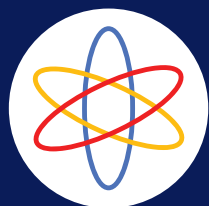


Annual Report 2025–2026



NLCHP

NEWFOUNDLAND AND LABRADOR
COUNCIL OF HEALTH PROFESSIONALS



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- The College of Audiologists and Speech -Language Pathologists (CASLP - NL)
- The College of Traditional Chinese Medicine Practitioners and Acupuncturists of NL (CTCMPANL)
- The Newfoundland and Labrador College of Dental Hygienists (NLCDH)
- The Newfoundland and Labrador College of Medical Laboratory Sciences (NLCMLS)
- The College of Midwives of Newfoundland and Labrador (CMNL)
- The Newfoundland and Labrador College of Respiratory Therapists (NLCRT)
- The Newfoundland and Labrador College of Medical Radiation Technologists (NLCMRT)

Joint Message from Council Chair and CEO & Registrar

We are pleased to present the Newfoundland and Labrador Council of Health Professionals Annual Report for 2025 – 2026. This past year has been focused on evolution and sustainability. The NLCHP Council approved the 2025 – 2027 Strategic Plan to support a three-year vision to shift to a model for governance and operations that supports a cohesive end to end regulatory process.

The strategic plan focuses on three overarching strategic goals: Evolve the Governance Framework, Review the Operating Model and Develop a Unified Communication Plan. The plan's goals and drivers support a vision of sustainability, effectiveness, and efficiencies as the organization continues to grow and onboard health professions.

This year, much work has taken place by the Board and staff to lay the strategic plan's foundation through the assembly of an implementation team. The team is committed to the development of a comprehensive future state operating model to manage and oversee the regulatory process as one interrelated process with a consistent focus on public protection. The work highlighted in this report reflects that ongoing commitment.

Several significant milestones with a focus on public protection were achieved in 2025 – 2026. First, medical radiation technologists, a new health profession proclaimed in the Health Professions Act, were officially regulated and registered. Second, the Alinity software platform was successfully implemented in phases throughout the year. This innovative system has brought valuable improvements to our regulatory processes, operational efficiencies, and self-serve functionality.

As we conclude year 1 of our strategic plan, we look ahead with optimism in collaborating with each health professional college, and key stakeholders provincially and nationally. We thank members of the NLCHP Council, committees and health professional colleges for your vision and steadfastness as we continue our evolution.

We invite you to read more about our progress and accomplishments in our 2025 - 2026 Annual Report.



Katherine Peddle,
RDH Council Chair



Alice Kennedy
CEO and Registrar

Mission

NLCHP regulates Acupuncturists, Audiologists, Dental Hygienists, Medical Laboratory Technologists, Midwives, Respiratory Therapists, Medical Radiation Technologists, and Speech-Language Pathologists with a focus on and commitment to public protection.



Values

Prioritize public protection above all else.

1

Facilitate effective, efficient, and transparent regulation.

2

A unified voice on regulatory matters.

3

Anticipate and embrace change by establishing processes that balance stability and adaptability.

4

Think long term and build governance and operating models that last.

5

Ensure a supportive working environment that promotes cohesion.

6

Vision

Positioned as a leading multidisciplinary healthcare regulator with high standards for governance and a cohesive operating model that is built to last.



NLCHP Strategic Directions



1. Evolve the Governance Framework



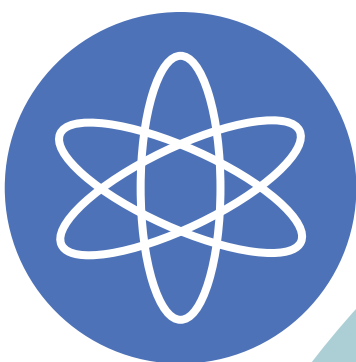
2. Review the Operating Model



3. Develop a Unified Communication Plan

Mandate

NLCHP regulates the practice of Acupuncturists, Audiologists, Dental Hygienists, Medical Laboratory Technologists, Medical Radiation Technologists, Midwives, Respiratory Therapists and Speech Language Pathologists. These health professionals are required to be registered with the NLCHP to practice in Newfoundland and Labrador. The role of the NLCHP and its authority and powers are set out in the Health Professions Act (the Act).



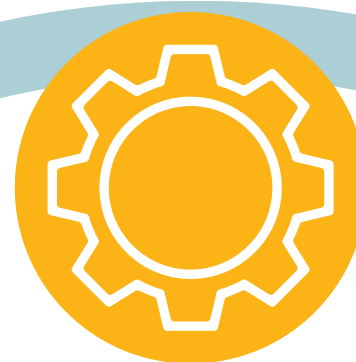
Regulation

Regulate the practice of each health profession



Registration

Monitor compliance with and enforce standards of academic technical achievement, and qualification for registration as a member of a health profession



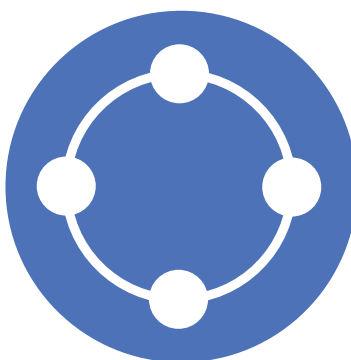
Monitoring

Monitor compliance with standards respecting the Quality Assurance Program for health professions



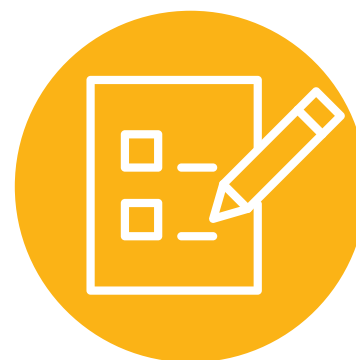
Investigation

Receive and investigate complaints regarding a health professional's practice



Collaboration

Promote inter-professional collaboration amongst the Colleges



Administration

Administer the Council's affairs, perform its duties, and carry out its powers in accordance with the Act

NLCHP Council

The NLCHP is currently governed by a 12 - member council including six public representatives (currently we have two vacancies) and representatives from each of the seven colleges: The College of Audiologists and Speech-Language Pathologists (CASLP-NL); the College of Midwives of Newfoundland and Labrador (CMNL); the College of Traditional Chinese Medicine Practitioners and Acupuncturists of Newfoundland and Labrador (CTCMPANL); the Newfoundland and Labrador College of Dental Hygienists (NLCDH); the Newfoundland and Labrador College of Medical Laboratory Sciences (NLCMLS); the Newfoundland and Labrador College of Respiratory Therapists (NLCRT) and the Newfoundland and Labrador College of Medical Radiation Technologists (NLCMRT). The council met five times during 2025-2026 and held its Annual General Meeting on June 2, 2025.

The NLCHP wishes to acknowledge the valued contributions of the NLCHP Council and the council committee members. This year we welcomed a new council member: Stephanie Pearson, College Chair with the Newfoundland and Labrador College of Medical Radiation Technologists (NLCMRT). We also said thank you to Penney Carroll (NLCDH) who has ended her time on council.





Council Executive

- Katherine Peddle (Chair)
- Judy Davidson (Vice Chair)
- Debbie Brake – Patten, Public Representative (Secretary Treasurer)

Health Profession College Elected Members

- Ashley Rossiter (CASLP - NL)
- Allison Robbins (CASLP - NL)
- Penney Carroll (NLCDH)
- Chris Barclay (NLCRT)
- Andrea Robertson (NLCM)
- Kenny Clarke (CTCM-PANL)
- Claudette Mosey (NLCM-LS)
- Stephanie Pearson (NLCMRT)

Appointed Public Members

- Gladys Dunne
- Joshua Fisher
- Debbie Brake – Patten
- William Jeffrey
- 2 Vacancies



NLCHP Committee Members



Registration Committee

Ashley Rossiter (SLP),
Chair
Katherine Peddle (RDH)
Chris Barclay (RRT)
Gladys Dunne (Public
Rep.)
Andrea Robertson (RM)
Julie Kelloway (MLT)
Marco Mueller (MRT)



QA Committee

Joshua Fisher (Public
Rep.), Chair
Lori Gordon (RRT)
Keren Menashe (RM)
Allison Robbins (AUD)
Claudette Mosey (MLT)
Sarah Oliver (RDH)
Angela Quinton (MRT)



CAC

Judy Davidson (SLP), Chair
Gladys Dunne (Public Rep.)
Claudette Mosey (MLT)
Kenny Clarke (R. Ac)
Joshua Fisher (Public Rep.)
Cheryl Bailey (RRT)
Andrea Robertson (RM)
Katherine Peddle (RDH)
Jillian Ryan (AUD)
Stephanie Pearson (MRT)



Finance/HR Committee

Debbie Brake – Patten
(Public Rep.), Chair
Judy Davidson (SLP) –
Vice Chair Council
Stephanie Pearson
(MRT)



Health Professional Colleges

As per the Act, a separate college is established for each health profession. Each college remains focused on establishing their standards of practice, scope of practice, code of ethics and education and entry to practice requirements. In addition, the colleges in consultation with NLCHP develop requirements for registration. Together, the NLCHP and the colleges ensure there are competent health professionals providing quality care to the public. Annual reports for each of the health professional colleges are attached in this report.



Strategic Directions Activities

Evolved Governance Framework



- The NLCHP Council approved the 2025 – 2027 Strategic Plan to support a three-year vision to shift to a model for governance and operations that supports and demonstrates a cohesive end to end regulatory process.
- NLCHP staff and Council engaged with a consultant to further solidify a shift in mindset of staff and Council to manage and oversee the regulatory process as one interrelated process opens opportunities for better use of resources, reduced administrative burden, and a consistent focus on public protection.
- Developed an overarching policy which provides an overview of all aspects of regulation and the roles and responsibilities of the Council and Colleges across these aspects, including activities outside the scope of the Act (e.g. those of a professional association).
- Communicated and collaborated with the seven college boards in the delivery of the overarching policy.
- Completed a comprehensive inventory of NLCHP and college policies, standards, and guidance documents and began the process of assigned accountability to colleges and staff for making required updates and monitoring the completion of this work at Council.
- Participated and supported CASLP – NL and NLCDH in the revision of the Standards of Practice.
- Participated in and supported NLCMRT to develop their inaugural Standards of Practice, Code of Ethics and registration policies.
- Participated in national projects to modernize the English language proficiency benchmarks for SLP and Audiology.
- Requested that the government make changes to the Act that would facilitate the management and oversight of an end-to-end regulatory process.

Strategic Directions Activities

- The Government of Newfoundland and Labrador announced in November 2024 it will proclaim into force the Health Professions Act for medical radiation tech-nologists on May 1, 2025. As a result, on May 1, 2025, medical radiation technologists (MRTs) and X – ray health professionals (XHPs) were officially registered with NLCHP.
- NLCHP continued to have discussions with Department of Health and Community Services on the regulation of traditional Chinese medicine.
- Participated in discussions with Department of Health and Community Services and key stakeholders to move regulation forward for identified health professions.
- Continued to collaborate on shared initiatives with our colleagues in the NL Health Regulators Network and with our National Regulatory Alliances across our professions.

A Unified Communication Plan



- Planning the development and communication of a common orientation for college board and council members that defines roles, responsibilities, and the end-to-end regulatory process.

Operating Model Review

- The strategic goal of developing a comprehensive state operating model will be guided by an ad-hoc committee of the Council which was established this year.
- Achieving our mandate of public protection requires the NLCHP to regulate each health profession effectively and efficiently. As a result, a modern and secure registration software platform called Alinity was launched this year. This registrant management system allows NLCHP to leverage a more secure and reliable platform to deliver a more efficient registrant experience.



Strategic Directions Activities

- An initiative to standardize access for all practitioners to governance documents and registration policies was initiated through the creation of dedicated webpage for 4 of the seven colleges on the NLCHP website.
- Supporting the principles of efficient use of resources, reduced administrative burden, and a consistent focus on public protection, staff collaborated with a college to streamline their registration exam process.
- Created a new jurisprudence resource and exam for all health professions to be hosted on the NLCHP Portal (Alinity).
- The NLCHP, in collaboration with each health profession, revised the Continuing Education and Professional Development (CEPD) program to modernize and create a cohesive and streamlined program. The program allows registrants to have autonomy over their learning, as they are best positioned to identify areas for growth in their own practice.

