



**New Brunswick  
College of Pharmacists  
Annual Report 2015**



# Mission and Values

## Our Mission:

**Governing the practice of pharmacy for a healthier New Brunswick.**



**N**ew Brunswick pharmacists and pharmacy technicians play a vital and growing role in the province's healthcare system. The mission of the New Brunswick College of Pharmacists guides our activities to enhance the health and safety of New Brunswickers.

## The College ensures public safety by:

- ✓ promoting safe pharmacy practice through regulation and standards
- ✓ ensuring members are qualified and meet standards of licensure
- ✓ serving as vehicle for public complaints; investigating and instituting disciplinary measures, when appropriate



# Message from the President



**Janet MacDonnell**

The Council of the New Brunswick College of Pharmacists (NBCP) is tasked with, in cooperation with the NBCP staff, managing the strategic outlook for the College and provides leadership to the profession within the province.

The 2011-2015 Strategic Plan, prepared by the Council and staff of the day focussed on two primary outcomes for December 2015:

- The implementation of the new Pharmacy Act whereby members' scope of practice has been enhanced to facilitate increased focus on patient care activities and continued safe drug distribution, and
- NBCP communication is considered excellent, with members engaged and wanting to serve the College as elected representatives on Council and volunteers on committees.

The enactment of the new Pharmacy Act in July 2014 was a significant milestone for the pharmacists of New Brunswick. Fortunately, for me, it coincided with the beginning of my term as Council President of the newly named, *New Brunswick College of Pharmacists*. Council and staff identified a timeline for implementation of the many new changes within the new Pharmacy Act and diligently set to work for these to come to fruition. Subsequently after two years, the residents of New Brunswick and NBCP members are benefiting from the results.

Pharmacists are now exercising their expanded scope of practice that includes minor ailment assessments allowing for the utilization of their full breadth of knowledge and skills. Residents of New Brunswick are benefiting from the accessibility of their pharmacists, allowing for more timely access to care and hopefully decreasing demands on the larger healthcare network.

A key component for the continued growth in patient care by Pharmacists, such as minor ailment assessments, involves the creation and recognition of a new professional known as Pharmacy Technicians.

At our March, 2015 Council meeting I was thrilled to host the first five Pharmacy Technicians in New Brunswick, considered pioneers in their profession, in a ceremony celebrating this historic event. Pharmacy Technicians are considered full members of the NBCP and true partners in patient care. Pharmacy Technicians are responsible for the technical tasks of medication distribution allowing Pharmacists to focus on the clinical aspects of patient care. I look forward to the increasing number of Regulated Pharmacy Technicians in New Brunswick and the integration of these individuals into every day pharmacy practice.

In 2015 it was a pleasure to witness an increase in the number of members putting their names forward for elected positions on Council. It was equally encouraging to see the numerous members interested in volunteering and supporting the work of the College through committees, working groups and as document reviewers. The mission and vision of the NBCP and enhancement of the profession is possible only by a membership that is engaged and dedicated.

In late 2014, a new membership database was introduced and in 2015 a new website was launched to support the continued improvement of the communication efforts at the College. The newer technology that supports the website has also created efficiencies in the administration and management of communication to members, applicants and the general public.

A new strategic plan was prepared mid-year 2015 to set the direction for Council and staff through to the year 2020. The new plan outlines the critical success areas for the College as:

- ✓ Safe pharmacy practice
- ✓ Membership engagement
- ✓ Pharmacy practice advancement
- ✓ Human resources
- ✓ Operational efficiency/effectiveness
- ✓ Stakeholder interactions (including Council)
- ✓ Financial management

NBCP staff, in cooperation with a consultant who specializes in organizational management, have developed the framework to support the activities required for successful implementation of the strategic plan. I am continually encouraged by the level of engagement of staff and Council who are determined to fulfill the mandate of the College.

