

**MINUTES
COUNCIL MEETING
ALBERTA COLLEGE OF PHARMACY
December 11-12, 2019
Edmonton, Alberta**

1. Introduction

1.1 Call to Order

President Rajabali called the meeting to order at 8:00 am. Council considered its governance policy on Conflict of Interest (GP-8), and President Rajabali reminded Councillors to keep the governance policy front of mind during deliberations, and to keep their “Conflict of Interest” form current. He welcomed Terra Young as an Ex-Officio member of council representing the accredited pharmacy technician colleges in Alberta. He welcomed back Laura Edgar with the Institute on Governance, and Zoltan Tougas, ACP’s Information Management and Technology Director.

Council met over the course of two days for strategic planning and a business meeting of council. The strategic planning session was facilitated by Laura Edgar. The business meeting of Council convened on Thursday, December 12, 2019 at 8:03 a.m. and adjourned at 4:30 p.m.

1.2 Roll Call

Registrar Eberhart called the roll and identified the following individuals in attendance:

- District 1 - Peter Macek
- District 2 - Peter Eshenko
- District 3 - Fayaz Rajabali (President)
- District 3 - Craig MacAlpine
- District 4 - Stan Dyjur (Past President)
- District 5 - Brad Couldwell
- District 5 - Judi Parrott
- District B - Dana Lyons (President-elect)
- Public Member - Irene Pfeiffer (Executive Member at Large)
- Public Member - Christine Maligec
- Public Member - Carmen Wyton (December 11 8 am – 5pm, December 12 8 – 11 am)
- Ex-Officio Member - Neal Davies, Dean - Faculty of Pharmacy and Pharmaceutical Sciences
- Ex-Officio Member - Terra Young, Representative - accredited pharmacy technician colleges in Alberta

Absent

- District A - Don Ridley
- Ex-Officio Member - Jadin Chahade, Student Representative - Faculty of Pharmacy and Pharmaceutical Sciences

Also in attendance:

- Greg Eberhart - Registrar
- Kaye Moran - Deputy Registrar
- Jeff Whissell - Deputy Registrar
- Lynn Paulitsch - Operations and Finance Director
- Leslie Ainslie - Executive Assistant
- Barry Strader - Communications Director
- Zoltan Tougas – Information Management and Technology Director (December 11, 2019)

- Scott Ponich, TD Waterhouse (December 12, 2019 1:00-1:30 pm)
- Margaret Morley – Hearings Director (December 12, 2019, 1:00-2:30 pm)

1.3 Invocation

Stan Dyjur read the invocation.

1.4 Adoption of the Agenda

1.4.1 Consent Agenda

Council reviewed the Consent Agenda material submitted under Agenda Items 1.4.1.1 and 1.4.1.2.

1.4.1.1 Policy Decisions

MOTION: to lift the “*Guidance for Pharmacy Teams-Community Naloxone Program*” from the consent agenda.

Moved by **Judi Parrott**/Seconded **Irene Pfeiffer**/CARRIED

The “*Guidance for Pharmacy Teams-Community Naloxone Program*” is amended to enhance clarity. Sections related to funding have been separated and distinguished from the “practice guidance”. This distinguishes what ACP is responsible for in relation to other public policy. The guidance separates what comes from Alberta Blue Cross (ABC) and from the Alberta Pharmacists’ Association (RxA).

MOTION: to approve the Consent Agenda report on policy decisions as presented by Registrar Eberhart.

Moved by **Judi Parrott**/Seconded by **Craig MacAlpine**/CARRIED

1.4.1.2 Reports for Information

Council received miscellaneous reports for information.

