

**MINUTES**  
**MEETING OF COUNCIL**  
**ALBERTA COLLEGE OF PHARMACY**  
**Thursday December 7, 2023**  
**Edmonton, Alberta**

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**1. Introduction**

**1.1 Call to Order**

President Zachar called the business meeting of council to order at 8:06 a.m. on Thursday, December 7, 2023. He recognized the ancestral lands on which Council gathered, those of Treaty 6 territory. Joining council discussions were Gurech Wai and Ryan Bielby for an introduction to the Office of the Health Advocates, Annabritt Chisholm from Shores Jardin LLP and Monty Stanowich, ACP's Policy Lead and Compliance Officer, for a discussion about standards, Ravine Basahti with KPMG for a discussion about the audit plan, and Jennifer Teichroeb, ACP Competence Committee Chair, and Pamela Timanson, ACP Competence Director for a semi-annual report from the Competence Committee.

President Zachar asked Council Members to reflect on governance policy GP-8 Code of Conduct and consider any potential conflicts of interest they may need to disclose. No conflicts were disclosed.

**1.2 Roll Call**

Registrar Eberhart called the roll and identified the following individuals in attendance. He advised Council that Public Member Jane Wachowich had resigned for personal reasons.

- District 1 - Peter Macek
- District 2 - Patrick Zachar (President)
- District 3 - Murtaza Hassanali
- District 4 - James Frobb (Executive-Member-at-Large)
- District 5 - Patrick Thomson
- District A - Laura Miskimins
- District B - Nina Dueck
- Public Member - Irene Pfeiffer (Past-President)
- Public Member - Deb Manz (President-Elect)
- Public Member - Christine Maligec
- Public Member - Carmen Wyton

**Absent**

- Public Member - Jason West

**Also in attendance**

- Greg Eberhart - Registrar
- Kaye Moran - Deputy Registrar
- Jeff Whissell - Deputy Registrar
- Rob Vandervelde - Senior Operations and Finance Director
- Leslie Ainslie - Executive Assistant
- Barry Strader - Communications Director
- Meredith Robertson - Senior Policy and Legislative Advisor
- Gurech Wai - Office of the Health Advocates (8:30-9:30am)

- Ryan Bielby - Office of the Health Advocates (8:30-9:30am)
- Monty Stanowich - ACP Policy Lead and Compliance Officer (10:15-11:15am)
- Annabritt Chisholm - Shores Jardine LLP (10:15-11:15am)
- Ravine Basahti - KPMG (1:00-1:20pm)
- Christina Lothian - KPMG (1:00-1:20pm)
- Jennifer Teichroeb - ACP Competence Committee Chair (1:20-2:20pm)
- Pamela Timanson - ACP Competence Director (1:20-2:20pm)

### **1.3 Invocation**

Councillor Patrick Thomson read the council invocation.

### **1.4 Adoption of the Agenda**

#### **1.4.1 Consent Agenda**

Registrar Eberhart provided a Policy report and an Information Update report for Council's review and approval.

##### **1.4.1.1 Policy Report**

**MOTION:** to approve the Policy Report presented by the Registrar  
Moved by **Christine Maligec**/Seconded by **Peter Macek**/CARRIED

##### **1.4.1.2 Update Report**

**MOTION:** to accept the Information Update Report presented by the Registrar.  
Moved by **Christine Maligec**/Seconded by **Deb Manz**/CARRIED

Registrar Eberhart provided an ancillary update about the recent announcement by the Nova Scotia College of Pharmacists to streamline the licensing pathway for pharmacists from the United States, Ireland, Australia, New Zealand, Great Britain. This is supported through a recently established "Patient Access to Care Act". The Act means applicants will not be required to complete the national licensing exams administered by the Pharmacy Examining Board of Canada (PEBC), or practice as an intern as long as they hold an active license/registration in good standing in these jurisdictions. Pharmacy Technicians from Great Britain and Canada will also qualify for this streamlined licensing pathway if they hold an active license/registration in good standing in these jurisdictions.