NLCHP By the Numbers

Total Registrants
as of March 31, 2026

1,710

New Registrations

466

24 MLT

6 R.Ac

11 RRT

27 RDH

6 SLP

3 AUD

6 MW

383 MRT

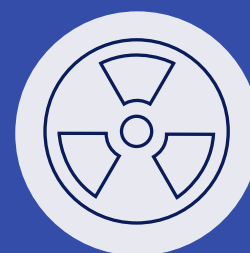
564

Medical Laboratory
Technologists



377

Medical Radiation
Technologists



319

Dental
Hygienists



179

Respiratory
Therapists



166

Speech Language
Pathologists



52

Audiologists



39

Acupuncturists



12

Midwives



2

LHPs



Addressing Complaints



Number of Complaint Files Opened per profession



Sources of Allegations



Appendix “A”

Annual Reporting Indicators

Statistics on Application Decisions – Reporting Year April 1, 2025 - March 31, 2026

1. Number of applicants who submitted complete applications in the reporting year.

- Internationally educated:6
- Labour mobility: 21
- Other applicants 439

2. Number of Applicants registered in the reporting year.

- Internationally educated:1
- Labour mobility:21
- Other applicants: 439

3. Number of applicants provisionally licensed in the reporting year.

- Internationally educated:1
- Labour mobility:0
- Other applicants: 40

4. Number of applicants licensed with restrictions in the reporting year.

- Internationally educated:1
- Labour mobility:0
- Other applicants: 37

5. Number of applicants denied in the reporting year.

- Internationally educated:0
- Labour mobility: 0
- Other applicants:0

6. Number of applicants in the reporting year, that were neither approved or denied.

- Internationally educated: 5
- Labour mobility:0
- Other applicants:0

Timeliness of Application Process

7. Average number of business days for an application to be approved or denied with written reasons provided starting from the date a complete application is received.

- Internationally educated:3
- Labour mobility:1
- Other applicants:1

8. For applications taking significantly longer than the average service standards for a decision, please list the reasons for the delays and any mitigation measures taken.

- Internationally educated: NA
- Labour mobility: NA
- Other applicants: NA

Internal Review (Appeals) Process

9. Number of applicants who submitted complete applications for an internal review (appeal) process in the reporting year.

- Internationally educated:0
- Labour mobility:0
- Other applicants:0

10. Number of applicants registered after an internal review (appeal) process in the reporting year.

- Internationally educated:0
- Labour mobility:0
- Other applicants:0

11. Number of applicants fully licensed after an internal review (appeal) process in the reporting year.

- Internationally educated:0
- Labour mobility:0
- Other applicants:0

12. Number of applicants licensed provisionally after an internal review (appeal) process in the reporting year.

- Internationally educated:0
- Labour mobility:0
- Other applicants:0

13. Number of applicants licensed with restrictions after an internal review (appeal) process in the reporting year.

- Internationally educated:0
- Labour mobility:0
- Other applicants:0

14. Number of applicants denied registration/licensure after an internal review (appeal) process in the reporting year.

- Internationally educated:0
- Labour mobility:0
- Other applicants:0

Timeliness of Application Process

15. Average number of business days for an application to be approved or denied with written reasons provided through the internal review (appeal) process starting from the date the application is received.

- Internationally educated: 0
- Labour mobility: 0
- Other applicants: 0

16. For applications taking significantly longer than the average service standards for an internal review (appeals) decision, please list the reasons for the delays and any mitigation measures taken, if the measures were possible.

- Internationally educated: NA
- Labour mobility: NA
- Other applicants: NA

NLCHP Audited Financial Statements

**NEWFOUNDLAND AND LABRADOR COUNCIL
OF HEALTH PROFESSIONALS**

Financial Statements

Year Ended March 31, 2026

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS

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Year Ended March 31, 2026

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Statement of Changes in Net Assets	5
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INDEPENDENT AUDITOR'S REPORT

To the Directors of Newfoundland and Labrador Council of Health Professionals

Opinion

I have audited the financial statements of Newfoundland and Labrador Council of Health Professionals (the Council), which comprise the statement of financial position as at March 31, 2026, and the statements of revenues and expenditures, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In my opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Council as at March 31, 2026, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO)

Basis for Opinion

I conducted my audit in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Council in accordance with ethical requirements that are relevant to my audit of the financial statements in Canada, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Council's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Council or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Council's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

(continues)

Independent Auditor's Report to the To the Directors of Newfoundland and Labrador Council of Health Professionals (*continued*)

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Council's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Council's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Council to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.



Clarenville, Newfoundland and Labrador
June 13, 2026

Chartered Professional Accountant
Richard K Power, FCPA, Professional Corporation

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS

Statement of Financial Position

March 31, 2026

	2026	2025
ASSETS		
CURRENT		
Cash (Note 2)	\$ 1,220,545	\$ 1,241,594
Short term investments (Notes 2, 3)	449,413	431,371
Prepaid expenses	6,680	7,079
	1,676,638	1,680,044
LONG TERM INVESTMENTS (Notes 2, 3)	255,833	30,350
CAPITAL ASSETS (Note 4)	155,578	68,335
	\$ 2,088,049	\$ 1,778,729
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities (Note 5)	\$ 146,644	\$ 55,708
Employee deductions payable	11,700	11,742
Due to colleges - fees (Note 6)	149,602	142,806
Deferred income (Note 7)	779,525	744,675
	1,087,471	954,931
NET ASSETS		
General fund	420,578	343,798
Legal fund	50,000	50,000
Succession fund	30,000	30,000
Sustainability fund	300,000	300,000
Conduct review fund	200,000	100,000
	1,000,578	823,798
	\$ 2,088,049	\$ 1,778,729

ON BEHALF OF THE COUNCIL



Council Chair



Chair of Finance and Human Resource

Committee

The accompanying notes are an integral part of these financial statements

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS**Statement of Revenues and Expenditures****Year Ended March 31, 2026**

	2026	2025
REVENUES		
Registration fees (<i>Notes 2, 7</i>)	\$ 833,604	\$ 629,337
Interest income	57,782	26,934
Other fees	20,475	10,485
College funding	40,000	-
	951,861	666,756
EXPENSES		
Accounting fees	12,117	9,791
Advertising and promotion	-	401
Amortization of capital assets	29,189	15,898
Complaints committee	13,134	68
Computer database	49,171	24,591
Consulting fees	8,600	26,878
Equipment rentals	1,571	333
Information technology fees	13,539	7,194
Insurance	6,340	5,710
Interest and bank charges	17,169	18,356
Legal fees	5,080	3,226
Meetings	8,535	7,537
Office	19,606	9,731
Professional fees	7,672	8,245
Quality assurance assessment	3,350	1,700
Rent	60,197	44,160
Repairs and maintenance	450	-
Salaries and wages (<i>Note 10</i>)	498,345	339,361
Telephone	7,099	7,484
Travel	13,917	13,327
	775,081	543,991
EXCESS OF REVENUES OVER EXPENSES	\$ 176,780	\$ 122,765

The accompanying notes are an integral part of these financial statements

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS**Statement of Changes in Net Assets****Year Ended March 31, 2026**

	2025 Balance	Excess of revenues over expenses	Transfers	Withdrawals	2026 Balance
General fund	\$ 343,798	\$ 176,780	\$ (100,000)	\$ -	\$ 420,578
Legal fund	50,000	-	-	-	50,000
Succession fund	30,000	-	-	-	30,000
Sustainability fund	300,000	-	-	-	300,000
Conduct review fund	100,000	-	100,000	-	200,000
	\$ 823,798	\$ 176,780	\$ -	\$ -	\$ 1,000,578

See Note 2 for a detailed description of internally restricted net assets.

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS

Statement of Cash Flows

Year Ended March 31, 2026

	2026	2025
OPERATING ACTIVITIES		
Excess (deficiency) of revenues over expenses	\$ 176,780	\$ 122,765
Item not affecting cash:		
Amortization of capital assets	29,189	15,898
	205,969	138,663
Changes in non-cash working capital:		
Accounts payable and accrued liabilities	90,936	22,120
Deferred income	34,850	209,500
Prepaid expenses	399	(605)
Employee deductions payable	(42)	3,019
Due to colleges - fees	6,796	31,117
	132,939	265,151
Cash flow from operating activities	338,908	403,814
INVESTING ACTIVITY		
Purchase of capital assets	(116,432)	(7,846)
Cash flow used by investing activity	(116,432)	(7,846)
INCREASE IN CASH FLOW	222,476	395,968
Cash and cash equivalents - beginning of year	1,703,315	1,307,347
CASH AND CASH EQUIVALENTS - END OF YEAR	1,925,791	1,703,315
CASH AND CASH EQUIVALENTS CONSIST OF:		
Cash	\$ 1,220,545	\$ 1,241,594
Short term investments - Guaranteed investment certificates	449,413	431,371
Long term Investments - Guaranteed investment certificates	255,833	30,350
	\$ 1,925,791	\$ 1,703,315

The accompanying notes are an integral part of these financial statements

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS

Notes to Financial Statements

Year Ended March 31, 2026

1. NATURE OF OPERATIONS

Newfoundland and Labrador Council of Health Professionals (the "Council") is incorporated under the Corporations Act of Newfoundland And Labrador without share capital. The council is exempt from income taxes under paragraph 149 on the Income Tax Act of Canada.

The following health professions are subject to the Health Professions Act:

Acupuncturists
Audiologists
Dental Hygienists
Medical Laboratory Technologists
Medical Radiation Technologists (Effective regulation May 1, 2025)
Midwives
Respiratory Therapists
Speech Language Pathologists

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNFPO).

Cash and cash equivalents

Cash includes cash on hand and funds held at chartered bank.

Investments

Short term investments, which consist guaranteed investment certificates with original maturities at date of purchase beyond three months and less than twelve month, are carried at amortized cost.

Long term investments, which consist guaranteed investment certificates with original maturities at date of purchase beyond one year, are carried at amortized cost.

The investments are held for specific projects at the discretion of Council.

Capital assets

Capital assets are stated at cost or deemed cost less accumulated amortization. Capital assets are amortized over their estimated useful lives on a declining balance basis at the following rates and methods:

Computer equipment	30%	straight-line method
Computer database	10 years	
Furniture and fixtures	20%	
Website	10%	

Capital assets acquired during the year are amortized for a full year when they are placed into use.

(continues)

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS

Notes to Financial Statements

Year Ended March 31, 2026

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (*continued*)

Net assets

The Board of Directors have internally restricted net assets for the following purposes:

- Legal fund - to support matters that may require legal review or interpretation.
- Succession fund - to support recruitment of key staff.
- Sustainability fund - to ensure viability of the Council.
- Conduct review fund - to cover extraordinary legal and related costs associated with the PCR process.

Unrestricted net assets comprise the excess of revenue over expenses accumulated by the Council each year, not of transfers, and are available for general purposes.

Revenue recognition

The Council recognizes registration revenues when they are earned, specifically when all the following conditions are met:

- members registration is confirmed
- there is clear evidence that an arrangement exists
- amounts are fixed or can be determined
- the ability to collect is reasonably assured.

Investment revenue is recognized when earned on an accrual basis.

Financial instruments policy

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS

Notes to Financial Statements

Year Ended March 31, 2026

3. SHORT AND LONG TERM INVESTMENTS

	2026	2025
<u>Short term</u>		
Royal Bank GIC, maturing December 24, 2025 at 2%	\$ -	\$ 76,664
Royal Bank GIC, maturing June 25, 2026 at 4.45%	89,593	87,207
Royal Bank GIC, maturing August 19, 2025, market rate	-	106,750
Royal Bank GIC, maturing August 19, 2025, market rate	-	106,750
Royal Bank GIC, maturing August 19, 2025, market rate	-	54,000
Royal Bank GIC, maturing August 23, 2026, market rate	32,032	-
Royal Bank GIC, maturing December 24, 2026 at 2%	76,663	-
Royal Bank GIC, maturing December 24, 2025 at 2.70%	251,125	-
	-	-
	-	-
	\$ 449,413	\$ 431,371
<u>Long term</u>		
Royal Bank GIC, maturing August 22, 2028, market rate	\$ 102,333	\$ -
Royal Bank GIC, maturing August 22, 2028, market rate	102,333	-
Royal Bank GIC, maturing August 22, 2028, market rate	51,167	-
Royal Bank GIC, maturing August 23, 2026, market rate	-	30,350
	\$ 255,833	\$ 30,350

Royal Bank investment certificates rate of returns are market based with a guaranteed rate of return of 7.5% to maximum 20% over the holding period. These GICs are accrued at 7.5%.

