadian regulated jurisdictions include: British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, Quebec, and New Brunswick.
 - c) A copy of your official transcripts and record of clinical practice hours, forwarded by your current provincial regulatory body.
 - d) Evidence of holding the required Professional Liability Insurance. (Refer to Appendix 3.)
 - e) Evidence of English language proficiency if first language is not English. (Refer to Appendix 4.)
 - f) A satisfactory Police Information Check including a Vulnerable Sector Check, or equivalent. (Refer to Appendix 5.)
2. Following review of the required documentation, the applicant will be notified via email as to whether or not their application has been approved.
3. If approved:
 - a) The applicable registration fee will be charged. The new regulated member will receive instructions for downloading and printing their annual practice permit and receipt.
 - b) The new regulated member will receive information and instructions for completion of the jurisprudence education requirements of the College. (Refer to Appendix 6.)

7.5 Applicants from Canadian Unregulated Jurisdictions and the United States

1. The applicant must submit the following items to ACSLPA for review with the application fee:
 - a) Completed *Registration and Practice Permit Application* form.
 - b) Official transcript confirming the date on which the graduate degree was conferred and verified, signed summary of clinical practice hours; documents must be original and sent to ACSLPA directly from the issuing university.

- c) A handbook, syllabus, or calendar that provides a detailed description of the applicant's program of study and clinical practicum. Course descriptions should include the following:
 - i. Course objectives and format
 - ii. Total number of lecture hours
 - d) Evidence of holding the required Professional Liability Insurance. (Refer to Appendix 3.)
 - e) A current résumé.
 - f) Evidence of English language proficiency if first language is not English. (Refer to Appendix 4.)
 - g) A satisfactory Police Information Check including a Vulnerable Sector Check, or equivalent. (Refer to Appendix 5.)
 - h) Completed Registration/Certification/License Verification Form (included in the Registration Application Package) or written letter confirming current membership in good standing in a fully practicing membership category forwarded directly to ACSLPA from the issuing organization.
 - i) A minimum of one written reference from a speech-language pathologist or audiologist colleague or recent employer. (Reference Request Form is included in Registration Application Package.)
2. Following review of the required documentation, the applicant will be notified via email as to whether or not their application has been approved.
 3. If approved:
 - a) The applicable registration fee will be charged. The new regulated member will receive instructions for downloading and printing their annual practice permit and receipt.
 - b) The new regulated member will receive information and instructions for completion of the jurisprudence education requirements of the College. (Refer to Appendix 6.)

7.6 Applicants Educated Outside of Canada or the United States

1. The applicant must submit the following items to ACSLPA for review with the application fee:
 - a) Completed *Registration and Practice Permit Application* form.
 - b) Original or certified true copies of degrees, diplomas, certificates, etc. (ACSLPA will retain a copy of and return original degrees, diplomas, certificates.)
 - c) Official transcript confirming the date on which the graduate degree was conferred and verified, signed summary of clinical practice hours; documents must be original and sent to ACSLPA directly from the issuing university.

- d) Original academic credentials assessment obtained from one of the following credentialing agencies:

International Qualifications Assessment Service (IQAS)

4th Floor, Sterling Place, 9940 – 106 Street, Edmonton, AB T5K 2N2

Tel: 780-427-2655

Fax: 780-422-9734

Email: iqas@aecd.gov.ab.ca

Website: <http://work.alberta.ca/immigration/international-qualifications-assessment-service.html>

You will need to request the Specialized Assessment. Please complete the “Release of Assessment Results to Other Institutions/Organizations” section of the form so that the assessment report can be forwarded to us.

World Education Services

45 Charles Street East, Suite 700, Toronto, ON M4Y 1S2

Tel: 416-972-0070

Fax: 416-972-9004

Email: canada@wes.org

Website: <http://www.wes.org/ca>

You will need to request the Comprehensive Course-by-Course Report.

University of Toronto

Comparative Education Service - Admissions and Awards

315 Bloor Street West, Toronto, ON M5S 1A3

Tel: 416-978-2185

Fax: 416-978-7022

Website: <http://learn.utoronto.ca/ces.htm>

NOTE: The cost of academic credential assessment is the responsibility of the applicant.

