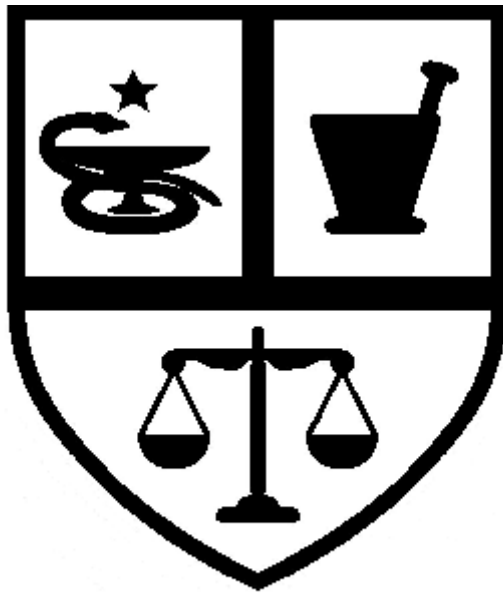


**NEWFOUNDLAND & LABRADOR PHARMACY
BOARD**

ANNUAL REPORT 2008



98th ANNUAL GENERAL MEETING

**SATURDAY, 14 JUNE 2008
2:00 P.M.**

**APOTHECARY HALL, 488 WATER STREET
ST. JOHN'S, NL**

CONTENTS & AGENDA
NLPB ANNUAL GENERAL MEETING 2008
SATURDAY, 14 JUNE 2008

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AGENDA

1	Call to Order and Adoption of Agenda
2	Minute of Silence in Memoriam
3	Annual Declaration of Conflict of Interest
4	Adoption of Minutes of Annual General Meeting of NLPB 2007
5	Business Arising from Minutes
6	Audited Financial Statements for 2007
7	Appointment of Auditor
8	Adoption of Annual Report
9	Questions on Annual Report as distributed
10	Announcement of Results of Election of Board Members
11	Installation of new Board Chair
12	Pharmacists' Forum
13	Adjournment

MINUTES – 2007 ANNUAL GENERAL MEETING

<u>ITEM</u>	<u>DISCUSSION</u>	<u>ACTION BY</u>						
1.0	<p>The meeting came to order at 2:00 p.m. with the following in attendance:</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 50%; vertical-align: top;"> <u>Board</u> Linda Hensman, Chair Donald Mifflin, Vice Chair Jerry Young Dave Jenkins Brian Healy Margot Priddle Eugene Toope </td> <td style="width: 50%; vertical-align: top;"> <u>Staff</u> Donald Rowe, Secretary-Registrar Arlene Crane, Deputy Registrar Veronica Harvey, Executive Assistant </td> </tr> <tr> <td></td> <td style="vertical-align: top;"> <u>Observer</u> John S. Rideout (newly elected Board Member – Zone 3) David Dawe, Dawe’s Pharmacy </td> </tr> <tr> <td></td> <td style="vertical-align: top;"> <u>Regrets</u> C. Roy Greene Joanne Howlett </td> </tr> </table>	<u>Board</u> Linda Hensman, Chair Donald Mifflin, Vice Chair Jerry Young Dave Jenkins Brian Healy Margot Priddle Eugene Toope	<u>Staff</u> Donald Rowe, Secretary-Registrar Arlene Crane, Deputy Registrar Veronica Harvey, Executive Assistant		<u>Observer</u> John S. Rideout (newly elected Board Member – Zone 3) David Dawe, Dawe’s Pharmacy		<u>Regrets</u> C. Roy Greene Joanne Howlett	
<u>Board</u> Linda Hensman, Chair Donald Mifflin, Vice Chair Jerry Young Dave Jenkins Brian Healy Margot Priddle Eugene Toope	<u>Staff</u> Donald Rowe, Secretary-Registrar Arlene Crane, Deputy Registrar Veronica Harvey, Executive Assistant							
	<u>Observer</u> John S. Rideout (newly elected Board Member – Zone 3) David Dawe, Dawe’s Pharmacy							
	<u>Regrets</u> C. Roy Greene Joanne Howlett							
2.0	MOVED by D. Mifflin, seconded by J. Young to adopt the Agenda as presented.	CARRIED						
3.0	<p>A minute silence was held for the following:</p> Joe Dicks Mary Laing Nellie Osmond Doug Piercey George Young							
4.0	<p><u>Annual Conflict of Interest Statement</u></p> <p>The annual Conflict of Interest Statement was circulated to Board Members, and incoming Board Member John Rideout , for completion and return to the Board.</p>							
5.0	<p><u>Minutes of 2006 Annual General Meeting</u></p> <p>MOVED by M. Priddle, seconded by J. Young to adopt the Minutes as presented.</p>	CARRIED						
6.0	<p><u>Business Arising From the Minutes</u></p> <p>None</p>							
7.0	<p><u>Audited Financial Statements for 2006</u></p> <p>MOVED by E. Toope, seconded by M. Priddle to adopt the Audited Financial Statements for 2006 as presented.</p>	CARRIED						

MINUTES – 2007 ANNUAL GENERAL MEETING

<u>ITEM</u>	<u>DISCUSSION</u>	<u>ACTION BY</u>
8.0	<p><u>Appointment of Auditor</u></p> <p>MOVED by J. Young, seconded by D. Mifflin to reappoint John Buckingham as auditor for the Board.</p>	CARRIED
9.0	<p><u>Adoption of Annual Report</u></p> <p>MOVED by D. Jenkins, seconded by M. Priddle to adopt the Annual Report as presented.</p>	CARRIED
10.0	<p><u>Questions on Annual Report</u></p> <p>The revised Annual General Meeting format was detailed for the information of Board Members and Observers in attendance. The Secretary-Registrar did note that it had been hoped to either hold joint AGM meetings with PANL, but the required annual reporting date to the Minister of July 1 does not allow for such a joint meeting. It was also noted that the Board would be pleased to give an update to Members at the PANL Conference if time was available on their Agenda.</p>	
11.0	<p><u>Announcement of Election Results 2007</u></p> <p>Zone 2 – Dave Jenkins re-elected by acclamation.</p> <p>Zone 3 – there were three candidates on the ballot – David Hoyles, John S. Rideout and Christina Tulk, with John Rideout declared elected.</p>	
12.0	<p><u>Installation of new Board Chair</u></p> <p>Linda Hensman turned the gavel over to Donald Mifflin as the new Chair of the NLPB Board expressing her good wishes and support to Mr. Mifflin. In assuming the Chair, Mr. Mifflin advised that he was appreciate of the support of the Board and would be calling on their expertise during his term of office.</p>	
13.0	<p><u>Pharmacists' Forum</u></p> <p>David Dawe, Heart's Content, brought forward concerns expressed by himself and other pharmacists in Zone 2 relating to the new CPD process of reporting and the perceived redundancies in completing both a Learning Portfolio Record Sheet and a Professional Development Log. He also questioned the requirement of completing the evaluation package if a pharmacist has already done the CE – particularly those with CCCEP approval, and received a Certificate of Completion. He also advised that may of the CE programs offered for physicians and other health professionals do not provide an outline of the presentation nor do they provide certificates of participation and it is not provided. He also spoke to the time restrictions on</p>	