In order to adopt a streamlined licensing pathway across Canada, a national criteria would need to be established to affirm commonality in education, scope of practice, regulatory environment, and the four dimensions of competence. With this announcement, there may be political pressure to do the same in other provinces, in the interest of labour mobility and fairness.

NAPRA has proposed discussions to pursue a national scope of practice for pharmacists and pharmacy technicians.

#### **1.4.2 Additions to the Agenda**

**MOTION:** to approve the agenda as amended.  
Moved by **Deb Manz**/Seconded by **Carmen Wyton**/CARRIED

**1.4.2.1 Interim Report from the GP-14 Working Group**

At its June 2023 meeting, Council appointed a working group to review the appendix to governance policy *GP-14 Recognizing Excellence*, with a goal to ensure the awards attain “equity” in the recognition of pharmacist and pharmacy technician achievements, and further, to recommend alternative measures to accommodate equity by ACP when recognizing regulated members for their achievements.

The working group provided an interim report that specifically addressed the ACP Leadership Development Award. The report recommended amendment to the award and concomitantly, minor amendments to the governance policy.

The following are the recommendations of the working group:

1. That section 1.2 of Governance Policy GP-14 Recognizing Excellence be deleted and replaced with the following “recognizes professionalism, leadership, and citizenship as important to excellence in pharmacy practice.”
2. That section 1.2 of the Appendix to Policy GP-14 Recognizing Excellence be amended to read “ACP will present one award of up to \$5,000 annually to a pharmacist or pharmacy technician who has been registered on ACP’s practicing register for up to 5 years; and who has demonstrated exemplary professionalism, leadership, and citizenship. The award must go toward advancing the recipient’s leadership skills through attendance, within three (3) years of receiving the award, at a prominent leadership conference or leadership development opportunity. The award will be accompanied by a framed certificate.
3. That section 1.2 of the Appendix to Policy GP-14 Recognizing Excellence be reviewed within five (5) years.

By making this award available to new pharmacy professionals, it will provide equity for pharmacists and pharmacy technicians, and will better serve the goal of growing and nurturing leadership within the pharmacy community. The award would be available to all pharmacists and pharmacy technicians having practiced in their profession in Alberta for up to five (5) years. Applicants will need to demonstrate professionalism, leadership, and citizenship within their professional practice and their communities.

Council approved the proposed amendments to governance policy *GP-14 Recognizing Excellence*, and to the ACP Leadership Development Award as outlined in the appendix. The amendments will be introduced to regulated members an early 2024 edition of The Link.

The working group will reconvene in early 2024 to complete its mandate in considering best practices to achieve equity in the remaining ACP awards. They will report to Council at the March 2024 meeting.

**MOTION:** to approve the recommendations to amend governance policy GP-14 Recognizing Excellence and amendments to the ACP Leadership Award outlined in the policy’s appendix.

Moved by **Peter Macek**/Seconded by **Deb Manz**/CARRIED

## 1.5 Minutes from Previous Meetings

### 1.5.1 Minutes – September 13-15, 2023 Meeting

**MOTION:** to approve the minutes from the September 13-15, 2023 meeting as circulated.

Moved by **Christina Maligec**/Seconded by **Nina Dueck**/CARRIED

### 1.6 In Camera

**MOTION:** that Council move :In Camera” at 4:40 p.m.

Moved by **Irene Pfeiffer**/Seconded by **Deb Manz**/CARRIED

**MOTION:** to change the Succession Planning Committee Terms of Reference to have Council responsible for appointing the Chair of the Succession Planning Committee.

Moved by **Peter Macek**/Seconded by **Irene Pfeiffer**/CARRIED

**MOTION:** to appoint Deb Manz to the Succession Planning Committee and for Deb Manz to act as Chair of the Committee.

Moved by **Irene Pfeiffer**/Seconded by **Peter Macek**/CARRIED

**MOTION:** to accept the slate of candidates recommended for appointment to the Succession Planning Committee and to appoint Brad Couldwell, Dana Lyons, Christine Maligec, Dianne Millette, Irene Pfeiffer, and Fayaz Rajabali.