- e) A handbook, syllabus, or calendar that provides a detailed description of the applicant’s program of study and clinical practicum. Course descriptions should include the following:
- i. Total number of lecture hours
 - ii. Course objectives and format
- f) Evidence of English language proficiency if first language is not English. (Refer to Appendix 4.)
- g) A current résumé.
- h) A minimum of one written reference from a speech-language pathologist or audiologist colleague or recent employer. (*Reference Request Form* is included in Registration Application Package.)

NOTE: If the applicant is unable to obtain official copies of their transcripts and other documents due to circumstances beyond their control, they must provide a letter explaining their situation and may provide certified true copies of their original documents.

2. Based on the review by the Registration Committee, the decision may be made to refer the applicant to write the next possible sitting of the Speech-Language and Audiology Canada (SAC) Certification Examination.

Please note that a complete registration application (includes all documentation required by ACSLPA) must be received by ACSLPA at least one month prior to an examination application deadline, in order to be considered by the Registration Committee for the subsequent examination sitting. It should also be noted that SAC Certification Examination results are considered current for up to three years from the date written.

NOTE: The costs for writing the SAC Certification Examination are the responsibility of the applicant.

3. Upon successful completion of the SAC certification examination, the applicant will be approved for registration, and must provide the following:
 - a) The applicable registration fee.
 - b) A satisfactory Police Information Check including a Vulnerable Sector Check, or equivalent. (Refer to Appendix 5.)
 - c) Evidence of holding the required Professional Liability Insurance. (Refer to Appendix 3.)
4. The applicant will be registered with the condition that they practice under the supervision of an approved speech-language pathologist or audiologist for a minimum period of 12 weeks.

The applicant is responsible to find an individual to provide the required supervision and submit the name to ACSLPA for approval. An eligible supervisor:

- Is a speech-language pathologist or audiologist on the ACSLPA General Register who is a member of the same profession as the member being supervised; and
- Must have a minimum of two years' clinical work experience in the profession and experience in the supervision of students or speech-language pathologists/audiologists.

ACSLPA will provide the approved supervisor with supervision guidelines and reporting forms.

5. The new regulated member will receive instructions for downloading and printing their annual practice permit (with the condition that they practice under supervision) and receipt. Upon successful completion of the period of supervised practice, the applicable condition will be removed and the member will be registered and issued a new practice permit for the remainder of the registration/calendar year.
6. The new regulated member will receive information and instructions for completion of the jurisprudence education requirements of the College. (Refer to Appendix 6.)

7.7 Translation of Documents

For all documentation not written in English, an official English translations must also be provided.

ACSLPA will accept translations from:

- The consulate, high commission or embassy (in Canada) of the country that issued the documents.
- A Canadian consulate, high commission or embassy in the country from where the applicant emigrated.
- A translator accredited by a professional association of translators in Canada.
- A translator accredited by a federal, provincial or municipal government in Canada.

All translations must be original and accompanied by the translator's statement confirming the following:

- That the translation is accurate and authentic.
- That the translator belongs to one of the categories listed above (identification number and/or seal, name, address and telephone number are required).
- Full printed name and signature of the translator.

NOTE: The costs for completion of official translations are the responsibility of the applicant.

8. PRACTICE PERMIT RENEWAL

8.1 Registration Renewal

All members of ACSLPA are required to renew their registration annually using the online registration renewal system of the College. Each member is assigned a unique user name and password that will allow them to access the online registration renewal system. Members may also access the system throughout the year to update their profile should they have a change in address, change in employer, etc.

The ACSLPA registration year is from January 1 – December 31. Members will receive an email notice at the beginning of October advising them of registration renewal requirements, deadlines and general tips for completing the process. The completed registration renewal, the annual fee payment, and any other requested documentation must be submitted to the ACSLPA office no later than December 1 of each year.

It is the responsibility of each member to ensure that ACSLPA has their current contact information, including their email address.

It is the responsibility of each member to contact the ACSLPA office if they have not received a registration renewal notice by the middle of October of each year.

During the registration renewal process, all members will be required to enter their information into the online system for the following:

1. Updates to personal information
 - a) This includes contact information, employment information, etc.
2. Current qualification hours
 - a) This includes ACTUAL hours in professional practice activities (i.e., clinical practice, consulting, administration/management, professional development, research and education of students in training or related work) for the period of October 1 – September 30 prior to the registration renewal year. Current qualification hours do not include sick leave, leave of absence, holidays, vacations or lunch breaks. Please note that reported hours may be subject to verification.
 - b) Regulated members must have met one of the following criteria in order to demonstrate currency in practice of their profession:
 - i. Graduated from an approved program not more than three years prior to application; or
 - ii. Practiced as a speech-language pathologist or audiologist for at least 1250 hours in the five years immediately prior to application; or
 - iii. Successfully completed refresher education courses approved by ACSLPA Council in the relevant profession within the previous three years.