MOTION: to lift “Scheduling of Natural Health Products” from the Consent Agenda.
Moved by **Craig MacAlpine**/Seconded by **Judi Parrott**/CARRIED

Health Canada has an initiative focused on consumer access to Natural Health Products. NAPRA is updating its policy on, and approach to, Natural Health Products (NHP) in NAPRA’s National Drug Schedules (NDS), with the best interest of the public as its first and foremost concern. NAPRA will be removing NHPs currently listed within the NDS in a stepwise, risk-based approach:

- 1) Effective January 2, 2020: NHPs currently listed within the Unscheduled category and within Schedule III will be removed from the NDS
- 2) Effective January 2, 2022: NHPs currently listed within Schedules I and II will be removed from the NDS

All products with a Natural Product Number (NPN) or Drug Identification Number-Homeopathic Medicine (DIN-HM) from Health Canada will be considered outside the scope of NAPRA’s National Drug Schedules. A working group has been established with Health Canada and NAPRA to review drug scheduling; with a focus on safety.

MOTION: to accept the Consent Agenda information reports as presented by Registrar Eberhart.

Moved by **Stan Dyjur**/Seconded by **Peter Eshenko**/CARRIED

1.4.2 Additions to the Agenda

1.4.2.1 – Tri-Provincial Meeting

The College of Pharmacists of British Columbia (CPBC) hosted the Tri-Provincial Meeting of Executive Leaders from CPBC, ACP and the Saskatchewan College of Pharmacy Professionals (SCPP), November 7-8, 2019. The Executive Committee brought forth the following agenda items.

- Central Reporting of Dispensed Drug Errors – CPBC and SCPP shared their experience with centralized error reporting. SCPP is heavily invested and has a contract with ISMP. The “program” has a huge administrative component and is challenged with turning data into something useful. That said, the SCPP has seen benefit in developing a culture of “safety”. The CPBC supports a national database that allows for learning. All were in favor of national reporting.
- Distance Delivery of Pharmacy Services – Telehealth is available in B.C. however without televideo capabilities. Moving forward, regulators need to think of “Right Touch” regulation to develop a framework because once you allow alternative methods for assessment and delivery of services, it’s hard to rescind.
- Consistent Inconsistency in Pharmacy Practice/ACP Strategic Plan – ACP leaders shared ACP’s progress on our strategic plan. There was much discussion about the consistent inconsistency in practice and what the contributing factors are. As this is a “wicked problem” being experienced by all, there is not a single or simple solution. All three provinces recognized the importance of standardizing, educating, and supporting pharmacy licensees as one critical success factor to the “wicked problem”; understanding it is just one small part of the puzzle.

MOTION: to approve the agenda as amended.

Moved by **Christine Maligec**/Seconded by **Stan Dyjur**/CARRIED

1.5 Minutes from Previous Meetings

1.5.1 Minutes – September 18-20, 2019

MOTION: to approve minutes of the September 18-20, 2019 meeting of council as presented.

Moved by Irene/Seconded by Peter Eshenko/CARRIED

1.5.2 Minutes – October 30, 2019 Teleconference Meeting

MOTION: to approve minutes of the October 30, 2019 teleconference meeting of council subject to recording the attendance of Councillor Craig MacAlpine from District 3 (Edmonton).

Moved by **Stan Dyjur**/Seconded by **Dana Lyons**/CARRIED

1.6 Disposition of Directives

The Disposition of Directives was provided for information. President Rajabali invited questions; however, none arose.

MOTION: to accept the Disposition of Directives as information.
Moved by **Peter Macek**/Seconded by **Carmen Wyton**/CARRIED

1.7 In Camera

MOTION: that Council move “In Camera” at 12:09 p.m.
Moved by **Peter Eshenko**/Seconded by **Peter Macek**/CARRIED

MOTION: that Council move “Out of Camera” at 12:29 p.m.
Moved by **Irene Pfeiffer**/Seconded by **Peter Eshenko**/CARRIED

MOTION: that in accordance with the Registrar’s contract, his salary be adjusted annually by the cost of living adjustment approved by Council.
Moved by **Irene Pfeiffer**/Seconded by **Peter Macek**/CARRIED

2. Generative

2.1 NIL

3. Strategic

3.1 Ownership Linkage - Engagement with Albertans since Last Meeting

Council identified the importance of Council’s engagement with the public and registrants. Council agreed to regularly engage with the public and registrants in a structured way. This agenda item is deferred to the April 2020 council meeting.