MINUTES – 2007 ANNUAL GENERAL MEETING

<u>ITEM</u>	<u>DISCUSSION</u>	<u>ACTION BY</u>
	<p>pharmacists to complete the process as required by the Board. Other speakers on the subject included Linda Hensman, Dave Jenkins, Jerry Young and Margot Priddle.</p> <p>Ms. Crane advised that the new process for CE's was implemented for 2006 and members were advised of the process on an ongoing basis. She further reported that the new process is in keeping with national standards for competencies and if our Board does not meet these standards then problems will arise for any pharmacist from the Province to transfer to other provinces to practice under the Mutual Recognition Agreement.</p> <p>Following the discussion the consensus was that the Board needed to do a better job of explaining the process for members and Zone Meetings should be conducted to outline the program, as well pharmacists should be forwarded copies of the various forms for feedback and addressing their concerns individually in writing to the R & L Committee.</p> <p>It was suggested that an approach be made to PANL for a presentation on the audit process by the Board at their upcoming Annual Conference 2007.</p>	<p>Registration & Licensing Committee</p> <p>D. Rowe</p>
14.0	<p><u>Motion to Adjourn</u></p> <p>The meeting adjourned at approximately 2:35 p.m. by motion from L. Hensman</p>	

NEWFOUNDLAND AND LABRADOR PHARMACY BOARD

FINANCIAL STATEMENTS

DECEMBER 31, 2007

John E. Buckingham
Chartered Accountant

P.O. Box 21187 * RPO MacDonald Drive * St. John's, NF * A1A 5B2 * Tel: 754-3500 * Fax: 754-6509

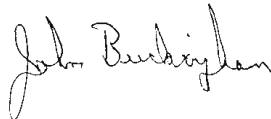
AUDITOR'S REPORT

To the Members of the Newfoundland and Labrador Pharmacy Board

I have audited the statement of financial position of the Newfoundland and Labrador Pharmacy Board as at December 31, 2007, and the statement of changes in net assets, the statement of revenues and expenditures and the statement of cash flows for the year then ended. These financial statements are the responsibility of the Board's management. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining on a test basis evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion, these financial statements present fairly, in all material respects, the financial position of the Board as at December 31, 2007, and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.



Chartered Accountant

St. John's, NL
June 9, 2008

NEWFOUNDLAND AND LABRADOR PHARMACY BOARD

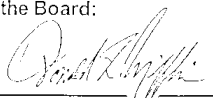
STATEMENT OF FINANCIAL POSITION

DECEMBER 31, 2007

	<u>2007</u>	<u>2006</u>
<u>ASSETS</u>		
Current assets		
Cash	\$ 593,088	638,634
Receivables	15,726	3,227
Prepaid expenses	<u>13,236</u>	<u>11,486</u>
	622,050	653,347
Land, building and equipment (Notes 2 and 3)	<u>256,490</u>	<u>260,786</u>
	<u>\$ 878,540</u>	<u>914,133</u>
<u>LIABILITIES</u>		
Current liabilities		
Payables and accruals (Note 6)	\$ 108,617	93,708
Fees and licenses collected in advance (Notes 2 & 4)	<u>295,210</u>	<u>350,250</u>
	<u>403,827</u>	<u>443,958</u>
<u>NET ASSETS</u>		
Invested in land, buildings and equipment	256,490	260,786
Internally restricted (Note 7)		
Discipline Legal Fund	100,000	90,000
Unrestricted	<u>118,223</u>	<u>119,389</u>
	<u>474,713</u>	<u>470,175</u>
	<u>\$ 878,540</u>	<u>914,133</u>

See accompanying notes.

On behalf of the Board:


 _____ Chairperson


 _____ Secretary/Registrar

NEWFOUNDLAND AND LABRADOR PHARMACY BOARD

STATEMENT OF CHANGES IN NET ASSETS

YEAR ENDED DECEMBER 31, 2007

	2007				2006
	Land Building & Equipment	Internally Restricted Discipline Legal (Note 7)	Unrestricted	Total	Total
Beginning balance	\$ 260,786	90,000	119,389	470,175	422,630
Excess (deficiency) of revenues over expenditures	(12,270)	-	16,808	4,538	47,545
Equipment purchased	7,974	-	(7,974)	-	-
Transferred		10,000	(10,000)	-	(14,911)
Ending balance	<u>\$256,490</u>	<u>100,000</u>	<u>118,233</u>	<u>474,713</u>	<u>470,175</u>

See accompanying notes.

See accompanying notes.

NEWFOUNDLAND AND LABRADOR PHARMACY BOARD

STATEMENT OF REVENUES AND EXPENDITURES

YEAR ENDED DECEMBER 31, 2007

	<u>2007</u>	<u>2006</u>
Revenues		
Fees - pharmacist licenses	\$ 219,675	222,180
- business licenses	190,310	192,165
- non-practicing licenses	2,375	2,375
- other	<u>20,025</u>	<u>13,300</u>
	432,385	430,020
Interest	21,007	7,629
Other	<u>185</u>	<u>663</u>
	453,577	438,312
Expenditures (Schedule 1)	<u>449,039</u>	<u>390,767</u>
Excess of revenues over expenditures	\$ <u>4,538</u>	<u>47,545</u>

See accompanying notes.