4. CAPITAL ASSETS

	Cost	Accumulated amortization	2026 Net book value	2025 Net book value
Computer equipment	\$ 30,917	\$ 23,690	\$ 7,227	\$ 7,713
Computer database	222,303	92,759	129,544	58,988
Furniture and fixtures	29,552	11,130	18,422	1,206
Website	1,683	1,298	385	428
	\$ 284,455	\$ 128,877	\$ 155,578	\$ 68,335

5. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	2026	2025
Accounts payable	\$ 35,026	\$ 6,453
Accrued liabilities	34,220	38,299
Accrued payroll - See note 10	77,398	10,956
	\$ 146,644	\$ 55,708

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS

Notes to Financial Statements

Year Ended March 31, 2026

6. DUE TO COLLEGES - FEES

Colleges for each profession are maintained, and members of the colleges make up the Council members. The Council is responsible for collecting fees on behalf of each college and remitting them.

	2026	2025
Due to colleges - fees	\$ 149,602	\$ 142,806

7. DEFERRED INCOME

Deferred income relates to registration fees collected in advance of fiscal year March 31, 2027, as of March 31, 2026.

	2026	2025
Deferred registration revenue	\$ 779,525	\$ 744,675

8. LEASE COMMITMENTS

The Council has a long term lease with respect to its premises to 2032. The lease provides for payment of utilities, property taxes and maintenance costs. The annual cost is \$ 67,000 plus HST.

9. FINANCIAL INSTRUMENTS

The Council is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the Council's risk exposure and concentration as of March 31, 2026.

(a) Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. In seeking to minimize the risks from interest rate fluctuations, the Council manages exposure through its normal operating and financing activities. The Council is exposed to interest rate risk primarily through interest rates on term deposits.

Unless otherwise noted, it is management's opinion that the Council is not exposed to significant other price risks arising from these financial instruments.

10. SUBSEQUENT EVENTS

Subsequent to year end, retro pay was paid out to the staff. The Board had approved salary and benefits recommendations as part of a 2020 external review which included annual cost of living increases. The cost-of-living increases were not provided, and the Board revisited the recommendations in 2025 and approved the payout of cost-of-living retro pay in the amount of \$66,836 to address the increases from 2020 to March 9, 2026.

College Reports



COLLEGE OF AUDIOLOGISTS & SPEECH LANGUAGE PATHOLOGISTS
OF NEWFOUNDLAND AND LABRADOR

Annual Report

Submitted by:
Ashley Rossiter R. SLP
CASLP-NL, Chair

Date:
May 14, 2026



Annual Report

Introduction

The College of Audiologists and Speech–Language Pathologists of Newfoundland and Labrador, in partnership with the Newfoundland and Labrador Council of Health Professionals (NLCHP), supports the regulation of the professions of Audiology and Speech–Language Pathology in Newfoundland and Labrador (NL).

All Audiologists and Speech–Language Pathologists who wish to practice their professions in the province of NL must be registered with NLCHP, and as such, a member of CASLP-NL. The College protects patients’ and clients’ rights to safe, competent and ethical care by setting requirements for registration with NLCHP, entry-to practice requirements, programs of study, continuing education requirements, standards of practice, scopes of practice and a code of ethics, for all Audiologists and Speech–Language Pathologists in NL.



Message from the Chair

As Chair, I would like to extend my sincere thanks to our board and committee volunteers for their continued dedication and service over the past year. The work of the College relies solely on the time, expertise, and commitment of volunteers, and your contributions are greatly appreciated.

This past year has been one of continued growth and advancement for the College. Key accomplishments included the implementation of an updated standards of practice and by-law modernization, continued collaboration with Council and national regulatory partners, and progress on our website and governance. The Board also supported important regulatory work related to mentorship, international applicants, quality assurance, and policy development. In addition, preparations for new priorities are underway including additional guidance documents that further enhance and align with our new standards of practice.

The Board has continued to focus on our mandate as set by the Health Professions Act, while proactively engaging in discussions and responding to emerging trends in our professions, and changes in the regulatory landscape, both provincially and nationally. We look forward to continuing this important work together in the coming year.

Respectfully submitted,

Ashley Rosister R. SLP
CASLP-NL Chair

College Executive



Ashley Rossiter

Chair

Ashley is a Speech-Language Pathologist and certified Auditory Verbal Therapist. She works full-time with Newfoundland and Labrador Health Services, within the Audiology Department. Ashley also runs a private practice, focusing on the Down Syndrome population. She has dedicated a tremendous amount of time to the College, first with two terms as Secretary, and now into her third year in her term as Chair. Ashley is passionate about regulation and elevating the practices of Speech-Language Pathology and Audiology within this province. In her spare time, Ashley enjoys recreational curling, volleyball, and has begun dabbling in the world of triathlon.

chair@caslpnl.ca



Beverly Martin

Member at Large

Beverly graduated from Memorial University of Newfoundland in 1999 with a Bachelor of Arts in Linguistics and went on to complete her Master of Science in Communication Sciences and Disorders at McGill University Medical School (2001). She is a Registered Speech-Language Pathologist currently employed with Newfoundland and Labrador Health Services working across the continuum of care and enjoys the ever-changing landscape of her career. She has had the great pleasure of working both across the country and across this beautiful province.

Beverly is a Past President and past Director at Large of NLASLPA.

In her personal life, she enjoys reading, baking, and kayaking as well as herding her two sons and husband!

memberatlarge@caslpnl.ca

College Executive – Continued



Allison Robbins

Council Representative

Allison Robbins received a Bachelor of Arts degree in Linguistics from Memorial University (2017) and a Master of Science degree in Audiological Sciences from University College London in London, England (2019). Allison is employed as a registered audiologist with NLHS Audiology in St. John's, NL. Allison dedicates her time to many professional associations such as SAC and NLASLPA.

Outside of audiology, Allison is an experienced dance instructor and performer and holds her associate diploma in tap dance from the International Society of Teachers of Dance (2017). She teaches tap, jazz, ballet and pre-school dance and also serves as a member of the Dance Teachers' Association of NL. She has been a dance company member of TaDa!'s production of "Our Divas Do Christmas" since 2014.

This is her second term serving as council representative of CASLP-NL.

councilrep@caslpnl.ca



Devon Taaffe

Treasurer

Devon Taaffe is a clinical audiologist originally from Corner Brook, Newfoundland. Devon graduated from Dalhousie University in 2011 with his Masters in Audiology. He is a clinical educator for Dalhousie and Western University MSc. Audiology programs. His graduate work in the area of cochlear gene therapy was published in the Journal "Gene Therapy" in 2011. His professional interests include adult amplification, tinnitus management, cortical reorganization, neuroplasticity, and student mentorship. He currently holds the position of business development officer Newfoundland with Hear Right Canada.

In his personal life, Devon is an avid outdoors person who enjoys camping, exploring, and adventuring with his spouse and two sons. He is also a keen sports enthusiast and animal lover with a dog and cat at home.

treasurer@caslpnl.ca

College Executive – Continued

info@caslpnl.ca

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John's, NL A1E 5X7



Jeanie Morry

Secretary

Jeanie graduated from Memorial University of Newfoundland in 2015 with a BA (Hons) in Linguistics and French. She completed her Master of Science (Applied) in Speech-Language Pathology at McGill School of Communication Sciences and Disorders in 2017 and has been working as a pediatric Speech-Language Pathologist with Newfoundland and Labrador Health Services ever since. Jeanie has had the pleasure of working in various communities in Newfoundland including Clarenville, Carbonear and now St. John's. She currently works at the Janeway Children's Health and Rehabilitation Centre.

Jeanie has served on the NLASLPA Executive as the role of president and has volunteered on the conference planning and PR committees. This will be her first term with CASLP-NL.

In her spare time, you will most likely find Jeanie behind her sewing machine or working on a knitting project, but most importantly spending quality time with her husband and two daughters.

secretary@caslpnl.ca



Allison Brennan

Vice Chair

Allison is a Speech-Language Pathologist working full time with Mamu Ishishkutamashutau Innu Education in Labrador. She previously worked for 16 years in the health care system at the Labrador Health Centre in Happy Valley-Goose Bay. This is her first term with CASLP-NL, joining the board as Vice Chair in the Fall of 2025.

Outside of work, her three kids, two dogs and husband keep her busy! When not taxiing children, she enjoys doing anything outdoors, baking and reading.

vicechair@caslpnl.ca

Highlights of the Year

- Finalized Standards of Practice – see attached final project report
- Welcomed and orientated two new members to the board in 2025: Jeanie Morry [Secretary] and Allison Brennan [Vice Chair]

- Completed a successful 2026 board elections process with three successful members through acclamation: Kristen Tulk [Treasurer], Courtney Gordon [Chair], and Kayla Head [Council Representative]
- Facilitated 5 successful mentorships
- Collaborated with NLCHP through profession-specific input regarding the assessment of two international applicants
- Ongoing updates to our website
- CASLP-NL continues to be represented as part of NLCHP's Council, Registration Committee, Quality Assurance Committee, Complaints Authorization Committee, and the Disciplinary Panel
- Our board will say farewell to outgoing members: Ashley Rossiter [3 terms, 8-years), Allison Robins [2 terms, 4-years], and Devon Taaffe [1 term, 3 years]

Updates to Key Regulatory Documents

- Finalized Standards of Practice – these are available on our website
- A large scale edit to our By-Laws was completed in Spring 2025 and approved by members in May 2025. Further edits to ensure alignment with our new Standards of Practice and NLCHP governing documents have been completed and require the approval of CASLP-NL members
- Approved a new Quality Assurance Program in Collaboration with NLCHP

Policy Updates

The following policies have been reviewed and updated as appropriate:

- 1-10 Management of the Annual General Meeting, Board and Committee Meetings
- 1-60 Management of the Annual General Meeting
- 1-80 By-Law Amendments
- 3-10 Annual Budget
- 3-20 College Purchases
- 3-30 College Registration Fees
- 3-40 Legal Expenses
- 3-50 Tax Return
- 3-90 Travel Expenses
- 3-100 Financial Year

- 3-110 Business Expenses Outside of Normal Operations --> Title Change: Business Expenses Outside of Anticipated Annual Budget
- 3-120 Board Member Incentives
- 4-10 Use of Title
- 4-20 Advertising

National Collaboration

- The College Chair has continued to sit on the National Regulatory Panel (NRP) of the Council for the Accreditation of Canadian University Programs in Speech-Language Pathology and Audiology (CACUP). Starting May 2026, the Vice Chair of CASLP-NL will represent our College on this panel.
- The College supports the NLCHP registrar, as indicated, with requests relating to the National Alliance of Speech-Language Pathology and Audiology Regulators (NASPAR), formerly CAASPR.
- Participated in the review and feedback process for the National Competencies review
- Sought volunteers for the CACUP review of the Curriculum Standards Guide for Audiology
- Attended the Speech and Audiology Canada (SAC) Atlantic Town Hall, which marked the launch of the SAC Atlantic Advisory Group

Financial Summary

- Finances are stable and in keeping with all financial policies
- See Financial Statements Year-Ended June 30, 2025
 - Please note CASLP-NL is in the process of changing our year-end to March 31st so that our annual financial statement will align with NLCHP reporting timelines
- See CASLP-NL Accounts Summary for End March 31st, 2026
- See CASLP-NL Accounts Summary for End April 30th, 2026



Looking Forward

CASLP-NL will determine new priorities for guidance documents that align with the updated standards of practice.

CASLP-NL will work to strengthen its financial policies to secure long-term sustainability and capacity for future projects.

CASLP-NL will continue to place priority on reviewing recruitment practices and generating new ideas to attract and engage volunteer board members.

CASLP-NL will prioritize enhancements to our website to ensure it remains a key and accessible source of information for members and the public.



DELIVERED ON: 23/02/2026

SUBMITTED BY: Carl Damour

Carl@MorFokus.com

Front Matters

Standards of Practice Project – Final Report

February 2026

Funding

The College of Audiologists and Speech-Language Pathologists of Newfoundland and Labrador funded the project.

Conflict of Interest

None to declare.

Produced by

MorFokus Consulting Inc.

Acknowledgements

The College of Audiologists and Speech-Language Pathologists of Newfoundland and Labrador (CASLP-NL) acknowledges the contributions of all individuals who provided guidance, shared their expertise, and helped shape these Standards of Practice. Your efforts have been instrumental in upholding the highest principles of ethical, safe, high-quality, and accountable professional practice.

