

MINUTES
For Council Meeting
ALBERTA COLLEGE OF PHARMACISTS
Thursday, April 8, 2010, 8:30 am – 4:35 pm
Western Room, Lower Mezzanine Canadian Western Bank Building
10303 Jasper Avenue Edmonton, AB

1. Introduction

1.1. Call to Order - President Merv Bashforth welcomed everyone and called the meeting to order at 8:30 am.

1.2. Roll Call

Registrar Eberhart called the roll and identified the following members of council in attendance:

- District 1 - Wilson Gemmill
- District 2 - Wayne Smith (left at 3:25 p.m.)
- District 2 - Rick Siemens (Past President)
- District 3 - Chelsey Cabaj
- District 5 - Anjli Acharya (Vice President)
- District 5 - Kaye Andrews
- District 5 - Donna Galvin (President Elect)
- District 6 - Merv Bashforth (President)
- Vi Becker (Public Member)
- Pat Matusko (Public Member)
- Joan Pitfield (Public Member)
- Robin Burns (Pharmacy Technician) - Observer
- Teresa Hennessey (Pharmacy Technician) - Observer
- Kelly Olstad – Council Member –elect -Observer
- Ahmed Metwally – Council Member-elect Observer

Regrets:

- Dianne Donnan – District 3
- Krystal Wynnyk – District 3
 - One council seat in District 3 – vacant
- Dr. James Kehrer (Dean) – Ex-officio
- Tim Leung (APSA President) – Ex-officio

Also in attendance:

- Greg Eberhart - Registrar
- Dale Cooney – Deputy Registrar (8:30 a.m. – 12:30 p.m.)
- Lynn Paulitsch – Business Manager
- Darcey-Lynn Marc – Facilitator (8:30 a.m. – 10:00 a.m.)
- Karen Mills – Communications Leader
- Rachel Schofield – Executive Assistant
- Jeff Whissell (1:00 p.m. – 3:25 p.m.)

1.3. Invocation – Anjli Acharya read the invocation.

1.4. Adoption of the Agenda

1.4.1. Additions to the Agenda

1.4.1.1. Re-appointment of Pat Matusko for an additional 3 year term to council.

1.4.1.2. Appointment of Inspectors pursuant to s3.1 of the *Health Professions Act*.

Note: the additions to the agenda were considered under agenda number 2.6

MOTION: The agenda be adopted as amended.

Moved by **Kaye Andrews**/Seconded by **Donna Galvin**/CARRIED

1.5 Minutes from Previous Meetings

1.5.1 Council Meeting – December 3, 2009

Amendments:

Page 5 first paragraph - change “on accordance” to “in accordance.”

Page 5 – first bullet under “Policies to Support Technicians” – change “contemplate” to “consider”.

Page 6– first bullet “ACP dies” should be changed to “ACP does”.

MOTION: That the minutes be adopted as amended.

Moved by **Anjali Acharya**/Seconded by **Vi Becker**/CARRIED

1.6 Disposition of Directives

The disposition of directives was provided for information. President Bashforth invited questions; however, none arose.

1.7 In Camera - NIL

2. Governance

2.1 ENDS Policies and Reports

2.1.1 ACP’s Strategic Direction

Darcey-Lynn Marc led council in a “rapid-response” review of DRAFT measures proposed to guide council, in its strategic direction. The measures are to provide council a “dashboard” to guide the journey to fulfilling the vision via the critical success factors and the strategic objectives that council previously approved. It is important that the measures be considered as a package, and not in isolation of one and other, as it is believed that all are important to a successful journey. The goal of the “rapid-response” discussion was to receive preliminary intuitive responses as to whether the measures were:

- On the “right track”; and,
- Where further clarity was required.

The purpose of the discussion was not to determine how data to support the measures might be collected, or to set targets. These will each require further discussion in the future.