3.2 Strategic Planning (Appendix)

Laura Edgar with the Institute on Governance facilitated Council’s continuing discussion to create ACP’s next 5-year plan. Council reviewed the 5 strategic goals identified at the September session, including measures of success for each, with a focus on context and clarity of the strategic goals. At its next strategic planning session in April 2020, Council will review the final objectives for each goal, taking into consideration risks that may impede achievement of the goals and critical success factors in achieving the goals.

Appended to the minutes is a DRAFT of the strategic plan, based on this discussion of Council. Prior to the next meeting, the Strategic Planning Working Group will continue to clarify the results statements and objectives, and will further develop the DRAFT risks and Critical Success Factors.

3.3 Policies - PDA and HPA Regulations

Registrar Eberhart sought policy direction from Council on proposed amendments to the *Pharmacists and Pharmacy Technicians Profession Regulation* and the *Pharmacy and Drug Regulation*. Provincial legislation governing pharmacy came into effect in 2007. Council deliberated about opportunities for amendment to the regulations with a view to modernizing the legislation to meet the needs of the future. Council’s work developing the next 5-year plan brought to the forefront the role of the pharmacy licensees and their impact on the quality of care and experiences patients have when accessing pharmacy services.

Council recommended in the short term, amendments proposed to Alberta Health address the readiness of individuals to serve as pharmacy licensees and proprietors' agents, including the need to clarify responsibilities of pharmacy licensee instead of owners. The proposed amendments support policies that will focus on harmonizing authorities and processes between the two regulations, including but not limited to the authority to create registers, authority to require training, and processes for responding to noncompliance and/or unethical/unprofessional conduct. Council will defer discussions about more strategic issues that will be supported by further research and discussion within the next 5-year plan.

3.4 International Pharmacy Graduates – Registration Policies

Deputy Registrar Moran presented a policy proposal to better ensure preparedness for, and commitment to, safe, effective, and responsible pharmacy practice in Alberta and elsewhere in Canada. The proposal was submitted to Council as an interim measure until such time that an acceptable bridging program is available in Alberta.

She recommended that the rules for ACP's Structured Practical Training Program be amended to include the following requirement:

Graduates of pharmacy programs that have not been approved by Council will be admitted to the Structured Practical Training program after they:

1. Successfully complete a bridging program recognized by Council; **or**
2. Secure a SPT preceptor who can demonstrate experience* precepting students within the final year of a Canadian accredited pharmacy program.

Bridging programs to be recognized by Council:

1. The International Pharmacy Graduate (IPG) program at the Leslie Dan Faculty of Pharmacy at the University of Toronto (UofT)
2. University of British Columbia Canadian Pharmacy Practice Program (CP3)

These bridging programs have been established for a significant period of time and meet the required standards. ACP will continue to work with the Faculty of Pharmacy and Pharmaceutical Sciences at the University of Alberta, to develop a program in Alberta.

*The minimum experience required for a SPT preceptor under this rule is that the preceptor must have precepted at least two students in their final year of a Canadian accredited pharmacy program within the 3 years before the application is received by ACP.

As this is seen as an interim measure, it is not observed as a barrier to individuals who aspire to be preceptors. ACP has identified the need to invest in training and supporting preceptors, so as to provide an improved experience by both preceptors and students in the future.

Council discussed the role, qualifications, responsibilities and liabilities of preceptors. A preceptor accepts responsibility for the actions of the individual they are precepting and must be made aware of the risk, and ways to mitigate risk related to the role of the preceptor. Communication of this liability needs to be very clear prior to accepting a role as a preceptor. Pharmacy students engaged in practical training as part of an accredited university program are insured by the university.

MOTION: to approve the amendments to the rules of ACP's Structured Practical Training program.

