

We have often been asked, “What does the Association do for me?”

About the Association

A professional association exists to advance the profession, support the interests of people working in that profession and to serve the public good.

The Cosmetology Association is the regulatory body legislated by the Nova Scotia Government pursuant to the *Cosmetology Act, 2012, c. 39* (the “Act”) and its By-Laws to regulate and supervise all cosmetologists in Nova Scotia. This Act puts in place procedures the Association is responsible for implementing and enforcing - for the licensing, regulation, and discipline of its Members. These actions make cosmetology a “self-regulating profession”. Other self-regulated professionals include (but are not limited to) barbers, massage therapists, dentists, nurses, electricians, lawyers, and doctors.

The Association has several obligations. 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 several important responsibilities. Among other things, the Association inspects salons, spas, schools, nursing homes, and other dwellings and facilities where cosmetology is practiced. Inspections focus on sanitation, disinfection and infection control and licence compliance. Inspection practices aim to protect the public as well as licensed cosmetology professionals.

Mission Statement

The Association’s mission is to:

- promote the highest licensing compliance standards and universal precautions for the safety of the public and the practicing professional cosmetologist;
- foster a well-informed and highly participative Membership;
- uphold an exemplary standard for instruction and licensing;
- ensure public protection through assiduous attention to compliance standards and strict adherence to the Association’s *Code of Ethics & Professional Conduct*; and
- promote positive awareness of the Association to third-party stakeholders and the public.

What the Association is Responsible For

A few years back at an Annual General Meeting, Members voted to have the Association focus on those individuals and salons that are not in compliance with the *Act* or its By-laws; inspecting for safety issues and providing education. The Association continues to focus on these areas.

Non-compliance will include disciplinary processes and procedures that may include fines, legal hearings, and mandatory education (although the Membership may not be apprised of all aspects of a disciplinary process for confidentiality reasons). The Association remains dedicated to working with and educating individuals prior to the engagement of legal counsel. The Association is responsible for:

- issuing permits to all salons, spas, cosmetology schools, and colleges where cosmetology is practiced for fee, gain or expectation of reward;
- licensing individuals qualified to offer cosmetology services for fee, gain or expectation of reward;
- establishing, maintaining, and developing standards for qualification and entry into the practice of cosmetology;
- maintaining a public registry of all licensed Members, salons, and spas;
- establishing, maintaining, and developing standards for sanitation, hygiene, and inspection of salons, schools, and other dwellings or establishments where cosmetology is practiced;
- developing and creating curriculum outlines, Provincial examinations, and training requirements (to meet or exceed Red Seal requirements);
- following up on all complaints received until resolved;
- reporting to the Government (Departments of Advanced Education and Labour, Skills, and Immigration) when required;
- promoting interests and working closely with other Government departments and 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, s. 1;
- observing labour mobility and Public Health legislation requirements;
- working with newcomers to the Province, offering alternative pathways to licensure;
- facilitating Board and other meetings (completing agendas, ensuring proper minutes are available, etc.) and hosting training for examiners and inspectors;

- facilitating *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 responsible Minister);
- coordinating events and the Annual General Meeting for reporting to the Members.

In addition, the Association:

- encourages industry growth and strives to ensure the Nova Scotia cosmetology industry maintains above-average standards across Canada and moves forward with global industry change;
- participates in meetings and maintains relationships with other cosmetology stakeholders, such as the associations in New Brunswick and Prince Edward Island;
- participates in Apprenticeship (Red Seal) meetings;
- works in conjunction with the Departments of Advanced Education and Labour, Skills, and Immigration, various private career colleges, and the Community Colleges of Nova Scotia;
- hires qualified office staff, examiners, inspectors, and consultants when required;
- undergoes annual financial audits; and
- solicits legal advice when required.

The Cosmetology Association strongly believes in supporting and promoting its Members and the industry and goes above and beyond its mandate by offering access to certain benefits for its Members.

What the Association does for you:

- The Association provides FREE group life insurance policy coverage in the amount of \$10,000 to all current Members.
- The Association offers various third party discounts and benefits for Members, employees and their families, including Driver's Ed, First Aid, WHMIS, and more (for more information, please visit our website at www.nscosmetology.ca and click on the "For Members" tab).

- The Association offers **FREE** educational training including business skills (Microsoft Office, small business startup, leadership, diversity, HR, and more), instructor skill training (Master educator classes), and advanced training in esthetics, hair, make-up, eyelashes, nail technology, and body hair removal. The Association offers FYI sessions for salon/spa owners around the Province, as well as information regarding Occupational Health and Safety, First Aid, and labour standards (training may occasionally require a minimal charge for a supply kit or seat reservation).
- The Association maintains a comprehensive, interactive website, a public Facebook page and private Members Only Group.
- The Association offers resources for Members when they need assistance. The recent global pandemic was a testament to the need for accurate, up-to-date information and resources for Members.
- The Association maintains positive, constructive relationships with Nova Scotia Departments of Advanced Education and Labour, Skills, and Immigration, Occupational Health and Safety, Public Health, Registry of Joint Stock Companies, to ensure Members are aware of any changes that may affect the Cosmetology Industry in Nova Scotia.
- The Association hosts a cosmetology AGM weekend event that includes education, guest speakers, stage shows, and more.
- The Association finances traditional media and social media announcements to promote licensed cosmetology professionals (feedback resulting from these ads has been fantastic!).
- The Association assists Members with transferring their licence when relocating in or out of Nova Scotia (within Canada).
- The Association provides support for schools and colleges, instructors, students, and small business owners.

Reminders

All licences and permits expire on December 31st of each calendar year.

Under Section 35 (3) and (4) of the *Act*, once your licence 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;
- your insurance coverage is void; and

- you are no longer legally allowed to provide cosmetology services to the 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/permit should something unforeseen happen to 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).