Executive Summary

The Standards of Practice for the College of Audiologists (AUDs) and Speech-Language Pathologists (SLPs) of Newfoundland and Labrador (CASLP-NL) represent the culminating development work associated with a comprehensive, evidence-informed Standards of Practice review project. The development work has now concluded, stakeholder input has been systematically analyzed, and the final document is presented to the CASLP-NL executive for final approval and submission for consideration and approval by the Newfoundland and Labrador Council of Health Professions (NLCHP).

These Standards have been developed to support the College's statutory mandate to regulate the professions in the public interest, to promote safe, ethical, and competent professional practice, and to strengthen professional accountability across all provincial audiology and speech-language pathology practice contexts. The final Standards reflect contemporary health professional regulatory best practices, including the principles of Right Touch Regulation, and aligns with applicable provincial legislation and the College's core policy documents.

The Standards articulate clear, consistent, and proportionate expectations for professional practice across six integrated domains:

1. Fundamentals of Professional Practice;
2. Audiology Clinical Practice;
3. Speech-Language Pathology Clinical Practice;
4. Education Practice;
5. Administrative Practice; and
6. Research Practice.

Together, they provide a cohesive framework that supports quality care and service delivery, sound professional decision-making, interprofessional collaboration, and public protection. Feedback received during project consultations informed Standard clarity and applicability and creates a balance between regulatory oversight and professional autonomy. The final standard document is intended to be transparent, practical, and adaptable, while remaining sufficiently robust to guide professional conduct, support professional regulatory decision-making, and respond to evolving healthcare, regulatory, technology, and service delivery models.

Upon approval, these Standards will replace the previous version and serve as a foundational reference for registrants, employers, administrators, educators, researchers and other stakeholders. The new Standards will reinforce public trust and support the on-going and continued evolution of professional audiology and speech-language pathology practice in Newfoundland and Labrador.



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Project Background

CASLP-NL initiated a comprehensive review and modernization of its Standards of Practice to ensure continued alignment with legislative requirements, contemporary regulated health professional expectations, and evolving healthcare and professional practices. The project was undertaken in response to expanded health professional regulatory practice knowledge, and an increased emphasis on enhancing public protection and professional accountability, and transparency.

The revision was informed by extensive jurisdictional scanning, evidence-based research, and broad consultation with registrants and key stakeholders. Received feedback was carefully analyzed, considered and incorporated into the final Standards.

Project Objective

The project objective was to develop clear, current, and proportionate Standards of Practice that articulate consistent expectations for safe, ethical, and competent professional audiology and speech-language pathology practice across all provincial practice contexts.

The revised Standards are intended to strengthen public protection, support professional self-regulation, and provide a practical and transparent framework to guide professional practice whilst balancing regulatory requirements and remaining responsive and agile for future professional developments.

Philosophical and Theoretical Positions

This project employed a pragmatic methodology, building upon knowledge of professional audiology and speech-language pathology practice through multiple sources, including provincial regulations, national and global regulatory trends, best practices, and human experiences.

Multiple data collection methods were used to ensure a comprehensive and evidence-informed foundation for standard development. Guided by a Right-Touch regulatory approach, the framework emphasizes proportionality, balance, and outcomes that serve both the public and the professions. By integrating pragmatism, empirical investigation, and regulatory principles, the methodology ensured that the resulting Standards are practical, robust, and contextually grounded.

Framework Development

The development process was designed to ensure a comprehensive and evidence-informed approach. It began with Planning & Research, including document review, environmental scanning, analysis, and stakeholder mapping, which established a solid evidence foundation.

A steering committee and advisory group were formed to oversee and guide the development work. Throughout the Development & Consultation, draft Standards were created, stakeholder interviews and online surveys were conducted, and all feedback was analyzed, considered and where appropriate incorporated. This structured, iterative approach ensured that the final Standards are grounded in both regulatory best practices and the experiences of Newfoundland and Labrador practicing AUDs and SLPs.



Project Partners

Steering Committee

The steering committee, composed of representatives from the Newfoundland and Labrador Council of Health Professionals (NLCHP) and practicing audiologists and speech-language pathologists from the CASLP-NL, provided oversight and strategic direction for the project. The committee met five times, during which it formalized a project charter, established terms of reference and confidentiality agreement for the advisory group, developed a detailed project chart, and monitored project evolution. This governance model ensured clear lines of authority, supported the integration of evidence-informed best practice and supported the creation of fit-for-purpose Standards.

Advisory Group

The advisory group was established to provide contextually appropriate professional experiential feedback. Group members were selected based on their provincial professional designation and diverse practice experiences. They received comprehensive orientation on the Health Professions Act, College Bylaws, Standards of Practice, Code of Ethics, and Right-Touch regulatory principles. The group met a total of four times to review draft documents and provide informed iteration guidance. Reporting to the steering committee, the group played a critical role in ensuring that the final Standards are evidence-informed, fit-for-purpose, and aligned with current professional practice contexts.

Provincial Stakeholders

Provincial AUD and SLP practitioners and other key stakeholders, were repeatedly engaged throughout the project. They were kept informed of project progress via direct communications from the College and received a detailed update at the 2025 Annual General Meeting. Stakeholders were invited to provide feedback on the final draft document through an online survey. To encourage AUD and SLP participation, the College offered continuing competence credits to those who completed the survey. This approach ensured that broad stakeholder perspectives and varied professional experiences directly informed the development of Standards that reflect provincial contemporary practice.

Results

Provincial Practice Policy Framework

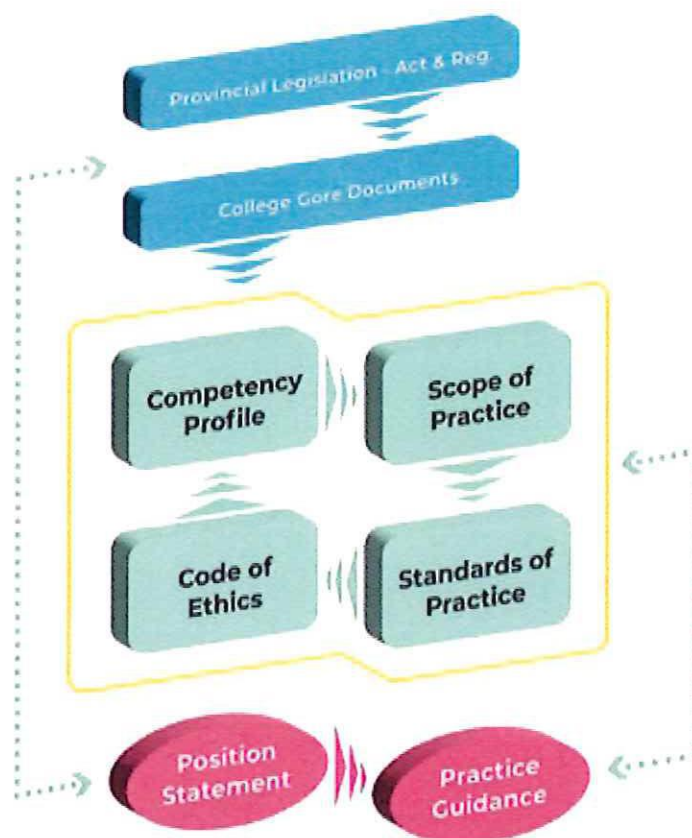
The Standards are a principal component of the provincial regulatory policy framework, functioning within the broader context of provincial legislation, the Health Professions Act, profession-specific Regulations, and the College's core policy documents. They establish clear expectations for professional practice, promote consistent and accountable professional care or service and serve as the definitive practice benchmarks.

During the project, the consultants and the steering committee confirmed that provincial AUDs and SLPs rely heavily on the Standards to guide their professional practice across the regulated clinical, educational, administrative, and research settings. They also identified the important need for a more structured and agile policy framework, which allows for clear articulation of profession-specific position statements and practice guidance to ensure alignment with emerging trends and best practices.

The Standards can serve as a foundation for future policy reform and helps ensure that the Standards can remain current, relevant, and capable of guiding high-quality, safe, and ethically sound professional practice over time.

Professional Practice Contexts

The steering committee and advisory group recognized that provincial professional audiology and speech-language pathology practice encompasses four distinct practice contexts; 1) Clinical practice which involves the delivery of clinical therapeutic patient care. 2) Administrative practice, which involves leadership oversight responsibilities of services being delivered within public and private businesses. 3) Educational practice which encompasses education, teaching, mentoring, and supporting professional training activities in an academic or clinical setting and 4) Research practice which involves conducting or participating in systematic investigations to generate or expand knowledge relevant to the professions, healthcare, education, or another field. By considering these four practice contexts, the project ensured that the revised standards reflect the full breadth of professional practice contexts, roles and responsibilities within the province.



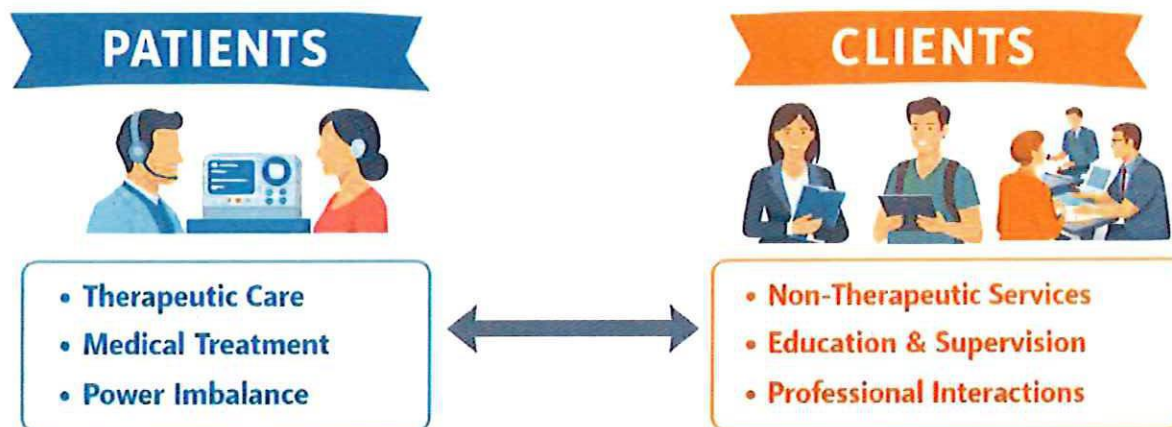
Patients Vs. Clients in Professional Practice

Through the planning and research phase, AUDs and SLPs recognized that in the course of their daily work they may interact with both patients and clients and that these two types of professional relationships carry with them distinct professional responsibilities and practice implications.

In the Standards, patients are defined as those who receive formalized therapeutic care, while clients receive or benefit from other related AUD or SLP services (i.e. care offered to a loved one, education, training, supervision, or other commercial or authorized service interactions). The Standards reflect the inherent power imbalances that exists in both types of relationships.

Patients & Clients in Professional Practice

AUDs and SLPs work with both **patients** and **clients**,
each requiring distinct professional relationships.



Professional Boundaries



Professional Relationship Boundaries

The Standards emphasize the importance of professional relationship management, requiring AUDs and SLPs to maintain safe, respectful, and neutral interactions with patients and clients. Close personal relationships may be appropriate with clients in limited circumstances, but all close or sexual relationships with patients are prohibited. The Standards provide guidance for managing patient/client boundary breaches including through; reporting and documenting incidents, issuing warnings, making referrals, or terminating the professional relationship. This ensures clarity in professional interactions and supports ethical and safe professional practice.