Moved by **Craig MacAlpine**/Seconded by **Peter Eshenko**/CARRIED

3.5 Issuing Pharmacy Licences – Considerations of the Registrar under 5.01(1) of the *Pharmacy and Drug Act*

Section 5.01(1) of the *Pharmacy and Drug Act* indicates that “the registrar may issue a licence referred to in section 5 of the Act to an applicant if the registrar is satisfied that:

....5.01(1)(a)(iv)

(a) the applicant

(iv) will comply with this Act, any condition imposed on the licence and any order made under this Act.

The authority of the Registrar under this section must be administered subjectively and considered in context with each application received by the ACP's registration department.

Registrar Eberhart shared DRAFT factors he was considering to support his determination as to whether a licensee applicant is ready to accept the responsibilities under this section. Administration of these factors may introduce some delay in processing applications for a pharmacy licence as readiness will be assessed for both granting of the pharmacy licence and the licensee. Council agreed that consideration of the DRAFT factors presented was relevant and reasonable. It was suggested that the Registrar consider adding a factor that applicants be required to have Additional Prescribing Authorization (APA) and authorization to administer drugs by injection. It was also suggested that consideration be given to the profile of the pharmacy that the applicant would be taking responsibility for.

Registrar Eberhart indicated that it was his goal to pursue implementation of this during the first quarter of 2020; however, that success required communication in advance with all regulated members, especially clinical pharmacists, as well as proprietors and proprietors' agents.

3.6 Pharmacy's Role in Supporting Animal Health

Prior to December 2018, antibiotics for use in food producing animals and herds were easily accessible through animal feedstores. Amendments to federal legislation now require a prescription for all antibiotic use in animal health and restricts the dispensing of antibiotics for animal health to veterinarians and pharmacists. Feedstores are now inquiring about holding a pharmacy license. The Alberta Veterinary Medical Association (ABVMA) has submitted that pharmacists do not legally have a role in animal health; however, they would support regulatory amendment to allow pharmacists to dispense medications for animals.

Provincial legislation is unclear about the authority of pharmacists and pharmacy technicians to support animal health, and gaps exist between dispensing by pharmacists and what is happening in communities. Regulatory amendment is required to establish clarity and bridge these gaps. Pharmaceutical care related to animals is complex, not simply due to differences in species, but more generally when considering care required for companion animals (pets), versus herds, versus food-producing animals.

Registrar Eberhart sought policy direction from Council on their preferred approach to regulatory amendment. What roles should pharmacy play?

Council deliberated about the scope of a pharmacy team's role in animal health as a precursor to the development of standards, and potentially legislative amendment to clarify and support that role. Pharmacists do have a role in animal care for companion animals; however their role in caring for herds and food-producing animals is less clear. Pharmacists are able to ensure the integrity and safe distribution of drugs for animal care, however it is important that the role of pharmacy teams is supported by competencies important to animal health.

Registrar Eberhart will work with legal counsel to strategize what amendments to legislation should be pursued to bridge existing gaps. Registrar Eberhart will bring this forward to Council for further discussions at its April council meeting.

3.7 Opiates and Pain Management

Alberta pharmacists have considered the merits of pharmacists prescribing opiates. Recently, an ACP registrant wrote to Grant Hunter, the Associate Minister of Red Tape Reduction, proposing that pharmacists be authorized to prescribe opiates for pain management. Alberta Health asked ACP to provide its perspective on this, to inform their response to the Associate Minister.

The Saskatchewan College of Pharmacy Professionals received a 6 month, Section 56 exemption under the *Narcotic Control Regulations* to allow pharmacists to prescribe opiate replacement therapy, when practicing in collaboration with a physician. This resulted from circumstances where a high number of patients were impacted when the prescribing privileges of several physicians was suspended. Should ACP consider the same for Alberta pharmacists? Any deliberations about Alberta pharmacists prescribing opiates or opiate replacement therapy, needs to consider the safe and effective access to opiate therapy.

