

2025–2026 ANNUAL REPORT





June 11, 2026

The Honourable Jeremy Cockrill
Minister of Health
Government of Saskatchewan
Room 204, Legislative Building
2405 Legislative Drive
Regina, SK S4S 0B3

Dear Minister Cockrill,

In accordance with *The Occupational Therapists Act, 1997*, the Saskatchewan College of Occupational Therapists (SCOT) is pleased to present its annual report for the 2025–2026 reporting period.

This report outlines the activities, initiatives, and key projects undertaken by SCOT between March 1, 2025, and February 28, 2026. It also includes relevant statistical data and the College’s financial statements, as required by the legislation.

Respectfully,

Alisha Walker-Pickering
SCOT President



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TERRITORIAL ACKNOWLEDGEMENT AND STATEMENT OF COMMITMENT

The Saskatchewan College of Occupational Therapists (SCOT) acknowledges that we live and work on the Traditional Territories covered by Treaties 2, 4, 5, 6, 8, and 10. We honour and respect the First Nations and Métis Ancestors and reaffirm our commitment to building respectful relationships with all Indigenous Peoples. We recognize and honour the Treaties as enduring agreements and express gratitude to the diverse Indigenous communities who have welcomed us to live and work as guests on this land.

SCOT acknowledges the historical and ongoing harms experienced by Indigenous Peoples and is committed to advancing Truth and Reconciliation. We strive to move forward in partnership with Indigenous Nations through respectful collaboration, learning, and meaningful action.





ABOUT SCOT

Occupational therapy has the privilege of being a self-regulated profession, meaning that members of the profession are involved with determining the qualifications and requirements of occupational therapists to ensure that members of the profession are competent to practise.

The Government of Saskatchewan has provided SCOT with the responsibility of being the governing body for regulating the practice of occupational therapy in Saskatchewan. SCOT's mandate is to serve and protect the public by ensuring the safe, ethical, and competent delivery of occupational therapy services.

SCOT is accountable to the Government of Saskatchewan and to the Saskatchewan public. In accordance with *The Occupational Therapists Act, 1997*, SCOT fulfills its public protection role through the following key functions:

- Administering a registration process to ensure that all practising occupational therapists in Saskatchewan meet established standards
- Supporting ongoing professional competence through the SCOT Continuing Competency Program
- Managing a transparent and structured complaints and disciplinary process to address concerns about members' conduct or practice

ABOUT OCCUPATIONAL THERAPY

Occupational therapists are university-educated health professionals who work with their clients to help them assume or resume the skills they need for the job of living. For all people, the job of living includes many occupations, which are defined as any tasks or activities that occupy a person's time and energy, such as getting dressed, going out, or doing household chores. Occupations vary with age, abilities, interests, and responsibilities. The occupations that a person wants or needs to be engaged in may be affected by illness, disease, or circumstance. Occupational therapists work with clients to achieve their occupational goals for everyday life.

Occupational therapists work in a variety of practice locations, such as schools, community health centres, mental health centres, private homes, and hospitals. Occupational therapists sometimes assign certain tasks to occupational therapist assistants, to extend and enhance occupational therapy services.

All occupational therapists in Saskatchewan must be registered with SCOT and hold a valid licence to practise as an occupational therapist and to use the profession's protected titles. All practising occupational therapists must maintain their competence throughout their practice in the profession.



SCOT VISION AND MISSION

SCOT Vision Statement

Saskatchewan residents receive quality occupational therapy services.

SCOT Mission Statement

To protect the public by regulating occupational therapists in Saskatchewan to provide safe, ethical, and competent care.

SCOT HISTORY

The Saskatchewan Society of Occupational Therapists was established as a professional association in 1965, representing approximately 14 occupational therapists in the province at that time. Significant regulatory progress occurred in 1978 with the proclamation of *The Registered Occupational Therapists Act*, making Saskatchewan one of the first provinces in Canada to formally license occupational therapists.

Further advancement came with the introduction of *The Occupational Therapists Act, 1997*, which strengthened the regulatory framework for occupational therapy in Saskatchewan. Since the enactment of this legislation, the organization's sole mandate has been to regulate the practice of occupational therapy in Saskatchewan to protect the public interest. However, the organization continued to function in a dual capacity—both as a regulator and as a professional association—until November 1, 2021. At that time, a strategic decision was made to divest the professional advocacy role to enable the organization to focus solely on its regulatory responsibilities and to pursue regulatory excellence.

In 2023, the regulatory framework was further clarified and modernized with the enactment of *The Miscellaneous Statutes (Health Professions) Amendment Act, 2023*. As part of these legislative amendments, the organization formally transitioned from the Saskatchewan Society of Occupational Therapists to the Saskatchewan College of Occupational Therapists. The amended act emphasized that the College's primary duty is to serve and protect the public interest—distinct from representing the interests of its members.

Under its legislated mandate, SCOT's objectives are to regulate the practice of occupational therapy in Saskatchewan and to govern its members in accordance with the act and College Bylaws. SCOT works to assure the public of the knowledge, skill, proficiency, and competency of its registrants.

In alignment with these objectives, SCOT carries out the following core regulatory functions:

- Establishing, maintaining, and enforcing standards for registration, continuing competency, and professional practice
- Developing and upholding a Code of Ethics for members
- Approving educational programs and courses required for registration
- Administering a Continuing Competency Program to support high standards of professional practice



2025–2026 COUNCIL AND STAFF

SCOT Council

The SCOT Council is responsible for overseeing and governing the College to ensure that the organization acts in the public’s best interest. The Council sets the strategic direction and ensures that College activities align with SCOT’s vision, mission, and public protection mandate.

The Council consists of four to six members of the profession and three members of the public; the Government of Saskatchewan appoints the public members. Public representatives provide a non-occupational therapy perspective on matters brought before the Council and its committees. As individuals who are not occupational therapists, public representatives offer valuable insights and bring an array of perspectives and experiences that reflect the views and concerns of the public.

2025–2026 SCOT Council and Staff

		
JUDY METCALFE Public Representative	ROBERT HRYNIUK Public Representative	SARA KNOWLES Public Representative
		
ALISHA WALKER-PICKERING President	HAYLEA SALAMON President-Elect (Interim)	ASHLEY SPRINGER Treasurer (Interim)
		
CARMEN VALLE Member at Large	YVONNE AKER Member at Large	VACANT Member at Large
		
SHERRY JUST Executive Director and Registrar	LYNN YASKOWICH Professional Practice Advisor	SUE KNOLL Administrative Assistant



MESSAGE FROM THE PRESIDENT

I am pleased to present the President's report for the 2025–2026 registration year. Since I assumed the role of SCOT President in July 2025, I have been continuously impressed by the dedication and professionalism demonstrated throughout this organization in service of the Saskatchewan public. Our recently approved strategic plan guides SCOT's overall trajectory. I have highlighted some key developments and future directions for SCOT below.

