

Notice to the Professions

Employment Roles that Conflict with Professional Obligations

April 3, 2020

CSHBC registrants are reminded that they must comply with their professional obligations and meet the College's standards of practice as a condition of licensure, regardless of their employment role.

The College has concerns that some registrants may be employed in roles that conflict with their professional obligations. A registrant's employment role cannot restrict or limit their ability to recommend programs, types of treatment, or resources. Registrants must comply with their professional requirements to assess each client's needs and provide information about all recommended treatment options, and the respective risks and benefits. Registrants who do otherwise are not in compliance with their professional obligations, which would impact their ability to retain licensure and practice as a Registered Audiologist (RAUD), Hearing Instrument Practitioner (RHIP), or Speech-Language Pathologist (RSLP).

For example, it has been reported that in some BC school districts, RSLPs are employed in roles that may require them to recommend or administer one specific intervention program to the exclusion of all others. These registrants may be making recommendations without using their ethical and clinical judgment to assess the appropriateness of a program in relation to the specific client. While CSHBC has no position on the use of any particular program, the College is mandated to ensure that RSLPs are meeting the ethical and clinical requirements of practice, which requires assessing each client's needs and using their judgment regarding particular intervention programs. Registrants must have space in their roles to be advocates for their clients and to ensure that the health and well-being of the client is their primary concern.

Professional obligations

Registrants' professional obligations include meeting the College's professional and clinical standards of practice, as well as the Registrant Code of Ethics (PDF). These requirements identify the minimum level of acceptable performance for registrants and are enforceable under the *Health Professions Act* and College Bylaws. Registrants are required to:

- Collaborate effectively with clients to ensure the best outcome for the client;
- Advocate for necessary services and resources to support an individual client;

- Provide information and support to promote a client's self-advocacy;
- Use evidence and clinical reasoning to guide professional decisions.

Registrants who do not comply with their professional requirements could face regulatory action by the College, which could result in limits or conditions on their licence to practice in BC or removal of their license.