2.1.2 Mega-END and Policy E-1 Quality Patient Care – Annual Report-2009/10

Council members were provided a “blue-line” copy of the annual report. The annual report outlines the activities and successes of ACP during the 2009/10 council years, reporting until the end of February 2010. The annual report includes reporting required through the Health Professions Act and addresses the Mega-End policy of council. A motion was sought from council to approve the report, in order to proceed to publication.

Question arose about the statements in the second paragraph of the right hand column of page 15 of the report about incapacity. Council members’ attention was brought to the footnote at the bottom of the page, and it was clarified that the first sentence and the second sentence applied to different sections of the legislation.

The Registrar was requested to review this paragraph to either reformat for clarity, and to determine whether the degree of specificity provided through the second sentence was necessary.

Council members were invited to share editorial/grammatical edits with Communications Leader Karen Mills after the meeting, so long as they did not impact the content of the report.

MOTION: To approve annual report as amended.
Moved by **Anjali Acharya**/Seconded by **Joan Pitfield**/CARRIED

2.2 Executive Limitation Policies and Reports

2.2.1 Policy EL-4 Financial Condition – Internal Financial Report

Lynn Paulitsch, Business Manager presented the internal financial report and statement of variances and welcomed questions from council.

MOTION: To approve internal financial reports as presented.
Moved by **Chelsey Cabaj**/Seconded by **Vi Becker**/CARRIED

2.2.2 Policy EL-4 Financial Condition – External Financial Report

John Stelter and Robyn Eeson of KPMG presented the External Audit Report to council at 3:05 p.m.

MOTION: To accept the external audited financial report for the fiscal year ending December 31, 2009.
Moved by **Wilson Gemmill**/Seconded by **Anjali Acharya**/CARRIED

Note: All administrative team members including *Registrar Eberhart, Lynn Paulitsch, Karen Mills and Rachel Schofield excused themselves for this presentation.*

2.3 Governance Policy Review and Amendments - NIL

2.4 Council-Registrar Policies NIL

2.5 Ownership Linkage - NIL

2.6 Appointments

2.6.1 Hearings Director

MOTION: That Margaret Morley be appointed as Hearings Director.

Moved by **Anjli Acharya**/Seconded by **Kaye Andrews**/CARRIED

2.6.2

MOTION: That ACP recommend to the Minister of Health and Wellness that Pat Matusko be reappointed for a second three year term.

Moved by **Wayne Smith**/Seconded **Joan Pitfield**/CARRIED

Abstained: Pat Matusko

2.6.3

MOTION: That Randy Frohlich and Vic Kalinka be appointed as inspectors for the purposes of section 3.1 of the *Health Professions Act*.

Moved **Donna Galvin**/Seconded **Kaye Andrews**/CARRIED

2.7 Committee Reports

2.7.1 Report from Nominating Committee

President Bashforth advised that the nominating committee had a teleconference to discuss nominations for the Executive Committee for the 2010/11 council year. The committee is nominating Anjli Acharya for the position of President-Elect and Kaye Andrews for the position of Vice President. The bylaws provide for Donna Galvin to proceed to the position of President automatically.

The president called for additional nominations from the floor for each position three times. None were received

MOTION: That nominations cease.

Moved by **Wilson Gemmill**/Seconded by **Wayne Smith**/CARRIED

Officers of the Alberta College of Pharmacists for the 2010/2011 council year will be as follows:

- Donna Galvin – President
- Anjli Acharya – President-elect
- Kaye Andrews – Vice-President
- Merv Bashforth – Past-President

2.7.2 Report from Resolutions Committee

Donna Galvin, President of the Resolutions committee, advised that no resolutions were received, and therefore none would be presented at the annual general meeting.

2.7.3 Report from Competence Committee

2.7.3.1 Proposed Amendments to ACP's Competence Profile

Competence Director Roberta Stasyk introduced and provided background to the evolution and purpose of the competence profile. This was the first review of the statements since their inception and since pharmacists being granted an enhanced scope of practice. She indicated that the proposed revisions provided some reorganization and more detail about some statements to assist pharmacists determine and guide their learning needs. It was noted that communication and education will be necessary to enhance pharmacist uptake of the profile.