Registrar Eberhart asked Council to consider if there are indeed gaps in the health system, that prevent Albertans from gaining reasonable access to legitimate opiate treatment and if so, should pharmacists have a role in prescribing controlled substances? Council expressed that foundational to this discussion is to first have pharmacists recognized as "practitioners" federally and then to define the appropriate scope provincially.

Council discussed gaps in pain management, palliative care, and in supporting the continuity of opioid replacement therapy (ORT). Currently, pharmacists are working with teams to manage care/dosing for palliative care patients. In the community, where pharmacy teams are supporting patients' ORT, there are often gaps when a prescription has lapsed, creating the potential risk for patients to fall between the cracks. In such cases, prescribing of ORT by pharmacists is an altruistic opportunity to help these patients. Council suggested this should be a high priority because of patient safety.

Registrar Eberhart will consider Council's comments in developing a proposal for the Deputy Minister of Health's consideration. Our proposal will be narrowly focused, so that it may be more easily accepted and able to be promoted by the Deputy Minister.

3.8 Rules for Continuing Competence Program – Amendments

The *Pharmacists and Pharmacy Technicians Profession Regulation* authorizes Council to make rules governing the operation of the Continuing Competence Program. The Competence Committee noted that rules for requesting a review of a decision of the Competence Committee by Council were not clear. Council approved minor amendments to

sections 44 and 48 of the Rules for the Pharmacist Competence Program; and, sections 45 and 49 of the Rules for the Pharmacy Technician Competence Program.

MOTION: to approved amendments to the rules for ACP's Continuing Competence Program for pharmacists and pharmacy technicians.

Moved by **Irene Pfeiffer**/Seconded by **Christine Maligec**/CARRIED

4. Fiduciary

4.1 ENDS and Executive Limitation Policies and Reports

4.1.1 EL-3 Financial Planning - DRAFT 3-Year Business Plan and Budget 2020

Registrar Eberhart presented the final budget for 2020 and estimates for 2021 and 2022 and reviewed the following priorities for 2020 approved at the September meeting.

Priorities for 2020:

- Implement Standards for Compounding Non-Hazardous and Hazardous Sterile Preparations, and Standards for Pharmacy Compounding of Non-sterile Preparations.
- Implement Pharmacy Licensee and Proprietor Education Program.
- Plan for a gap analysis to offer further insight into policies and programs to provide better assurance that international pharmacy graduates (IPGs) are qualified and able to practice successfully in Alberta.
- Continue development of the Information Management System (Merlin) to administer/manage basic requirements for core programs: registration, competence, professional practice, complaints resolution.
- A limited practice rollout of a "Practice Improvement Program" will be completed with at least twelve registrants.
- Gap analysis, policy analysis and development of proposed amendments to Pharmacy and Drug Regulations and the Pharmacists and Pharmacy Technicians Profession Regulations.
- Develop a plan to review and redevelop the Structured Practical Training programs (SPT) for provisional registrants.

Following are changes to the 2020 budget since Council's review in September.

Revenues

- Revised the fee schedule for all three years based on an update on cost of living increases (COLA) from the Conference Board of Canada. 2020 - 1.9%, 2021 - 1.9%, 2022 - 1.9%.
- Revised revenue projections (e.g., number of registrants, pharmacies, new applicants, additional prescribing applications).
- Increased non-compliance fee for registrants to \$150 after benchmarking to other provinces.

Expenses

- Revised cost of living (COLA) rates for all three years based on an update from the Conference Board of Canada. 2020 - 1.9%, 2021 - 1.9%, 2022 - 1.9%.