Legislative and Regulatory Updates

SCOT staff and Council continue to prepare for the upcoming changes associated with *The Regulated Health Professions Act*, which will come into effect within the next several years. SCOT continues to engage with government representatives whenever possible to consult and advise on and understand the details of this new legislation. SCOT remains committed to participating in the implementation of the process, providing expertise whenever opportunities arise.

Operational Enhancements

In the fall of 2025, SCOT hired a practice advisor. This new staff member has already improved the efficiency of College operations. One of the practice advisor's key responsibilities is supporting the Continuing Competence Committee and Practice Standards Committee, both of which are crucial to ensure that SCOT fulfills its mandate of public protection.

Updating our Administrative Bylaws earlier this year has allowed SCOT to focus on enhancing efficiencies of processes at both the Council and committee level. We dissolved redundant committees and amalgamated others. Ensuring that our paid and volunteer resources are being used as efficiently as possible remains an important goal for SCOT's long-term functionality.

Annual Meeting

SCOT's annual meeting was held virtually on June 14, 2025. In-person meetings remain the ideal for networking and collaboration, but the organization decided to host a virtual meeting in 2025 in hopes of reducing attendance barriers and encouraging representation from all areas of the province. SCOT continues to refine its annual meeting process to improve communication with registrants, facilitate knowledge sharing, and encourage engagement in the College's regulatory activities.

Growth and Future Outlook

SCOT membership numbers continue to steadily rise. We expect this trend to continue with the University of Saskatchewan accepting their first cohort of students into the first Saskatchewan-based training program for occupational therapists, in the fall of 2026. Locally educated therapists may be more likely to remain in the province, helping improve access to high-quality occupational therapy services for underserved populations, including rural and remote residents and individuals requiring mental health services. SCOT will continue to monitor these practice trends, supporting and advising as required to maintain public protection.



Conclusion

As SCOT continues to evolve in response to legislative changes, membership growth, and emerging practice needs, our commitment to public protection remains at the forefront. I would like to thank the Council and committee members, staff, and volunteers for their dedication throughout the year. I am confident that we will continue to strengthen the profession and serve the people of Saskatchewan with integrity and excellence.

Respectfully,

Alisha Walker-Pickering
President, Saskatchewan College of Occupational Therapists



MESSAGE FROM THE EXECUTIVE DIRECTOR / REGISTRAR

As I reflect on the past year, I am pleased to share several key achievements and milestones as SCOT continued to fulfil its public protection mandate as a small but dedicated and growing regulatory organization.

This year marked the beginning of the implementation of SCOT's new three-year strategic and operational plan, which will guide the organization through to 2028. Grounded in our regulatory responsibilities, the plan is intended to position SCOT to respond effectively to anticipated changes in health care delivery, in technology, and in the evolving regulatory landscape.

Over the past year, SCOT made meaningful progress across several strategic and operational priorities. We completed a comprehensive review and overhaul of our Administrative Bylaws and introduced significant amendments to our Fee Bylaws, to better support the organization's changing needs and responsibilities.

We were pleased to welcome Lynn Yaskowich to our team this year as SCOT's new professional practice advisor. We are grateful to have her in this important role and look forward to the continued growth and evolution of the position.

Our ongoing involvement with the Association of Canadian Occupational Therapy Regulatory Organizations (ACOTRO) remains highly valuable. National collaboration allows SCOT, as a smaller regulator, to contribute to initiatives that would otherwise exceed our individual capacity. This year, SCOT participated in finalizing a national Code of Ethics framework, collaborated on the development of a national practice standards framework, and supported the completion of an eLearning module focused on culture, equity, and justice. Through this work, SCOT continues to contribute to a more consistent and unified approach to occupational therapy regulation across Canada.

In February, ACOTRO members participated in the launch of the Enhanced Substantial Equivalency Assessment System Project, a three-year initiative focused on improving the efficiency and effectiveness of the foreign credential recognition process for internationally educated occupational therapists.

In addition, SCOT continued its participation on the Exam Oversight Committee, which supports oversight of the National Occupational Therapy Certification Examination (NOTCE). We remain appreciative of and confident in the ability of the Canadian Association of Occupational Therapists (CAOT) to deliver this important component of our registration requirements.

Operationally, SCOT continued its transition to a new database system while expanding the use of electronic forms and processes, including enhancements to the audit process of the Continuing Competency Program.

SCOT also revised its registration process this year. We are grateful for funding secured through the Canadian Institute for Health Information, which supported revisions to align our registration data collection with the institute's updated minimum data set. These changes include voluntarily collecting race-based and Indigenous identity information from registrants. This data will help inform broader efforts to identify and address systemic inequities, marginalization, and barriers within the health care system.



At the provincial level, SCOT continues to actively participate in the Network of Interprofessional Regulatory Organizations (NIRO). Over the past year, NIRO’s collaborative work contributed to the consultation process with the Government of Saskatchewan regarding the proposed implementation plan for *The Regulated Health Professions Act*, as well as related regulations and bylaws. We look forward to ongoing engagement as this legislation continues to evolve.

SCOT also remains committed to participating in provincial discussions regarding health human resources and the future of occupational therapy in Saskatchewan. We value our partnerships with institutions such as the University of Alberta and the University of Saskatchewan, and we congratulate the University of Saskatchewan on its progress towards establishing a new occupational therapy program, beginning in September 2026. This is an exciting and important development for the profession and Saskatchewan residents.

We maintained our collaboration with CAOT-SK on developing joint documents for future posting on the SCOT website, while also discussing the impact of the discontinuation of the provincial chapter.

While our resources may be limited, our greatest strength remains the dedication and commitment of our people. SCOT’s work is made possible through the contributions of our Council members, committee chairpersons, committee members, representatives, consultants, and staff. I extend my sincere appreciation to each of you for your continued support and invaluable contributions throughout the past year. Your commitment has been essential to our ongoing progress and success.

Respectfully,

Sherry Just
Executive Director / Registrar



PUBLIC REPRESENTATIVES' REPORT

During the 2025–2026 year, the three public representatives serving on the SCOT Council were Judy Metcalfe (Saskatoon), Sara Knowles (Saskatoon), and Robert Hryniuk (Leask).

As public representatives appointed by the Government of Saskatchewan, we are entrusted with ensuring that all Council decisions are made in the public's best interests. While every Council member shares a responsibility to act in the public interest, our role is unique in that we provide an independent, non-professional perspective. We are not occupational therapists and are not expected to offer technical expertise. Instead, we contribute objective insight grounded in common sense, sound judgment, and a strong commitment to keeping public protection at the forefront of all Council discussions and decisions. Although we are not members of SCOT, we are fully engaged and active participants in both Council and committee work.

The 2025–2026 year was characterized by meaningful engagement and valuable contributions. We participated fully in Council meetings, bringing a public lens to discussions related to regulatory policy, oversight, and organizational development. Our involvement helped ensure that decisions consistently reflected the public interest, particularly during a period marked by important structural, legislative, and governance-related considerations.

In addition to our participation at the Council level, we contributed through committee work. Judy served on the Discipline Committee and the Continuing Competence Committee, supporting accountability processes and promoting high standards of professional practice. Sara continued her work on the Governance Committee, helping to strengthen SCOT's governance framework with an emphasis on organizational effectiveness, efficiency, and transparency.

