

MINUTES
Council Meeting
ALBERTA COLLEGE OF PHARMACISTS
April 4, 2013
Sutton Place Hotel, Edmonton, Alberta

1. Introduction

1.1 Call to Order

President Moran called the meeting to order at 8:34 a.m.

1.2 Roll Call

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

- District 1 - Brad Willsey
- District 2 - Clayton Braun
- District 3 - Krystal Wynnyk
- District 3 - Ahmed Metwally (8:34 am – 2:30 pm)
- District 3 - Rick Hackman
- District 4 - Kelly Olstad (President Elect)
- District 5 - Kaye Moran (President)
- District 5 - Kamal Dullat
- Pharmacy Technician - Kelly Boparai
- Pat Matusko - Public Member
- Vi Becker – Public Member
- Bob Kruchten- Public Member

Non-Voting

- Anjali Acharya (Past President) (9:05 am – 4:56 pm)
- Jim Kehrer (Dean, Faculty of Pharmacy & Pharmaceutical Sciences)
- Laura Coleman (APSA Student Representative) (12:45 - 4:56 pm)
- Robin Burns (Pharmacy Technician) – Observer

Also in attendance:

- Greg Eberhart - Registrar
- Dale Cooney - Deputy Registrar
- Karen Mills - Communications Director
- Leslie Ainslie - Executive Assistant
- Bill Shores QC, Legal Counsel, Shores Jardine, LLP (10:45 – 11:45 am)
- Paula Hale, Legal Counsel, Shores Jardine, LLP (10:45 – 11:45 am)
- Dr. David Campbell, Clinical Ethicist Resident, Royal Alexandra Hospital (10:45-11:45 am)
- Robyn Eeson, KPMG (1:40 - 2:00 pm)
- Jeff Whissell, Alberta Pharmacists' Association (3:25 - 4:05 pm)
- Dr. Antigone Oreopoulos, Okaki, Inc. (3:25 - 4:45 pm)
- Members of the Public

1.3 Invocation

Clayton Braun read the invocation.

1.4 Adoption of the Agenda

1.4.1 Additions to the Agenda

MOTION: to adopt the agenda as circulated.

Moved by **Kamal Dullat**/Seconded by **Krystal Wynnyk**/CARRIED

1.5 Minutes from Previous Meetings

1.5.1 Minutes – February 13, 2013

MOTION: that the minutes of the February 13, 2013 meeting of Council be adopted as circulated.

Moved by **Pat Matusko**/Seconded by **Bob Kruchten**/CARRIED

1.5.2 Minutes – Teleconference Meeting - March 26, 2013

MOTION: that the minutes of the March 26, 2013 teleconference meeting of Council be adopted as circulated.

Moved by **Kelly Boparai**/Seconded by **Brad Willsey**/CARRIED

1.6 Disposition of Directives

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

MOTION: to accept the report as information.

Moved by **Rick Hackman**/Seconded by **Brad Willsey**/CARRIED

1.7 In Camera

Council moved into an “In Camera” session for Agenda Item 3.1.

MOTION: that Council move into an “In Camera” session at 10:54 a.m.

Moved by **Kamal Dullat**/Seconded by **Bob Kruchten**/CARRIED

MOTION: that Council move out of the “In Camera” session at 12:08 p.m.

Moved by **Kamal Dullat**/Seconded by **Clayton Braun**/CARRIED

2. Governance

2.1 ENDS Policies and Reports

2.1.1 Policy E (Mega-End) – 2012 Annual Report

Council approved, with minor amendments, ACP’s Annual Report. The Annual Report outlines the business undertaken by the College in 2012, including the reporting required through the *Health Professions Act* and the Mega-End policy of Council. It reflects ACP’s achievements, including enhancements to our processes for granting additional prescribing authorization, implementation of an online pharmacy licensee education program, the commencement of an IT plan to support ACP’s strategic plan, and the development of an engagement strategy to support our commitment to increase communication with the public, stakeholders, and pharmacists and pharmacy technicians.

MOTION: to approve the Annual Report with editorial amendments and proceed with its publication.