Regulated members who do not meet one of the above criteria will be required to comply with the requirements stated on pages 18–20 of this document.

3. Professional liability insurance information
 - a) As per ACSLPA policy, all speech-language pathologists and audiologists on the General Register must provide evidence of holding a minimum of \$1,000,000 (one million dollars) professional liability insurance in order to obtain registration and a practice permit.
4. Continuing Competence Program (CCP) information
 - a) Under the *Health Professions Act* (HPA), meeting the requirements of the Continuing Competence Program of ACSLPA is required for registration renewal.
 - b) All speech-language pathologists and audiologists on the General Register must submit their CCP information as part of the registration renewal process. This includes an evaluation/reflection for the goal(s) completed in the previous year and a new goal(s) for the upcoming year.
 - c) An external feedback to support learning component is also required a minimum of once every three years.

Please refer to the ACSLPA website for further information regarding CCP requirements, FAQs, and examples of completed program components.

5. Registration renewal fee payment information

8.2 Late Submission/Failure to Submit Registration Renewal

Regulated members are strongly cautioned not to let their registration lapse. It is illegal and an offence under the *Health Professions Act (HPA)* for a person to work or volunteer as a speech-language pathologist or audiologist in Alberta, or provide professional services to the public within Alberta without being registered with ACSLPA.

In accordance with the HPA, regulated members who do not complete their registration renewal and provide the required payment by December 31 will be notified by ACSLPA that their registration and practice permit has expired, that they cannot work or volunteer as a speech-language pathologist or audiologist in the province of Alberta, and that their registration and practice permit will be cancelled after 30 days.

Individuals who have had their registration and practice permit cancelled and wish to reapply to ACSLPA will be subject to the established reinstatement fee and must meet all current registration requirements at the time of their reapplication.

NOTE: Under Alberta legislation, ACSLPA cannot grant extensions for registration renewal or exemptions for late submissions. It is the responsibility of each regulated member to ensure that their registration renewal is completed well in advance of the established deadline.

9. STATUS CHANGES

Regulated members who will be leaving practice for an extended period of time (e.g., maternity leave) may wish to change their status to Non-Practicing while they are not practicing. While Non-Practicing, the person may not work or volunteer as a speech-language pathologist or audiologist in Alberta, or use the protected titles of their profession. Similarly, a speech-language pathologist or audiologist who is Non-Practicing will need to change their status back to Registered *prior* to their return to practice.

Status change requests may be completed during the annual registration renewal process, or at any time of year using the Status Change Form available on the ACSLPA website. Applicable registration fees or refunds are listed on the ACSLPA Fee Schedule, available on the College website.

10. RESIGNATION FROM ACSLPA

Regulated members of ACSLPA who make the decision that they will no longer practice as a speech-language pathologist or audiologist in Alberta should submit their request to resign from ACSLPA. This may be done using the Status Change Form available on the ACSLPA website or through the online registration system of the College during registration renewal.

An individual who has resigned from ACSLPA can no longer work or volunteer as a speech-language pathologist or audiologist in Alberta, or use the protected titles of their profession.

An individual who has resigned from ACSLPA and who wishes to reapply for registration at a later date must meet all registration requirements in place at the time of the application, including those for current

qualifications, and may be required to successfully complete a written examination and/or a period of supervised practice.

11. REGULATED MEMBERS WHO DO NOT MEET CURRENT QUALIFICATIONS REQUIREMENTS

All applicants for registration or registration renewal must provide evidence of currency in the practice of their profession by complying with at least one of the following criteria:

- a) Graduated from an approved program not more than three years prior to application; or
- b) Practiced as a speech-language pathologist or audiologist for at least 1250 hours in the five years immediately prior to application; or
- c) Successfully completed refresher education courses approved by Council in the relevant profession within the previous three years.

Regulated members of ACSLPA who are applying for registration renewal or a status change to a regulated membership category and who do not meet the current qualifications requirements will be required to undergo one of the following:

11.1 Monitoring: For regulated members who have been in practice, but have practiced less than 1250 hours in the previous five-year period

Regulated members who have been in practice, but have practiced less than 1250 hours during the previous five-year period, will undergo the monitoring process described below. The purpose of monitoring is to ensure that a regulated member's knowledge base, skills and professional networks are current and reflect the basic standard of practice for the regulated member's area of practice, as verified by a supervising regulated member approved by the College. Monitoring is intended for individuals who have reduced, but recent, practice in one of the professions.