Beyond our regular responsibilities, we engaged in discussions with representatives from the Government of Saskatchewan regarding *The Regulated Health Professions Act*, ensuring that the public perspective was considered in broader regulatory developments. We also contributed to the review and approval of SCOT's 2025–2028 strategic and operational plan, helping to shape the organization's future direction. In addition, we participated in key discussions and decision making related to updates to the General Administrative Bylaws and Fee Bylaws, supporting efforts to enhance SCOT's long-term sustainability, accountability, and success.

We extend our sincere appreciation to our fellow Council members for their ongoing commitment to serving the public interest and to the SCOT operational team for their professionalism, responsiveness, and dedication throughout the year. It is a privilege and an honour to contribute to this important work on behalf of the people of Saskatchewan.

Respectfully,

Judy Metcalfe
Robert Hryniuk



2025–2026 COMMITTEES AND REPRESENTATIVES

Thank you to all the volunteers who generously dedicated their time and effort to support the work of the College’s committees. The leadership and dedication shown by committee chairpersons have been instrumental in advancing the College’s mandate and strengthening our organization.

Professional Conduct Committee

This committee reviews and investigates written complaints concerning professional misconduct by or incompetence of SCOT members, as defined under *The Occupational Therapists Act, 1997*.

Committee Members:

- Sandeep Sharma (Chairperson until December 2025)
- Debra Spelay (Chairperson beginning in December 2025)
- Christa Kaytor
- Jody Mayer
- Kristen Therrien

Discipline Committee

This committee reviews cases referred by the Professional Conduct Committee and determines whether the SCOT member has committed professional misconduct or demonstrated professional incompetence.

Committee Members:

- Cynthia Bojkovsky (Chairperson)
- Judy Metcalfe (Public Representative)
- Karen Babcock
- Jillian Smith-Windsor

Registration and Licensing Committee

This committee guides and supports the SCOT Registrar in preparing recommendations to the Council related to membership and licensing matters.

Committee Members:

- Arien Ferré (Chairperson)

- Michele Derdall
- Dustin Gelowitz
- Sharon Kingston
- Lisa Merk

Continuing Competence Committee

This committee advises the Council on issues related to members’ continuing competency and supports the implementation and development of the Continuing Competency Program.

Committee Members:

- Marietta Schoenau (Chairperson)
- Judy Metcalfe (Public Representative)
- Courtney Azure
- Candace Brand
- Charlotte Henderson
- Megan Kalthoff
- Calum Martin
- Lara Morien
- Emily Tucker
- Alisha Walker-Pickering

Human Resources and Nominations Committee

This committee advised the President, Executive Director / Registrar, and Council on policies concerning human resources and staffing. It also played a key role in encouraging qualified individuals to seek election to the Council, as well as to serve as SCOT representatives or committee members. **In the fall of 2025, this committee was amalgamated with the Governance Committee.**

Committee Members:

- Richelle Love (Chairperson)
- Krista Barnett
- Michele Derdall

Governance Committee

The Governance Committee reviews the College’s legislation, Bylaws, policies, and



procedures, and provides recommendations to the Council to ensure that these areas remain current and aligned with best practices.

Committee Members:

- Alisha Walker-Pickering (Chairperson)
- Sara Knowles (Public Representative)
- Krista Barnett
- Cynthia Bojkovsky
- Michele Derald
- Chelsea Gordon

Finance Committee

This committee assists with the oversight of financial responsibilities, including reviewing, planning, and reporting on the College’s financial management.

Committee Members:

- Ashley Springer (Chairperson)
- Lisa Merk
- Haylea Salamon
- Carmen Valle
- Alisha Walker-Pickering

Communications Committee

This committee was responsible for developing and implementing strategies to enhance communication with the public, SCOT

members, and other parties. **This committee was discontinued in the fall of 2025.**

Committee Members:

- Vacant (Chairperson)
- Courtney Azure
- Katherine Gottselig

Practice Standards Committee

This committee advises Council on matters related to the standards, guidelines, ethics, competencies, and continuing education required for occupational therapists to ensure the provision of safe, ethical, and effective occupational therapy service to the Saskatchewan public.

Members:

- Loralie Clark (Chairperson)
- Jelaina Holroyd
- Tami Turner

Senate Representative

The SCOT Senate representative attends meetings of the University Senate.

University of Saskatchewan Senate rep:

- Sandeep Sharma
- Alisha Walker-Pickering

Thank You

To all SCOT members and public representatives who generously volunteered their time, knowledge, and expertise in service on Council and committees through the past year. Your dedication, thoughtful contributions, and commitment to advancing the work of SCOT are sincerely appreciated. We are grateful for the valuable role you play in supporting our organization and the communities we serve.





2025–2028 STRATEGIC PRIORITIES AND OBJECTIVES

1. Cultivate an Agile, Adaptive, and Responsive Organization

Strategic Objectives:

- Enhance the organization’s ability to anticipate and respond to emerging trends and the evolving needs of interested third parties
- Prepare for and adapt to legislative and regulatory changes.
- Monitor and manage risks appropriately

2. Strengthen the Governance Framework

Strategic Objectives:

- Improve Council and leadership effectiveness through governance training, development, and implementation
- Strengthen internal processes for more efficient decision-making and service delivery.
- Enhance transparency, accountability, and compliance
- Ensure that organizational contributors are supported and compensated appropriately

3. Enhance Engagement, Improve Services, and Strengthen Relationships

Strategic Objectives:

- Demonstrate our commitment to Truth and Reconciliation
- Ensure equitable access to SCOT services for Saskatchewan residents
- Strengthen relationships and foster engagement with interested third parties by providing clear, accessible, and timely information about our programs and services
- Strengthen relationships and engagement with members, residents, and community partners
- Ensure that all individuals, regardless of background, identity, or ability, feel welcomed, valued, and supported within our programs, services, and communications