Moved by **Carmen Wyton**/Seconded by **Christine Maligec**/CARRIED

**MOTION:** that Council move “Out of Camera”.

Moved by **Christine Maligec**/Seconded by **Deb Manz**/CARRIED

## 2. Engagement and Board Development

### 2.1 Engagement with Alberta Health and Mental Health Advocate – Catherine Douglas

Council met with Gurech Wai, Director and Ryan Bielby, Manager on behalf of Catherine Douglas, the Health and Mental Health Patient Advocate. Reporting to the Minister, the work of the Health Advocates is governed by the *Alberta Health Act*, the *Mental Health Act* and the “Alberta Health Charter”, and is an arms-length advocacy body. The mandate of the Alberta Health Advocates is to promote a commitment to the Alberta Charter, and to promote the legislated patient rights established under the *Mental Health Act*. The Alberta Health Charter sets out “key values and aims for Alberta’s health system and aims for Alberta’s health system and the roles and responsibilities of patients and providers within the health system”.

Council was introduced to the important role of the office through public education, promotion of the Alberta Health Charter, helping Albertans navigate the healthcare system, providing support and coaching, reviewing and investigating complaints and connecting the public to resources to support their health and wellness., informing Albertans about their rights, and advocating to Government for system improvements. Further, Council learned about the important role of the Mental Health Patient Advocate, and the formal rights that patients have under the *Mental Health Act*. These rights span the patient’s care throughout their entire journey including but not limited to:

- arrival and conveyance,
- admission and or detention,
- treatment and or control, and
- discharge.

The opportunity brought valued insights into pharmacy's role in supporting or hindering care. ACP will continue to dialogue with the office of the Alberta Health Advocates to better support and complement the roles of each organization.

### **3. Generative**

NIL

### **4. Strategic**

#### **4.1 Standards for the Operation of Licensed Pharmacies**

Council reviewed DRAFT amended Standards for the Operation of Licensed Pharmacies (SOLP), for the purpose of consultation with regulated members and interested parties. The review supports Council's commitment to Goal #2 of ACP's Strategic Plan to ensure that "there is a modern and relevant framework to regulate pharmacy practice", and meets key objectives that ACP's standards are current, relevant, clear, concise, and appropriately balance inputs, processes, and outputs.

Joining the discussion was Deputy Registrar Jeff Whissell, Monty Stanowich, ACP's Policy Lead and Compliance Officer and Annabritt Chisholm, ACP legal counsel with Shores Jardine LLP. The SOLP complement the Pharmacy and Drug Regulation, providing a framework for the operation of licensed pharmacies. The framework establishes the environment and systems required by pharmacy professionals to fulfill their responsibilities under the Pharmacists and Pharmacy Technicians Profession Regulation and as described in the Standards of Practice for Pharmacists and Pharmacy Technicians (SPPPT).

Deputy Registrar Whissell shared how the standards were structured based on the principles approved by Council at its April 2023 meeting.

Council supported the majority of the amendments to the SOLP however recommended the following:

- Provide additional context around what "access" means supported through the lens of IDEA (Inclusion, Diversity, Equity and Accessibility). IDEA should be incorporated for Albertans needing pharmacy care, or supporting accessibility in the workplace for pharmacy professionals. Council agreed that accessibility needs to be a philosophy and value statement supported by the model of "universal access design" which spans way beyond the concept of "barrier free access".
- As much as possible the standards need to be future proofed when referring to technology. Standard 3.3.1(b)(vi) that refers to sending and receiving prescriptions by fax will be enhanced, and Standard 3.3.1(vii) amended by adding a section C to incorporate wording that is enabling, not too specific, yet not too broad (i.e.: the sending and receiving of health information securely through accepted and regularly used mechanisms).

Council discussed the application of labour standards and the role or authority of the College over proprietors and licensees to ensure a safe and healthy workplace. ACP will continue to educate and encourage proprietors and licensees to support the application of the labour and occupation laws in Alberta as required in the standards.