NEWFOUNDLAND AND LABRADOR PHARMACY BOARD

SCHEDULE OF EXPENDITURES

YEAR ENDED DECEMBER 31, 2007

	<u>2007</u>	<u>2006</u>
Administration		
Salaries and benefits	\$ 222,325	200,510
Board	19,860	21,245
Secretary/Registrar	11,043	12,346
Deputy and Assistant Registrars	12,399	8,441
Executive	1,051	3,220
Other committees	6,534	7,270
Building		
Amortization	9,040	9,420
Utilities and maintenance	18,048	24,319
Taxes and insurance	8,409	7,737
Operations		
Per capita assessments	32,300	32,594
Discipline (net)	28,249	3,637
Legal, other than discipline	7,005	6,489
Equipment leasing	7,104	7,609
Postage	6,286	5,618
Communications	5,040	5,247
Insurance, other	6,246	6,762
Computer programming	501	1,650
Consulting fees	6,658	5,258
Office	9,069	6,080
New data base	12,584	-
Audit and accounting	8,400	7,020
Dues, fees, taxes	4,245	3,606
Other	2,163	741
Amortization, other	3,230	2,340
Professional development	<u>1,250</u>	<u>1,608</u>
	\$ <u>449,039</u>	<u>390,767</u>

See accompanying notes

NEWFOUNDLAND AND LABRADOR PHARMACY BOARD

STATEMENT OF CASH FLOWS

YEAR ENDED DECEMBER 31, 2007

	<u>2007</u>	<u>2006</u>
Operating activities		
Excess of revenues over expenditures	\$ 4,538	47,545
Adjustment for non-cash item - Amortization	12,270	11,760
Changes in non-cash working capital components -		
Accounts receivable	(12,499)	10,846
Prepaid expenses	(1,750)	(940)
Accounts payable and accruals	14,909	20,280
Fees and licenses collected in advance	(55,040)	<u>123,425</u>
Cash provided by (used in) operating activities	<u>(37,572)</u>	<u>212,916</u>
Investing activities		
Purchase of equipment	(7,974)	<u>(3,064)</u>
Cash provided by (used in) investing activities	<u>(7,974)</u>	<u>(3,064)</u>
Increase (decrease) in cash resources during year	(45,546)	209,852
Cash resources, beginning of year	<u>638,634</u>	<u>428,782</u>
Cash resources, end of year	\$ <u>593,088</u>	<u>638,634</u>
Represented by -		
Cash on hand and in bank	\$ 364,474	105,202
Term deposits	<u>228,614</u>	<u>533,432</u>
	\$ <u>593,088</u>	<u>638,634</u>

See accompanying notes.

NEWFOUNDLAND AND LABRADOR PHARMACY BOARD

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2007

1. PURPOSE AND NATURE OF THE ORGANIZATION

The Newfoundland and Labrador Pharmacy Board is the statutory governing and self-regulatory body for the pharmacy profession in Newfoundland and Labrador. It supports and protects the health and wellbeing of the public and promotes excellence in the practice of pharmacy by setting and enforcing high standards of practice, competency and ethical conduct. The Board is a not-for-profit organization and as such is not subject to either federal or provincial income taxes.

2. SIGNIFICANT ACCOUNTING POLICIES

These financial statements have been prepared in accordance with Canadian generally accepted accounting principles. Significant accounting policies are described below.

Contributed services -

The Board and its members benefit from contributed services in the form of volunteer time for various committees. Due to the difficulty of determining its fair value, contributed services are not recognized in these financial statements.

Revenue recognition -

Fees and licenses are due in advance at December 31 of each year for the following calendar year and are recognized in income in the year to which they apply.

Cost recoveries resulting from Discipline Committee orders are recognized only when there is an established payment agreement in place with the member and the agreement terms are current or, if in the opinion of the Board, there is a high probability that the cost will be recovered.

Land, buildings and equipment -

Land, building and equipment are stated at cost. Amortization is provided on the declining balance basis at the rates set out below.

Building	4%
Furniture and equipment	20%
Computer equipment	30%

Use of estimates -

The preparation of the Board's financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported revenues and expenditures during the reporting period. Actual results could differ from those estimates; however, such differences would not be expected to have a material impact on these financial statements.

NEWFOUNDLAND AND LABRADOR PHARMACY BOARD

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2007

3. LAND, BUILDING AND EQUIPMENT

	<u>2007</u>			<u>2006</u>
	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Net Book Value</u>	<u>Net Book Value</u>
Land	\$ 26,000	-	26,000	26,000
Building	472,133	255,117	217,016	226,056
Furniture and equipment	45,540	40,695	4,845	4,529
Computer equipment	21,268	12,639	8,629	4,201
	<u>\$ 564,941</u>	<u>308,451</u>	<u>256,490</u>	<u>260,786</u>

4. FEES PAID IN ADVANCE

	<u>2007</u>	<u>2006</u>
Practicing members fees	\$ 152,575	182,500
Business licenses	140,760	165,750
Non-practicing members fees	1,875	2,000
	<u>\$ 295,210</u>	<u>350,250</u>

5. LEASE COMMITMENT

The Board has entered into lease agreements for rental and maintenance of office equipment requiring annual payments of \$6,940 expiring in 2008.

6. Payables And Accruals

	<u>2007</u>	<u>2006</u>
Trade payables and accruals	\$ 29,145	11,416
HST and source deductions	43,249	52,772
Salaries, pension & severance	36,223	29,520
	<u>\$ 108,617</u>	<u>93,708</u>

NEWFOUNDLAND AND LABRADOR PHARMACY BOARD

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2007

7. INTERNALLY RESTRICTED FUNDS

The Board has internally restricted \$100,000 of unrestricted net assets to the Discipline Legal Fund to be used for litigation fees resulting from any future disciplinary actions. Any non-budgeted discipline expenses will be funded from this Fund. The balance in this Fund will be reviewed annually and maintained at a level determined by the Board.

8. FINANCIAL INSTRUMENTS

For cash, receivables, and payables and accruals, the carrying amounts of these financial instruments approximate fair value due to their short-term maturity or capacity of prompt liquidation.

REPORT OF BOARD CHAIR 2008

In 2006 our Board adopted an ambitious Strategic Plan for the 2006 – 2008 period and I would hope that this Annual Report gives the reader and the public in general an overview of the Board's initiatives and focus over the past year in meeting the goals and objectives of that Strategic Plan.