1. A practice permit with the condition that the regulated member must practice under supervision will be issued for the first month that the regulated member requests the practice permit. (The "first month" refers to one calendar month of full time work, or a period considered equivalent to a period of one month of full time work.) Additional conditions may be imposed on the practice permit, if applicable, (i.e., requirement to provide professional liability insurance information).

The practice permit will be issued only when ACSLPA receives written confirmation of employment/volunteer plans that support the following criteria.

The regulated member is responsible to find an individual to provide the required supervision and submit the name to ACSLPA for approval. An eligible supervisor:

- Is an speech-language pathologist or audiologist on the ACSLPA General Register who is a member of the same profession as the member being supervised; and
- Must have a minimum of two years of clinical work experience in the profession and experience in the supervision of students or speech-language pathologists/audiologists.

ACSLPA will provide the approved supervisor with supervision guidelines and reporting forms.

2. The monitoring process will include observation of direct client contact speech-language pathology/audiology practice and review of written reports and charting, meetings, etc., that in the opinion of the supervisor, reflects the practice of the regulated member being monitored.
3. The supervisor will observe the regulated member being monitored in at least one direct client contact for both assessment and management activities, as well as review at least two clinical charts, preferably for the client(s) observed. The regulated member undergoing monitoring will obtain verbal and written feedback from the supervisor.
4. The supervisor will submit a report to ACSLPA confirming whether the regulated member has/has not successfully completed the supervised practice requirements. Based on the recommendation of the supervisor, ACSLPA may shorten or extend the period of supervised practice.
5. Upon successful completion of the supervised practice requirements, the condition for supervised practice will be removed and the regulated member will be issued a new practice permit for the remainder of the registration/calendar year.
6. Regulated members who have completed the supervised practice requirements and who continue to have less than 1250 hours of practice in the previous five years will undergo this monitoring process at least once every three years.

11.2 Re-entry: For regulated members who have practiced less than 1250 hours in the previous five years, and have not practiced for three consecutive years or more

Regulated members who have practiced less than 1250 hours in the previous five years, and have not practiced for three consecutive years or more, will undergo the re-entry process described below. The purpose of re-entry is to update a regulated member's knowledge base and skills, to re-establish professional networks and act as a mechanism of support to the regulated member when returning to the profession. Re-entry is intended for individuals returning to the practice of one of the professions after several years of minimal activity or inactivity.

If a regulated member has been absent from professional practice for a period of ***three years or more, but less than five years***, the regulated member will be required to complete a period of supervised practice as set out below.

If a regulated member has been absent from professional practice for a period of ***five years or more***, the regulated member will be required to successfully complete the Speech-Language & Audiology Canada (SAC) Certification Examination, and then complete a period of supervised practice as set out below.

1. A practice permit with the condition that the regulated member must practice under supervision will be issued for the duration of the period of supervised practice (a minimum period of the equivalent of 12 weeks of full time work). Additional conditions may be imposed on the practice permit, if applicable, (i.e., requirement to provide professional liability insurance information). The practice permit will be issued only when ACSLPA receives written confirmation of employment/volunteer plans that support the following criteria.

The regulated member is responsible to find an individual to provide the required supervision and submit the name to ACSLPA for approval. An eligible supervisor:

- Is a speech-language pathologist or audiologist on the ACSLPA General Register who is a member of the same profession as the member being supervised; and
- Must have a minimum of two years of clinical work experience in the profession and experience in the supervision of students or speech-language pathologists/audiologists.

ACSLPA will provide the approved supervisor with supervision guidelines and reporting forms.