**MOTION:** to approve the amended Standards of Operation for Licensed Pharmacies for the purpose of a 60-day consultation with regulated members and interested parties, upon a further review to supports the philosophy and language of Inclusion, Diversity, Equity and Accessibility. Moved by **Irene Pfeiffer**/Seconded by **Deb Manz**/CARRIED

#### **4.2 DRAFT Oath of Office**

Council reviewed a second DRAFT version of an Oath of Office for council members. The purpose of the Oath of Office is to affirm the responsibilities of a member of Council of the Alberta College of Pharmacy. The oath contextualizes the responsibilities of council members to:

- act in a manner that protects and serves the public interest;
- fulfill the role assigned to them as a member of the Council under the *Health Professions Act* and any other applicable legislation;
- work to advance the Mission and Vision of the College; and
- comply with the Bylaws of the College and the Governance Policies adopted by the Council.

Council recommended an additional amendment to include space for the document to be signed, dated and witnessed. Council agreed that all members of Council would commit to their responsibilities at the commencement of each council term.

**MOTION:** to approve the Council Oath of Office subject to additional amendments as requested. Moved by **Nina Dueck**/Seconded by **Murtaza Hassanali**/CARRIED

#### **4.3 Modernizing Practice Framework**

Council received an updated summary of the progress made to the thirteen determinants important to supporting Goal #2 of ACP's 5-year strategic plan; which is to achieve a modern and relevant framework to regulate pharmacy practice.

The following objectives support this goal:

- The legal framework authorizes ACP to establish rules to regulate new roles and practice models.
- ACP is able to prescribe a range of effective interventions when it is determined that competence, standards, or ethical responsibilities are not being met.
- Standards are current, relevant, clear, concise, and appropriately balance inputs, processes, and outputs.

Council will continue to focus on the legislation and regulations governing the professions to address specific issues that may require regulatory or policy amendment. On the forefront of changes that will impact pharmacy care in the future is the digitization of health care, and the availability of human resources to support pharmacy practice.

Some reflections brought forward during the discussion were:

- Is there space for “specialization” in pharmacy care or do all pharmacy professional need to be “generalists”?
- What scope of practice is actually used in today’s practice environments and should consideration be made to adapt the scope?
- What is the influence, benefit, or risk of organizations that market virtual pharmacy services, health care, and mental health services, promising unfettered access to an array of

health care service providers that will significantly improve health outcomes. How does ACP protect the public without being a barrier to access to care?

## **5. Fiduciary**

### **5.1 ENDS and Executive Limitation Policies and Reports**

#### **5.1.1 EL- 3 Financial Planning - DRAFT 3-Year Business Plan and Budget 2024**

Registrar Eberhart and Senior Director of Operations and Finance Rob Vandervelde presented the final budget for 2024 and estimates for 2025 and 2026. They highlighted changes made to the budget and estimates since the last council meeting. The budget and business plan will allow ACP administration to effectively address initiatives in ACP's strategic plan, meet operational responsibilities, and the 2024 priorities approved by Council in September 2023.

Following are minor changes to the 2024 budget since Council's review in September, resulting in a \$235,000 increase in the planned deficit for 2024, and about \$65,000 in increased deficits for both 2025 and 2026. Because the added spending is mostly one-time in nature, the budget again approaches a balanced budget at the end of the forecast period.

The changes included:

- Minor adjustments made to the demographic projections for pharmacies and registrants and to the assumptions for investment returns. The result was a change in the revenue forecast of only \$10,000.
- The inflation projection fell from 3.2% to 2.6% resulting in a reduction in both fee and salary increases, which are largely offsetting. Registrants will see a smaller increase in their fees.
- Almost all of the increase in 2024 spending and the resulting deficit comes from two sources:
  - An additional contract position in 2024 to assist with metrics and reporting built on the myACP system, and
  - The costs of succession planning for the Registrar and temporary overlap of the incumbent and the Registrar elect in the last part of the year.