Conduct Deserving of Sanctions

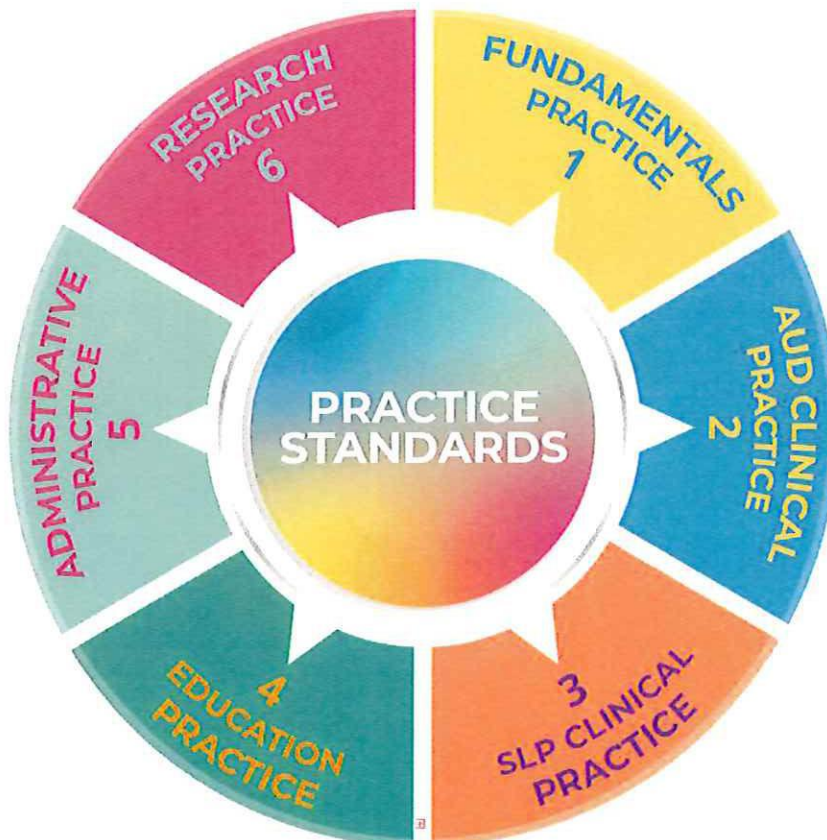
The Standards provide clear, enforceable guidance for audiology and speech-language pathology practice and function as a key measure for regulatory oversight. The Standards define professional expectations and inform readers regarding the assessment of conduct deserving of regulatory sanctions. Standard compliance is explicitly identified as a professional mandatory requirement.

The Standards

The Standards are grounded in the core principles of health professional self-regulation, with a primary focus on protecting patients and clients. The visual model illustrates six complementary Standards that together define practice expectations for provincial practitioners whilst considering their varied professional practice contexts. It is important to note that whilst Standard 1 consistently applies to all practitioners, a practitioner's specific practice context may mean that other Standards also apply (i.e., if they are simultaneously practicing within a clinical, administrative, educational and/or research context):

1. Fundamentals of Professional Practice.
2. Audiology Clinical Practice.
3. Speech-Language Pathology Clinical Practice.
4. Education Practice.
5. Administrative Practice; and
6. Research Practice.

Each Standard includes a concise explanation, associated elements, and clearly defined indicator statements that serve as performance measures to assess whether the Standards are being met in practice. The inclusion of a comprehensive glossary of defined terms further enhances clarity and consistency by ensuring a shared understanding of key concepts, supporting fair application of the Standards, and strengthening regulatory transparency and accountability.





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**THE COLLEGE OF AUDIOLOGISTS AND SPEECH-
LANGUAGE PATHOLOGISTS OF NEWFOUNDLAND AND
LABRADOR INCORPORATED**

**Financial Statements
Year Ended June 30, 2025
(Unaudited)**



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**THE COLLEGE OF AUDIOLOGISTS AND SPEECH-
LANGUAGE PATHOLOGISTS OF NEWFOUNDLAND AND
LABRADOR INCORPORATED**

**Index to Financial Statements
Year Ended June 30, 2025
(Unaudited)**

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Compilation Engagement Report

On the basis of information provided by management, we have compiled the statement of financial position of The College of Audiologists and Speech-Language Pathologists of Newfoundland and Labrador Incorporated as at June 30, 2025, the statement of operations and net assets, and Note 1 which describes the basis of accounting applied in the preparation of the compiled financial information.

Management is responsible for the accompanying financial information, including the accuracy and completeness of the underlying information used to compile it and the selection of the basis of accounting.

We performed this engagement in accordance with Canadian Standard on Related Services (CSRS) 4200, *Compilation Engagements*, which requires us to comply with relevant ethical requirements. Our responsibility is to assist management in the preparation of the financial information.

We did not perform an audit engagement or a review engagement, nor were we required to perform procedures to verify the accuracy or completeness of the information provided by management. Accordingly, we do not express an audit opinion or a review conclusion or provide any form of assurance on the financial information.

Readers are cautioned that the financial information may not be appropriate for their purpose.

Keen Payroll & Staffing Inc.

November 15, 2025
St. John's, Newfoundland and Labrador

**THE COLLEGE OF AUDIOLOGISTS AND SPEECH-LANGUAGE PATHOLOGISTS OF
NEWFOUNDLAND AND LABRADOR INCORPORATED**

Statement of Financial Position

As at June 30, 2025

(Unaudited)

	2025	2024
ASSETS		
CURRENT		
Cash	\$ 73,141	\$ 60,660
Term deposits	24,681	54,083
Prepaid expenses	2,492	-
TOTAL ASSETS	<u>\$ 100,314</u>	<u>\$ 114,742</u>
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities	\$ 2,405	\$ 1,792
	14,623	13,563
NET ASSETS	85,691	101,179
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 100,313</u>	<u>\$ 114,742</u>

**THE COLLEGE OF AUDIOLOGISTS AND SPEECH-LANGUAGE PATHOLOGISTS OF
NEWFOUNDLAND AND LABRADOR INCORPORATED**

**Statement of Operations
For The Period Ended June 30, 2025**

(Unaudited)

	2025	2024
REVENUE		
Membership fees	\$ 16,658	\$ 15,924
Interest income	1,498	249
	<u>18,156</u>	<u>16,173</u>
EXPENSES		
Professional fees	17,477	4,901
Travel, meetings, and conferences	7,957	4,732
Website and promotion	2,283	1,449
Insurance	2,088	-
Memberships	1,851	522
Office	1,154	1,227
Interest and bank charges	834	544
	<u>33,645</u>	<u>14,294</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ (15,488)</u>	<u>\$ 1,879</u>

THE COLLEGE OF AUDIOLOGISTS AND SPEECH-LANGUAGE PATHOLOGISTS OF
NEWFOUNDLAND AND LABRADOR INCORPORATED

Statement of Changes in Net Assets
For The Period Ended June 30, 2025

(Unaudited)

	2025	2024
NET ASSETS - BEGINNING OF YEAR	\$ 101,179	\$ 99,299
EXCESS OF REVENUE OVER EXPENSES	<u>(15,488)</u>	<u>1,879</u>
NET ASSETS - END OF YEAR	<u>\$ 85,691</u>	<u>\$ 101,179</u>

**THE COLLEGE OF AUDIOLOGISTS AND SPEECH-LANGUAGE PATHOLOGISTS OF
NEWFOUNDLAND AND LABRADOR INCORPORATED**
Notes to Financial Information
Year Ended June 30, 2025

1. BASIS OF ACCOUNTING

Recognition and measurement

The basis of accounting applied in the preparation of the statement of financial position of The College of Audiologists and Speech-Language Pathologists of Newfoundland and Labrador Incorporated [the "Company"] as at June 30, 2025 and the statement of operations and net assets and schedule of operating expenses for the year then ended is on the historical cost basis.

Statement of financial position classification

Assets and liabilities are segregated between current and non-current. Current assets include those assets ordinarily realizable within one year from the date of the statement of financial position. Current liabilities include amounts payable within one year from the date of the statement of financial position and amounts received or due from customers or clients with respect to goods to be delivered or services to be performed within one year from the date of the statement of financial position, if not offset against a related asset.

Comparative information

The statement of financial position of the Company as at June 30, 2025 and the statement of operations and net assets and schedule of operating expenses for the year then ended are presented for comparative purposes only.

CASLP-NL Accounts Summary for End March 31st 2026.

Main Chequing	38,777.65
GIC-1 (annual budget coverage)	21,335.20
GIC-2 (credit card coverage)	3,345.56
GIC-3 (excess of 50k in main account GIC)	8000.00
Total	71,458.41

CASLP-NL Accounts Summary for End April 30th 2026.

Main Chequing	50,819.75
GIC-1 (annual budget coverage)	21,996.62
GIC-2 (credit card coverage)	3,430.87
GIC-3 (excess of 50k in main account GIC)	8000.00
Total	84,247.24

Note: This change is following our one major payment from NLCHP for registration fees, as well as annual interest accruals for GIC 1 and 2.

The College of Traditional Chinese Medicine Practitioners and Acupuncturists of Newfoundland and Labrador



2025 Annual Report

Email: info@ctcmpanl.ca
Website: www.ctcmpanl.ca

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The College of Traditional Chinese Medicine Practitioners and Acupuncturists of Newfoundland and Labrador

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Definitions:

Meaning of acronyms used in this report:

CTCMPANL ----- the College of Traditional Chinese Medicine Practitioners and Acupuncturists of Newfoundland and Labrador “the College”

NLCHP ----- the Newfoundland and Labrador Council of Health Professions “the Council”
Colleges represented on and governed by the Council:

College of Audiologists and Speech-Language Pathologists of Newfoundland and Labrador (CASLP-NL)

College of Traditional Chinese Medicine Practitioners and Acupuncturists of

Newfoundland and Labrador (CTCMPANL)

Newfoundland and Labrador College of Dental Hygienists (NLCDH)

Newfoundland and Labrador College of Medical Laboratory Sciences (NLCMLS)

Newfoundland and Labrador College of Respiratory Therapists (NLCRT)

Reference to “the Act” is *The Health Professions Act*, (2010, NL). College of Midwives of Newfoundland and Labrador

CARB-TCMPA ----- the Canadian Alliance of Regulatory Bodies for Traditional Chinese Medicine Practitioners and Acupuncturists “CARB-TCMPA” “the Alliance”

Member Regulatory Colleges of the Alliance:

CTCMA - College of Traditional Chinese Medicine Practitioners and Acupuncturists of British Columbia

CAAA - College and Association of Acupuncturists of Alberta.

CTCMPAO - College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario.

OAQ - Ordre des Acupuncteurs of Quebec

CTCMPANL - College of Traditional Chinese Medicine Practitioners and Acupuncturists of Newfoundland and Labrador.

YASI ----- Yardstick and Assessment Strategies Inc. The Canadian firm of expert Psychometricians responsible for the development, validation and security of the Pan-Canadian TCM Practitioners, TCM Herbalist and TCM Acupuncturist examinations

Other References:

The Act ----- *The Health Professions Act*, (2010, NL)

The Regulations ----- *Acupuncturists Regulations* (2012, NL)

The College of Traditional Chinese Medicine Practitioners and Acupuncturists of Newfoundland and Labrador

Mission

Our mission is to protect the public by establishing a system of mandatory registration in which practitioners have to meet and maintain standards of practice, education, competence and ethical conduct in TCM and acupuncture care established by the College.

We align with the vision and values of NLCHP

“ Quoted from the annual report of the NLCHP 2015-2016”

Vision

We work as partners with our stakeholder community to achieve excellence in professional regulation through and unwavering commitment to accountability, transparency and sustainability.

Values

We recognize that self-regulation is a privilege and we act according to the following set of values:

Integrity:

We are honest and ethical in our interactions.

Commitment:

We are united in our commitment to innovation, rigor and pragmatism for evidence-informed decision making.

Respect:

We engage others with genuine care and respect, openness and trust, in the pursuit of a common purpose.

Accountability and Transparency:

We accept responsibility for achieving common goals and objectives.

Consensus:

We work through consensus, ensuring all views are considered in making decisions that are in the best interest of public protection.

Sustainability:

We act in a manner that is environmentally, economically and socially sustainable.

Introduction

The College of Traditional Chinese Medicine Practitioners and Acupuncturists of Newfoundland and Labrador (CTCMPANL “the College”) functions in union with the Newfoundland and Labrador Council of Health Professions (NLCHP “the Council”) in regulating the practice of Acupuncture in accordance with Traditional Chinese Medicine (TCM) in Newfoundland and Labrador. The collaboration of the health professions within the Council and its’ dedicated group of professionals who represent the public voice, continue to lead us forward into a best practice model of professional governance and public protection. This union has become a role model for other Canadian provinces pursuing a “canopy legislation” for smaller professions operating within the health care framework.

The primary focus of the College has been to establish a code of ethics and to approve the educational programs, continuing education, standards of practice and registration requirements for licensure to practice in the profession. The College aligns with pan-Canadian initiatives through its work as a member province of CARB-TCMPA to help in development and timely review of pan-Canadian entry level competencies for TCM Practitioners, TCM Herbalists and TCM Acupuncturists. The College as well works alongside the psychometricians of Yardstick and Assessment Strategies Inc. in the continuing development, delivery and security of the pan-Canadian examinations for those same levels of the TCMA profession. CARB-TCMPA also strives to reach a commonality of standards, professional requirements and educational programs for all levels of the profession between its member provinces, and beyond.