2025–2026 HIGHLIGHTS OF STRATEGIC PLAN OPERATIONS

- SCOT has been working to update and create practice standards for occupational therapists in Saskatchewan.
 - SCOT worked with other ACOTRO members to identify practice standards related to high-risk activities and topics associated with common complaints and practice questions, and to develop a plan for creating these standards. ACOTRO developed a national framework for formulating practice standards that align with *The Competencies for Occupational Therapists in Canada (2021/2024)*.
 - SCOT has also had discussions with other health regulators in the province to share resources and identify opportunities for future collaborations.
- SCOT worked with other ACOTRO members to draft a national Code of Ethics template and guidelines document that SCOT further refined with the assistance of feedback from members and other interested parties.
- The College updated and clarified the roles and responsibilities in its Administrative Bylaws, and the organization continues to update policies to reflect some of these changes. SCOT also continues to amend decision-making authority and responsibilities as it reviews and updates policies, committee terms of reference, and role descriptions.
- SCOT explored the implementation of risk-based approaches within its current programs.
- SCOT participated in the consultation process and attended a town hall session, with other NIRO members, hosted by the Ministry of Immigration and Career Training, Credential Recognition Services Branch, which focused on proposed improvements to labour mobility of regulated professionals.
- The organization assessed its staffing needs and workloads, resulting in the temporary increase in the administrative assistant's hours and the creation and hiring of an additional position: professional practice advisor.
- The SCOT President attended a regulatory governance training event hosted by NIRO.
- SCOT transitioned to communicating certain items, such as registration statistics, investigation statistics, and financial summary reports, to Council on a quarterly basis.
- The College reviewed and is currently updating reporting templates for committees.
- SCOT started reviewing its honorarium policy and procedures, to ensure that volunteers are compensated fairly.
- SCOT is in the process of updating the content, design, and accessibility of its website, with special attention to the registration process section.
- SCOT reviewed resources such as *The Occupational Therapy Statement of Commitment to Indigenous Peoples in Canada, 2023*, and further discussed the organization's commitment and actions for posting on the SCOT website as it is redesigned and updated.
- The College has already updated the complaints process section of its website. SCOT drafted and is currently reviewing a guidance document for complainants. Additional updates are forthcoming with the website redesign project.
- SCOT worked collaboratively with other occupational therapy regulators to create the national eLearning module on culture, equity, and justice as part of the Continuing Competency Program and 2026 registration renewal requirement.
- SCOT continued to support the creation of the Saskatchewan Professional Regulation Advisory Network to obtain feedback directly from the public about the College's resources and services.



SCOT BYLAW UPDATES

General Administrative Bylaws

The SCOT Administrative Bylaws, 2025, were approved by Council on September 8, 2025, and were filed and processed with Information Services Corporation. The Administrative Bylaw amendments included a few significant changes:

- SCOT Council members will now be appointed instead of elected. SCOT members are now able to apply for the vacant positions, and the SCOT Governance Committee, including two non-Council members, will review all applications and provide recommendations to Council for approval.
- The term of office for SCOT practising members appointed to Council is now three years instead of two. This is consistent with the terms of office for public representatives who sit on Council.
- Council will now appoint existing Council members to act in the following officer positions: President, President-elect, and Treasurer. All other officer positions associated with the member at large positions were removed.
- Council will meet at least four times between annual meetings instead of six.
- Changes were made to the composition and responsibilities of Council committees, particularly the Finance Committee and Governance Committee. Additional Council members were added to the Finance Committee and Governance Committee to improve decision making and knowledge of the committee tasks. The Communications Committee was discontinued, and the operational tasks related to communication were moved to SCOT staff. The Governance Committee and the Human Resources and Nominations Committee were amalgamated, and the new committee is now referred to as the Governance Committee. Two non-Council members remain on this committee.

Fee Bylaws

The Council approved the SCOT Fee Bylaws, 2025, which took effect on December 15, 2025. The amendments included the following:

- Fee increases are now in effect for some registration categories, such as the initial registration and licensing fee, the annual extended access membership fee, and the non-practising membership fee.
- The registration and licensing fees are now prorated quarterly for those obtaining initial registration.
- Renewal of a practising licence is now for a full year.
- The cost of the Labour Mobility Support Agreement (LMSA) form was decreased to align with other occupational therapy regulators in Canada.
- The registration appeal fee was removed.



LEGISLATION UPDATES

The Regulated Health Professions Act

Currently in Saskatchewan, many of the regulated health professions are governed by their own profession-specific legislation. However, many other provinces have what is typically called “umbrella legislation” that applies to many health regulators. Profession-specific regulations and bylaws are incorporated under the legislation.

SCOT has been preparing for the anticipated implementation of *The Regulated Health Professions Act*, which received Royal Assent on May 13, 2025, and will come into force within the next few years. The occupational therapy profession will not be in the first round of regulated health professions that will be brought under this act. *The Occupational Therapists Act, 1997*, will remain in effect until such time as occupational therapy is governed by the new act.

This past year, SCOT met with representatives from the Government of Saskatchewan to discuss *The Regulated Health Professions Act* and plan for implementation, and attended a townhall that all NIRO members were invited to. SCOT has been preparing for further consultations on the draft general regulations and proposed restricted activities. Preparations involved completing an environmental scan of similar legislation across Canada and having preliminary discussions with other ACOTRO members, CAOT-SK, and a representative from the Saskatchewan Health Authority. Over the next few years, SCOT will continue to work with the Ministry of Health alongside the other health regulatory bodies and other health system partners to support the completion of the accompanying regulations.

SCOT is also preparing for the process of updating Bylaws, policies, and standards affected by the legislation changes. The College hired an additional staff person and increased membership fees for some categories to prepare for the workload and expenses of this project. SCOT has also engaged with other NIRO members to explore opportunities for collaboration and resource sharing throughout this process.



REGISTRATION STATISTICS

To practise as an occupational therapist and to use the title Occupational Therapist (OT) in Saskatchewan, registration with SCOT is compulsory under *The Occupational Therapist's Act, 1997*. Registration with SCOT assures the public that an occupational therapist has successfully completed all requirements of registration.

MEMBERSHIP AND LICENSING DATA

The following registrations were processed between March 1, 2025, and February 28, 2026.

INITIAL APPLICATIONS

MEMBERSHIP CATEGORY	LICENSURE	REGISTRATION AVENUE	NO. OF APPROVED REGISTRATIONS
Restricted Practising Membership	Restricted Practising Licence	New Canadian-educated OT	20
		Internationally educated OT	1
		LMSA applicant	0
Practising Membership (includes those with conditions such as re-entry)	Full Practising Licence (includes prorated 3-month licence)	New Canadian-educated OT	0
		Previous SCOT member	5
		Internationally educated OT	0
		LMSA applicant	13
		Experienced Canadian-educated OT	0
	Temporary Practising Licence	OT registered in another Canadian province	0
Extended Access Membership	n/a	OT registered in another Canadian province	24
Non-Practising Membership	n/a	Canadian-educated OT	0
		Previous SCOT member	2
		Internationally educated OT	0
Total			65



MEMBERSHIP CATEGORY AND LICENCE CHANGES

ORIGINAL	UPDATED	NO.
Restricted Practising Membership and Restricted Practising Licence	Practising Membership and Practising Licence	18
Practising Membership and Practising Licence	Non-Practising Membership	15
Practising Membership and Practising Licence	Extended Access Membership	1
Non-Practising Membership	Practising Membership and Practising Licence	20
Total		54

MEMBERSHIP RESIGNATIONS

REASONS	NO.	
Working as an OT in another province or country	14	
Retired from profession	5	
Pro-rated licence expired	2	
Licence expired (member not in good standing)	0	
Total		21

PRACTISING MEMBERS WITH CONDITIONS ON A PRACTISING LICENCE

CONDITION	NO. OF NEW CONDITIONS	NO. OF MEMBERS	NO. OF CONDITIONS CLEARED
SCOT re-entry program	1	1	0
Other regulatory organization re-entry program	0	0	0
Supervised practice while waiting to sit the prescribed examination (NOTCE)	22	21	18
Conduct and discipline	1	1	0
Total		24	18