2. The re-entry process will entail supervision of a minimum of 150 direct contact speech-language pathology/audiology clinical hours; of the 150 hours, at least 60 hours must be related to diagnostics/assessment/testing and at least 60 hours must be related to intervention/treatment/counselling.
3. The supervisor will review written reports, charting, etc. during the period of supervised practice.
4. Additional requirements for directed readings and related activities may be imposed in discussion with the regulated member.
5. The period of supervised practice will allow the regulated member to obtain experience in a number of areas that would be reflective of clinical practice, such as hearing evaluations with both pediatric and adult clients, hearing aid selection/fitting and counseling for audiologists and assessment and treatment of communication disorders for speech-language pathologists.
6. The supervisor will submit a report to ACSLPA confirming whether the regulated member has/has not successfully completed the supervised practice requirements. Based on the recommendation of the supervisor, ACSLPA may shorten or extend the period of supervised practice.
7. Upon successful completion of the supervised practice requirements, the condition for supervised practice will be removed and the regulated member will be issued a new practice permit for the remainder of the registration/calendar year.

12. MISCELLANEOUS INFORMATION

12.1 *Information Pertaining to Regulated Members Available to the Government and the Public*

Information pertaining to regulated members that is required in accordance with legislation is requested on applications for registration and registration renewal. Under the *Health Professions Act (HPA)*, the following information regarding a named regulated member must be provided upon request by any member of the public:

- The full name of the regulated member and their unique registration number
- Any restrictions or conditions imposed on the regulated member's practice permit
- The status of the regulated member's practice permit, including whether it is suspended or cancelled
- The regulated member's practice specialization recognized by ACSLPA
- Whether the regulated member is authorized to provide restricted activities.

The ACSLPA General Register is updated daily, and is available on the ACSLPA website at: <https://acslpa.alinityapp.com/webclient/RegistrantDirectory.aspx>. Regulated members of ACSLPA should also be aware that Alberta Health collects health service provider information from ACSLPA and other regulatory colleges under the authority of the HPA to allow for the following:

- Provider authorization and authentication
- Centralized source of current data
- Effective health workforce planning
- Health service provider identification

Each regulated member is responsible for ensuring that ACSLPA has accurate and current information for their file, and to advise ACSLPA of any changes to their information (i.e., name, contact information, employer/practice information).

12.2 *Name of Regulated Member on General Register*

The name of a regulated member must be the same name that is entered on the General Register and that the regulated member uses in their practice. Requests for a legal name change must be submitted to ACSLPA using the form available on the College website. In addition, the regulated member must provide ACSLPA with proof of the legal name change. Acceptable documents include government-issued marriage, name change or divorce certificates.

New applicants must provide original documentation for a name change if the name used on the registration application form is different from the name stated on other documents provided with the registration application (e.g., official transcripts). A copy will be kept on file and the original will be returned to applicant; notarized¹ copies are also acceptable.

¹A **notarized copy** is a photocopy of an original document that has been certified by a notary public to be a true and accurate copy of the original document. A notarized copy may also be referred to as a certified copy.

APPENDIX 1 – ACSLPA COURSEWORK REQUIREMENTS

The *ACSLPA Coursework Requirements* form is included in the Registration Application Package and is used to determine if an applicant has met the established requirements for coursework completed. There is an *ACSLPA Coursework Requirements* form available specific to each of the professions of speech-language pathology and audiology.

ACSLPA coursework requirements reflect the minimum requirement necessary to practice as a speech-language pathologist or audiologist in Alberta. Applicants may use both graduate and undergraduate university level coursework to fulfil ACSLPA’s academic coursework requirements in some categories. Only graduate level courses are accepted for the Major and Minor Professional Areas. Coursework completed at a diploma or certificate level will not be accepted.

Clock hours refer to the total number of hours of course instruction. For example, a course that is scheduled for three hours per week over a 12-week period would be calculated as 36 clock hours. Hours of self-study are not applicable.

The applicant’s program of study must include a minimum of the following hours:

Coursework Category	Courses Within Category	Minimum Requirement
Basic Knowledge Specific to Profession	<ul style="list-style-type: none"> Anatomical, physiological and neurological basis of speech, language and hearing function (i.e., anatomy & physiology, neurosciences, neuroanatomy, related to speech and hearing) <p>Speech-Language Pathology Majors</p> <ul style="list-style-type: none"> Fundamentals pertaining to the use of speech and language processes (i.e., linguistics, psycholinguistics, normal acquisition of speech and language, phonetics, phonology) <p>Audiology Majors</p> <ul style="list-style-type: none"> Physical basis and processes of the production and perceptual processes of hearing (i.e., hearing science, acoustics) 	135 clock hours or 9 credits
Major Professional Area	<p>Speech-Language Pathology Majors</p> <ul style="list-style-type: none"> Articulation/phonological disorders Preschool/school-aged language development and literacy Developmental language disorders Acquired language disorders Cognitive communication disorders Voice and resonance/structurally related disorders Fluency disorders Neurologically based/motor speech disorders Augmentative and alternative communication Dysphagia Professional practice issues specific to SLPs 	405 clock hours or 27 credits