### **“The enactment of the new Pharmacy Act in July 2014 was a significant milestone for the pharmacists of New Brunswick”**

Throughout my term I have been fortunate to represent the New Brunswick College of Pharmacists at a wide range of meetings and events. This has allowed for the interaction with pharmacists, pharmacist students, other healthcare professionals and stakeholders both to bring the perspective of New Brunswick to these exchanges and as well to bring back key messages and ideas to the Council table.

As President I participated on several committees of the College some of which include: Executive Committee, Governance, Finance, Personnel and Registration. I was pleased to build on our relationship with the New Brunswick Pharmacists Association through the reinstatement of joint executive meetings. In addition to my role as President, I enjoy the role as New Brunswick delegate to the Pharmacy Examining Board of Canada (PEBC).

As I look forward to the remainder of my term, I would like to thank all our volunteers, the members of Council and the staff of the College office for their patience and hard work as we transitioned to the new Pharmacy Act and new strategic plan.



**Janet MacDonnell**  
President



# Message from the Registrar

**A**s I reflect on 2015, I'm struck by the significance of it as being the first full year of governance under the New Brunswick Pharmacy Act that was proclaimed in July 2014. While the importance of this milestone sets in, I want to first and foremost say "Thank you". Thank you to the members of the New Brunswick College of Pharmacists, to Council and committee members, to working groups and volunteers and to the team at the College. "The only thing that is constant is change"-that, and with hard work and the support of engaged members of our profession, we consistently realize important achievements in pharmacy in New Brunswick.

In 2015, a new healthcare professional was welcomed to the NB College of Pharmacists. *Pharmacy Technician* became a protected title and became used only by individuals who worked tirelessly to meet the educational and registration requirements to become the first to be registered in New Brunswick in 2015. It gave me immense pride to meet with and present certificates to the first group of registrants in 2015 and I have enjoyed being witness to their contributions to the profession as well as the integrity they bring to the title.

While work on various projects such as the new Act and other practice-related projects has been rewarding, the day to day requirements that support the NB College of Pharmacists must continue. Understandably, with limited resources being dedicated to these important files, our focus was somewhat detracted from the important area of internal processes, policies and procedures.

We also underwent a few changes to our staff complement in 2015 including the official retirement of long-time Assistant Registrar Gary Meek. I am proud of the hard work and perseverance demonstrated by our team in 2015 as we worked together through the changes and made efforts to improve the operations of the College. By year's end, there was clear role definition, a consistent practice of process documentation as well as marked improvements to team cohesion.



**Sam Lanctin**

**"I am proud of the hard work and perseverance demonstrated by our team in 2015 as we worked together through the changes and made efforts to improve the operations of the College"**

The variety of duties that must be fulfilled by a team of limited size creates challenges but I am confident in the direction we are heading and that we are creating a reliable internal framework as we continue to map our work processes.

Redesigning our internal processes is a key element of the Strategic Plan 2020 that was developed by Council and staff in June. The development of a strategic plan is an important exercise in efficient and effective management of an organization and sets the areas of focus we must work towards. Included in the Strategic Plan 2020 are immediate priorities to be implemented by the end of 2017. They are: redesigning the internal processes, rebuilding the registration process, rebooting the technology to make better use of the member database and launching a new website. We have already made progress on our immediate priorities, having launched our new website in December and commenced working on the other areas by the time 2015 came to a close.

Members of our Council are some of the best our profession has to offer. The collective knowledge and experience present at our Council table always leads to lively debate and discussion and ultimately, decisions that allow the office to move forward with important initiatives. The College is fortunate to have benefitted from their leadership throughout the year.

2015 was a year of many accomplishments, highlights and a lot of activity all contained in 12 short months. I am confident the solid foundation we are building positions the College well to support the mandate of governing the practice of pharmacy for a healthier New Brunswick and be proactive in the areas of leadership and accountability to our members.

I am proud of the successes we realized in 2015 and encouraged by the level of engagement demonstrated by members of the College, Council and team at the office throughout the year and I look forward to the challenges and opportunities to come in 2016.