- Revised the salaries to incorporate new and revised salary grids resulting from the 2019 Salary and Benefit Survey. Benefits (calculated as a per cent of salaries) changed in all departments due to the change in salaries.
- Department 100 (Registration) - Increased professional (legal) fees to reflect current trends. Reduced jurisprudence exam costs to reflect a reduction in the projection of new applicants.
- Department 300 (Competence) - Increased professional (legal) fees to reflect current trend. Reduced additional prescribing application program costs to reflect a reduction in the projection of applications. Increased the licensee education budget to include the last payment for development that commenced, but was not completed, in 2019.
- Department 400 (Governance) - Increased professional (legal) fees to reflect current trend. Increased council committee costs to reflect increased per diems, food and hotel due to the addition of one council member. Increased provincial legislation expenses, primarily legal fees, to reflect the possibility of legislative changes in the next three years.
- Department 600 (Operations and Finance) – Added additional professional development funding to be rotated amongst IT team members by the IM/IT Director. Increased external affairs to provide conference funding for the IM/IT Director. Increased the operating cost portion of the rent based on the 2020 budget from the landlord. Amended the amortization projection for Merlin in 2021 by increasing the capital expenditure that year by \$125,000, reflecting a blend of the vendor bids received.
- Department 800 (Professional Practice) - Increased professional (legal) fees to reflect current trend. In strategic development, added funding for a Medication Incident Reporting System

Council expressed concern about the escalation in legal fees. Council requested that Registrar Eberhart assess how legal costs may be mitigated, including consideration of the following:

- What are the contributing factors,
- What processes might be implemented to decrease the need for legal costs,
- What is the feasibility of “in-house” legal counsel.

Council observed that this discussion must not be short-sighted; as we benefit from highly competent and respected legal counsel. Many of ACP’s successes have been due to the support of good legal counsel. Therefore, while it is prudent to be fiscally responsible, we must also consider the value received.

Council reviewed the feedback received about Council’s proposal to increase pharmacy licensing fees. Council proceeded to approve the increase in pharmacy licensing fees as outlined in the Schedule of Fees for 2020-2021.

MOTION: to increase the annual pharmacy license fee to \$1590.00.
Moved by **Christine Maligec**/Moved by **Dana Lyons**/CARRIED

MOTION: to approve the 2020 budget, estimates for 2021 and 2022, and the 3-year business plan as per governance policy EL- 3 Financial Planning.
Moved by **Peter Eshenko**/Seconded by **Brad Couldwell**/CARRIED

4.1.2 E-2 Resource Allocation

This was addressed concurrently with Agenda Item 4.1.1.

MOTION: to approve the Schedule of Fees for the 2020-2021 registration year as per governance policy E-2 Resource Allocation.

Moved by **Brad Couldwell**/Seconded by **Christine Maligec**/CARRIED

Abstained: Irene

4.1.3 GP-7 Council and Committee Expenses

This was addressed concurrently with Agenda Item 4.1.1.

MOTION: to approve amendments to governance policy GP-7 Council and Committee Expenses to reflect the approved Council and Committee Expense Schedule for 2020.

Moved by **Peter Eshenko**/Seconded by **Brad Couldwell**/CARRIED

4.2 Compliance and Monitoring Reports

4.2.1 Executive Limitation Policies (EL)

Reports from the Registrar were provided for the following Executive Limitation policies.

4.2.1.1 EL-3 Financial Planning

This was addressed concurrently with Agenda Item 4.1.1

4.2.1.2 EL-4 Financial Condition (Internal)

Council received Internal Financial Statements and Variances for the month ending September 30, 2019.

MOTION: that the Registrar's compliance report on EL-4 Financial Condition of the College be approved.

Moved by **Christine Maligec**/Seconded by **Dana Lyons**/CARRIED

4.2.1.3 EL-4 Financial Condition

Council received a proposed audit plan from KPMG, ACP's auditors. The report summarizes the planned scope and timing of the annual audit.

MOTION: to accept the audit plan proposed by KPMG.

Moved by **Judi Parrott**/Seconded by **Brad Couldwell**/CARRIED

4.2.1.4 EL-6 Investments

Scott Ponich with TD Waterhouse; and ACP's appointed investment counsel, briefed Council about the status of the College's investment portfolio, and how ACP has complied with its investment policy.