Coursework Category	Courses Within Category	Minimum Requirement
Major Professional Area (cont'd)	<p><i>Audiology Majors</i></p> <ul style="list-style-type: none"> • Hearing measurement • Audiological assessment • Electrophysiological and other diagnostic measurements • Basic and advanced concepts in amplification (systems, selection, fitting, verification and validation) • Implantable hearing devices • Calibration and maintenance of instrumentation • Auditory and vestibular disorders (peripheral and central) • Assessment and management of tinnitus, hyperacusis • Pediatric audiology • (Re)habilitation procedures applied to children, adults, the elderly, specific populations (developmental delay, occupational hearing loss) • Professional practice issues specific to audiology 	405 clock hours or 27 credits
Other Coursework Related to Professional Practice	<ul style="list-style-type: none"> • Basic principles and methods involved in conducting research (i.e., statistics, research methods) • Psychological and social aspects of human development (i.e., psychology or education courses pertinent to communication disorders) • Professional practice/issues, administrative organization of programs (i.e., professional issues, principles of clinical practice) 	180 clock hours or 12 credits

Coursework Category	Courses Within Category	Minimum Requirement
Minor Professional Area	<p><i>Speech-Language Pathology Majors</i></p> <ul style="list-style-type: none"> Hearing disorders; screening procedures/basic audiometric testing; application of audiometric information to the speech-language assessment; (re)habilitation of speech-language in hearing impaired; use, care and maintenance of hearing aids, assistive listening devices and amplification systems <p><i>Audiology Majors</i></p> <ul style="list-style-type: none"> Speech and language development, delays and disorders (screening/identification programs for speech, language and hearing problems throughout the lifespan; potential impact of hearing loss on speech and language acquisition; screening procedures for speech-language delays and disorders) 	45 clock hours or 3 credits
	TOTAL HOURS IN ALL CATEGORIES	765 CLOCK HOURS (MINIMUM)

NOTE: Courses may be listed in more than one topic area, reflecting the actual number of hours applicable to each particular topic area. Hours listed under a particular topic area may not be included again in another topic area.

APPENDIX 2 – CLINICAL PRACTICE HOURS REQUIREMENTS

The *Summary of Clinical Practice Hours* form is included in the Registration Application Package and is used to determine if an applicant has met the established requirements for clinical practice completed. There is a *Summary of Clinical Practice Hours* form available specific to each of the professions of speech-language pathology and audiology.

The *Summary of Clinical Practice Hours* form must be completed and signed by the applicant's Program Director of their Speech-Language Pathology or Audiology educational program. The original, signed document must be forwarded directly to ACSLPA from the issuing university. Photocopies are unacceptable.

A minimum total of 350 hours of university supervised clinical practice within the applicant's academic program of study are required. The clock hours reported must reflect the number of hours of client contact. Included in the 350-hour requirement, a minimum of 20 hours of clinical practice must be obtained in the minor professional area.

Observation hours may not be included towards meeting ACSLPA's clinical practice requirements.

APPENDIX 3 – PROFESSIONAL LIABILITY INSURANCE REQUIREMENTS

As per ACSLPA policy, all speech-language pathologists and audiologists on the General Register must provide evidence of holding a minimum of \$1,000,000 (one million dollars) professional liability insurance in order to obtain registration and a practice permit.

An applicant must submit their completed *Professional Liability Insurance Declaration* form (included in the Registration Application Package) to ACSLPA, providing the following for each applicable employer:

- Name of Policy
- Number of Policy
- Policy Holder
- Policy Provider
- Amount of Coverage
- Effective dates
- Applicant signature and date

Applicants who have not completed the process of obtaining the required professional liability insurance may be granted registration and a practice permit for a 30-day period with a condition that the registrant must not have contact with clients until they provide ACSLPA with satisfactory evidence of having the required professional liability insurance.

NOTE: The majority of registered speech-language pathologists and registered audiologists work for employers who hold professional liability insurance (PLI) policies for their employees and volunteers. It is important to note that regulated members who do **ANY** private practice or consulting must hold their own PLI (not an employer policy). For example, a regulated member who has PLI coverage through their employer, but also sees clients through a private practice, must carry their own PLI coverage as the PLI coverage provided by their employer is not applicable to clients seen outside of that workplace.