A \$150,000 succession planning reserve has been created within ACP's restricted reserves by reallocating \$50,000 from each of the existing Information Technology, Capital Expenditure and Non- Recurring Legal Cost reserves. This change requires an amendment to Council Governance Policy EL-4. Total restricted reserves remain at \$1.9 million. The costs of succession planning contribute to ACP's overall deficit in 2024, but are funded over three years by a transfer between the restricted and unrestricted reserves. The costs will be run through the restricted succession planning reserve, which will then be restored to its \$150,000 target balance over three years. The end result is that roughly \$50,000 of the anticipated expense will be absorbed by ACP's unrestricted reserves in 2024, 2025 and 2026.

The budget and business plan allow ACP administration to effectively address initiatives in ACP's strategic plan, meet operational responsibilities and the 2024 priorities approved by Council in September 2023.

**MOTION:** to approve the 2024 budget, estimates for 2025 and 2026, and the 3-year business plan as per Executive Limitations policy EL-3 Financial Planning.

Moved by **Christine Maligec**/Seconded by **Laura Miskimins**/CARRIED

**MOTION:** to approve the Schedule of Fees for the 2024-25 fiscal year.

Moved by **Christine Maligec**/Seconded by **James Frobb**/CARRIED

**MOTION:** to approve amendments to governance policy GP-7 Council and Committee Expenses to reflect the expense schedule for council and committee members per diems, honorariums, and expenses as approved with the 2024 budget.

Moved by **Peter Macek**/Seconded by **Patrick Thomson**/CARRIED

### **5.1.2 E-2 Resource Allocation**

This was addressed concurrently with Agenda Item 4.1.1. Executive Limitations policy E-2 Resource Allocation will be amended to reflect Council's approval of the Priorities for 2024 and the Schedule of Fees for the 2024-25 fiscal year.

### **5.1.3 GP-7 Council and Committee Expenses**

This was addressed concurrently with Agenda Item 4.1.1. Governance policy GP-7 Council and Committee Expenses will be amended to reflect the approved council and committee expense schedule in the 2024 budget.

### **5.1.4 EL-4 Financial Condition - Amendment to Policy on Appropriated Surpluses**

Council requested that Executive Limitations policy EL-4 Financial Condition, be amended to appropriate a \$150,000 reserve for the executive search of senior administrative positions at the college, to be established by lowering the reserves appropriated for other purposes. The gross appropriated reserves established in this policy will not be increased.

**MOTION:** to amend the schedule of appropriated reserves outlined in Executive Limitations policy EL-4 Financial Condition, as presented.

Moved by **Carmen Wyton**/Seconded by **Peter Macek**/CARRIED

## **5.2 Compliance Monitoring and Reports**

### **5.2.1 Executive Limitations (EL)**

Reports from the Registrar were provided for the following Executive Limitation policies. An external report was provided for Agenda Item 5.2.1.2 EL-4 Financial Condition (External).

#### **5.2.1.1 EL-4 Financial Condition (Internal)**

Council received financial results and statements of variances for January 1–October 31, 2023. In addition, the report provided the semi-annual update on ACP's strategic plan process.

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

Moved by **Carmen Wyton**/Seconded by **Christine Maligec**/CARRIED



**5.2.1.2 EL-4 Financial Condition (External)**

Ravine Basahti, Lead Audit Engagement Partner with KPMG, presented the audit plan proposed to review ACP's financial records for the 2023 fiscal year. Ms. Basahti addressed Council's concerns about climate risk indicating that this is not an issue for the college which is similar to other non-profit organizations. Council approved the 2023 audit plan as presented.

**MOTION:** to approve the 2023 audit plan as presented by KPMG.  
Moved by **Christine Maligec**/Seconded by **Deb Manz**/CARRIED

**5.2.1.3 EL-5 Insurance**

ACP Administration has engaged an independent risk management firm to conduct a general review of its insurance program and will report back to Council on findings and recommendations from this review. Although the risk management firm has not completed the full review, Council received their initial report on the review of the Accidental Death and Dismemberment (AD&D) coverage provided for council and committee members. The recommendation was to replace the current coverage with a "Business Travel Accident" coverage, increase the maximum benefit provided, and maintain the ancillary benefits that are already in line with market standards. The amendments will meet the requirements under policy EL-5 Insurance.