PROFESSIONAL CORPORATION PERMITS

TYPE	NO. APPROVED
Initial applications	3
Renewals	6
Resignations	0

PROFESSIONAL FORMS COMPLETED

FORM	NO.
Regulatory History	30
LMSA Confirmation	13
Professional Standing	0
Total	43

PROFESSIONAL FORMS PROVIDED TO OTHER ORGANIZATIONS

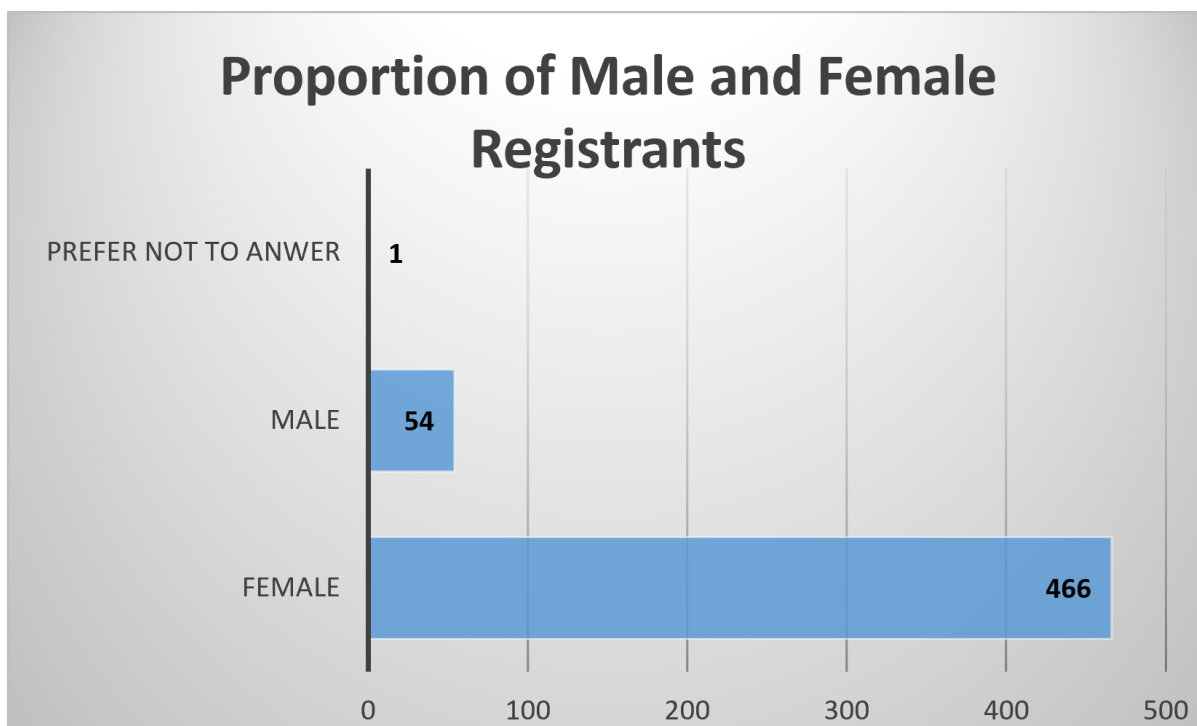
ORGANIZATION	NO.
Alberta College of Occupational Therapists	26
College of Health and Care Professionals of BC	7
College of Occupational Therapists of Ontario	5
Nova Scotia Occupational Therapy Regulator	4
Ordre des ergothérapeutes du Québec	1

The following is the membership and licensing data as of **February 28, 2026**.

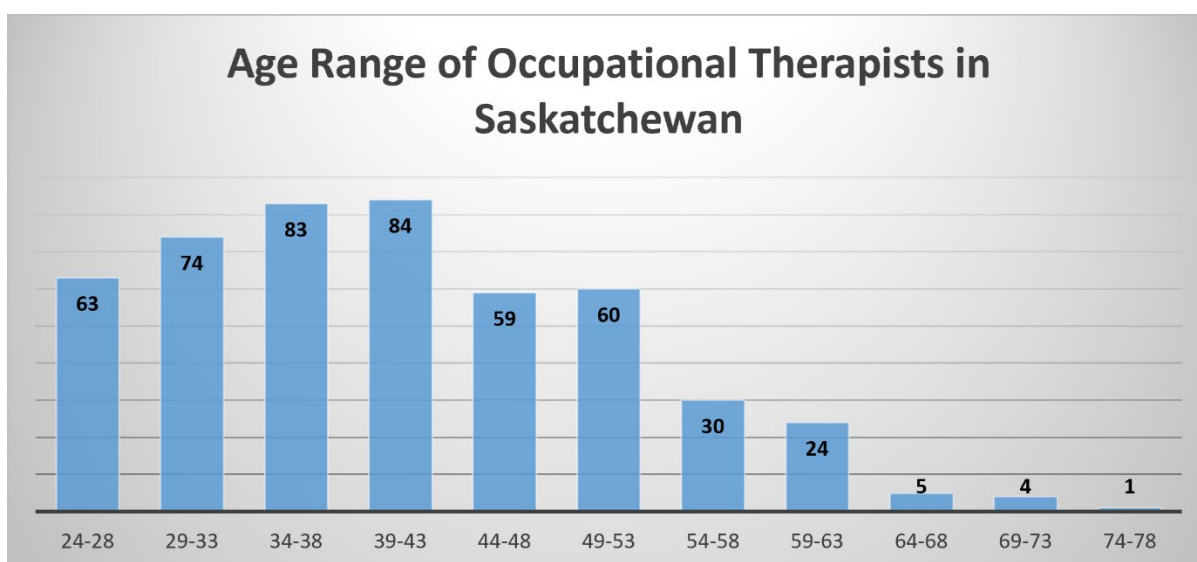
MEMBERSHIP/LICENCE CATEGORY	NO.
Practising Membership and Licence	465
Practising Licence for the purpose of the re-entry program	0
Restricted Practising Membership and Licence	3
Restricted Licence while completing the re-entry program	1
Temporary Practising Membership and Licence	0
Non-Practising Membership	18
Extended Access Membership	34
Professional Corporation Permit	6
Total	527



89% of our registrants are female.



62% of our registrants are between the ages of 24 and 43.



Note: Chart excludes Extended Access Members



84% of our practising registrants work as direct care providers.

Employment Role	No. of Registrants
Administrator	3
Case manager	2
Chief executive officer / registrar	1
Consultant	4
Coordinator	3
Direct care provider	394
Director / assistant director	6
Educator	10
Manager / assistant manager	7
Other	11
Owner / operator	9
Professional leader	3
Researcher	1
Supervisor	1

21% of our practising registrants work in pediatrics.