Council commended Roberta for the quality of the profile and the enhancements that the revisions provide.

MOTION: That the revised competence profile be approved.
Moved by **Donna Galvin**/Seconded by **Anjali Acharya**/CARRIED

2.7.3.2 Proposed Amendment to ACP's Policy on Granting Authorization to Administer Drugs by Injection

Undergraduate pharmacy students at the U of A will receive training about immunizations during their third year. Those wishing to take an additional tutorial (optional) addressing the physical skills necessary to perform injections will have completed training consistent with ACP's policy to qualify them to apply to the Registrar for authorization to perform injections after graduation.

MOTION: That ACP's policy on granting authorization to administer drugs by injection be amended to accommodate new pharmacist candidates graduating from the Faculty of Pharmacy and Pharmaceutical Sciences at the University of Alberta through the following:

- that effective July 1, 2010 new pharmacist candidates who have successfully completed the U of A Bachelor of Science in Pharmacy degree, as well as the optional injections training/skills assessment requirements be deemed to have "successfully completed the Council requirements for the administration of injections" (Pharmacist Profession Regulation, s.16(5)(a)) and thus allowed to apply for authorization to administer drugs by injection upon registration with the Alberta College of Pharmacists as clinical pharmacists, and
- that such candidates have an extended period up until December 31st of their year of graduation to apply to the Registrar for authorization to administer drugs by injection.

NOTE: the faculty will provide a “certificate of completion” to candidates who have completed the skills training tutorial.

Moved by **Wilson Gemmill**/Seconded by **Wayne Smith**/CARRIED

3. Legislated Responsibilities

3.1. Committee Reports

3.1.1. Investigating Committee Decisions - NIL

3.2 Provincial Legislation

3.2.1 Amendments to Pharmacists Profession Regulation

Registrar Eberhart referred council to the draft amendments included in the agenda. He sought council’s approval of the DRAFT amendments for the purpose of consultation. He indicated that there were at least three areas that have been identified where further amendment is necessary. As these are “drafting” issues as compared to policy issues, legal counsel has supported circulating the amendments in their current form for consultation. ACP will meet with AHW to try and resolve these during the consultation period.

Alberta Health and Wellness will conduct consultation for a period of approximately 45 days. Circulation will be provided to other colleges, interested employers and stakeholders, and pharmacy technician organizations.

A question arose as to why there was an age requirement. Registrar Eberhart responded that there had been speculation of the possibility that technician training be offered as part of some high school programs; therefore, an age of majority was introduced. This does exist in some other regulations.

MOTION: That council approves draft 4 of the amendments to the Pharmacists Profession Regulation for the purpose of consultation.

Moved by **Joan Pitfield**/Seconded by **Donna Galvin**/CARRIED

3.2.2 Amendments to the Standards for Pharmacist Practice

Registrar Eberhart and Deputy Registrar Cooney met with DynaLIFE_{DX} executives to discuss operational considerations important to implementing authority for pharmacists to order laboratory tests. DynaLIFE_{DX} leaders expressed support for pharmacists ordering laboratory tests. ACP and DynaLIFE_{DX} will develop a working group to address operational considerations, with a target of completing these prior to July 1, 2010.

There were a very limited number of responses received during the consultation about the proposed standards and guidelines. All responses were made available for council’s review, and the following highlight some of the more significant ones:

- The Canadian Medical Protective Agency asked ACP to consider whether pharmacists carried sufficient professional liability coverage. Pharmacists are required to carry a minimum of \$2M professional liability insurance.

It is not recommended that this be changed at this time, but rather, that ACP conduct a review of claims data where available, and benchmark with other pharmacy organizations to determine appropriate levels in the future.

- DynaLIFE_{DX} asked about limitations on laboratory samples that pharmacists would be ordering or taking, as arrangements for collection would be necessary. ACP has not contemplated pharmacists taking samples, albeit, this may be a discussion in the future. The priority for now will be affirming the tests that pharmacists will be able to order, and how results can be best communicated with them.
- A question arose about pharmacists conducting “point of care” testing, and the need for standards in this area. It is recommended that ACP defer this work as a separate project, as more research about the considerations for such standards is required.