The goals and objective set for 2006 – 2008 are as follows:

Goals and Objectives

1.0 OPTIMIZE THE PRACTICE OF PHARMACY TO ENHANCE PATIENT CARE

- 1.1 Define the Role of Pharmacy Technicians
- 1.2 Pursue collaborative prescribing authority
- 1.3 Raise awareness of Pharmacists and the Public on Patient Safety Issues
- 1.4 Develop Standards of Practice for Pharmacy Network

2.0 GUIDE AND DIRECT CONTINUOUS PROFESSIONAL DEVELOPMENT OF PHARMACISTS AND OTHERS INVOLVED IN THE PRACTICE OF PHARMACY

- 2.1 Establish priorities for Professional Practice Committee
- 2.2 Communicate and consult with pharmacists regarding changes impacting the profession
- 2.3 Review and develop regulations relating to Pharmacy Students
- 2.4 Engage in national initiatives related to pharmacy technicians
- 2.5 Promote pharmacists' involvement in Board and NLPB Committees

3.0 ENSURE ONGOING EVALUATION FOR THE IMPROVEMENT OF POLICY AND PRACTICES

- 3.1 Complete transition of self-reporting for Professional Development and review learning portfolio process
- 3.2 Review and assess Board requirements for Practice Experience for Licensing
- 3.3 Review and Update Inspection Process
- 3.4 Endorse and promote research activities to enhance practice and policy
- 3.5 Review and Assess CE Requirements
- 3.6 Review and Assess Licensing Exam (to ensure QA and reflect practice)
- 3.7 Develop and Implement a Self-Evaluation Process for the Board

4.0 PROMOTE AND ADVANCE THE PROFESSION THROUGH COLLABORATING AND BUILDING PARTNERSHIPS WITH VESTED PARTIES

- 4.1 Liaise and interact with government and regional health authorities to ensure the involvement of the Board in all relevant health issues
- 4.2 Participate with other provincial regulatory authorities, advocacy groups, education institutions and student organizations
- 4.3 Ensure a process of adequate and timely communication regarding public health issues

5.0 REGULATE AND GOVERN THE PROFESSION IN A MANNER WHICH ASSURES THE PUBLIC OF PROFICIENCY AND COMPETENCY IN PHARMACY PRACTICE

- 5.1 Evaluate and Establish Priorities
- 5.2 Revise constating documents as required to reflect changes in pharmacy Regulations (i.e., Act & Regulations, Standards of Practice, By-Laws)
- 5.3 Develop and implement a process to make the public(s) aware of the impact of regulatory changes
- 5.4 Determine Board Governance in accordance with the Act for implementation by the NLPB

REPORT OF BOARD CHAIR 2008

The more day to day activities of the Board relating to the licensing of pharmacists and pharmacies, the monitoring of compliance with standards of practice, dealing with requests for information, or dealing with complaints related to pharmacy practice will always remain a significant component of the core activities of the Board. However, a considerable amount of time this past year has been spent in dealing with the objectives set out in the Strategic Plan, with an increased emphasis being placed on professional practice issues.

It continues to be the desire of our Board to ensure that the practice of pharmacy in our province is consistent with recognized standards of professional practice across the country, and that pharmacists in this province remain engaged with the new developments occurring in the profession on the broader national and international scene.

There will be significant challenges to our Board in the future, particularly with respect to the need to update the Pharmacy Regulation and Board By-laws, the need to implement regulations governing pharmacy technicians in this province, and the regulatory provisions that must be put in place in the very near future to facilitate the implementation of the provincial Pharmacy Network. The Board will also have to address the resources that we need to ensure that these, and the other on-going responsibilities of the Board, are dealt with in a competent and timely manner.

An educational program for pharmacists and pharmacy personnel to adequately train them in their responsibilities with respect to the recently adopted *Privacy of Health Information Act* will be a particular challenge to our Board.

More specific details on the activities of the Board and its Committees are given in later sections of this Annual Report.

On an operational level the Board has made a significant investment this past year into upgrading our computer system, web site, and internal networking capability. This upgrading includes the installation of a completely new and more robust register database (which also happens to be completely compatible with the systems in place in Nova Scotia, and New Brunswick).

Our Professional Practice Committee is very active and I wish to extend my sincere thanks to all its members. We are very fortunate to have pharmacists willing to give their time and expertise to the Board on our many committees, and on behalf of the Board I want to extend my sincere thanks to all committee members.

My sincere thanks for their help and direction to my fellow Board members, to the Board staff, and to the many pharmacists who have come forward with their thoughts and opinions. Your input was well appreciated.

REPORT OF BOARD CHAIR 2008

This has been a particularly challenging year to me, as a ministerial lay appointee to the Board. I have enjoyed the challenge of being the first lay-person to chair the Board and I very much appreciate the confidence that my fellow Board members have shown in me by electing me to this position.

Respectfully submitted,

Donald Mifflin
Chair, NLPB

SECRETARY'S REGISTRAR'S REPORT

Chairman Don and Members of the Board:

I am pleased to present to you my fifteenth annual report as Secretary-Registrar.

The Pharmacy Board staff is responsible for the day-to-day implementation of the policies and priorities established by the Board and the Executive Committee. Our staff has responsibility for administering the statutory obligations of the Board such as registration, licensing, standards of practice and the investigation and processing of complaints. It also provides administrative support to the various Committees of the Board.

Since the last Annual General Meeting, in addition to administering the normal responsibilities of the Board, our office has endeavoured to implement the Strategic Plan adopted by the board.

Registration and Licensing:

The Registration and Licensing Committee's Terms of Reference include making recommendations to the Board regarding the Standards of Practice for Continuing Pharmacy Education, accreditation of CE programs and the implementation and operation of a program of Continuing Professional Development. The Committee also functions as the Board of Examiners and oversees the Registration Examinations.

During the past year the Committee further refined the process begun in 2006 by which pharmacists themselves document and record continuing education or professional development activities. (These refinements were made based on the experience gained the previous year's first full year of operation under the new system, and the information gathered from the auditing of Learning Portfolios and direct feedback from pharmacists. Zone meetings across the province this past year included an educational program for pharmacists that reviewed the new continuing professional development process and the lessons learned from its first year of operation

In 2008 a total of 169 pharmacists were selected for auditing of their CPD activities in 2007. 120 were selected at random, while a further 49 were selected based on triggers related to the Professional Development Log submitted with their licence renewal application for 2008, or as follow-up to the 2007 audit process. Of these pharmacists, 164 submitted the required documentation for auditing and upon the first review by the committee (a process that took five days) 136 were found to be acceptable. 28 required further clarification, and 5 had not submitted the required documentation. After the second meeting of the committee 5 pharmacists were asked to provide even further clarification and eventually all were compliant with the requirements, except for 2 who were referred to the Complaints Authorization Committee for failure to provide the required documentation. These two pharmacists have subsequently complied with the requirements and avoided suspension of their licence to practise. (Potential suspension because of failure to maintain Standards of Practice had been authorized by the Board if compliance was not forthcoming.)

Much valuable information was gained from this audit process, including feedback and comments from the pharmacists involved. The lessons learned enabled the committee to propose changes to the program and documentation forms for future years. Further refinements were recommended to the Board for consideration and approval at its June 14, 2008 meeting.