Moved by **Ahmed Metwally**/Seconded by **Kelly Boparai**/CARRIED

2.2 Executive Limitations Policies and Reports

2.2.1 EL-4 - Financial Condition – External Review

Council reviewed the audited financial report from ACP's external auditors KPMG for the year ending December 31, 2012. Robyn Eeson from KPMG presented the external financial report to Council, and responded to questions from Council Members.

MOTION: to approve the external audited financial report for the fiscal year ending December 31, 2012.

Moved by **Kamal Dullat**/Seconded by **Rick Hackman**/CARRIED

Note: All administrative team members excused themselves for this discussion.

2.2.2 EL-4 - Financial Condition - Internal

Council received the Internal Financial Statements and Variances for the month ending December 31, 2012. Questions were raised about the amounts in line 9050 "Retained Earnings". Registrar Eberhart will verify information and report back at the June council meeting.

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

Moved by **Kelly Boparai**/Seconded by **Brad Willsey**/CARRIED

2.3 ACP Reserve Policy

Council established a reserve policy to address restricted assets (reserves) on December 7, 2006, however ACP maintains restricted and unrestricted net reserves. Over the past few years, the College's unrestricted net reserves have accumulated, and ACP's Leadership Team sought advice from KPMG in Toronto about managing its accumulated net assets. KPMG advised that it was not unusual for an organization to have both restricted and unrestricted net asset reserves, and any risk of losing a not-for-profit status is mitigated when a policy is in place for both types of reserves. KPMG recommended an analysis of the historical accumulation of the net assets, a review of the current restricted net asset policy and the creation of an unrestricted net asset policy. KPMG in Edmonton (ACP's auditing firm) conducted the analysis and recommended that it would be prudent to revise ACP's restricted net asset policy to formally include both a restricted and unrestricted asset reserve. Council reviewed and approved amendments to Executive Limitation policies EL-3 Financial Planning and EL-4 Financial Condition.

MOTION: to approve amendments to EL-3 Financial Planning and EL-4 Financial Condition as follows:

"... the Registrar shall not:

- Fail to maintain internally restricted net assets in the amounts and for the purposes of:
 - Capital expenditures \$300,000
 - Information technology \$800,000
 - Non-recurring legal costs \$500,000

- Practice research	<u>\$250,000</u>
- Unexpected expenses	<u>\$300,000</u>
	\$2,150,000

- Fail to maintain unrestricted net assets in the amount of 3 months expected operating costs.

Moved by **Kamal Dullat**/Seconded by **Bob Kruchten**/CARRIED

2.4 Governance Policies

Further to direction of Council at its February 13, 2013 meeting, the Executive Committee reflected on amendments to governance policies GP-1 Global Governance Process, GP-2 Serving the Public Interest, and GP-3 Governing Style. The Committee recommended amendments to GP-1 and GP-2, however an amendment was not recommended for GP-3.

2.4.1 Review of GP-1 - Global Governance Process

MOTION: to approve governance policy GP-1 Global Governance Process as amended.

Moved by **Vi Becker**/Seconded by **Kelly Boparai**/CARRIED

2.4.2 Review of GP-2 - Serving the Public Interest

MOTION: to approve governance policy GP-2 Serving the Public Interest as amended.

Moved by **Pat Matusko**/Seconded by **Vi Becker**/CARRIED

2.4.3 Review of GP-3 - Governing Style

MOTION: to approve governance policy GP-3 Governing Style as written.

Moved by **Kamal Dullat**/Seconded by **Clayton Braun**/CARRIED

2.4.4 Review of GP-4 – Council Responsibilities

MOTION: to retain governance policy GP-4 Council Responsibilities as written.

Moved by **Vi Becker**/Seconded by **Kelly Boparai**/CARRIED

2.4.5 Review of GP-5 – President’s Role

Council asked the Executive Committee to consider amendments to GP-5 President’s Role in the context of fiduciary, strategic, and generative governance, and to address reference to “Robert’s Rules of Order” to ensure consistency with ACP bylaws.

2.4.6 Review of GP-6 – Council Committees

MOTION: to retain governance policy GP-6 Council Committees as written subject to correcting the grammatical error referencing GP-6 instead of GP-7.