Deputy registrar Cooney led council through the redline version of the proposed amendments to the standards and the guidelines. The following additional amendments were suggested:

- Guideline 4, bullet 2 – that the intent of this guideline be restated as a “positive statement”, rather than starting with “If a pharmacist is not competent...”
- Guideline 5 – Add the following preamble: “To prevent duplication...”

MOTION: That council approve the proposed amendments to the Standards for Pharmacists Practice and to the Guideline for Pharmacists Ordering Laboratory Tests and Using Laboratory Data.

Moved by **Anjali Acharya**/Seconded by **Donna Galvin**/CARRIED

3.2.3 Amendments to ACP Bylaws

Further to the preliminary direction provided at the December 2009 council meeting, council considered whether elections should be based on a provincial platform or regional districts. The outcome of this discussion further informed consideration as to whether elections for each position should be open to pharmacists and technicians, or whether pharmacists should be restricted to voting for pharmacists’ positions and technicians for technicians’ positions.

Council considered the analysis of options included with the agenda. While it was agreed that ACP had a provincial mandate, and that ACP policies were provincial in scope, some council members emphasized that it was important to receive regional input as the factors impacting patients, pharmacists, and technicians may vary regionally as a result of geography and health system considerations.

MOTION: That for the purpose of developing a discussion paper, that council recommend the continuation of regional representation for pharmacists and for pharmacy technicians.

Moved by **Wilson Gemmill**/Seconded by **Anjali Acharya**/CARRIED (Split vote 7 in favour/2 opposed)

It was determined that it would not be feasible to conduct elections where pharmacists and technicians voted for all positions, as with regional representation, election boundaries for technicians and pharmacists would likely differ. Further, there was agreement that there was some merit in maintaining autonomous elections between the professions, even though elected council members would provide leadership through a single council and one organization.

CONCENSUS: That the Registrar develop a discussion paper to be circulated to pharmacists and pharmacy technicians to seek their input prior to providing direction for the development of amendments to the Bylaws.

4. Consent Agenda

4.1 Report from the Registrar

Registrar Eberhart circulated a privileged memorandum from legal counsel (date April 7, 2010) to the council. He indicated that the subject of the memorandum would be discussed with council at its next meeting on May 14.

MOTION: To lift from the table discussion within the consent agenda about Netcare.

Moved by **Kaye Andrews**/Seconded by **Wilson Gemmill**/CARRIED

Council expressed concern that there was no apparent commitment from Alberta Health and Wellness to date to address the emerging IT needs of pharmacists. Not only has NETCARE not resourced the development of standards for pharmacy practice management systems, but it has now dissolved the former PIN Committee, under which pharmacist/pharmacy issues were once being addressed.

Council expressed its disappointment in the presentations from Steve Long and from Mark Brisson, Acting ADM/CIO Health System Performance and Information Management Division AHW, observing that the plans shared did not address pharmacy's needs or any commitment to invest in addressing these needs.

Council suggested that the following actions be considered:

- A letter should be drafted and addressed to the major pharmacy software vendors about our concerns with legacy pharmacy practice management systems and why they are an impediment to contemporary practices;
- A letter should be sent to the Pharmacy Transition Team, expressing similar concern and our lack of confidence in the transition report provided by Mr. Long;
- To investigate opportunities that might exist with other colleges of pharmacy and possibly Western Economic Diversification to find alternative solutions to these problems.

MOTION: That council approves the consent agenda as circulated.
Moved by **Donna Galvin**/Seconded by **Kaye Andrews**/CARRIED

5. Miscellaneous Business for Council's Consideration

5.1 Tri-Provincial Agreement

Registrar Eberhart introduced the proposed Tri-Provincial agreement. He advised that, pending the approval of the three provincial councils, a joint executive committee meeting is planned in Calgary on May 16th to sign the agreement.