The public is served and protected by the College by:

1. Approving a program of study and education for the purpose of establishing education requirements.
2. Developing entry to practice requirements for Traditional Chinese Medicine Practitioners and acupuncturists, including annual renewal or re-certification requirements and continuing competency requirements
3. Establishing a scope of practice Traditional Chinese Medicine Practitioners and acupuncturists
4. Establishing standards of practice for Traditional Chinese Medicine Practitioners and acupuncturists
5. Developing a code of ethics for Traditional Chinese Medicine Practitioners and acupuncturists
6. Participating in the development of pan-Canadian competencies
7. Participating in the establishment and development of pan-Canadian board examinations
8. Organizing and delivering the pan-Canadian examinations as required 9.
Aligning with global developments within the profession

CTCMPANL Board

Kenneth Clarke, Chair
Victoria Burry, Vice-Chair
Cheryl Oldford, Secretary/Treasurer
Ethne Munden, Past Chair

CTCMPANL representatives at Council

Kenneth Clarke - Board of Directors, CAC
Victoria Burry - Quality Assurance Committee, Registration Committee
Ethne Munden - Chair Complaints Auth. Committee
Kenneth Clarke - Complaints Auth. Committee

Members at Large

Bengie Munden
Marc-Alexandre Mestres
Kayla Westcott

Disciplinary Panel for CTCMPANL

Marc Alexandre Mestres
Bengie Munden
Cheryl Oldford

CTCMPANL Finance Committee

Cheryl Oldford, Chair
Marc Alexandre Mestres
Bengie Munden
Victoria Burry

CTCMPANL Examination Committee

Cheryl Oldford, Chair
Bengie Munden

CTCMPANL Remote Item Writing Committee for the pan-Canadian examinations

Cheryl Oldford
Bengie Munden

Acknowledgements:

Sincere gratitude to our Council Registrar / CEO, Deputy Registrar, Office Manager and each of the NLCHP Board members for facilitating our progress. Sincere gratitude also to the Member

Representatives of CARB-TCMPA for the “many minds” that assist our provincial and national efforts.

Transformation doesn't just happen. It takes vision, a plan and a support system.

Message from the Chair

Dear Members,

This past year has been marked by significant progress for our College and the broader TCM community across Canada. On a national level, our continued collaboration with CARB-TCMPA has strengthened examination standards and ensured consistent quality across provinces.

Closer to home, our partnership with the Newfoundland and Labrador Council of Health Professions (NLCHP) continues to be instrumental. Through our active participation on key committees, we maintain robust regulatory frameworks that protect both our practitioners and the public.

I am particularly proud to extend our congratulations to Prince Edward Island for achieving regulation and establishing their provincial college. Their achievement demonstrates what is possible when dedication and collaborative effort converge. We look forward to working with PEI to help them adopt an exam model similar to that of our college. Exciting times are ahead for collaborative efforts in Atlantic Canada.

As we move forward, I want to express my deep gratitude to the hardworking and dedicated members of our Board. Behind the scenes, they have tirelessly contributed to numerous initiatives including exam administration, participation on national steering committees, and essential engagement with the NLCHP. Their commitment strengthens our College and advances the field of Traditional Chinese Medicine in our province.

My heartfelt thanks to our NLCHP partners and CARB-TCMPA colleagues for their collaboration. Here's to a strong 2026!

Sincerely,
Kenneth Clarke
Chair, CTCMPANL

The Pan-Canadian Examination: Ensuring Excellence in Traditional Chinese Medicine Regulation

At CTCMPANL, we recognize that the quality and credibility of Traditional Chinese Medicine practice in Newfoundland and Labrador depend fundamentally on rigorous professional standards. The Pan-Canadian Examination represents a cornerstone of our commitment to excellence and public protection.

Developed through collaborative efforts with CARB-TCMPA (Colleges and Regulatory Bodies for Traditional Chinese Medicine Practitioners and Acupuncturists), the Pan-Canadian Examination establishes consistent, evidence-based standards across all Canadian provinces and territories. To sit for this examination, practitioners must first meet rigorous educational requirements, demonstrating foundational knowledge in TCM theory, clinical practice, and professional ethics before they are eligible for assessment. This approach ensures that only well-prepared candidates enter the examination process.

The examination itself is comprehensive, assessing practitioners' understanding of TCM theory, diagnostic techniques, treatment protocols, safety considerations, and professional ethics. However, Newfoundland and Labrador has distinguished itself by implementing additional regulatory requirements that establish some of the strongest professional standards in the country. In addition to passing the Pan-Canadian Examination, all practitioners seeking registration in our province must successfully complete a rigorous practical examination and a mandatory needle safety test. These supplementary requirements represent our unwavering commitment to clinical excellence and patient safety, setting us apart as a leader in TCM regulation across Canada.

By maintaining these exceptionally high standards, we protect the public from unqualified practitioners and ensure that patients receive care from professionals who have demonstrated exceptional competency in both theoretical knowledge and hands-on clinical practice. This comprehensive approach strengthens the profession itself—our rigorous standards foster respect for TCM within the broader healthcare community and position our practitioners among the most thoroughly vetted TCM professionals in Canada.

Our adoption and rigorous administration of the Pan-Canadian Examination, coupled with our provincial practical exam and needle safety requirements, reflects CTCMPANL's commitment to regulatory excellence. Every registered practitioner in Newfoundland and Labrador has met some of the most exacting criteria in the country. As we continue our journey toward full provincial regulation, this examination and testing framework will remain central to our mission: advancing the practice of Traditional Chinese Medicine while safeguarding the health and well-being of the people we serve.

Highlights for 2025:

Collaborated with the Council in: (College initiatives)**

- The continued development of guidelines to be adopted by the Colleges in: Common standards, in the area of privacy, confidentiality and consent.
- Formulating direction and support for regulations for the full scope of TCM.
- Participating in Council Board and Committee meetings and activities.
- Extensive participation on the Complaints Authorization Committee.

Collaborated with the CARB: (College initiatives)**

- Regarding College involvement in Pan-Canadian examination development activities.
- Participation in revisions to the pan-Canadian examinations for future on-line offering of the examinations.
- Participation in Committees for pan-Canadian examination development.
- Participation in efforts for improved collective initiatives.
- Exam development. Participation in Item Writing and Steering Committee.

Continued collaboration with the Dept. of Health and Wellness for the regulation of the full scope of TCMA.

Ongoing work:

- Continuing education in professional governance, ethics, standards and malpractice.
- Development of a College newsletter.

Treasurer's Report 2025

Thank you to everyone for allowing me to serve as your treasurer for this past year. 2025 was for the most part an uneventful year. We did not incur any unforeseen expenses, revenue-maintained expectations and the CTCMPANL managed to end the year under budget. As of Dec 31st, 2025 we have a cash balance of \$34148.38. We maintain a healthy position based on our current situation.

Respectfully,
Cheryl Oldford CTCMPANL-Treasurer

CTCMPANL Proposed Budget

CTCMPANL Proposed Budget 2026		
	2025	2026
	<i>Actual</i>	Proposed
Currently in Account	\$ 34,148.38	
Revenue	\$ 14400	\$14400
Expenditures		
CARB/ACOR Dues	\$1160.00	\$1200.00
D & O Insurance	\$3088.00	\$3100.00
Website Maintenance	\$200.00	\$500.00
Interest & Bank Charges	\$85.00	\$50.00
Legal Fees	\$0.00	\$1000.00
Committee Support	\$0.00	\$500.00
Costs for involvement in exam activities	\$0.00	\$1000.00
Accounting fees	\$3500.00	\$1000.00
Postage/Office Supplies	\$0.00	\$300.00
Printing & Copying Services	\$0.00	\$200.00
Conference & Meetings	\$0.00	\$1000.00
Communication Fees	\$1270.80	\$1300.00
Travel	\$0.00	\$1000.00
Honorarium	\$0.00	\$500.00
Total Expenses	\$9303.80	\$12650.00

NLCDH 2025–2026 College Report

The Newfoundland and Labrador College of Dental Hygienists (NLCDH) continued to fulfill its mandate of protecting the public through the regulation of dental hygiene practice during 2025–2026. While the College experienced a period of leadership transition, the Board remained committed to maintaining effective governance and ensuring collaborative work with the NLCHP for continuity of regulatory oversight.

The Board met on four occasions throughout the year to address governance matters, regulatory priorities, and future planning. During the reporting period, Board Chair Penny Carroll stepped down from the Chair position while remaining an active member of the Board. Katherine Peddle assumed the role of Interim Chair, ensuring continuity of leadership and Board operations.

A key focus of the Board this year was strengthening its partnership with the Newfoundland and Labrador Council of Health Professionals (NLCHP). Recognizing the challenges faced by a volunteer Board, the College identified opportunities to work more closely with NLCHP staff to improve operational efficiency, strengthen governance support, and advance regulatory priorities. This collaborative approach will help ensure that the College can continue to effectively fulfill its public protection mandate.

Several initiatives supporting public protection were advanced during the year. The College reviewed and updated its policy regarding internationally educated dentists seeking registration as Registered Dental Hygienists in Newfoundland and Labrador. These revisions were undertaken to support consistent registration processes and ensure that applicants meet the requirements necessary for the safe and competent practice of dental hygiene.

The College also participated in the NLCHP Strategic Planning process alongside other regulated health professions. Through this work, the Board contributed to discussions regarding operational effectiveness, and future priorities that will strengthen the dental hygiene regulation across the province.

In support of improved communication and administrative efficiency, the College began transitioning its website and email services to the NLCHP platform. This initiative will provide greater continuity in communications, improve access to information, and enhance support for registrants and the public.

The College further strengthened its connection to national regulatory discussions through representation within the Federation of Dental Hygiene Regulators. NLCHP Chief Executive Officer and Registrar, Alice Kennedy, now serves as the voting representative on behalf of the NLCDH and provides regular reports to the Board. This arrangement supports informed decision-making and ensures awareness of emerging regulatory issues and best practices across Canada.

Looking ahead to 2026–2027, the Board has identified several priorities. These include working more closely with NLCHP staff to improve efficiency and effectiveness, undertaking a comprehensive review and modernization of the Standards of Practice document, establishing timelines for the review of outdated policies, and strengthening Board succession planning through the recruitment and engagement of new volunteers. The Board is encouraged by the interest expressed by prospective members and remains committed to building a strong and sustainable governance structure for the future.

The Newfoundland and Labrador College of Dental Hygienists remains dedicated to protecting the public by supporting safe, ethical, and competent dental hygiene practice throughout the province.

Kind Regards,



Katherine Peddle
Chair of the NLCDH



**NEWFOUNDLAND AND
LABRADOR COLLEGE**
of Medical Laboratory Science

NLCMLS Annual Report 2025-2026

Introduction

The Newfoundland and Labrador College of Medical Laboratory Science (NLCMLS) represents Medical Laboratory Technologists (MLTs) practicing throughout Newfoundland and Labrador. Established under the Health Professions Act, NLCMLS is committed to regulating the profession in the public interest and ensuring that laboratory services are delivered safely, competently, and ethically. Medical Laboratory Technologists are essential members of the healthcare team, providing the laboratory testing and analysis that support the diagnosis, treatment, and prevention of disease.

NLCMLS operates within the regulatory framework of the Newfoundland and Labrador Council of Health Professionals (NLCHP), sharing a common mandate of public protection. Through its regulatory responsibilities, NLCMLS establishes and maintains entry-to-practice requirements, defines the profession's scope of practice, and upholds the standards, ethics, and professional expectations that guide Medical Laboratory Technologists in Newfoundland and Labrador.

College Executive 2025

Colin Power: Chair

Trevor Williams: Co-Chair

Allison Beresford: Avalon Region Director (Eastern Urban Zone)

Amanda Adey: Eastern Regional Director (Eastern Rural Zone)

Julie Kelloway: Director of Professional Development

Megan Loveless: Central Regional Director (Central Zone)

Stephanie March: Western Regional Director (Western Zone)

Samantha Tiller: Director of Marketing and Communications

Kailey Gillingham: Treasurer

Cathy Roberts: Secretary

Claudette Mosey: College Representative

2025 Highlights

-  National implementation of CAMLPR as the standard entry-to-practice examination for Medical Laboratory Technologists.
-  Epic, CorCare Implementation

Looking Forward/Ongoing Discussions

- ✚ Updating policies
- ✚ Updating Scope of Practice, and Standard of Practice
- ✚ Updating Re-Entry to Practice, and Entry to Practice/ “Exam Policy”

Financial Statement

Throughout the fiscal year, the College maintained a stable financial position through prudent budgeting, careful oversight of expenditures, and effective management of its resources. NLCMLS continues to monitor its financial position to ensure long-term sustainability and its ability to meet current and future regulatory obligations. The College remains dedicated to maintaining transparency, fiscal responsibility, and sound governance practices in all aspects of its operations.