A handwritten signature in black ink, appearing to read 'Sam Lanctin', with a long horizontal flourish extending to the right.

**Sam Lanctin, BScPharm**  
**Registrar**

# Council Members - 2015

The College is governed by a Council of pharmacists and pharmacy technicians who are elected by the general membership, for two-year terms, in addition to three lay representatives appointed by the Minister of Health and non-voting members deemed necessary including representative(s) of a school of pharmacy or a pharmacy technician program. Council provides overall strategic leadership to the profession and guides the development and implementation of legislation, including policy and practice directives. Together, Council works to uphold the mandate of the College, to govern the practice of pharmacy for a healthier New Brunswick.

## District 4

(Madawaska, Victoria, Gloucester, Northumberland & Restigouche)

Elected: Mario Levesque

## District 3

(Carleton, Queens, Subury & York)

Elected: Gregory MacFarlane

## District 1

(Albert, Kent & Westmorland)

Elected: Jonathan Walsh

## District 2

(Charlotte, Kings & Saint John)

Elected: Adele Wallace

## At Large Pharmacists

### District 5

Jacqueline Jackson

### District 6

Robert Roscoe

### District 7

Marline Cormier

## At Large Pharmacy Technicians

### District 8

Margaret Tanner

### District 9

Miranda Barnes

## Lay Representatives Government-Appointed

1. Marc-Antoine Chiasson
2. Erik de Jong
3. Gary Clark

## College of Pharmacy

Susan Mansour

Dalhousie University School of Pharmacy

## Pharmacy Technician

### Education Program Observer

Carole Theriault

Collège Communautaire du Nouveau-Brunswick

## Council Executive

President

Janet MacDonnell

President-elect

Mario Levesque

Past-president

Hugh Ellis

## Representing New Brunswick Externally

CCCEP

Heather Christ

NAPRA

Erin Clarke

PEBC

Janet MacDonnell



# Committees & Members 2015

**C**ommittees are established according to requirements of the Pharmacy Act and Regulations. Special committees are established to support specific areas as determined by Council. Committee members are elected Council members and appointed lay representatives and can be drawn from the general membership.

## Committees required by the NB Pharmacy Act:

### Complaints Committee

Hears complaints submitted by public or members. Sits in panels of at least three that include one lay representative.

#### Members

Greg MacFarlane - Chair  
Martine Chiasson - Vice Chair  
Lucille Pelletier - Vice Chair  
Doug Doucette - Vice Chair  
Hugh Ellis  
Bonnie White  
Trudi Buote  
Diane Brideau-Laughlin  
Glenn Whiteway  
Brian King  
Stephanie Moulton  
Priscilla Gordon  
Emery Rogers  
Sheila Dee-Sirois  
Kevin Haché  
Marc-Antoine Chiasson - Lay Rep  
Andree Savoie - Lay Rep  
Aldéa Landry - Lay Rep  
Catherine Rouanes - Lay Rep  
Phil Paradis - Lay Rep  
Phil Desrosiers - Lay Rep  
Raymond Bourgeois - Lay Rep  
Erik de Jong - Lay Rep

### Discipline & Fitness to Practise Committee

Hears complaints forwarded by the Complaints Committee or Registrar. Sits in panels of at least five that include one lay representative.