Council welcomed this opportunity, particularly as it aligns with the initiatives of our provincial governments. This agreement has potential to create new opportunities that the colleges could not possibly address by themselves.

MOTION: That council supports ACP entering into the proposed Tri-Provincial agreement with the Saskatchewan College of Pharmacists and the College of Pharmacists of British Columbia.

Moved by **Wilson Gemmill**/Seconded **Pat Matusko**/CARRIED

5.2 Pharmacy Transition Team Progress Report – Steve Long, AHW

Steve Long provided council an overview of the pharmacy services compensation model that the transition team had reached consensus about, and alternatives for reimbursing pharmacist services that had been discussed. He indicated there was desire to move away from paying pharmacists solely for dispensing drugs.

The proposed pharmacy services compensation model identifies three service domains:

- Product focused services,
- Patient focused services, and
- Health system services.

It was noted that a detailed implementation plan was necessary, and that successful change required five key areas to be addressed:

- Compensation and related policies,
- Technology,
- Regulatory,
- Pharmacy workforce, and
- Communication.

Alternatives for reimbursement requiring further discussion include:

- Fee for service,
- Capitation,
- Pay for performance, and
- Pay for time.

Council members posed several questions of Mr. Long at the conclusion of his presentation. As the background information and the presentation did not provide a lot of details, council was unable to express its support for the concepts presented. However, several council members expressed grave concern that the

plan provided no insight or commitment about whether and how AHW was prepared to address the IT requirements of pharmacists. Despite IT requirements being identified within the key areas to be addressed, and despite being questioned by council, Mr. Long was not able to provide insight as to whether AHW was prepared to invest in addressing pharmacies' IT needs, even though this has been identified as a barrier to progress over and over again.

5.3 Provincial I-Plan – Mark Brisson, Acting Assistant Deputy Minister/CIO Health System Performance and Information Management Division AHW

Mark Brisson provided council a technical overview of AHW's I-PLAN for investing in information technology through to 2015. He indicated that the plan evolved from projects that are underway. Commencing in the spring of 2009, a review of all projects, committees, and the governance of NETCARE have been undertaken. Resulting from this has been the I-PLAN, a new governance structure, and new committee terms of reference.

It was noted that the I-PLAN does not demonstrate any initiatives committed to addressing pharmacy's IT needs. As a result, AHW has commissioned the Courtyard Group to develop two White papers on the IT Needs for Primary Care and the IT Needs for Pharmacy. These are to inform to where and how resources might be invested to address these needs in the future.

Mr. Brisson indicated that a patient portal was under development, the first phase to be available within the next year. The first phase will provide individuals a "confident" source of health information to assist them with lifestyle choices, and tools to assist them in managing their health conditions. Later versions will provide individuals access to their personal health information, and opportunity to add information to their personal health record, so that they can more actively participate in their care with their health providers.

Council posed similar questions to Mr. Brisson as they did to Mr. Long, expressing concern that pharmacists' IT needs were not being addressed by NETCARE. Concern was expressed that contrary to other providers, pharmacists had been mandated to upload dispensing events, yet their IT needs were not being addressed. Mr. Brisson expressed hope that the pharmacy White paper would assist in addressing these concerns.

5.4 AHS IT Investment Strategy – Bill Trafford VP AHS

Mr. Bill Trafford, Senior VP and Dr. Tim Graham, Senior Medical Director Informatics, with Alberta Health Services (AHS) provided council insight about the development of AHS's three year investment plan for IT. The plan was developed through multiple iterations with hundreds of health providers and leaders over the past year.

Mr. Trafford observed that historically Alberta has endeavored to develop IT solutions for healthcare based on old technologies. As a result, by the time technologies are implemented, system and practice needs have surpassed them.

Two key components of AHS's proposed strategy are the introduction of WEB 2.0 technology and the Integrated Clinical Care Record (ICCR). Web 2.0 technology will facilitate real time transmission of information, and the ICCR provides a longitudinal patient record that can be contributed to and accessed by the patient and member's of the patient's health team.