The registration of new pharmacy graduates usually takes place in the first week of July, after the results of the PEBC Examinations have been released and the graduates practice experience requirements have been completed. This year 14 MUN graduates (of a class of 17) wrote our Registration Examination. All were successful and it is

SECRETARY'S REGISTRAR'S REPORT

expected that they will register with the Board as pharmacists within the first weeks of July. This year's class of 17 (of an initial class of 20) marks the first class graduating under the new curriculum of MUN's School of Pharmacy. In future years an annual class complement of 40 will be accepted for admission.

It continues to be a concern that we are just holding our own, or experiencing a minimal increase, in the number of practising pharmacists in the province, particularly at a time when the number of prescriptions filled in the province continues to increase. It is also a cause of concern that our hospital pharmacies continue to experience difficulties in recruiting and retaining a sufficient number of pharmacists to offer the expanded clinical pharmacy services that are now expected in the hospital pharmacy setting.

Inspections:

Arlene Crane, our Deputy Registrar, continues as a 4/5th appointment. However, in actual fact she is serving the Board full time and even then finds it difficult to deal with all the issues that need attention. Arlene's duties, besides conducting regular pharmacy visits and inspections, includes coordinating the complaints and discipline process, and acting as the professional coordinator for various Board committees, particularly with respect to professional practice issues and continuing professional development initiatives. Seumas Gibbons remains our Assistant Registrar for the west coast and for hospital pharmacy issues and we very much value his continued service, advice and availability to pharmacists in the western portion of the province.

As in the past, our Deputy and Assistant Registrars' visits to pharmacies have included regular inspections, follow-up inspections, pre-opening inspections, change of location inspections, and visits related to store closures or destruction of Narcotic and Controlled drugs. They are also called upon from time to time to assist in the investigation of complaints that are received by the Board.

Besides ensuring compliance with Standards of Practice and Operations with respect to documentation and record keeping, visits by our Deputy and Assistant Registrars now place more and more emphasis on the establishment and documentation of policies and procedures in pharmacies to ensure quality of patient care and the reduction as much as possible of risk of medication errors. Inspections of pharmacies also pay more attention to professional practice issues, review of narcotic and controlled drug audits, and the documentation required under legislation. We also rely on the visits to pharmacies by the Deputy and Assistant Registrars to provide direct feedback and input from pharmacists in the actual day to day practice of pharmacy.

Much work has also been done in the past year to revise the inspection criteria and documentation forms used to evaluate community and hospital pharmacies. The introduction of a pre-inspection self-assessment process that is conducted by the Pharmacist-in-Charge of the pharmacy has helped facilitate the inspection process, and also made the Pharmacist-in-Charge more directly aware of the changed focus of the inspection process. Our Deputy and Assistant Registrars gain valuable information, collaboration and experience from their counterparts across the country through participation at the Canadian Pharmacy Inspectors Symposium.

Complaints and Discipline:

Since our last annual meeting the Board has received 3 informal (verbal phone calls) allegations against pharmacists that were not followed by formal complaints. These allegations included:

- A prescription mislabelling error (with respect to the physician's name), which also resulted in an erroneous record being submitted to the patient's insurance.
- An error in reading a prescription, resulting in the wrong drug being dispensed to the patient.

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- An allegation that broken and crushed tablets, in a crushed vial, had been dispensed to a patient (the drug in question was a benzodiazepine) and the pharmacist would not replace the damaged tablets. (The pharmacist was directed by the physician not to replace the tablets until the patient first visited the physician.)

The Board also received 18 formal (written) allegations against pharmacists or pharmacies, which have been processed by the Complaints Authorization Committee (CAC). These allegations included:

- An allegation that a pharmacist had publicly embarrassed a patient's wife refusing to provide a receipt that indicated the total price of the prescription (needed for insurance purposes) and implying that the woman was defrauding her insurance program. The CAC found there was conduct deserving of sanction and cautioned that the pharmacist should have been more understanding of the patient's situation and used greater professional judgement when attempting to deal with the patient's concerns; that the patient has a right to privacy and confidentiality when any issues related to their prescriptions are being discussed; and that a pharmacist has a responsibility to respect the dignity of the patient.
- An allegation that a pharmacist dispensed otic (ear) drops to a patient when ophthalmic (eye) drops had been prescribed. (Investigation indicated that the manufacturer had never made a separate ophthalmic drop, that only an ophthalmic/otic combination drop, that the ophthalmic/otic combination drop had been discontinued by the manufacturer, and that only otic drops are currently available.) The CAC found that conduct deserving of sanction had occurred. A letter was sent to the pharmacists involved with this prescription that cautioned them to be more cautious in the supervision of pharmacy technicians and in the checking of all prescriptions, particularly when the manufacturer's original labelling may be obscured by the pharmacy labelling. A warning to all pharmacists about this issue was also included in the next edition of the Board's newsletter *The Apothecary*.
- An allegation from the Registration and Licensing Committee that a pharmacist had failed to meet the applicable Standards of Practice in that the pharmacist had not submitted required documentation of continuing professional development over the 2006 calendar year. Upon the recommendation of the CAC, the Board suspended the pharmacist's licence to practice until acceptable documentation of the required CPD had been submitted to the Committee.
- An allegation that prescriptions for asthma inhalers had been refilled on more than one occasion at a pharmacy, without the request of the patient, and without the patient having received the inhalers. (The investigation also indicated that in two cases the refills had not been authorized by the physician.) This complaint was referred to the disciplinary panel for a hearing. The disciplinary panel ruled that both of the pharmacist involved in this issue were guilty of professional misconduct and conduct deserving of sanction. A hearing to determine the penalties to be imposed is expected in the near future.
- Two separate allegations from patients were received concerning problems with transferring of prescriptions from one pharmacy to another, at the request of the patients. The CAC found that, in both cases, there were not reasonable grounds to believe the pharmacist had engaged in conduct deserving of sanction and therefore dismissed both allegations. However it was suggested that the pharmacists involved in both sides of this issue review the Board's Code of Ethics, particularly the statement that, "Pharmacists maintain professional relationships with colleagues and ensure patients' needs are met when supplying colleagues with transfer copies of prescriptions, ...".
- Two separate allegations related to the opening of a new pharmacy alleging the pharmacist –in-charge had a conflict of interest and had entered into an agreement to restrict a patient's freedom of choice in selecting their pharmacy of choice. These allegations are currently being considered by the CAC.
- Two separate allegations that the pharmacist-in-charge of a pharmacy had violated the Board's Standard of