Moved by **Clayton Braun**/Seconded by **Brad Willsey**/CARRIED

2.4.7 Review of GP-8 – Code of Conduct

Council asked the Executive Committee to consider amendments to GP-8 Code of Conduct to clearly identify Council’s commitment to engagement with registrants, to consider a councillor’s fiduciary, strategic, and generative duties; and to review 7.1.1. to include amendment that would be more explicit about seeking and achieving resolution.

2.5 Governance Indicators

President Moran briefed Council about the development of a matrix to monitor the “Effective Organization” critical success factor. This is one of four matrixes that Council will use to monitor the achievements of ACP. The matrix will include indicators that monitor governance, leadership, fiscal responsibility, and workplace of choice; all of which are reflected in ACP’s strategic objectives and determinants of success. She shared the process used, and introduced five weighted indicators proposed by the Executive Committee for monitoring governance and leadership. These indicators will monitor the College’s effectiveness in identifying and nurturing strong leaders, supporting investment in leadership and governance, tracking compliance with governance policies, assessing leadership of Council Members and evaluating the effectiveness and productivity of Council as a whole. Upon discussing the process, and seeking to understand the relevance and application of the DRAFT indicators, Council provided direction to continue development of the matrix.

2.6 Generative Thinking (Appendix 1)

A responsibility of Council is to engage in long term planning through the exploration of emerging trends supported by information garnered through environmental scanning to support mid and long term priorities. Registrar Eberhart led Council through discussions that explored the political, practice, economic, societal, technological, and organizational issues and trends that may impact the business of the College over the next seven to ten years. The contributions of Council were collated and will be the foundation of focused discussion at the June council meeting.

2.7 Nominating Committee Report – Election of Officers

On behalf of the Nominating Committee, President Moran submitted nominations for the positions of president-elect and executive member at large. Brad Willsey was nominated for the position of president-elect, and three nominations were submitted for the position of executive member at large; Kelly Boparai, Clayton Braun and Kamal Dullat. With more than one individual nominated for a position of executive member at large, a vote of the remaining Council Members was required. The nominees were asked to address Council as to why their nomination should be supported. Registrar Eberhart acted as the returning officer for the voting process. Voting was held by secret ballot.

2.7.1 President–Elect 2013-14

President Moran submitted the name of Brad Willsey for the position of president-elect. She called for nominations from the floor three times. None were received.

MOTION: that nominations cease.

Moved by **Vi Becker**/Seconded by **Bob Kruchten**/CARRIED

MOTION: that Brad Willsey be appointed as President-Elect by acclamation for the 2013-14 council term, to commence July 1, 2013.

Moved by **Rick Hackman**/Seconded by **Kelly Boparai**/CARRIED

Abstained: Brad Willsey

2.7.2 Executive Member At Large 2013-14

President Moran called for nominations from the floor three times. None were received.

MOTION: that nominations cease.

Moved by **Krystal Wynnyk**/Seconded by **Kelly Olstad**/CARRIED

Council Members submitted their ballots to Registrar Eberhart.

MOTION: that Clayton Braun be appointed as Executive Member at Large by election, for the 2013-14 council term to commence July 1, 2013.

Moved by **Kelly Olstad**/Seconded by **Brad Willsey**/CARRIED

Abstained: Kelly Boparai, Clayton Braun, Kamal Dullat

3. Legislated Responsibilities

3.1 Inducements

This discussion was held “In Camera” as Council received privileged information to support their consideration of this issue.

MOTION: that Council move into an “In Camera” session at 10:54 a.m.

Moved by **Kamal Dullat**/Seconded by **Bob Kruchten**/CARRIED

MOTION: that Council move out of the “In Camera” session at 12:08 p.m.

Moved by **Kamal Dullat**/Seconded by **Clayton Braun**/CARRIED

Council obtained privileged information to support their continued deliberations on the prohibition of inducements and loyalty programs. On April 18, 2013, the College will release a background document to registrants and members of the public. The document entitled “Inducements for Drugs and Professional Services: A basis for a prohibition” reflects Council’s deliberations and considerations to date. A means and date for the prohibition has not been determined.