MOTION: to approve the External Report from ACP's investment counsel for compliance with governance policy EL-6 Investments.

Moved by **Irene Pfeiffer**/Seconded by **Stan Dyjur**/CARRIED

4.2.2 Governance Policies (GP)

Governance Policies (GP policies) define how Council conducts itself. Council reviewed the following governance policies, reflecting on its compliance with each policy.

4.2.2.1 GP-7 Council and Committee Expenses

4.2.2.2 GP-13 Handling of Alleged Policy Violations

4.2.2.3 GP-14 Criteria for Awards

OMNIBUS MOTION: that Council is in compliance with governance policies GP-7 Council and Committee Expenses, GP-13 Handling of Alleged Policy Violations, and GP-17 Criteria for Awards.

Moved by **Peter Macek**/Seconded by **Judi Parrott**/CARRIED

4.2.3 Council-Registrar Relationship Policies (CR)

Council-Registrar Policies (CR) define the working relationship between the Council and the Registrar. Council reviewed policy CR-1 Global Council-Registrar Relationship and reflected on its compliance with the policies.

4.2.3.1 CR-1 Global Council-Registrar Relationship

MOTION: that Council is in compliance with CR-1 Global Council-Registrar Relationship.

Moved by **Craig MacAlpine**/Seconded **Stan Dyjur**/CARRIED

4.3 Governance Matrix

Margaret Morley reviewed the updated dashboard of the governance matrix. While there were some indicators suggesting small increments in “understanding practice expectations” and “quality practice”, Council inquired about data related to the number of care plans completed and the frequency of follow-up, and immunizations. It was observed that data collected may be impacted by the inadequacies of record keeping systems used in pharmacies.

Council also observed that while the 22 criteria used for assessing individuals applying for APA may be relevant for that purpose, they may not be as relevant in their current stated form for the purpose of the matrix.

The Council also noted that measures around quality were modest. This led to discussion about registrants understanding of the standards. It was suggested that while the standards are good, they are “noisy”, and there was interest about how they might be refined to improve understanding? Registrar Eberhart indicated that this was our goal, when initiating a complete review of the standards.

4.4 Report from the Past-President

Past President Dyjur shared with Council insight gained by him and Registrar Eberhart during their visit to Abu Dhabi, UAE to attend the 79th The International Pharmaceutical Federation (FIP) FIP Congress in September. He said it was clear that Alberta pharmacist have a lot to be grateful for as we are leading pharmacy not only in Canada but around the world. Key topics of discussion were women in health care and cultural differences as their impact on pharmacy.

What left the greatest impression with Past President Dyjur was a presentation by Darren Baines, a health economist from the UK who talked about “gamification”. *“Gamification is the application of game-design elements and game principles in non-game contexts. It can also be defined as a set of activities and processes to solve problems by using or applying the characteristics of game elements”* (Wikipedia definition). So this means we should basically look at every industry or profession as a game. Games have rules and players. For the past 50 years, pharmacy has been as stable as a boardgame (ie Monopoly), however now games are played on technology (ie: phones); and so will the professions of pharmacy. Looking at the generative discussions of Council, we must continue to bring value to the professions and to Albertans. Council has discussed frameworks for distance delivery and what constitutes a pharmacy. The perspectives of distance delivery between first world and third world nations is so different, with third world nations very focused on getting good medicine to patients as needed. There was much talk about online pharmacy at the Congress. Alberta is on the right path and leading the way. Current innovations in pharmacy include the dynamics of a “virtual patient relationship”. Portugal has been very innovative over the years and their pharmacy population is one of the most progressive in the world. Pharmacists play a major role in primary care. Portugal is currently considering this patient relationship, stating that as long as you have an assessment from someone; a virtual patient relationship can work. Registrar Eberhart challenged this statement and as a result of his input, he has been invited to speak at Portugal’s conference in May.