**MOTION:** to approve the recommended amendments to the Accidental Death and Dismemberment insurance for council and committee members, and that the Registrar's compliance report on EL-5 Insurance be approved.

Moved by **Deb Manz**/Seconded by **Peter Macek**/CARRIED  
Abstained: **Christine Maligec**

**5.2.1.4 EL-8 Conflict of Interest**

**MOTION:** that the Registrar's compliance report on EL-8 Conflict of Interest be approved.

Moved by **Peter Macek**/Seconded by **Murtaza Hassanali**/CARRIED

**5.2.1.5 EL-13 Information Management**

**MOTION:** that the Registrar's compliance report on EL-13 Information Management be approved.

Moved by **Laura Miskimins**/Seconded by **Peter Macek**/CARRIED

**5.3 Report from the Competence Committee**

Jennifer Teichroeb, Competence Committee Chair, and Pamela Timanson, ACP Competence Director, provided the Committee's semi-annual report with a review of the activities and trends observed within the Continuing Competence Program (CPP) for pharmacists.

The Committee shared the following:

- The prescribed learning activity for the 2022-2023 CE cycle was an EDI (Equity, Diversity, Inclusion) and cultural safety. The Committee surveyed members to assess if there was a change in knowledge, attitudes and experience, with an overall response that the learning activity was meaningful and relevant. The CCP audit showed that a total of 5923 implementation objectives were submitted, with 4% of these related to EDI.

- Council received data from the CCP audit. 5% of the regulated pharmacists will be randomly selected for the CCP audit as directed by Council, any remaining audits will be directed audits that are done for several reasons. The audit results have three categories. Category 1 meets or exceeds the program standards, Category 2 has minor deficiencies so a directed audit will happen the following year, and Category 3 shows major deficiencies, gaps and errors with these pharmacists directed to participate in the post audit webinar series.
- Implementation of the Practice Improvement Program (PIP) is underway with a limited rollout of no more than 10 individuals (9 in the program, 1 entering the program). Overseen by the Committee, the limited roll out provides opportunity to try the processes, make changes as needed, and allows opportunity for administration to determine the competence department's capacity for individualized support. Of the nine in the program, 2 cases are closed as both have demonstrated satisfactory results in the competence assessments, and 7 remain open for further learning and assessment. Reflecting on the program it has been noted that a relational approach is important to better understand where the regulated member is in their practice. This is accomplished by meeting with the registrant to gain knowledge of where they're working, what support they need, while supporting progress engagement updates. These allow ACP to individualize the program to meet the needs of the registrant and to support their improvement. The PIP cases are more complex and increase the workload of the Committee however the results show growth and improvement in registrants that are in the program.
- There is concern from the Competence Committee about how to measure lack of professionalism or lack of engagement as there's not a defined mechanism to measure these. Documentation is an ongoing concern. The Committee continues to discuss the best approach to these issues to better support licensees and regulated members.
- The Licensee Competency Framework informs revisions to the Licensee Education Program (LEP). Changes approved by Council to the implementation/learning record correlated to, and enhanced the LEP.

Council made the following observations:

- Are the costs of the Practice Improvement Program prohibitive?. What does the college pay for and what do registrants pay? Registrants only pay for peer coaching. The College pays for practice visits unless prescribed otherwise.
- Need to consider the scalability of the PIP and if there is a reasonable return on investment with only 10 registrants enrolled in the program that uses significant resources from the Committee and ACP administration?
- Is self-assessment under consideration as an option? This could be a tool for pharmacists to "level up" their learning and competence. Learnings from the program self-assessments are currently in place however they don't quite meet the needs of the program and will need to be reassessed.