3.2 Alberta Triplicate Prescription Program Atlas – Presentation by Dr. Antigone Oreopoulos, Information Analyst and Business Developer, Okaki Health Intelligence

The Alberta Triplicate Prescription Program (TPP) is a partnership introduced and developed by ACP and the College of Physicians and Surgeons of Alberta (CPSA); to manage the appropriate use of opiates and other controlled substances that are subject to abuse. The colleges are using data collected through the program to improve the prescribing and dispensing practices of their registrants with respect to these drugs. Using the national opiate guidelines as a foundation, the colleges have identified indicators of poor performance to support practice improvement interventions. The nature of an intervention will be determined by the relative risk indicated in the TPP profiling. Correspondence will be sent to practitioners when indicators have identified potential concern about patient care. By creating awareness about the subjects and the apparent risks, the goal is to work with practitioners to diminish patient risk, improve care, and change practices as defined by the Canadian Guideline for Safe and Effective Use of Opioids.

Monitoring of trends will continue, and based on data gathered from the first quarter of 2013, and CPSA's previous experience with physicians, it is expected that approximately 150-180 letters per quarter will be sent to pharmacies. Although, the TPP will not solicit documentation from pharmacists about their practices, the program may expect to receive documentation that may be assessed by ACP based on the adoption of our risk based methodology. Continued communication with practitioners will be fundamental to the efficacy of the TPP.

MOTION: to accept the report from Okaki Health Intelligence as information.

Moved by **Kamal Dullat**/Seconded by **Brad Willsey**/CARRIED

4. Consent Agenda

4.1 Report from the Registrar

Registrar Eberhart reported an amendment to the Consent Agenda under Administration; noting that Samantha Williams-Chapelsky has joined ACP as a half-time Communications Coordinator. He commented on the Award of Excellence (APEX Awards), noting that the award would not be given this year as the Terms of Reference are very specific that the award is to be granted "for a single unique accomplishment or contribution" to the profession and is presented for extraordinary projects that move the profession forward.

MOTION: to accept the report as amended.

Moved by **Rick Hackman**/Seconded by **Krystal Wynnyk**/CARRIED

5. Miscellaneous Business for Council's Consideration

5.1 Report from PEBC

MOTION: that Council accept the report from PEBC as information.

Moved by **Vi Becker**/Seconded by **Rick Hackman**/CARRIED

5.2 Report from the Faculty

Dean Jim Kehrer provided the following summary report from the Faculty of Pharmacy & Pharmaceutical Sciences:

➤ Budget:

- Based on promises from the provincial government, the Faculty expected a 1.5% cut this coming year. This would have followed on about 2% cuts each of the prior two years. However, with the surprise announcement that the University is being cut 7.2%, the situation is unknown. Regardless, the Faculty will lose anticipated funding and this may translate to a loss of personnel. Details should be known by May 31, 2013.
- Cuts to community pharmacy are leading to a potential loss of experiential sites. Students have grave concerns about future job availability, salaries, and benefits.

➤ Faculty Growth and Development:

- Cathy McCann is the new Director of the PharmD program.
- The recruitment for a new assistant professor position in Pharmaceutical Sciences is on hold pending budget decisions.
- The joint position with Family Medicine at the University of Calgary has been lost due to budget pressures.

➤ Recent successes:

- Student Ken Soong – was the top fund raiser for the prairie region for the Canadian Breast Cancer Foundation Post-Secondary Challenge for the Run for the Cure.
- Lisa Guirguis – was awarded the 2012 Best Pharmacy Practice Research Oral Presentation, at the CPhA Conference.
- Christine Hughes, Cheryl Sadowski and others - CSHP Alberta Branch 2015 Success Story Award – 1st place L. Carter, M. Gray, C. Hughes, S. Koshman, C Sadowski, J Xu.
- Student Professional Development Week 2013 winners:
 - Melissa Chung 2014 - third place Blueprint for Pharmacy student essay.
 - Basel Alsaadi 2013 - first place CAPSI patient interview competition.
 - Clarissa Chow 2013 - first place CAPSI OTC interview competition.
 - Joshua Torrance, Melissa Chung, Ken Soong, Krysta Sommerville 2014/2015 – third place CAPSI compounding competition.
 - Emily Li 2013 - winner of the CSHP/CAPSI hospital pharmacy student award (*The third year in a row the University of Alberta has taken this award*).
 - Jereme Parenteau 2014 - winner of the AFPC student leadership award.
 - Joey Ton 2013 - Guy Genest award winner.
 - Top achievement for fund raising – over \$17,000 for Mr. Pharmacy.