SECRETARY'S REGISTRAR'S REPORT

- Practice on advertising and violated the advertising guidelines. These allegations are currently being considered by the CAC.
- An allegation from the Audit and Claims Integrity division of the Department of Health and Community Services that multiple claims for prescriptions filled at a pharmacy, upon audit, indicate there may be issues of failing to abide by certain federal or provincial regulations related to the practice of pharmacy. This allegation is currently under investigation by the CAC prior to consideration by the panel.
- An allegation from the Audit and Claims Integrity division of the Department of Health and Community Services that multiple claims for prescriptions filled at a second pharmacy, upon audit, indicate there may be issues of failing to abide by certain federal or provincial regulations related to the practice of pharmacy. This allegation is currently under investigation by the CAC prior to consideration by the panel.
- An allegation that a manufacturer's shortage of availability of her medication was not handled properly by the pharmacists involved. The CAC felt that this was more a customer service issue than a professional practice issue. It found that there were not reasonable grounds to believe that the pharmacist had engaged in conduct deserving of sanction and therefore dismissed the allegation.
- An allegation that a patient had been dispensed a prescription for methotrexate with directions that it should be taken once a day, instead of once a week, resulting in the patient being admitted to hospital. (Information received indicated that the prescription was dispensed as written by the prescribing physician.) At the time of writing this report, this allegation is about to be presented to the CAC.
- An allegation that a patient had been dispensed a prescription for a narcotic pain reliever in a strength half of what had been prescribed, resulting in a failure of control of the patient's chronic pain and admission to hospital (for observation). At the time of writing this report, this allegation is about to be presented to the CAC.
- An allegation was lodged by the Secretary-Registrar that a pharmacist had failed to comply with previously agreed upon random urine testing. (See also the following allegation about this same pharmacist.)
- An allegation was received from a pharmacist's employer that the pharmacist may have been practising with the smell of alcohol on the pharmacist's breath; and that the pharmacist had been suspended by the employer for admitted diversion of alcohol products. As a result of the CAC's recommendations with respect to this allegation, and the previously cited allegation from the Secretary-Registrar, the Board suspended the licence to practice of this pharmacist pending a hearing of the disciplinary panel into these two complaints.

Legislative Committee and Professional Practice Committee:

Revisions to the Drug Schedules in this province were made by the Minister on February 27, 2008, based upon the recommendations of our Board, which in turn are based on recommendations of the National Drug Scheduling Advisory Committee.

A comprehensive review and revision of the current *Pharmacy Regulations* and *Board Bylaws* has been underway over the past year, in consultation with officials of the department of Health and Community Services, and a first draft of proposed amendments has been presented to the Board by the Legislative Committee.

Particular attention has been paid to the development of regulations related to the delegation of certain pharmacist's functions to pharmacy technicians. The draft regulations mentioned above include regulations related to the use of pharmacy technicians in our province. At the same time significant work is being done on the national level to reach a consensus on the regulation of pharmacy technicians, and to develop national model underlying standards that will be needed to implement such a consensus. It should be noted that the growing consensus, led by the larger provinces of Ontario, Alberta and British Columbia, is in the direction of registration of pharmacy technicians under

SECRETARY'S REGISTRAR'S REPORT

the Pharmacy Act (or equivalent legislation in different provinces) and the establishment of set scopes of practice for pharmacy technicians that can be practised under their own authority and responsibility. Our Board will need to review its policy with respect to the regulation of pharmacy technicians and consider where it stands in comparison to the approaches being developed in other provinces.

A number of Standards of Practice, Guidelines and Board Policies were reviewed during the past year respecting a number of facets of pharmacy practice as a part of the Board's strategic plan. These include:

- Standards of Practice related to the Schedule of Required or Recommended Reference Materials were further updated,
- Standards of Practice related to mandatory continuing pharmacy education (now commonly referred to as continuing professional development) were revised, including provision for computerized recording of CPD activities,
- Updated language proficiency requirements for registration, based on the revised NAPRA model standards, were adopted,
- A model Competency Statement for pharmacy technicians, based on the new NAPRA model was adopted,
- Updated Standards of Practice for Hospital Pharmacies were adopted,
- Policies were adopted or updated regarding:
 - o Dispensing of narcotics (recommended maximum quantities)
 - o Dispensing buprenorphine
 - o On-line access for pharmacies
 - o Professional liability insurance for pharmacists
 - o Registration as a Pharmacy Student
 - o Practice Experience requirements for registration as a pharmacist
 - o Requirements for registration as a pharmacist by all applicants
 - o Re-licensing of pharmacists who have been out of practice for extended periods

Over this past year our Board has been involved, through its membership and participation in the National Association of Pharmacy Regulatory Authorities (NAPRA), in a review of the Mutual Recognition Agreement entered into between most of the pharmacy regulatory bodies in Canada in April of 2000. Particular emphasis was placed on attempts to resolve the issues that have prevented Quebec and the northern territories from becoming a signatory to the agreement. It appears that accommodation of their positions can be reached and work is now being completed to draft revised wording to the agreement which will accomplish adoption by all pharmacy regulatory authorities in the country. Resolution of this issue is expected before the end of March 2009.

The Board has reached initial agreement in principle in discussions with the College of Physicians and Surgeons, the Newfoundland and Labrador Medical Association, the Association of Registered Nurses of Newfoundland and Labrador, and the Pharmaceutical Services Division of the Department of Health and Community Services concerning the development of regulations to permit the authorization of continuation of care prescriptions by pharmacists under certain circumstances. The next step in the process is to reach consensus on some of the more specific details, including liability issues and recognition of such prescriptions by third party insurers, and agreement on the most appropriate way to implement this consensus.

The issue of "pharmacist prescribing" is becoming a higher priority in more and more provinces, in a number of cases at the instigation of the provincial Department of Health. It will be necessary over the coming year for our Board to

SECRETARY'S REGISTRAR'S REPORT

consider its position on pharmacist prescribing and where we stand in relation to regulation of pharmacy scope of practice in other provinces.

School of Pharmacy

The School of Pharmacy at Memorial University is an invaluable partner to the Board and collaboration between the School and our Board continues to be essential to both partners. Dr. Linda Hensman, Director of the School of Pharmacy has attended Council/Board meetings in an observer status, even before her election to the Board. Since January of 2008, when Dr. Hensman began a year of sabbatical leave, Dr. Deborah Kelly has been Acting Director of the School of Pharmacy and has attended Board meetings in an observer status. Ashling O'Mahony has represented Memorial University Pharmacy Students as an observer at Board meetings since September of last year.

Our Board and the School of Pharmacy jointly operates the practical experience program for students and interns through the Joint Committee on Structured Practice Experience. Work by this committee over the past year included implementation of the revisions to the practice experience requirements for registration and the development of a revised student/intern evaluation form for the use of preceptors.