**MOTION:** to accept the semi-annual report from the Competence Committee.

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

#### **5.4 Highlights from the Registration/Competence Portfolio**

Deputy Registrar Moran shared insights from the Registration and Competence portfolios and, provided an environmental scan to support Council's stewardship of pharmacy practice in Alberta. She referred Council to the briefing document included with the agenda for details.

#### **5.5 Highlights from the Professional Practice/Complaints Portfolio**

Deputy Registrar Jeff Whissell shared highlights from the professional practice and complaints portfolio. He referred Council to the briefing document included with the agenda for details.

#### **5.6 Interim Condition/Suspension Committee Terms of Reference**

This agenda item was tabled and will be addressed at the June 2024 council meeting.

**MOTION:** to table Agenda Item 5.6 Interim Condition/Suspension Committee Terms of Reference until the June 2024 meeting of council.

Moved by **Deb Manz**/Seconded by **Laura Miskimins**/CARRIED

#### **5.7 FIP 81<sup>st</sup> World Congress of Pharmacy and Pharmaceutical Sciences**

FIP is the global pharmacy body representing over four million pharmacy professionals, pharmaceutical scientists, and pharmaceutical education. It is a non-government organization and has officially been recognized as “the global voice of pharmacy with the World Health Organization”. Registrar Eberhart and past-presidents Irene Pfeiffer and Peter Macek shared their experiences and insights from their attendance at the 81<sup>st</sup> World Congress of Pharmacy and Pharmaceutical Sciences in Brisbane.

- The experience and engagement with other pharmacy professionals reaffirms the broad breath of our scope of practice. Many countries, including Australia, do not regulate or have pharmacy technician professionals.
- Discussions were very global in nature and with much learning about each other's experiences regarding the gaps in healthcare systems, shortages in the workforce, ethics (money versus care), digital health (i.e.: AI and fully digitized records), and the impact on pharmacy professionals (carried over from the pandemic and exacerbated by the shortage of people).
- There continues to be medication shortages globally.
- There were discussions about the many roles that pharmacists play during a humanitarian crisis or wars (Pharmacists without Borders), and particularly the unique role of women during these times.
- Past-president Dana Lyons participated on a panel session at the 2023 Global Pharmacy Technician Symposium. The session addressed the competency framework for pharmacy technicians, that will set a new standard for the workforce. The aim of the session was to facilitate and enable the sharing of knowledge, skills and professional development tools.

### **6. Evaluation of Meeting**

President Zachar asked Council to reflect on their personal and collective performance during the board development sessions and business meeting of council. Council shared the following observations and comments:

- Council appreciated the time allotted for most of the agenda, contributing to meaningful dialogue, with a balance of strategic and fiduciary decisions. However, for some agenda items more time should have been allotted.

- Council appreciated the flow of the agenda and welcomes more opportunities for breaks to support engagement between council members and ACP administration.
- Council appreciated the presentation of the Health Advocates Office particularly the insight to the support offered to those seeking mental health services and care.
- When possible, and relevant, Council would appreciate receiving as much evidence-based background materials to better support fulsome and informed decisions.
- Council requested more guidance of what documents in the council package can or cannot be shared with registrants.
- Council welcomed the opportunity for more engagement opportunities to enrich the relationships at the council table. This supports a culture of trust and integrity.

## **7. Adjournment**

### **7.1 Forthcoming Events and Council Meeting Dates**

#### **2024**

- March 5-6 - 2 day Council Meeting, Edmonton
- March 7-8 - 2 day Human Resources Forum (EC Members), Edmonton
- May 2 - .5 day virtual Council Meeting (tentative)
- June 11-12 - 1.5 day Council Meeting, Calgary
- June 12 - Celebration of Leadership (evening), Calgary
- June 12-14 - Leadership Forum (EC/New Council Members), Calgary

### **7.2 Adjournment**

Council thanked members of ACP administration for joining Council prior to moving In Camera at 4:40 p.m.

**MOTION:** to adjourn the meeting circa 5:00 p.m. on December 7, 2023.

Moved by **Peter Macek**/CARRIED