➤ Development and Alumni Relations:

- The Dean's Golf Tournament is scheduled for June 17, 2013 at Wolf Creek in Ponoka. The tournament generates over \$25,000 for scholarships.
- Mike Doschak was the featured speaker at an event in January at the Calgary Centre. The Dean also attended this event.

➤ PharmD:

- 13 students were accepted for admission to the inaugural program in the Fall 2013
- Next year the PharmD program will open to practicing pharmacists, although still as a full-time program.
 - A part-time option is anticipated in 2015.
- Expect to increase enrollment of newly graduated students to 30 or more in 2014.

➤ BSc Pharm:

- Interviews will be conducted as part of the admissions process commencing next year. There are plans to use an online interview system.

➤ Facilities:

- Construction on the Faculty's final new Administrative Offices and 'practice skills lab' space in the Medical Sciences building began in February. Completion dates will likely be August 2013 for the administrative space and new problem-based learning rooms, and June 2014 for the new practice and pharmaceuticals laboratories.

➤ Graduate and Research Program:

- Implementation of a new strategy for the MSc program in pharmacy practice is expected in the fall of 2013.
- Evaluation of the graduate program indicates that the average time to complete the PhD decreased by 9 months.
- Average publications by Pharmacy Practice faculty members is nearly double the average in comparable USA schools which is outstanding.
- Average of 4.9 peer-reviewed publications per Pharmaceutical Sciences faculty member which is outstanding.

➤ Faculty's Centenary in 2014:

- Approval of a logo by the University has been delayed but is expected soon.
- The Faculty would like to provide a "medal" to all students graduating in 2014 as well as all members of the Faculty that year. Funding is needed for this effort.
- The electronic class picture project is a high priority, but requires funding to digitize all previous class photos and to create a searchable database.
- Special activities are planned for the White Coat Ceremony in January 2014.
- A Celebratory Reception will be held in conjunction with the Alumni Weekend Gala.
- Plans include initiating a Pharmacy Distinguished Alumnus Award.

MOTION: to accept the report from the Dean and the Faculty as information.

Moved by **Ahmed Metwally**/Seconded by **Krystal Wynnyk**/CARRIED

5.3 Exploration of Professional Practice Expectations Amongst Employers and Pharmacists in Community Pharmacy Practice Environments – Presentation by Jeff Whissell

Jeff Whissell conducted a research project on behalf of ACP to explore professional practice expectations of employers vs. pharmacists in community practice environments. Jeff presented his findings to Council, and invited discussion about them. Below is the Executive Summary of the report:

“One direction leads pharmacists toward providing patient care that meets the needs of Albertans while the other direction leads pharmacists toward providing services that are employer centric. This challenge of balancing professional obligations with business objectives is one that is felt by many professions and is of particular interest to the ACP in their role of regulating the practice of pharmacists.

Pharmacy has evolved from a profession of individual practitioners owning and operating their own pharmacy to one where relatively few corporate organizations own the majority of pharmacies. This change has meant that the majority of pharmacists practice in large organizations where the owner is not a pharmacist and they represent a small minority of employees. Organizations more than ever before have great influence over pharmacist practice and the alignment of roles, accountability and professional supports. As a result of this evolution in the profession, ACP has expressed concern that the professional expectations and duties of pharmacists may not be achieved due to conflicting priorities and objectives of the organization and the profession. The potential for conflict between the business and the professional is significant, especially when expectations of pharmacist practice differ.

The changing role of the pharmacist and the growing corporate ownership of pharmacies present an opportunity for ACP to explore the competing expectations of business and profession by addressing the study question, how does corporate ownership affect the expectations of professionals working in environments where the goals of the corporation differ from the goals of the profession? To determine expectations, data was collected by conducting fifteen interviews with pharmacists and fifteen interviews with employers of pharmacists. The interviews explored expectations of both groups as they related to the role of the pharmacist, accountability and professional supports. A goal of the interviews

was to identify and understand the expectations of each group so that differences in expectations of practice could be addressed.

