



IN THE MATTER OF THE *HEALTH PROFESSIONS ACT*, R.S.A 2000, c. H-7

AND

IN THE MATTER OF A HEARING REGARDING THE CONDUCT  
**SIJU G. THOMAS**, REGISTRATION #5641  
A MEMBER OF THE ALBERTA COLLEGE OF SPEECH-LANGUAGE  
PATHOLOGISTS AND AUDIOLOGISTS (the “COLLEGE”)

**AMENDED NOTICE TO ATTEND A HEARING**

TO: SIJU G. THOMAS, #5641

TAKE NOTICE that you, **SIJU G. THOMAS, REGISTRATION 5641** (the “Registrant”) are required to attend on the following consecutive dates: **December 9<sup>th</sup> (ninth), 2024**, commencing at **9:30 (nine-thirty) o’clock, A.M. MST**, at which time the Hearing Tribunal of the College will conduct a virtual Hearing inquiring as to whether, while a registered speech-language pathologist with the Alberta College of Speech-Language Pathologists and Audiologists (“ACSLPA”) and employed with [REDACTED] (a “Charity”) in Edmonton, Alberta, you have engaged in unprofessional conduct with respect to the following matters:

1. Between March 1, 2023, and September 30, 2023, you failed to maintain appropriate and required documentation relating to assessments of child clients that you conducted and where the documentation impacted, or had the potential to impact, qualification for government funding, the particulars of which include one or more of the following:
  - a. You failed to complete and/or submit approximately ninety-six (96) required written reports about assessments that were to include assessment findings, diagnoses, recommendations and/or plan of care;
  - b. You failed to complete and/or submit at least forty-five (45) required summary letters after conducting their assessments that were to include preliminary assessment findings, a brief description of any diagnoses and/or preliminary recommendations;
  - c. You failed to communicate to clients in a timely manner when you did not complete and/or submit required written reports and summary letters within the expected timelines of your employer.



2. Between March 1, 2023, and September 30, 2023, you failed to demonstrate professional responsibility and integrity in the delivery of SLP services regarding your conduct described in one or more of the particulars of Allegation 1.

IT IS FURTHER ALLEGED that your conduct constitutes “unprofessional conduct” as defined in subsections 1(1)(pp)(i) [displaying a lack of knowledge of or lack of skill or judgment in the provisions of professional services] and 1(1)(pp)(ii) [contravention of the Act, a code of ethics or standards of practice] of the *Health Professions Act*, RSA 2000 c H-7 including that your conduct:

1. Breached your statutory and regulatory obligations to ACSLPA as a speech-language pathologist.
2. Failed to fulfill professional and ethical obligations expected and required of a speech-language pathologist.
3. Breached one or more of the following:
  - a. The ACSLPA Code of Ethics (Revised June 2022);
  - b. The ACSLPA Standard of Practice (Revised June 2022), Standards 1.3, 1.4, 4.3,
  - c. ACSLPA guideline on Clinical Documentation and Record Keeping, Effective 2011 (Revised June 2021); and/or
  - d. ACSLPA guideline supplement, “What Constitutes Timely Documentation?” (July 2011).

FURTHER TAKE NOTICE that the Registrant’s failure to attend at the Hearing may result in the Hearing Tribunal proceeding in the absence of the Registrant, pursuant to section 79(6) of the *Health Professions Act*.

FURTHER TAKE NOTICE that the Registrant may be compelled to testify at their Hearing, pursuant to section 72(1) of the *Health Professions Act*.

FURTHER TAKE NOTICE that the Registrant may be represented by a lawyer at their Hearing, pursuant to section 72(2) of the *Health Professions Act*.

FURTHER TAKE NOTICE that Hearings of the Hearing Tribunal are open to the public unless the Hearing Tribunal directs otherwise, pursuant to section 78(1) of the *Health Professions Act*.



DATED at the City of Edmonton, in the Province of Alberta, this **21<sup>st</sup> (twenty-first) day of November 2024.**

A handwritten signature in black ink, appearing to read 'Tricia Gherbaz', written over a horizontal line.

Tricia Gherbaz  
Hearings Director  
Alberta College of Speech-Language  
Pathologists and Audiologists