

Cosmetology Association of Nova Scotia

For those who may not understand the Cosmetology Association of Nova Scotia, the information here answers the question: “what does the Association do for me?”

The Association is a licensing, examining & regulatory authority in Nova Scotia legislated by the Government under *An Act Respecting Cosmetology* (the "Act") and its By-Laws. This legislation puts in place a procedure by which the Association is responsible to license, regulate and discipline. These actions make cosmetology a “self-regulating profession”. Other self-regulating professionals include massage therapists, dentists, nurses, lawyers, doctors, etc.

The Association has a number of objectives. The first one listed in the *Act* is to “ensure public safety and minimize the risk to the public and those engaged in the practice of cosmetology” (Section 7(a) and (b)-(g) of the *Act*).

To fulfil its objects, the Association does a number of important tasks. Among other things, we:

- Inspect salons, spas, schools, nursing homes, and any other premises where cosmetology is practiced. Inspections focus on infection control and licence compliance (Section 40 of the *Act*)

Inspection practices aim to protect the public as well as the Licensed Cosmetology Professional.

Note: A few years back, members at the Association’s Annual General Meeting voted to have the Association focus on non-compliance, safety and education. The Association continues to work with all of these issues. This is why your salon may not have a regular inspection if you are known to be in compliance.

Non-Compliance includes disciplinary processes and procedures that may include fines, hearings, and education. You may not be aware of all aspects of disciplinary matters due to confidentiality. The Association remains dedicated to educating and working with individuals prior to the engagement of legal counsel.

- Issue permits to all salons/spas and cosmetology schools/colleges where cosmetology is practiced. (Section 30(1) & 31(1) of the *Act*).
- License all cosmetologists. (Section 33 & 34 of the *Act*). **Note:** The Association also works with new Nova Scotians, providing pathways to licensure.
- Maintain a public registry of all licensed members and salon/spa permits.
- Establish, maintain and develop standards of sanitation, hygiene and inspection for salons, schools and other premises where cosmetology is practiced.

- Establish, maintain and develop standards for qualification and entry into the practice of cosmetology.
- Develop and create curriculum outlines, provincial exams and training requirements (to meet or exceed Red Seal requirements).
- Follow through on all complaints received, until resolved.
- Report to the Government when requested.
- Promote interests and work closely with many Government Departments and other Associations across Canada to follow all laws that pertain to the Association and its members, including the *Fair Registration and Practices Act*, Labour, Mobility, Health, etc.
- Participate in meetings and maintain relationships with other cosmetology stakeholders, such as the associations in New Brunswick & Prince Edward Island.
- Participate in Red Seal meetings.
- Work closely with the Department of Labour and Advanced Education, Private Career Colleges and the Nova Scotia Community College.
- Undergo annual Audits.
- Hire qualified office staff, examiners & inspectors, and consultants when needed.
- Facilitate Board/other meetings (complete agendas, ensure proper minutes, etc.).
- Facilitate ad hoc committees – for example; changes to the By-Laws require a committee of stakeholders and then approval by members at the AGM, and final approval by the Minister of Labour and Advanced Education.
- Coordinate the Annual General Meeting to report to the members.
- Solicit legal advice when required.
- Drive industry growth and ensure the Nova Scotia cosmetology industry maintains above-average standards across Canada and moves forward with the global industry changes.

As well, the Association goes above and beyond its mandate, providing the following services, even though they are not required by the Act:

- Develops radio ads to promote licensed cosmetology professionals. Feedback on these ads has been fantastic.

- Provides benefits to family/employees including Drivers Ed, First Aid, WHMIS, and more.
- Provides FREE educational training for members including business skills (Excel, bookkeeping, leadership, HR and more,) Instructor skill training (Master Educator classes,) and advanced training in esthetics, hair, makeup, nails, and waxing. The Association offers FYI Sessions for salon/spa owners around the Province, as well as information on OHS, First Aid and labour standards.
- Provides a comprehensive, interactive website at www.nscosmetology.ca and a Facebook page.
- Is a huge source of information for the members, when they are in need of help.
- Maintains relationships with Labour Standards, RC and OHS to ensure members are aware of changes.
- Coordinates the AGM weekend event – including education, guest speakers, competitions and more.
- Provides FREE Accidental Death & Dismemberment coverage of \$4,000.
- Provides member services and benefits – found on our website under the “Association” tab.
- Coordinates Safety Services NS discounts for cosmetologists and their families.
- Helps members not requiring a Red Seal to relocate in or out of Nova Scotia.
- Provides support for schools, instructors, students and small business owners.

The Association provides all of these services for a cost of approximately \$0.23 per day, per member. We understand that this fee is significantly less than what other professionals pay. (Don't forget; fees are due by December 31st of each calendar year.)

Under Section 35 (3) and (4) of the *Act*, once your fee is **two months** past due:

- You are no longer a licensed cosmetologist.
- Your name is removed from being an active cosmetologist in Nova Scotia; and
- You are no longer legally allowed to provide cosmetology services for the general public in Nova Scotia.
- No person other than a cosmetologist licensed under the *Act* may use any of the designations of "cosmetologist," "licensed cosmetologist," or "registered cosmetologist."

- You leave yourself vulnerable without a valid, current licence should something unforeseen happen with a client.
- Your insurance may be null and void.

If your salon permit is not up to date, or you do not have one:

- You leave yourself vulnerable.
- Your insurance may be null and void.
- If in court for an unforeseen client accident, you are in the wrong - your location did not have a permit to prove safety compliance.

Cosmetology is a skilled profession!

Your Licence makes you a Professional!

Your Association works hard to promote your profession!