Our Board has representation on various School of Pharmacy committees, including the Academic Council, the Program Evaluation Committee, and the Admissions Committee and has committed to providing the School of Pharmacy whatever support it can give. We also very much appreciate the continuing support that the faculty and staff of the School of Pharmacy have provided to our Board and its committees during this past year. Without this commitment and support the capabilities and effectiveness of our Committees would be greatly diminished.

Other External Partnering:

The Board places great importance on its contact and relations with other health care professions and agencies in fulfilling its responsibilities to protect the public interest in all matters related to the sale of drugs and the practice of pharmacy. Pharmacists must play a more active role through formal, as well as informal, consultation and participation on committees and other working groups.

The Board continues to work towards increasing collaboration with the Pharmacists' Association of Newfoundland and Labrador (PANL), and with the local branch of the Canadian Society of Hospital Pharmacists (CSHP), to encourage pharmacist input into the work of the Board.

Over the past year the NLPB has been involved with professional affairs at the national and regional level through its involvement with and representation at the National Association of Pharmacy Regulatory Authorities (NAPRA), the Council of Pharmacy Registrars of Canada (CPRC), the Pharmacy Examining Board of Canada (PEBC), the Canadian Council on Continuing Education in Pharmacy (CCCEP), the Canadian Pharmacists Association (CPhA) and other national bodies. This keeps us in contact with the happenings in other provinces and allows us input into national initiatives as well as being able to gather advice from our counterparts across the country. The Board regularly participates in regulatory discussions between various agencies of Health Canada and provincial pharmacy regulators and other health care stakeholders.

Our Board has been active in collaborating with the Canadian Institute for Health Information (CIHI) on the development of a Health Human Resources Database Development Project – Pharmacist Database. Our Board has entered into an agreement to provide CIHI with anonymized data on the number of pharmacists practising in the

SECRETARY'S REGISTRAR'S REPORT

province and demographic information about those pharmacists. As a part of this project CIHI has cost shared the implementation of upgrading of the Board's membership database hardware and software.

The most significant external partnering that the Board has been involved with over the past year has been the work and consultation that we have been involved in with the Newfoundland and Labrador Centre for Health Information (NLCHI) in the development of a Pharmacy Network for this province. The projected deadline for implementation of the network is the end of February 2009 and significant activity has been taking place in recent months dealing with the finer details that must be resolved before testing and implementation. Our Board has been represented from the outset on the Clinical Advisory Group which has been dealing with the many specific issues that practitioners will be dealing with on a day to day basis as the network is implemented.

Our Board has had ongoing participation in advisory committees of the Newfoundland and Labrador Centre for Health Information and on the development and implementation of its Pharmacy Network project. We have been engaged in discussions with NLCHI concerning our role in the governance of the pharmacy network, and our role in providing up to date information about any changes to our pharmacist register to the NLCHI Provider Registry. We expect to sign a Letter of Understanding with NLCHI related to this issue in the near future.

The legislative basis for the Pharmacy Network is contained in the *Personal Health Information Act* (PHIA) which was recently passed in the provincial House of Assembly. A significant educational program for pharmacists about the PHIA and other specific of the Pharmacy Network will be necessary before the network can be successfully implemented.

As part of the Board's external relationships, we have a representative on various committees of the Department of Health and Community Services, such as the Interchangeable Drug Products Formulary Advisory Committee, the Methadone Advisory Committee, the Crystal Meth Task Force, the Tamper Resistant Prescription Pad Program Advisory Committee, the Nurse Practitioner Regulations Advisory Committee, the Pharmacy Affairs Committee and the Pharmacy Consultative Committee.

The Board also collaborates with representatives of the Royal Newfoundland Constabulary and the Royal Canadian Mounted Police to promote the valuable contribution that pharmacists can make to educating the public on drug abuse issues, and working collaboratively to address drug misuse and related crime.

Conclusion

It continues to be my pleasure to oversee the day-to-day operations of the Board offices and implementation of the Board's policies and initiatives. Special thanks go to our Board Chair, Donald Mifflin, for his time and energies in leading the Board over the past year. It is a significant milestone that Don is the first lay appointee to have served as Chair of the Board. He has devoted particular efforts to fulfil the duties of the Chair of the Board, given his status as a non-pharmacist.

We would again particularly extend our thanks and appreciation to our other ministerial appointee the Board, Eugene Toope who has given devoted service to the Board and its Finance Committee. The contribution made by lay members to our Board over the years has been very valuable and positive and we very much value the insight that they provide to the Board discussions and decisions.

SECRETARY'S REGISTRAR'S REPORT

I would also note that Jerry Young will be completing his three year term of office at the end of this year's Annual Meeting. We thank Jerry for his contribution and service to the Board and the Executive Committee and for his past service as Chair of the Board.

Our Board has been very well served again this past year by our office support staff. The issues faced by our board seem to grow every year and dealing with these issues has been particularly challenging this past year as we adjust to the changes in staffing at the office and the increasing focus on professional practice issues. Our Executive Assistant, Veronica Harvey, has provided dedicated and professional service, which has been very much appreciated. Without this dedication our office would not have been able to function effectively. With all sincerity, I thank her for her efforts over the past year.

We also owe a debt of gratitude to the many pharmacists who have served the Board's various committees over the past year. Without the involvement of these committee members the Board would lose an important grounding in the day-to-day reality of pharmacy practice. The involvement and insight of more pharmacists at the committee level is vitally important and is a goal that we are pursuing more vigorously.

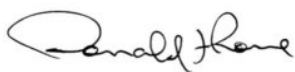
While Joan O'Mara has retired from work at the office, she continues to be intimately involved with the Apothecary Hall Trust and the operation of the James J. O'Mara Pharmacy Museum. She is a veritable walking encyclopaedia of NPhA history, and a human database of registration history. Her continued contribution to the profession is very much appreciated.

Special recognition must be given to the efforts and energy displayed by Sandra Carey as Chair of our Professional Practice Committee. Despite her incredible workload from involvement on the national level through her role as current President of the National Association of Pharmacy Regulatory Authorities and involvement with the Pharmacy Examining Board of Canada, she has devoted an exceptional amount of time to our Professional Practice Committee. We can not thank her enough for her contribution.

Melanie Healey has been used on an hourly contractual consulting basis on a number of issues over the past year, ranging from development and maintenance of the Board's website to preparing background and draft documents relating to a number of objectives the Board is working on. Melanie's thorough, efficient and organized approach to her work has enabled us to move these projects forward and to attain the goals set in our strategic plan to a far greater extent than we could have done on our own. We thank Melanie for her excellent work.