The findings of this research indicated that important differences do exist between pharmacists and employers in their professional practice expectations of pharmacists across the themes of pharmacist role, accountability and professional supports.

Highlights of the findings include differing expectations of pharmacists and employers for the role of the pharmacist, the support of pharmacist professional accountability and the purpose of professional supports. Unexpectedly the results also identified that pharmacists and employers have differing expectations for the delivery of new patient services.

The dilemma presented by the difference in expectations is interesting as it demonstrates that employers play an important role in assisting the pharmacists' success in their professional role. Employers are influential in the provision of patient care by how they support the role of the pharmacist in delivering patient care and supporting practice change. There is a tendency for employers to focus on business objectives over the quality of care that pharmacists feel obligated to provide. However, if the right balance is struck between professional obligations and business objectives there is substantial opportunity for Albertans to benefit by aligning pharmacy business models to make the best use of pharmacists to deliver patient care.

To achieve alignment in the professional practice expectations of pharmacists and employers, nine recommendations are identified. The recommendations are not only for the ACP, they also require the support from, and implementation by, other groups including employers, pharmacists, educators and other professional organizations. However, the ACP is well positioned to play a lead role in their implementation and ensuring the ongoing success of the profession.

MOTION: to accept the presentation and findings as information.
Moved by **Pat Matusko**/Seconded by **Rick Hackman**/CARRIED

5.4 Reports to Support Generative Thinking

5.4.1 Alberta Government

5.4.1.1 Strategic Plan 2013-2016

5.4.1.2 Alberta Health Business Plan 2013-2016

Council reviewed the Government's strategic and business plans for 2013-2016, and reflected upon the challenges ahead for the College as they consider how to prepare and support pharmacists and pharmacy technicians to succeed within these new opportunities. Alberta Health's strategic plan is committed to expanding Albertans access to primary care through more frontline access to pharmacists as the health care professionals for medication, chronic disease management, and members of the healthcare team that will support the government's efforts to improve health outcomes and strengthen the sustainability of Alberta's health care system.

5.4.2 Canadian Centre for Disease Control – “First do no Harm”

Council received the report from the Canadian Centre for Disease Control as information.

5.4.3 “Canada’s Opiate Use Noteworthy” – Saskatoon Star Phoenix

Council received the news article “Canada’s Opiate Use Noteworthy” as information.

5.4.4 “Healthcare without the Doctors Coming to a Wal-Mart Near You” – PBS Newshour

Council received the news article “Healthcare without the Doctors Coming to a Wal-Mart Near You” as information.

An omnibus motion was made to accept Agenda Items 5.4.1, 5.4.2, 5.4.3 and 5.4.4 as information.

MOTION: to accept the reports under Agenda Items 5.4.1 – 5.4.4 as information.

Moved by **Kamal Dullat**/Seconded by **Kelly Olstad**/CARRIED

6. Evaluation of Meeting

6.1 Compliance with GP Policies

Through an omnibus motion, Council tabled Agenda Items 6.1.1, 6.1.2, 6.1.3, 6.1.4, 6.1.5 and 6.1.6, to the June meeting of Council.

MOTION: to table Agenda Items 6.1.1. through to 6.1.6 to the June council meeting.

Moved by **Krystal Wynnyk**/Seconded by **Pat Matusko**/CARRIED

6.1.1 GP-2 Serving the Public Interest

Agenda Item 6.1.1 tabled through omnibus motion under Agenda Item 6.1.

6.1.2 GP-3 Governing Style

Agenda Item 6.1.2 tabled through omnibus motion under Agenda Item 6.1.

6.1.3 GP-4 Council Responsibilities

Agenda Item 6.1.3 tabled through omnibus motion under Agenda Item 6.1.

6.1.4 GP-5 President’s Role

Agenda Item 6.1.4 tabled through omnibus motion under Agenda Item 6.1.

6.1.5 GP-6 Council Committees

Agenda Item 6.1.5 tabled through omnibus motion under Agenda Item 6.1.

6.1.6 GP-8 Code of Conduct

Agenda Item 6.1.6 tabled through omnibus motion under Agenda Item 6.1.