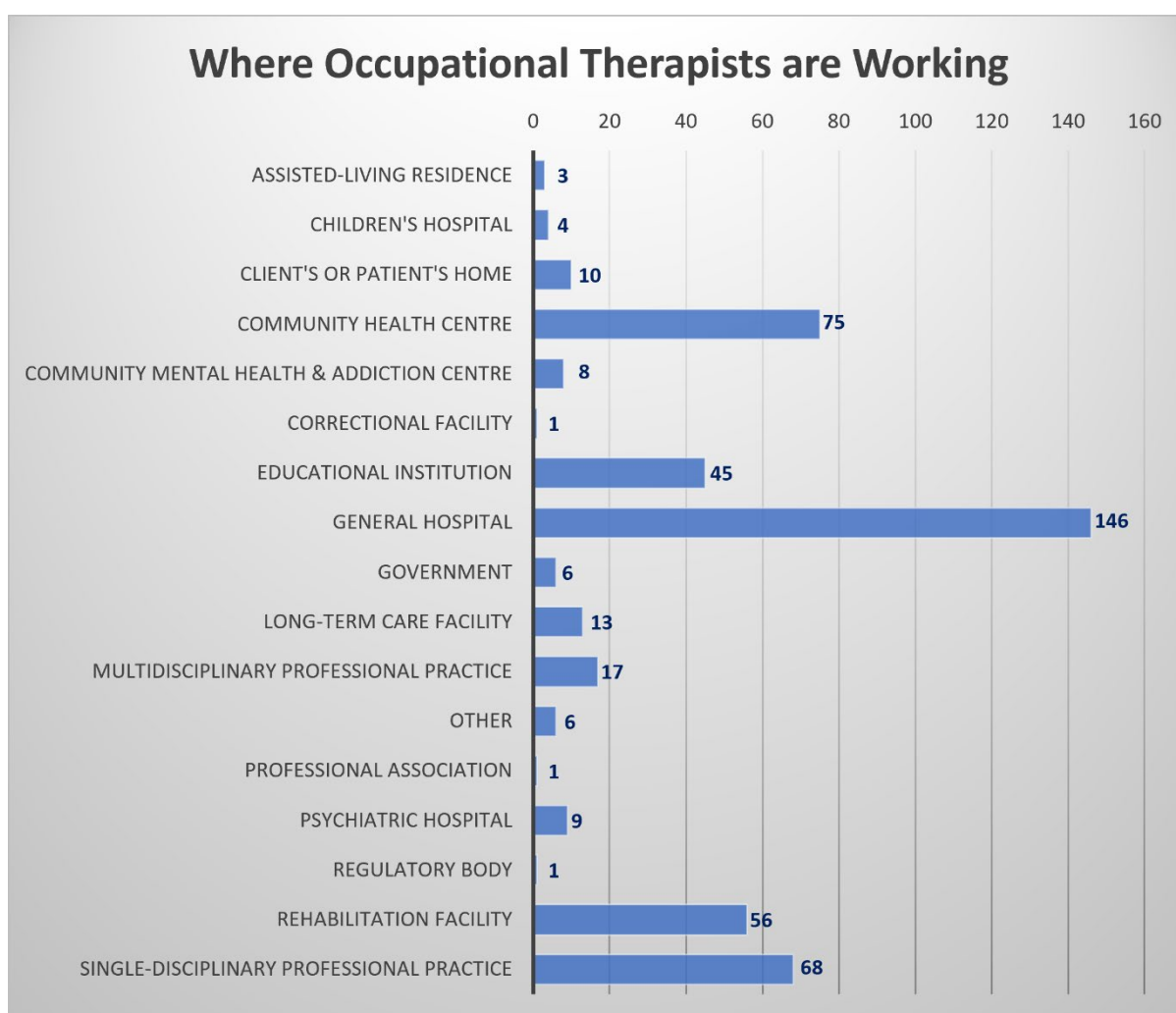
Main Area of Practice	No. of Registrants
Pediatrics	98
General practice	76
Physical medicine and rehabilitation	6
Geriatrics	21
Neurology	12
Musculoskeletal	8
Primary care	22
Mental health care	10
Hand therapy	13
Administration	15
Other areas of practice	11
Orthopedics	9



Top 5 Practice Settings

1. General hospital
2. Community health centre
3. Single-disciplinary professional practice
4. Rehabilitation facility
5. Educational institution

31% of our practising registrants work in general hospital settings.





NUMBER OF MEMBERS OVER THE LAST 10 YEARS

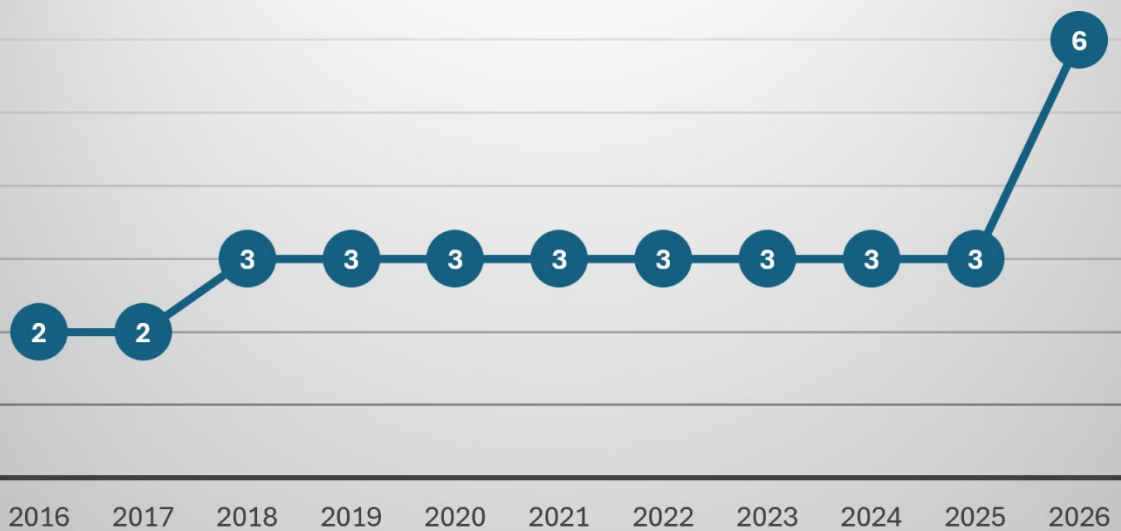




Extended Access Members



Professional Corporations





CONTINUING COMPETENCY

In accordance with *The Occupational Therapists Act, 1997*, SCOT has the authority to establish, maintain, and enforce practice standards and continuing competency for its registrants. These standards are foundational to SCOT's public protection mandate and ensure that occupational therapists in the province deliver safe, ethical, and evidence-informed care.

CONTINUING COMPETENCY PROGRAM

SCOT's Continuing Competency Program is a central component of the College's regulatory responsibility. The program supports lifelong learning and professional growth by requiring registrants to engage in ongoing self-assessment, goal setting, professional development activities, and self-reflection related to their practice. Registrants must complete an annual learning plan submission, which includes reflection on national competencies, identification of learning needs, and, for those who are audited, documentation of activities completed that enhanced competence. By embedding continuous improvement into the professional culture of occupational therapy, the Continuing Competency Program not only fulfills legislative obligations but also promotes high-quality, client-centred service across all practice settings in Saskatchewan.