Finally, I cannot conclude my report without offering my sincere thanks to the Deputy Registrar, Arlene Crane, for the exceptional dedication and enthusiasm that she has given to her service to the Board again over the past year. While officially her position is a part time one, her service has been overtime. A significant amount of the success achieved by our Board over the past year has been as a result of Arlene's activities. I can not thank her enough for the assistance she has provided to me as Secretary-Registrar.

Respectfully submitted,



Donald F. Rowe, Secretary-Registrar
June 10, 2008

SECRETARY'S REGISTRAR'S REPORT

STATISTICAL SUMMARY

	2000	2001	2002	2003	2004	2005	*As of June 10, 2008		
							2006	2007	2008*
Community Pharmacists	375	364	385	395	390	381	388	374	379
Hospital Pharmacists	78	77	77	82	85	84	82	85	86
Part Time & Relief Pharmacists	32	39	49	37	52	49	52	65	52
Administration Pharmacists	20	21	24	25	25	24	25	30	29
Honorary Pharmacists				6	7	9	8	7	7
Wholesale Pharmacists	6	6	4	2	2	2	2	1	2
Out of Province Pharmacists	12	12	19	15	13	11	6	7	7
Total Practicing Pharmacists	523	523	526	558	564	574	558	563	562
Non Practicing Pharmacists	39	33	36	27	26	23	31	19	20
Honorary Non Practicing Pharmacists		-	-	-	8	9	8	9	10
Total Membership (includes Honorary Members)	562 (11)	559 (12)	594 (14)	597 (13)	608 (15)	592 (18)	602 (16)	597 (16)	592 (17)
Total Number of Community Pharmacies:								185	187
Total Number of Hospital Pharmacies:								15	15

Members, or former members, deceased since last Annual Report:

David Goudie
Ernest Kelly

William O'Mara
John Young

New Licences Issued for Community Pharmacies (since last report)

*GB-362 Labrador Pharmachoice, Goose Bay (27 October 2007)
 *CB-363 Lawton's Drugs, Church Street, Corner Brook (29 July 2007)
 *SJ-365 Lawton's Drugs, 69 Elizabeth Ave., St. John's. (03 December 2007)
 *SJ-366 Shoppers Drug Mart, 204 Freshwater Rd., St. John's. (30 December 2007)
 *MP-367 Shoppers Drug Mart, 18 Gibson Dr., Mt. Pearl (30 December 2007)
 *BF-368 Shoppers Drug Mart, Helen Tulk Drive, Bishop's Falls (27 January 2008)
 CB-369 Downtown Pharmachoice, Herald Avenue, Corner Brook (18 February 2008)
 *BV-370 Shoppers Drug Mart, Baie Verte (27 January 2008)
 *LS-371 Shoppers Drug Mart, La Scie (27 January 2008)
 SJ-372 One to One Pharmachoice, Village Mall, St. John's (01 March 2008)
 *CB-373 Shoppers Drug Mart, West Street, Corner Brook (24 February 2008)
 *HG-374 Sinyard's Pharmacy, Harbour Grace (15 March 2008)
 *WV-375 Shoppers Drug Mart, Wesleyville (23 March 2008)
 PA-376 Octagon Pharmachoice, Paradise (12 June 2008)

Licences Terminated for Community Pharmacies (since last report)

*CB-128 West Coast Dispensary, Corner Brook (28 July 2008)
 *SJ-085 Parkdale Pharmacy, Elizabeth Ave., St. John's (02 December 2007)
 *SJ-096 Shoppers Drug Mart, 204 Freshwater Rd., St. John's (29 December 2007)
 *HG-105 Sinyard's Pharmacy, Harbour Grace (14 March 2008)
 *GA-269 Shoppers Drug Mart, Airport Blvd., Gander. (11 June 2008)
 *BF-343 Shoppers Drug Mart, Bishop's Falls (26 January 2008)
 *LS-063 Shoppers Drug Mart, La Scie (26 January 2008)
 *WV-351 Shoppers Drug Mart, Wesleyville (22 March 2008)
 *CB-352 Shoppers Drug Mart, Corner Brook (23 February 2008)
 *BV-003 Shoppers Drug Mart, Baie Verte (26 January 2008)
 *MP-334 Shoppers Drug Mart, Gibson Dr., Mt. Pearl (29 December 2007)

Note: In the foregoing list of new licences issued, and licences terminated, entries marked with an "*" reflect the policy of NLPB Board that Business Licences are non-transferable, therefore, new business licences are issued when a change of ownership takes place and the original licence is terminated.

Hospital Pharmacies Closed (since last report): None

NLPB COMMITTEES 2007-2008

**COMPLAINTS AUTHORIZATION
COMMITTEE**

Current Board Members
Don Mifflin – Chair

**JOINT COMMITTEE ON
STRUCTURED
PRACTICE EXPERIENCE**

Darlene Mansfield
Randy McFadyen

FINANCE COMMITTEE

Linda Hensman, Chair
Sandra Carey
Roy Green
Eugene Toope

DISCIPLINARY PANEL

Bernd Staeben (Chair)
Colleen Abbott-Hibbs
Mike Batt
Janice Chalker
Barry Downey
Walter Fleming
Jeff Fost
Stephen Gillingham
Denise O'Brien
Ron Pomeroy
Wanda Spurrell

Ministerial Appointments
Kathy Ann Cormier
Nicholas F. Hurley

Alternates
Connie Burt
Cyril Daley
Bill Simmons

LEGISLATIVE COMMITTEE

Jerry Young, Chair
Derrick Hierlihy, Co-Chair
Carson Collins
David Galway
Brian Healy
Keith Hogan
Seumas Gibbons
Susan Gillingham
Trent White

REGISTRATION AND LICENSING COMMITTEE

Don Hillier, Chair
Darren Bursey
Jason Druken
Lynn Hartery
Melanie Healey
Dr. Debbie Kelly

Mike LeBlanc
Derek Long
Kraig Manuel
Gerald Peckham
Dr. Leslie Phillips
Jason Ryan

Barbara Scaplen
Heather Seeley
Barbara Thomas
Secretary-Registrar (or designate)

PROFESSIONAL PRACTICE COMMITTEE

Sandra Carey (Chair)
Keith Bailey
Connie Burt
Carson Collins
John Downton
Jason Druken
Rod Forsey
Steve Gillingham

Susan Gillingham
Derrick Hierlihy
Joanne Howlett
Perry Humphries
Norman Lace
Tracey O'Neill
Geraldine Osmond

Angie Payne
Margot Priddle
Patrick Ryan
Patricia Spurrell
Christina Tulk
Ken Walsh
Terry Walsh