6.2 Self-Evaluation of Council Performance at this Meeting

President Moran asked Council to evaluate the proceeding of this meeting. Council Members requested that the entire electronic council meeting package be posted on the

council portal for all future meetings, and to consider ways to minimize the requirement to log into the portal after extended periods. President Moran requested that all Council Members complete meeting evaluation forms and submit them to Leslie Ainslie for collation.

Registrar Eberhart indicated that a teleconference meeting of Council may be required to ratify the recommendations of the Nominating Committee for public member appointments.

MOTION: that the Nominating Committee be delegated authority to identify and submit the names of candidates to the Minister for public member appointment, without having to return to Council for ratification.

Moved by **Rick Hackman**/Seconded by **Bob Kruchten**/CARRIED

6.3 Summary of Results for the February 13, 2013 Council Meeting

A summary of the February 13, 2013 council meeting was circulated with the agenda for information.

7. Adjournment

7.1 Next Meeting Dates

7.1.1 Friday, June 14, 2013 – Council meeting at the Chateau Lacombe, Edmonton

7.1.2 Saturday, June 15, 2013 - AGM/Symposium at the Chateau Lacombe, Edmonton

7.2 Adjournment

MOTION: that this meeting of Council be adjourned.

Moved by **Brad Willsey**/Seconded by **Clayton Braun**

Meeting was adjourned at 4:56 p.m.

Appendix 1

POLITICAL FACTORS

- public versus private health care
- instability in political parties/landscape
- opportunity to move forward and demonstrate success
 - o be proactive
- there is support for pharmacy
- inexperienced opposition parties
- political cycles
- social media impact
- national scope in health policy issues
- shift in public support for professions (less)
 - o government playing on that
 - o frame what is best for Albertans
- will to address gaps between technology and delivery of care
- government not consulting
- cross-jurisdictional delivery of services
- insular thinking
- pressure upon the Canada Health Act
- aboriginal health issues

SOCIETAL FACTORS

- don't have backing of public
- more "self-care"
 - o knowledgeable self-care
- demographics
 - o aging population
 - o transient population
 - o what happens after baby boom bubble
- understanding of First Nations or Aboriginal health needs
 - o is there an opportunity?
- what are the main health issues?
 - o nationally
 - o locally
- mental health and addiction
- need to manage expectations of patients and families
- distrust of professionals
- a sense of entitlement

ECONOMIC FACTORS

- recession
 - o affects behaviour
 - o more International Pharmacy Graduates
 - o cutbacks in public health
 - o increased privatization
- do more with less
- lack of ability to bill directly

- what if market determined drug price? i.e.: not regulated
- what if government didn't pay for pharmacy services?
- redistribution of fees between pharmacists and technicians?
- Market consolidation
 - o drugstores close
 - o pharmacists will lose hours or jobs

ORGANIZATIONAL ISSUES

- "Profession"
 - o what is it as a whole?
 - o not a "union"
- need to make the complex simple
- managing expectations (practitioners and public)
- are pharmacists united or divided?
- corporate versus independent pharmacies

PRACTICE ISSUES

- changes in culture (more IPGs)
- drug supply issues
 - o shortages
 - o delisting
- standardization and checks for practice
- reliable staffing
- unclear understanding of scope
 - o pharmacists/pharmacy technician relationship
- Pharmacists and pharmacy technician roles vary, nationally and provincially
 - o are they to be inclusive (pharmacists can do everything a pharmacy technician can do)
 - o or are they exclusive (pharmacy technician can do things pharmacists' can't do) from Alberta perspective and a national perspective.
- how do we nurture high performing professionals?
- standardization nationally
- human resource supply and demand
- tension between efficiency versus effectiveness
- tension between healthcare employers and regulators/government

- tension between employees and employer
- more large corporate employers
 - o more influence on large group of employees
- don't cut off connection between pharmacists and patient
- support and education re: standards
- what is the purpose of pharmacy licence?
- ramifications of pharmacists practising outside of pharmacy
- economics driving practice
-

TECHNOLOGICAL ISSUES

- centralized dispensing
 - o distance delivery
- information management – practice management systems and Electronic Health Record
- Management algorithms