In advance of the FIP congress, there was a pharmacy technician conference. Susan James from the Ontario College of Pharmacists was recognized for her work to regulate pharmacy technicians in Ontario. The role and education of pharmacy technicians varies greatly around the world, with some going to school for 3-4 years; after which they are highly involved in operating a pharmacy.

4.5 Hearing Tribunal Decisions

4.5.1 Ebenezer Asare - Registration Number 9917

A copy of the Hearing Tribunal Committee decision was provided to Council for information.

4.5.2 Tadesese Kene - Registration Number 6677

A copy of the Hearing Tribunal Committee decision was provided to Council for information.

OMNIBUS MOTION: to accept the reports from the Hearing Tribunals as information.
Moved by **Irene Pfeiffer**/Seconded by **Christine Maligec**/CARRIED

Council observed the increased number of cases arising as a result of registrants swearing professional declarations that they have the appropriate level of professional liability insurance; when in fact they don’t. While being a risk to the public and also the professions of pharmacists and pharmacy technicians at the time of annual permit renewal, not holding professional liability insurance and remediation of these infractions are costly. It was questioned whether ACP should readdress its role in providing group malpractice insurance coverage? Council suggested that the Executive Committee consider this at its next meeting.

4.6 Appointment of Ex-Officio Member to Council – Alberta Colleges of Pharmacy Technicians

Council requested that the accredited colleges of pharmacy technicians in Alberta be requested to appoint an individual to represent them as an ex-officio member on Council. Correspondence was forwarded to all colleges located in Alberta, requesting that they jointly submit a nomination for Council's approval. The committee of the colleges nominated Terra Young from CDI-College-Edmonton, to sit as an ex-officio member of council for the remainder of a three-year term; extending to June 30, 2022. At that time, and at the recommendation of the accredited pharmacy technician colleges located in Alberta, Ms. Young may be re-appointed for one additional three-year term.

MOTION: to appoint Terra Young as an Ex-Officio Member of Council for the remainder of a three-year term; extending to June 30, 2022.

Moved by **Brad Couldwell**/Seconded by **Judi Parrott**/CARRIED

5. Evaluation of Meeting

Council reflected on Council's and their personal performance at this meeting.

5.1 Evaluation of Council Member Performance

Council members reviewed their personal performance using the evaluation tool. Council encourages a variety of viewpoints and the purpose of the evaluation is to continuously improve the effectiveness of Council as a whole and also to be used to support improvement with its orientation program. Council discussed one and another's personal evaluations and comments. Council spoke about the respect of, and support for each other at the council table.

5.2 Summary of Results for the September 18-20, 2019 Council Meeting

A summary of the September 18-20, 2019 council meeting evaluations was circulated with the agenda for information. Council reviewed its self-evaluation of the September meeting, discussing strategic goals and agreed that Council was both reactive and proactive to current issues and trends. Council asked that copies of the Executive Committee meetings be forwarded to council prior to council meetings. President Rajabali thanked Council for including their written comments supporting their evaluations.

5.3 Self-Evaluation of Council Performance at this Meeting

President Rajabali reminded Council Members to complete the electronic meeting survey for collation and review at the December council meeting. Council will receive an email from Leslie Ainslie immediately following the meeting providing access to the electronic meeting evaluation form.

6. Adjournment

6.1 Forthcoming Events and Council Meeting Dates

- April 2-3, 2020 – 1.5 day Council Meeting, Edmonton
- April 2, 2020 - APEX Awards, Edmonton (evening)
- April 3-4, 2020 – 1.5 day Leadership Symposium, Edmonton
- June 9-10, 2020 – 1.5 day Council Meeting, Edmonton
- June 10, 2020 - Celebration of Leadership and Installation of President, Edmonton
- June 10-12, 2020 – Leadership Forum, Edmonton

- September 30 – October 2, 2020 – Council Meeting and Board Development, Banff

6.2 Adjournment

The meeting was adjourned circa 5:03 p.m.

Moved by **Judi Parrott**