The College undertakes an annual audit of Continuing Competency Program submissions, to support accountability, professional growth, and public protection. Each year, a minimum of 5% of eligible practising registrants are randomly selected for audit. Each audit is reviewed independently by two trained auditors from the Continuing Competence Committee. Composed of learning goals aligned with national competencies, learning plans, evidence, and reflections, audit submissions are assessed for clarity, relevance, and alignment with SCOT standards. The result of the audit determines the next steps, which may include requesting revisions, providing recommendations, assigning mentorship, or selecting the member for re-audit the following year. When audit standards are not met, members may be referred to the SCOT Mentorship Program for further support.

In 2025, a total of 23 practising registrants were selected to participate in the audit process. Of those selected, 7 initially met audit standards. On first submission, 16 registrants did not meet standards; however, 10 of them successfully met requirements after resubmission. Of the 6 that did not meet standards after resubmission, 2 participated in mentorship, and 4 were required to participate in the audit process the following year.

Ongoing work to smooth the transition to the new registrant database continued throughout the registration year. After completion of the 2025 audit and subsequent mentorship, the Continuing Competence Committee and SCOT staff also worked to develop new resources for members to support the creation of quality SMART goals and reflections. The professional practice advisor began to support the committee and Continuing Competency Program in November 2025. Registrants completed the national eLearning module (developed in partnership with ACOTRO) on Advancing Culture, Equity, and Justice in Occupational Therapy Practice as part of the 2026 renewal process.

The College continues to collaborate with other occupational therapy regulatory organizations across Canada to discuss and compare quality assurance and continuing competency programs and to make improvements and increase consistency where possible.



PRACTICE STANDARDS

This reporting period marked the second full year of operation for the Practice Standards Committee, which has a consistent core of the dedicated chairperson and two committee members. The committee maintained continuity by meeting or connecting monthly, while Council member and staff support changed with the addition of the professional practice advisor position in November 2025.

The committee's major initiatives for the year were as follows: 1) finalizing the Practice Standard for Assignment of Occupational Therapy Service Components; 2) revising and updating the Document Standards and Guidelines for Occupational Therapists (2016); and 3) updating the Code of Ethics, including the accompanying Guidelines and Checklist: Guiding Ethical Practice. The Practice Standard for Assignment of Occupational Therapy Service Components was published on May 2, 2025. The committee then focused on documentation standards before shifting to complete the substantive work on the Code of Ethics throughout the fall. A national Code of Ethics template was the foundation for this project, followed by committee work and a period of consultation, discussion, and revisions.

To support efficiency and clarity, the committee continues to formalize its processes for document revision and feedback. This has included documenting workflows, standardizing consultation procedures, and streamlining approval pathways to support consistent, high-quality updates to SCOT's regulatory standards. Ongoing collaboration with other occupational therapy regulators across Canada also supports efficiency, consistency, and sharing of resources and frameworks.



COMPLAINTS, INVESTIGATIONS, AND DISCIPLINE

To fulfill its mandate of protecting the public, SCOT is obligated to review and investigate any written complaints concerning the conduct or competence of its members. Pursuant to *The Occupational Therapists Act, 1997*, the Professional Conduct Committee—composed primarily of practising members appointed by the Council—is responsible for conducting these investigations.

The Professional Conduct Committee has broad investigative powers under the act, including the ability to delegate aspects of its investigation to an external investigator. These powers permit collecting documents, inspecting practice sites, and conducting interviews with relevant individuals, among other steps necessary to fully assess the complaint.

Upon completing its investigation, the Professional Conduct Committee may

- Refer the matter to the Discipline Committee for a formal hearing
- Recommend that no further action be taken
- Refer the complaint to mediation if agreed upon by both parties
- Require the member to appear for a caution
- Mandate that the member complete specified education or remediation
- Accept the voluntary surrender of a member's licence and registration
- Accept an undertaking from the member, which may include conditions such as supervision, further education, counselling, or practice restrictions
- Take any other appropriate action consistent with the act or College Bylaws

These measures enable the College to respond proportionately to concerns raised, while ensuring the public's trust in the regulation of occupational therapy in Saskatchewan.

2025–2026 Complaints

Between March 1, 2025, and February 28, 2026, the Professional Conduct Committee managed two ongoing complaints and received five new complaints. One investigation was concluded during this period, with no further action being recommended. Six complaints were ongoing as of February 28, 2026.



FINANCES AND FINANCIAL STATEMENTS

2025–2026 Finances

During the 2025–2026 fiscal year, SCOT continued to demonstrate sound financial stewardship despite facing a planned operating deficit at year-end. Total revenues increased to \$308,323, primarily driven by membership fees and investment income. However, this was offset by rising operational costs, which included the following: hiring a professional practice advisor, continuing improvements to the registrant database, beginnings the new website redesign project, and increasing budget allocations for the Professional Conduct Committee related to legal and investigation fees and member training. Altogether, these costs contributed to total expenditures of \$374,835. As a result, the College recorded a planned deficit of \$66,512 for the year, reducing net assets to \$547,926.

SCOT maintained a healthy financial position, with total assets of \$878,730 and cash reserves of \$322,435 at year-end. The College continued to invest in secure, interest-bearing GICs and made capital investments in computer equipment to support operational efficiency. Deferred revenue increased modestly, reflecting continued membership growth. The independent financial review, conducted by Murray, Sen & Associates CPA LLP, concluded that the financial statements fairly present the College's financial position.

2026–2027 Budget

The Finance Committee collaborated with committee chairpersons and SCOT staff to develop and recommend the 2026–2027 budget for the Council's review and approval. This budget accounts for additional expenditures related to the following: ongoing improvements and customizations for the registrant database, including a professional corporation registration module and a complaints and investigations module; website customization; staff equipment necessary for organizational efficiency; and role-related training and education for SCOT Council and committee members.



SASKATCHEWAN COLLEGE OF OCCUPATIONAL THERAPISTS
SASKATOON, SK
Financial Statements
As at February 28, 2026



SASKATCHEWAN COLLEGE OF OCCUPATIONAL THERAPISTS
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Year Ended February 28, 2026

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INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT

To the Members of Saskatchewan College of Occupational Therapists

We have reviewed the accompanying financial statements of Saskatchewan College of Occupational Therapists (the College) that comprise the statement of financial position as at February 28, 2026, and the statements of revenues and expenditures, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations (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.

Practitioner's Responsibility

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

Conclusion

Based on our review, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of Saskatchewan College of Occupational Therapists as at February 28, 2026, and the results of its operations and its cash flows for the year then ended in accordance with ASNPO.