Financial Audit to follow.

Regards,

Kailey Gillingham, NLCMLS Treasurer

ANNUAL REPORT

Introduction

The Newfoundland and Labrador Council of Health Professionals (NLCHP) regulates the practice of Acupuncturists, Audiologists, Dental Hygienists, Medical Laboratory Technologists, Medical Radiation Technologists, Midwives, Respiratory Therapists and Speech-Language Pathologists. These health professionals are required to be registered with the NLCHP to practice in Newfoundland and Labrador. The role of the NLCHP and its authority and powers are set out in the Health Professions Act (the *Act*). As per the *Act*, a separate College is established for each health profession designated under the *Act*. Each health profession's College remains focused on establishing education and registration requirements, and articulating entry to practice requirements, scope of practice, code of ethics and standards of practice for their profession. Together, the NLCHP and the Colleges ensure that there are competent health professionals providing quality care to the public.

Message from Chair

I am pleased to continue serving through a second year as Chair of the College of Midwives of Newfoundland and Labrador. It is an exciting time for midwifery, with public and professional awareness and uptake of midwifery services increasing overall. We have also achieved some milestone successes in integration and collaboration. Our Registered Midwives continue to demonstrate excellence in client and family centered care, evidence-based practice, and interprofessional leadership. While membership numbers are increasing, recruitment remains a challenge and leaves some communities with demand for midwifery services, but no providers. We remain committed to growth of midwifery and high quality care.

College Executive

Chair: Andrea Robertson

Vice-chair: Keren Menashe

Secretary/treasurer: Vacant (Covered by Chair and Vice-Chair)

Highlights of the Year

Carbonear site

- 3 full-time midwives
- Initiated midwifery birth services within the hospital and community in 2025
- Attended two planned out of hospital deliveries
- Provided contraceptive services, including IUD insertions
- In process of completing training for Nexplanon contraceptive arm inserts
- Secured funding for midwifery team members to complete training in first surgical assist at cesarean sections
- Provided a month long clinical practicum to an internationally trained midwife as part of their Canadian bridging education program
- Provided education sessions for MUN nurse practitioner students and sessions for registered nurses completing their SANE training
- Members held executive positions with the Association of Midwives of Newfoundland and Labrador
- Members remained active in reviewing and revising policies and standard for the CMNL
- Members remained active in local and provincial committees and initiative

Gander site

- 3 full-time midwives
- 1 midwife left to practice in another province and 1 midwife was recruited. The new midwife has more than 10 years experience. Total combined experience at Gander site is more than 40 years.
- Significant increase seen in prenatal, intrapartum, and postnatal and newborn services over previous reporting year; Midwives attended approximately 30% of total local deliveries in 2025; anticipate further increase in 2026
- Midwives provided first planned out of hospital birth since the reopening of birthing services through James Paton Memorial
- Midwifery first surgical assist at cesarean provided for >90% of midwifery client cesareans; also first surgical assist for a few OB client cesareans
- Provided contraceptive services, including IUD insertions
- Mentored RN and NP students
- Provided a 16 week clinical practicum to an internationally trained midwife as part of their Canadian bridging education program; 15 births and >200 combined prenatal appointments, labour assessments, postpartum and newborn appointments, in clinic, hospital and community settings
- Members held Executive positions with the College of Midwives of Newfoundland and Labrador
- Members remained active in reviewing and revising policies and standards for the CMNL
- One member teaches in the Innu Midwifery Program in Labrador
- One member is spearheading changes in early pregnancy loss within the province and is a member of the EPAC (Early Pregnancy Assessment Clinic) Committee

St. John's Site

- 4 Positions remain unfilled; however, discussions underway with a general registrant in Ontario who is planning to relocate to St. John's in 2027. This midwife has ties to Newfoundland and Labrador and will hopefully be a long-term recruit.

Happy Valley Goose Bay Site

- Handover completed between previous part-time midwife responsible for midwifery implementation and current part-time midwife who works 3 out of 9 weeks onsite in Happy Valley Goose Bay. Plan was for 3 (or more) midwife team members to work on a rotational basis, to provide 1 FTE continuous service, until full-time positions can be filled.

Sheshatshiu Site

- At this time, Sheshatshiu is not a NL Health Services Midwifery site; however, the midwives working for the Innu Round Table in the Innu Midwifery Program (IMP), are General Status Registered Midwives without restrictions, registered with the NLCHP and CMNL. The impact on registrations in the province is significant with 4 midwives currently registered and providing locum midwifery services in Sheshatshiu. It is anticipated that registered midwives working in this program will gain privileges at the Labrador Health Centre and thereby provide increased access to midwifery services and to both hospital and out of hospital birth for pregnant people who are eligible for IMP midwifery services. It is also anticipated that students completing the IMP may choose to write the CMRE national exam for entry to practice as registered midwives. Registrars across the provinces and the national body are currently engaged in initiatives to address recognition, registration, and reciprocity for Indigenous midwives who train through community based and alternative pathway programs.

Corner Brook Site

- While there is funding for 4 full-time midwives, recruitment has not been initiated as it is important for growth to be planned sustainably. In winter 2026 and spring 2027, a midwifery student in the Midwifery Education Program at Toronto Metropolitan University, will complete their senior placements at the Gander site. This student hails from Corner Brook and this placement is an investment in capacity building for the province's midwifery profession.

Updates to Key Documents

Documents ready to move forward for final revision, approval and implementation in 2026/2027

- Standard on Home and Out of Hospital Birth
- Standard on Second attendants at homebirth and out of hospital births
- General Registrant with Restrictions for Newly Registered Midwives
- Mentorship agreement for General Registrant with Restrictions for Newly Registered Midwife

Documents for review, revision, or development in 2026/2027

- Standard on Consultation, Referral and Transfer of Care
- Standard on Prescribing and Administering Drugs
- Standard on Advanced Practices and Continuing Competencies
 - Opioid prescribing
 - Induction of Labour
 - Hormonal Contraceptive Therapy
 - First trimester pregnancy loss and pregnancy termination
 - Surgical First Assistance at Cesarean Sections
- Standard on Ordering and Interpreting Screening and Diagnostics
- Standard on General Registrant with Restrictions for Active Practice Shortfall
- Standard on Supervision of Students
- Standard on Indigenous Cultural Safety, Cultural Humility, and Anti-Racism
- Standard on Anti-Bullying

National Collaboration

- CMNL chair is a member of the Innu Midwifery Steering Committee
- CMNL chair is a member of the Canadian Midwifery Regulators Council
- Individual CMNL members also participate in national midwifery activities, as reported in their annual registrant reports

Financial Summary

Opening Balance April 2026 \$8,275.61

Outgoing Items	Actual Budget April 1/25 to March 31/26	Budget April 1/26 to March 31/27
Directors and Officers Insurance HIROC	\$3,873.2	\$ 4,000.00
Membership with CMRC	\$1,905.00	\$2,000.00
Website Maintenance/Server	\$ 0 (pre-paid in 2024)	\$0 Website now hosted by NLCHP
Bank Service Charges	\$41.00	\$45.00
Office Supplies/Web Conferencing	\$0	\$0
CMRC and CAM conference attendance	\$0	\$1750.00
Chair Honorarium	\$0 (4800 deferred - pending grant item	\$4800 for 2025-6 \$4800 for 2026-7
Fee for service work updating standards and policies	\$0	\$4500 30/hr x 150hrs
Other Administrative Work	\$0	\$500.00
Total Out-going Budget	\$5,819.2	22,398,00
Incoming Items		
Registration Fees	\$5871.0	\$6000.00
2025-2027 2 year Government Grant	Not invoiced or received in 2025	\$26,000.00



Newfoundland & Labrador
College of Respiratory Therapists

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nlcrt@nlcrt.ca • www.nlcrt.ca

ANNUAL REPORT 2025-2026

Email:

nlcrtexecutive@gmail.com

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John's, NL A1E 5X7

ANNUAL REPORT

Introduction

The Newfoundland and Labrador Council of Health Professionals (NLCHP) regulates the practice of Acupuncturists, Audiologists, Dental Hygienists, Medical Laboratory Technologists, Midwives, Respiratory Therapists, and Speech-Language Pathologists. These health professionals are required to be registered with the NLCHP to practice in Newfoundland and Labrador. The role of the NLCHP and its authority and powers are set out in the Health Professions Act (the *Act*). As per the *Act*, a separate College is established for each health profession designated under the *Act*. Each health profession's College remains focused on establishing education and registration requirements, and articulating entry to practice requirements, scope of practice, code of ethics and standards of practice for their profession. Together, the NLCHP and the Colleges, ensure that there are competent health professionals providing quality care to the public.

On behalf of the executive team for the Newfoundland and Labrador College of Respiratory Therapists, it is my pleasure to share with you the annual report for 2025-2026. The main focus of the college executive this past year was to work with the NLCHP to enact the Strategic Plan. This plan came about after an extensive review by government and a consultant. The main focus of the strategic plan is to better align the NLCHP and the NLCRT better with the Health Professions Act, as is our regulatory mandate. The website was completed in the fall of 2025 and currently allows us to meet some of our regulatory duties under the mandate of the Health Professions Act.

College Executive

Chris Barclay, Chair

Amy Connolly, Vice Chair

Christine Walsh, Secretary

Danielle Noseworthy, Treasurer

Coralee Crowley, Member at Large

Wanda Green, Member at Large

Highlights of the Year

- Finalized the new NLCRT Website and launched it in the fall of 2025
- Worked with the NLCHP to implement the strategic plan and better align our college with the Health Professions Act
- Worked as part of a national working group to update the Code of Ethics to a more modern regulatory landscape
- Current third year class is in Clinical and on track to graduate 6 new Respiratory Therapists.
- Currently in the process of reviewing the Standards of Practice Document to better align with the current regulatory landscapes across jurisdictions

Updates to Key Regulatory Documents

There have been no updates to our key regulatory documents this year but there is an ongoing review of the Standards of Practice and Code of Ethics documents.

Policy Updates

There have been no updates to our policy documents this year.

National Collaboration

The NLCRT is part of the National Alliance of Respiratory Therapy Regulatory Bodies (NARTRB). This group has a responsibility to maintain and develop our National Competency Framework (NCF). There continues to be a large amount of work performed nationally with regards to Internationally Educated Healthcare Professionals (IEHP). With increased government pressures in various jurisdictions to license IEHP, it is important to ensure that they are able to meet Canadian safety standards for proper safe care delivery to the public. Due to labor mobility across Canadian provinces, it is important that the various regulatory bodies have a standard approach to ensure public safety. There have also been discussions on the national front regarding Accreditation Canada trying to accredit some more international Respiratory Therapy schools so they are up to Canadian standards to streamline the process for IEHP working in Canadian provinces. Further discussions are needed and ongoing to ensure the graduates from these programs would meet Canadian standards. The National Alliance of Respiratory Therapy Regulatory Bodies also met for a strategic planning

session in Nov of 2025. The result of the strategic planning was a renewed emphasis for the NARTRB to ensure safe standards across the country by increasing our communication and involvement in the accreditation process as well as ensuring that the NCF is a cohesive document that evolves with an ever-changing healthcare system. The NARTRB is also working on developing an MOU regarding remote practice across the country as there has been an increase in virtual practice with the increase in virtual healthcare following the COVID-19 Pandemic.

Financial Summary

Please see attached financial summary.

Looking Forward

- Collaborate with various stakeholders across the province to ensure that the scope and role of Respiratory Therapists continue to evolve and expand to meet the needs of the public as healthcare goals shift provincially.
- Continue to work with the NLCHP to ensure the highest standard of practice for Respiratory Therapy with a focus on Public Safety/Protection.
- Continue to work with the NARTRB to ensure a national standard for Respiratory Therapy. This will allow safe cross-country movement of Respiratory Therapists.
- Continue to address concerns raised regarding scope of practice as it relates to changing roles among Respiratory Therapists across the province with the increased role for Respiratory Therapists in the community and rural sites.
- Improve succession planning for the NLCRT by engaging the membership through education.
- Continue to work with the College of the North Atlantic (CNA) on developing a refresher program for members who have been out of practice for an extended period of time.
- Continue to work with government and the NLCHP with regards to safely assessing internationally trained applicants to ensure safe standards of practice.

