

COSMETOLOGY ASSOCIATION *of* NOVA SCOTIA

We have often times been asked: What does the Association do for me?

About the Association

The Cosmetology Association is the licensing, examining, and regulatory authority legislated by the Nova Scotia Government pursuant to the *Cosmetology Act, 2012, c. 39* (the "Act") and its By-Laws. This Act puts in place a procedure by which the Association is responsible for licensing, regulation, and discipline of its members. These actions make cosmetology a "self-regulating profession". Other self-regulated professionals include: barbers, massage therapists, dentists, nurses, lawyers, doctors (among others).

The Association has a number of duties. The first objective listed in the Act is to "ensure public safety and minimize the risk to the public and those engaged in the practice of cosmetology."

To fulfill these obligations, the Association has a number of important responsibilities. Among other things, we inspect salons, spas, schools, nursing homes, and other dwellings where cosmetology is practiced. Inspections focus on sanitation and infection control and licence compliance. Inspection practices aim to protect the public as well as licensed cosmetology professionals.

What the Association does for you:

A few years back, members at an Annual General Meeting voted to have the Association focus on non-compliance, safety, and education. The Association continues to focus on all of these issues. **Note:** *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, legal hearings, and education - although members may not be aware of all aspects of a disciplinary process due to confidentiality. The Association remains dedicated to working with and educating individuals prior to the engagement of legal counsel. The Association:

- issues permits to all salons/spas and cosmetology schools/colleges where cosmetology is practiced;
- is responsible for licensing all cosmetologists;
- maintains a public registry of all licensed members and salons/spas;
- establishes, maintains, and develops standards of sanitation, hygiene, and inspection for salons, schools, and other dwellings or establishments where cosmetology is practiced;
- establishes, maintains, and develops standards for qualification and entry into the

practice of cosmetology;

- develops and creates curriculum outlines, provincial examinations, and training requirements (to meet or exceed Red Seal requirements);
- follows through on all complaints received, until resolved;
- reports to the Government when requested;
- promotes interest and works closely with many Government departments and other associations across Canada to adhere to all laws that pertain to the Association and its members, including the *Fair Registration Practices Act*, 2008, c. 38;
- observes labour, mobility, and health legislation and requirements;
- works with citizens new to Nova Scotia, offering alternative pathways to licensure;
- participates in meetings and maintains relationships with other cosmetology stakeholders, such as the associations in New Brunswick and Prince Edward Island;
- participates in Red Seal meetings;
- works closely with the Department of Labour and Advanced Education, various private career colleges, and the Community Colleges of Nova Scotia;
- undergoes annual audits;
- hires qualified office staff, examiners, inspectors, and consultants when required;
- facilitates Board and other meetings (completing agendas, ensuring proper minutes are available, etc.);
- facilitates ad hoc committees (for example; changes to the By-Laws require a committee of stakeholders for review, approval by members at the AGM, and then final approval by the Minister of Labour and Advanced Education);
- coordinates the Annual General Meeting for reporting to the members;
- solicits legal advice when required;
- encourages industry growth and ensures the Nova Scotia cosmetology industry maintains above-average standards across Canada and moves forward with global industry change.

As well, the Association goes above and beyond its mandate in offering the following services to its members:

- Association radio announcements to promote licensed cosmetology professionals (feedback resulting from these ads has been fantastic!);
- benefits for members, employees, and their families, including Driver's Ed, First Aid, WHMIS, and more;
- FREE educational training including business skills (Microsoft Office, small business bookkeeping, leadership, diversity, 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;
- a comprehensive, interactive website and a Facebook page;
- resources for members, when they are in need of assistance;
- maintains relationships with Nova Scotia Department of Labour and Advanced Education, Occupational Health and Safety Division, Registry of Joint Stock Companies, and Revenue Canada to ensure members are aware of changes;
- coordinates the cosmetology AGM weekend event – which includes advanced education, guest speakers, competitions, and more;
- provides FREE accidental death and dismemberment coverage of up to \$4,000;
- 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; and
- provides support for schools/colleges, instructors, students, and small business owners.

The Association provides all of these services for a minimal cost on average of \$0.23 per day, per member. This fee is significantly less than what other regulated professionals pay.

Reminders:

Licence and permit renewal is due on or before December 31st of each calendar year.

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

- you are no longer considered a licensed cosmetologist;
- your name is removed from the list of active cosmetologists in Nova Scotia; and
- you are no longer legally allowed to provide cosmetology services to the general

public in Nova Scotia.

No person other than a cosmetologist currently licensed under the *Act* may use any of the designations of "cosmetologist," "licensed cosmetologist," or "registered cosmetologist."

You leave yourself vulnerable without a valid and current licence should something unforeseen happen with a client. For example, your insurance may be considered null and void if you're not practicing safe sanitation and infection control procedures. This is also the case if your salon/spa or mobile permit is not up to date.

For more information regarding all of the above, please visit our website at www.nscosmetology.ca or give us a call at 902-468-6477 (toll free: 800-765-8757).