Murray, Sen + Associates CPA LLP

Saskatoon, Saskatchewan
May 29, 2026

CHARTERED PROFESSIONAL ACCOUNTANTS



SASKATCHEWAN COLLEGE OF OCCUPATIONAL THERAPISTS
Statement of Financial Position
As at February 28, 2026

	2026	2025
ASSETS		
CURRENT		
Cash	\$ 322,435	\$ 306,295
Accrued interest receivable	14,662	15,476
Short term investments (Note 4)	532,473	551,770
Prepaid	4,492	6,551
	<u>874,062</u>	<u>880,092</u>
EQUIPMENT (Note 5)	<u>4,668</u>	<u>3,395</u>
	<u>\$ 878,730</u>	<u>\$ 883,487</u>
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	\$ 36,249	\$ 20,876
Deferred revenue	294,555	248,173
	<u>330,804</u>	<u>269,049</u>
NET ASSETS	<u>547,926</u>	<u>614,438</u>
	<u>\$ 878,730</u>	<u>\$ 883,487</u>

ON BEHALF OF THE BOARD

Signed by: _____ Director

FF38E85463F94D4 _____ Director



SASKATCHEWAN COLLEGE OF OCCUPATIONAL THERAPISTS
Statement of Revenues and Expenditures
For the Year Ended February 28, 2026

	2026	2025
REVENUES		
Memberships	\$ 280,840	\$ 265,276
Interest income	17,267	18,222
Donations & Grants	10,216	-
	<u>308,323</u>	<u>283,498</u>
EXPENSES		
Amortization	3,059	1,288
Consultations	2,365	1,465
Donations, awards and honorarium	2,500	2,667
Insurance	9,075	9,042
Interest and bank charges	7,327	6,689
Meetings and education	3,558	10,664
Memberships and licenses	5,158	4,002
Mileage	4,428	6,577
Office expenses	3,578	4,632
Professional fees	24,671	42,582
Project expenses	1,000	4,284
Rental	3,053	2,464
Salaries and benefits	216,631	169,417
Telephone and utilities	5,687	5,350
Travel expenses	8,167	10,477
Website hosting, IT software and maintenance	74,578	81,992
	<u>374,835</u>	<u>363,592</u>
DEFICIENCY OF REVENUES OVER EXPENSES	<u>\$ (66,512)</u>	<u>\$ (80,094)</u>



SASKATCHEWAN COLLEGE OF OCCUPATIONAL THERAPISTS
Statement of Changes in Net Assets
For the Year Ended February 28, 2026

	2026		2025
NET ASSETS - BEGINNING OF YEAR	\$ 614,438	\$	694,532
DEFICIENCY OF REVENUES OVER EXPENSES	<u>(66,512)</u>		<u>(80,094)</u>
NET ASSETS - END OF YEAR	<u>\$ 547,926</u>	\$	<u>614,438</u>



SASKATCHEWAN COLLEGE OF OCCUPATIONAL THERAPISTS
Statement of Cash Flows
For the Year Ended February 28, 2026

	2026	2025
OPERATING ACTIVITIES		
Deficiency of revenues over expenses	\$ (66,512)	\$ (80,094)
Item not affecting cash:		
Amortization of equipment	3,059	1,288
	<u>(63,453)</u>	<u>(78,806)</u>
Changes in non-cash working capital:		
Decrease (increase) in accrued interest receivable	814	(1,984)
Decrease in prepaid	2,059	7,279
Increase in accounts payable and accrued liabilities	15,373	13,668
Increase in deferred revenue	46,382	15,032
	<u>64,628</u>	<u>33,995</u>
	<u>1,175</u>	<u>(44,811)</u>
INVESTING ACTIVITIES		
Purchase of equipment	(4,332)	(4,683)
Decrease in short term investments	19,297	19,848
	<u>14,965</u>	<u>15,165</u>
INCREASE (DECREASE) IN CASH FLOW	16,140	(29,646)
CASH- BEGINNING OF YEAR	<u>306,295</u>	<u>335,941</u>
CASH - END OF YEAR	<u>\$ 322,435</u>	<u>\$ 306,295</u>



SASKATCHEWAN COLLEGE OF OCCUPATIONAL THERAPISTS
Notes to Financial Statements
Year Ended February 28, 2026

1. PURPOSE OF THE COLLEGE

The Saskatchewan College of Occupational Therapists (College) is the governing body responsible for regulating the practice of occupational therapy in Saskatchewan. The College's role is to protect the public through quality regulation of occupational therapy practice in Saskatchewan.

2. SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements have been prepared in accordance with Canadian generally accepted accounting standards for not-for-profit organizations (ASNFPPO) and are in accordance with Canadian generally accepted accounting principles.

Cash and cash equivalents

Cash is defined as cash on hand, cash on deposit and short term deposits with maturity dates of less than 90 days, net of cheques issued and outstanding at the reporting date.

Equipment

Equipment is stated at cost or deemed cost less accumulated amortization. Equipment is amortized over its estimated useful life on a declining balance basis at the following rates and methods:

Computer equipment	55%	declining balance method
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The College regularly reviews its equipment to eliminate obsolete items. Government grants are treated as a reduction of equipment cost.

Equipment acquired during the year but not placed into use are not amortized until they are placed into use.

Income taxes

The College is incorporated under the Occupational Therapists Act, 1997 of Saskatchewan. Under present legislation, no income taxes are payable on reported profits by such organizations.

Revenue recognition

The College recognizes membership revenue in the year the fees become receivable. Interest revenue and other income are recognized and recorded when earned.

Financial instruments

The College has invested excess funds in term deposits which will be held to their maturity dates. All interest on these investments is reported and accrued as it is earned.

3. FINANCIAL RISKS AND CONCENTRATION OF RISK

Liquidity risk

Liquidity risk is the risk that the College will be unable to fulfil its obligations on a timely basis or at a reasonable cost. The College's exposure to liquidity risk is dependent on the collection of membership dues and raising funds to meet commitments and sustain operations. Cash flow from operations provides the majority of the Company's cash requirements. Management is of the opinion that liquidity risk is not a significant risk and there has been no change to the risk exposures from the prior year.

(continues)



SASKATCHEWAN COLLEGE OF OCCUPATIONAL THERAPISTS
Notes to Financial Statements
Year Ended February 28, 2026

3. FINANCIAL RISKS AND CONCENTRATION OF RISK *(continued)*

Interest rate risk

The short-term investments have fixed interest rates, set for a specific term. When these investments are renewed, the College is exposed to fluctuations in future cash flows in the event of changes in market interest rates, based on the bank's prime lending rate.

4. SHORT TERM INVESTMENTS

	2026	2025
RBC Dominion Securities investment in various GIC's bearing interest between 1.58% and 4.60% maturing between March 2026 and May 2028.	\$ 303,500	\$ 303,500
CIBC Flexible GIC's bearing interest of 2% maturing between April 2026 and February 2027.	178,973	173,270
Non-redeemable CIBC GIC's bearing interest between 2.8% and 3% maturing between June 2026 and June 2027.	50,000	75,000
	\$ 532,473	\$ 551,770

5. EQUIPMENT

	Cost	Accumulated amortization	2026 Net book value	2025 Net book value
Computer equipment	\$ 9,015	\$ 4,347	\$ 4,668	\$ 3,395



CELEBRATING
VOLUNTEERS
WE THANK YOU ALL!



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