Respectfully submitted,

Chris Barclay

NLCRT Chair

FINANCIAL STATEMENTS

NEWFOUNDLAND AND LABRADOR COLLEGE OF RESPIRATORY THERAPISTS

STATEMENT OF INCOME AND EXPENSES

YEAR ENDED MARCH 31, 2026

Revenues

Membership Dues:	\$21,068.00
GIC Income:	\$216.18
T5 Interest:	<u>\$239.17</u>
Total Revenue:	\$21,523.35

Expenses:

Bank Fees:	\$157.50
Insurance:	\$2311.71
Business Licenses and Fees:	\$10,082.00
Rentals:	\$450.00
Awards:	\$100.00
Travel Expenses:	\$1883.88
Catering:	\$408.01
Office:	<u>\$52.99</u>
Total Expenses:	\$15,446.09

Total Income: **\$6077.26**



Newfoundland and Labrador College of Medical Radiation Technologists

ANNUAL REPORT 2025-2026

ANNUAL REPORT

Introduction

The Newfoundland and Labrador Council of Health Professionals (NLCHP) regulates the practice of Acupuncturists, Audiologists, Dental Hygienists, Medical Laboratory Technologists, Medical Radiation Technologists, Midwives, Respiratory Therapists and Speech-Language Pathologists. These health professionals are required to be registered with the NLCHP to practice in Newfoundland and Labrador. The role of the NLCHP and its authority and powers are set out in the Health Professions Act (the *Act*). As per the *Act*, a separate College is established for each health profession designated under the *Act*. Each health profession's College remains focused on establishing education and registration requirements, and articulating entry to practice requirements, scope of practice, code of ethics and standards of practice for their profession. Together, the NLCHP and the Colleges ensure that there are competent health professionals providing quality care to the public.

It is a pleasure to welcome you to our first annual report as the NLCMRT. Our first year regulated! We made it! It has been a busy year as we continued working on our documents, standards, policies etc. We have made great progress but there is still work to be done. As we look forward to the year ahead, our focus will be on completing out-standing documents/policies, holding first AGM, as well as an election this fall. We're excited for the year ahead and continued collaboration with the NLCHP.

Sincerely,

Stephanie

College Executive

- Steph Pearson MRT(R) - Chair
- Sarah Bowman MRT(NM) - Vice-Chair
- Marco Mueller MRT(T) - Treasurer
- Nicole Jenkins MRT(MR) - Secretary

Highlights of the Year

Successful Transition into the First Year of Regulation

The College successfully navigated its first year as a regulatory body. This involved transitioning from years of advocacy and planning into active operations. The main focus of our first year was to establish an effective governance structure and start policy development.

Development and Approval of Foundational Governance Documents

Significant progress was made in developing and approving key regulatory foundational documents. This included the establishment of two comprehensive policies (Insufficient Practice Hours and Refresher/Re-entry to Practice), professional standards of practice, and a Code of Ethics. These documents provide clear expectations for registrants and guide ethical, safe, and competent practice across the profession.

Alignment with the Not-for-Profit Corporations Act

The College was formally structured in accordance with applicable Not-for-Profit legislation, ensuring compliance with provincial regulatory requirements and reinforcing transparency, accountability, and good governance practices.

Establishment of Financial Infrastructure

Core financial systems were implemented, including the setup of banking services and financial management processes. These steps ensure responsible stewardship of resources and support the long-term sustainability of the college.

Representation on Core Committees

We are happy to report on the interest in MRTs volunteering on committees with the NLCHP. Committee members were carefully selected to bring a range of expertise and perspectives. We have active and diverse representation from the MRT community on the following committees:

- Quality Assurance Committee
- Registration Committee
- Complaints and Discipline Committee

- Finance Committee

These committees are essential to ensuring ongoing competence, fair registration practices, transparent financial oversight, and effective handling of complaints in the public interest.

Updates to Key Regulatory Documents

As part of building a strong College, we have made significant progress in the development and refinement of our core regulatory documents. This work ensures alignment with legislative requirements, supports effective governance, and promotes safe, ethical, and competent practice.

Development of By-laws

Comprehensive by-laws have been drafted to guide the governance and operations of the College. These by-laws outline the structure and responsibilities of Council, committees, and officers, as well as processes related to elections, meetings, and decision-making. Finalization and formal approval of the by-laws are anticipated in the coming year.

Planned Annual General Meeting and Elections (Fall 2026)

The College is preparing for its first Annual General Meeting (AGM), scheduled for Fall 2026. This will be a key milestone in strengthening accountability and member engagement. The AGM will include the first formal election process, enabling registrants to participate directly in the governance of the College and ensuring representation across the profession.

Ongoing Policy Development and Upcoming Approvals

A number of new policies have been drafted to support the College's regulatory functions, these policies are currently under review, with the goal of presenting them for approval at the Fall College meeting. This continued policy development reflects the College's commitment to continuous improvement and responsiveness to emerging regulatory needs.

Future Enhancements to Regulatory Framework

While foundational documents have been established, the College recognizes the importance of ongoing evaluation and updates. Planned future work includes reviewing and refining standards of practice, the Code of Ethics, and other regulatory documents to ensure they remain current, evidence-informed, and reflective of best practices in professional regulation.

National Collaboration

The Registrar of the NLCHP represents the NLCMRT at the national table through the Alliance of Medical Radiation and Imaging Technologists Regulators of Canada (AMRITRC). This organization brings together all provincial MRT regulatory bodies across Canada to advance excellence in regulation and support public protection.

Through participation at this national forum, the Registrar contributes to pan-Canadian discussions and initiatives focused on strengthening regulatory practices and ensuring safe, competent, and ethical care for patients. The work of the AMRITRC includes fostering collaboration and information sharing among regulators, developing and promoting common standards, and encouraging greater consistency in regulatory policies and procedures across jurisdictions.

A key priority of the AMRITRC is supporting labor mobility for MRTs across Canada, including the maintenance of tools such as the Canadian Free Trade Agreement (CFTA) Certificate, which facilitates registration between provinces. The Alliance also provides a forum to address emerging issues such as the integration of internationally educated MRTs, regulatory approaches to new and evolving scopes of practice (including diagnostic medical sonography), and ongoing governance modernization.

Participation at this table ensures that the College remains aligned with national best practices, contributes to the advancement of the profession across Canada, and continues to uphold its mandate of public protection through effective and modern regulation.

Financial Summary

The College was able to meet the costs of our start-up year through the legacy account of the Newfoundland and Labrador Association of Medical Radiation Technologists. This account is now under the College's name and maintains an adequate balance to meet the College's obligations.

Looking Forward

As the College moves beyond our foundational year, the focus for the upcoming year is on strengthening governance, enhancing operational efficiency, and continuing to build a sustainable and responsive regulatory framework.

Annual General Meeting, Elections, and Fall Meeting

The upcoming year will mark an important milestone with the College's first Annual General Meeting (AGM), scheduled for Fall 2026. This will include the inaugural election of College members, supporting greater registrant engagement and reinforcing transparent, accountable governance. In addition, a Fall meeting will provide an opportunity to connect with registrants, share updates, and gather feedback to help shape the College's ongoing priorities.

Investment in New Equipment

To support the effective operation of the College, investments in new equipment are planned. This will enhance administrative efficiency, support virtual and in-person meetings, and ensure the organization has the tools necessary to carry out its regulatory functions effectively.

Implementation of New Financial Software

The College will be implementing new financial software to strengthen financial management, reporting, and accountability. This system will streamline processes such as budgeting, tracking expenditures, and financial reporting, ensuring transparency and supporting sound stewardship of resources.

Continued Organizational Growth and Maturity

Building on the progress of the first year, the College will continue to refine its processes, finalize key governance documents, and operationalize its committees. This includes advancing policy development, strengthening regulatory processes, and ensuring alignment with best practices in professional regulation.

FINANCIAL STATEMENTS

**NEWFOUNDLAND & LABRADOR COLLEGE OF MEDICAL RADIATION
TECHNOLOGISTS INC.**

Compiled Financial Information

Year Ended March 31, 2026

NEWFOUNDLAND & LABRADOR COLLEGE OF MEDICAL RADIATION
TECHNOLOGISTS INC.

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Year Ended March 31, 2026

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COMPILATION ENGAGEMENT REPORT

To the Management of Newfoundland & Labrador College of Medical Radiation Technologists Inc.

On the basis of information provided by management, I have compiled the statement of financial position of Newfoundland & Labrador College of Medical Radiation Technologists Inc. as at March 31, 2026, and the statements of revenues and expenditures and changes in net assets for the year then ended, and Note 1, which describes the basis of accounting applied in the preparation of the compiled financial information ("financial information").

Management is responsible for the accompanying financial information, including the accuracy and completeness of the underlying information used to compile it and the selection of the basis of accounting.

I performed this engagement in accordance with Canadian Standard on Related Services (CSRS) 4200, *Compilation Engagements*, which requires me to comply with relevant ethical requirements. My responsibility is to assist management in the preparation of the financial information.

I did not perform an audit engagement or a review engagement, nor was I required to perform procedures to verify the accuracy or completeness of the information provided by management. Accordingly, I do not express an audit opinion or a review conclusion, or provide any form of assurance on the financial information.

Readers are cautioned that the financial information may not be appropriate for their purposes.

The firm Martin & Associates Chartered Professional Accountant is not independent of the Company as prior to compiling the financial information of the Company, we performed bookkeeping services.

Martin & Associates

CHARTERED PROFESSIONAL ACCOUNTANT

Mount Pearl, Newfoundland and Labrador
May 14, 2026

**NEWFOUNDLAND & LABRADOR COLLEGE OF MEDICAL RADIATION
TECHNOLOGISTS INC.**
Statement of Financial Position
March 31, 2026

	2026	2025
ASSETS		
CURRENT		
Cash	\$ 84,336	\$ -
Marketable securities	5,000	-
	<u>\$ 89,336</u>	<u>\$ -</u>
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable	\$ 3,000	\$ -
NET ASSETS	<u>86,336</u>	<u>-</u>
LIABILITIES AND NET ASSETS	<u>\$ 89,336</u>	<u>\$ -</u>

ON BEHALF OF THE BOARD

Stephanie Pearson Director

**NEWFOUNDLAND & LABRADOR COLLEGE OF MEDICAL RADIATION
TECHNOLOGISTS INC.**

**Statement of Revenues and Expenditures
Year Ended March 31, 2026**

	2026	2025
REVENUES	\$ 24,483	\$ -
EXPENSES		
Administration fees	40,000	-
Travel	6,875	-
Professional fees	3,971	-
Training	3,298	-
Office	240	-
Repairs and maintenance	232	-
Interest and bank charges	84	-
	54,700	-
DEFICIENCY OF REVENUES OVER EXPENSES FROM OPERATIONS	(30,217)	-
OTHER INCOME		
Interest income	135	-
DEFICIENCY OF REVENUES OVER EXPENSES	\$ (30,082)	\$ -

**NEWFOUNDLAND & LABRADOR COLLEGE OF MEDICAL RADIATION
TECHNOLOGISTS INC.**

**Statement of Changes in Net Assets
Year Ended March 31, 2026**

	<u>2026</u>	<u>2025</u>
NET ASSETS (DEBT) - BEGINNING OF YEAR	\$ 116,418	\$ -
DEFICIENCY OF REVENUES OVER EXPENSES	<u>(30,082)</u>	<u>-</u>
NET ASSETS (DEBT) - END OF YEAR	<u>\$ 86,336</u>	<u>\$ -</u>

**NEWFOUNDLAND & LABRADOR COLLEGE OF MEDICAL RADIATION
TECHNOLOGISTS INC.**

Note to Compiled Financial Information

Year Ended March 31, 2026

1. BASIS OF ACCOUNTING

The basis of accounting applied in the preparation of the statement of financial position of Newfoundland & Labrador College of Medical Radiation Technologists Inc. as at March 31, 2026, and the statements of revenues and expenditures and changes in net assets for the year then ended is the historical cost basis and reflects cash transactions with the addition of:

- Investments recorded at cost;
 - Accounts payable and accrued liabilities;
 - Revenues are recognized when services are rendered;
 - Purchases are recorded when invoices are received.
-