APPENDIX 4 – ENGLISH LANGUAGE PROFICIENCY

The ability to speak and write in English fluently is a requirement of all speech-language pathologists and audiologists. If an applicant's first language is not English, the applicant must demonstrate English language proficiency. English is considered the first language of the applicant if:

- It is the language primarily used by the applicant for reading, writing, listening and speaking in the workplace; and
- It is the language in which the applicant is most comfortable and proficient.

Applicants who do not meet the above criteria must provide evidence of English language proficiency through one of the following:

Test of English as a Foreign Language (TOEFL)

Test Option	ACSLPA Minimum Requirement
Internet-based test (iBT) (Maximum: 120)	Overall score: 100 Speaking score: 26 / 30 Writing score: 26 / 30
Computer-based test (CBT) (Maximum: 300)	Overall score: 250 Essay rating: 5 Test of spoken English score: 50
Paper-based test (PBT) (Maximum: 677)	Overall score: 600 Test of written English score: 5 Test of spoken English score: 50

Further information on the TOEFL is available at: <http://www.toefl.org>. Code 7698 may be used to have results sent directly to ACSLPA.

International English Language Testing System (IELTS)

The ACSLPA minimum requirement is an overall band score of 8.0. Further information on the IELTS is available at: <http://www.ielts.org>

Applicants from other regulated jurisdictions in Canada whose first language is not English, will be required to provide evidence of English language proficiency if they have not practiced as a speech-language pathologist or audiologist in a setting where they deliver services in English, for a minimum period of the equivalent of 12 weeks of full-time work.

If the Registrar has any questions regarding whether the first language of an applicant is English, the Registrar reserves the right to request documentation, including satisfactory test scores, to confirm English language proficiency.

NOTE: The cost of English language proficiency testing is the responsibility of the applicant. English language proficiency testing results must be forwarded directly to ACSLPA from the testing organization. The date that the test was completed must be within two years of the date of application for registration.

APPENDIX 5 – POLICE INFORMATION CHECK REQUIREMENTS

As per ACSLPA policy, all individuals applying for ACSLPA registration must provide a satisfactory Police Information Check including a Vulnerable Sector Check (PIC/VSC), or equivalent, prior to obtaining registration and a practice permit.

The purpose for this requirement is to enable ACSLPA to determine whether an applicant has a criminal record, and ultimately, whether there is cause for concern with respect to protection and safety of the public. Under the *Health Professions Act* and the *Speech-Language Pathologists and Audiologists Profession Regulation*, all applicants for registration must provide evidence of having good character and reputation. It is generally agreed that a criminal conviction may bring an applicant's character and reputation in question. The PIC/VSC requirement is an important component of ensuring that speech-language pathologists and audiologists who are registered with ACSLPA meet the requirements for good character and reputation stated in legislation, and serves to assist ACSLPA in meeting its mandate to protect the public.

Who is Required to Submit a PIC/VSC?

All new registration applicants must submit a current PIC/VSC at the time of their initial registration application.

What Needs to be Submitted to ACSLPA?

ACSLPA will accept a current original or notarized² copy of a PIC/VSC only. Faxed or photocopied documents will not be accepted. (Applicants may also forward their original or notarized copy of their PIC/VSC to the ACSLPA office; office staff will take a copy of the document and return the original or notarized copy of the PIC/VSC.)

A PIC/VSC will be considered current for six months after the date of issue.

Where Can the PIC/VSC be Obtained?

The PIC/VSC must be obtained from the police service responsible for policing the area in which the applicant has resided for the past five years. In the event that the applicant has resided in more than one area, a PIC/VSC must be obtained from each police service. Specifically:

- For applicants who have resided in Alberta for the past five years, a PIC/VSC can be obtained from the police service responsible for policing the area in which the applicant has resided (i.e., city police or RCMP detachment).
- For applicants who have resided in any other Canadian jurisdiction(s) in the past five years, a PIC/VSC from each applicable Canadian jurisdiction must be submitted.
- For applicants who have resided in both Alberta and another Canadian jurisdiction in the past five years, a PIC/VSC from Alberta **and** any other applicable Canadian jurisdiction must be submitted.
- Applicants who are Canadian citizens who have been living outside of Canada in the past five years will need to provide a PIC/VSC from each applicable jurisdiction.