Council thanked Mr. Trafford and Dr. Graham for their presentation, expressing new hope for the possibilities suggested through their thinking. An outstanding question that was not answered was what resources would be available to support the development of pharmacy practice management systems so that they would be positioned to interface with the ICCR.

5.5 CCCEP Annual Report

The CCCEP Annual Report was provided to council for information.

5.6 International Pharmacy Graduates' Gateway to Canada Project (IPG Project)

The information sheet, announcing NAPRA's IPG Gateway Project we provided for information.

5.7 Report from the Faculty of Pharmacy

5.7.1 Report from the Dean

Ms. Schindel, Associate Dean Undergraduate Programs reported on behalf of Dean Kehrer. Highlights of her presentation included:

- Pharmacy was one of six faculties at the Universities of Alberta and Calgary authorized by the Minister of Advanced Education to increase tuition fees. The support of many partners was significant to this outcome; however, most important was the support of students. This will reverse the tuition freeze from 2004, and will support the faculty in further enhancing the program. Tuition fees will increase by approximately 65% to \$8500.
- Several new appointments have been made at the faculty including:
 - Dr. El-Kadi as Associate Dean for Research and Graduate Studies,
 - Dr. Dion Brocks as Associate Dean Undergraduate Student Affairs,
 - Terri Schindel as Associate Dean of Undergraduate Studies
 - Dr. Kevin Hall Assistant Professor Management Studies, and
 - Anne Thompson as Director of Experiential Learning,
- Advanced Education has approved the Entry Level PharmD Program. Ten per cent of 3rd year students will be eligible to participate in the program commencing September 2011. In the future, opportunities to deliver a nontraditional PharmD program for current practitioners will be explored.
- Assessment skills, including physical assessment skills, will be introduced earlier in the undergraduate curriculum, and,
- Enhancements to experiential learning are being addressed, so that ACP might be able to reconsider granting "additional prescribing privileges" to new graduates in the future.

5.7.2 Annual Report from Practice Development

Cindy Nelson, Acting Director of Practice Development at the Faculty of Pharmacy and Pharmaceutical Sciences presented Practice Development's Annual Report. She highlighted a growth in the number of courses offered and the number of participants enrolled. The courses on using laboratory information and "boot camp" will be again offered in 2010. Priorities for future development are yet to be determined.

5.8 Response to the Competition Bureau

ACP's response to Competition Bureau's document about the impact of regulatory policies on competition was circulated for information.

6. Evaluation of Meeting

6.1 Self-Evaluation of Council Performance at this meeting

6.2 Summary for Council Meeting Self-Evaluation President Bashforth requested that all council members complete their meeting evaluation forms and submit them to Rachel for collation.

7. Adjournment

7.1 Next Meeting Dates

7.1.1 May 14 – Council Meeting (Edmonton)

Full day meeting with 2.5 hours focused on strategic direction. Meeting 8:00 a.m. – 4:30 p.m.

7.1.2 May 15 – AGM, Symposium and APEX Awards (Calgary)

The 2010 Annual General Meeting will be held over lunch between 11:30 a.m. to 1:30 p.m. at the Telus Convention Centre in Calgary. Minister of Health and Wellness Gene Zwozdesky will be the guest speaker, and will be invited to address questions from the audience. Donna Galvin will be installed as President for the 2010/11 year. A reception will be held at 7:00 p.m. in advance of the APEX awards.

7.1.2.1 – Briefing on Arrangements

Public members and observers to council are not required to attend the full symposium; however, they are invited to do so should they wish. Public members and observers are strongly encouraged to attend the Annual General Meeting and presentation of the APEX Awards.

7.1.3 October 14, 2010 – TBA

7.1.4 December 9, 2010 - TBA

7.2 Closing Remarks - NIL

7.3 Adjournment

MOTION: That this meeting of council be adjourned.
Moved by **Anjli Acharya/CARRIED**

Meeting was adjourned circa 4:35 p.m.