²A **notarized copy** is a photocopy of an original document that has been certified by a notary public to be a true and accurate copy of the original document. A notarized copy may also be referred to as a certified copy.

- Internationally educated applicants who have just immigrated to Canada will need to provide their original Immigration Identification Card or a Permanent Resident Card. ACSLPA will retain a copy of the document as evidence of clearance from the country from where the individual came from.

When requesting a PIC/VSC, applicants must ensure that the search is conducted under their current and all previous, former or maiden names that they have used.

Any costs associated with obtaining the PIC/VSC are the responsibility of the applicant.

NOTE: Police processing of a PIC/VSC may require up to three weeks. ***It is the responsibility of the applicant to ensure that their PIC/VSC is submitted to ACSLPA in a timely manner.*** Registration and a practice permit will not be issued until a satisfactory PIC/VSC is received by ACSLPA.

What Happens if a PIC/VSC Discloses a Criminal Record?

A previous criminal conviction does not automatically exclude an individual from registration with ACSLPA. In the event that a PIC/VSC does disclose a criminal record, the application will be referred for further review. The applicant will be required to submit additional information, which may include the following:

- A copy of any related court decision(s);
- A copy of the police report(s) related to the incident;
- Any additional information that is considered necessary to assess whether the applicant meets the requirements for good character and reputation.

Any costs associated with obtaining the required documents are the responsibility of the applicant.

The details of the previous criminal conviction(s) will be reviewed by the Registrar. Depending on the circumstances around the criminal conviction(s), the Registrar may accept the application, or refer the matter to the Registration Committee, for consideration of the following:

- The nature and seriousness of the offence(s);
- The relevance of the details of the offence to the practice of speech-language pathology or audiology;
- The sentence received, if any;
- Whether or not a pardon had been granted;
- The length of time elapsed since the occurrence;
- The conduct and character of the applicant subsequent to the occurrence; and
- Any other relevant evidence related to the character and reputation of the individual.

All information will be held in strictest confidence.

In accordance with ACSLPA policy and guidelines, the Registration Committee will determine whether the PIC/VSC is satisfactory, and therefore whether the application for registration or renewal is accepted or refused. Applicants will be notified in writing of the decision made regarding their registration or renewal application.

DEFINITIONS

A **Police Information Check** is an official document issued by a police service that provides a detailed criminal history and police information about an individual including whether or not an individual has any criminal convictions for which a pardon has not been granted and pending charges in court. A Police Information Check may also indicate whether an individual has any absolute or conditional discharges, outstanding warrants or foreign charges, charges concluded by a finding that the individual was not criminally responsible, and other information held in police records.

Other terminology often used for a Police Information Check includes “security clearance check”, “criminal record check”, or “police reference check”.

A **Vulnerable Sector Check** is an official document issued by a police service that indicates whether or not an individual has been convicted of a sexual offence regardless of whether they have been pardoned. Vulnerable persons, as defined by the *Criminal Records Act*, are persons who, because of their age, a disability or other circumstances, whether temporary or permanent, are in a position of dependence on others or are otherwise at a greater risk than the general population of being harmed by persons in a position of authority or trust relative to them. This includes children, who are defined by the *Criminal Records Act* as persons who are less than 18 years of age.

Satisfactory PIC/VSC means a report that does not disclose any record of a criminal conviction(s), or a report that discloses a record of a criminal conviction(s) that the Registrar and/or Registration Committee has determined does not pose a risk to the safety and protection of the public.

APPENDIX 6 – JURISPRUDENCE EDUCATION REQUIREMENTS

As per ACSLPA policy, all regulated members must successfully complete the jurisprudence education requirements of the College. The jurisprudence education requirements consist of a series of online education modules and an online multiple choice examination, designed to ensure that regulated members gain knowledge and understanding of the relevant legislation, regulation, ethical/practice standards and requirements of a regulated health professional in Alberta.

New Regulated Members

ACSLPA will inform the new regulated member of the jurisprudence education requirements and instructions for access to the education materials. New regulated members will have a condition placed on their practice permit, stating that they must complete the ACSLPA jurisprudence education requirements. Such registered members will have 30 days to complete the required jurisprudence education requirements, after which their conditional practice permit will expire.

Existing Regulated Members

As of September 2016, the jurisprudence education requirement is voluntary for regulated members on the General Register and the Non-Practicing Register of ACSLPA. It will become mandatory at a future date to be determined by ACSLPA Council.