#### Members

Hugh Ellis - Chair  
Trudi Buote - Vice Chair  
Kevin Haché - Vice Chair  
Greg MacFarlane  
Martine Chiasson  
Bonnie White  
Lucille Pelletier  
Diane Brideau-Laughlin  
Glenn Whiteway  
Doug Doucette  
Brian King  
Stephanie Moulton  
Priscilla Gordon  
Emery Rogers  
Sheila Dee-Sirois  
Marc-Antoine Chiasson - Lay Rep  
Andree Savoie - Lay Rep  
Aldéa Landry - Lay Rep  
Phil Desrosiers - Lay Rep  
Catherine Rouanes - Lay Rep  
Phil Paradis - Lay Rep  
Raymond Bourgeois - Lay Rep  
Erik de Jong - Lay Rep

## Standing Committees Appointed by Council as per the Regulations

### Finance Committee

Responsible for advising Council on matters pertaining to finance, including budgets, internal controls, investments, staff compensation, and any other matter designated by Council

#### Members

Bruce Duncan (*Chair*)  
Judith Seymour  
Renee Erb  
Janet MacDonnell (*ex-officio*)

### Continuous Professional Development Committee

Guide and ensure that members registered to practice pharmacy maintain and improve their skills and knowledge base on an on-going basis.

#### Members

Vacant (*Chair*)  
Sam Lanctin (*ex-officio*)  
Diane Harpell  
Peter Hogan  
Emily Mariasine (*ex-officio*)

### Registration Committee

Assess applications for membership and establish requirements that applicants must meet to be entered on a register.

#### Members

Jonathan Walsh (*Chair*)  
Marc-Antoine Chiasson  
Susan Mansour  
Doug Doucette  
Heather LeBlanc  
Barb Kierstead  
Sam Lanctin (*ex-officio*)  
Emily Mariasine (*ex-officio*)

### Governance Committee

Monitor the functioning of Council, develop governance policies and ensure policies are followed.

#### Members

Mario Levesque (*Chair*)  
Gary Clark (*Lay Rep*)  
Jonathan Walsh  
Peter Ford  
Sean Luck  
Janet MacDonnell (*ex-officio*)  
Sam Lanctin (*ex-officio*)

### Personnel Committee

Responsible for evaluation of the Registrar and dealing with human resource issues forwarded.

#### Members

Gary Clark (*Chair*)  
Janet MacDonnell  
Mario Levesque

## Special Committees Appointed by Council

### Nominating Committee

#### Members

Nathan McCormick (*Chair*)  
Hugh Ellis  
Janet MacDonnell (*ex-officio*)  
Mario Levesque  
Steve Doucet  
Kathleen Nason  
Erik DeJong (*Lay Rep*)  
Sam Lanctin

### Awards Committee

#### Members

Jonathan Walsh (*Chair*)  
Robert Roscoe  
Chantal Michaud (*hospital*)  
Anna Jobb (*community*)  
Karen DeGrace



# 2015 Highlights



# Registration and Members

All pharmacists and pharmacy technicians must apply for registration and licensure with the New Brunswick College of Pharmacists before beginning to work in New Brunswick. Similarly, all students, before beginning any practical training in New Brunswick, must register with the College.

In New Brunswick, as of December 31, 2015, there were



**887**  
Active  
Pharmacists

**28**  
Non-active  
Pharmacists

**21**  
Active Pharmacy  
Technicians

**6**  
Conditional  
Pharmacists

**10**  
Pharmacists on  
the retired  
register

*Compared to 2014, this represents a 10% increase in total members*



**549** or **62%**  
Active Pharmacists with  
Authorization to  
Administer Injections



**473** or **53%**  
Active Pharmacists with  
Authorization to Assess &  
Prescribe for Minor Ailments

During 2015 the College registered:



**56**  
Pharmacist Students

**94**  
Pharmacy Technician  
Students



**57**  
Pharmacists

**14**  
International Pharmacist  
Graduates

**20**  
Pharmacy Technicians



A randomized audit of **64 members** was conducted in 2015 that reviewed proof of continuing education, hours of practice, First Aid /CPR, and insurance. Of the members selected for audit, **19%** had one or more items missing from their submission. The majority were able to provide the required proof however, of these 64 members, one member was moved to a non-direct register and one member was deemed ineligible for re-licensure.

# 2015 Membership Survey

The NB College of Pharmacists surveyed members in 2011, 2013 and again in 2015 to find out how they felt about the College's performance in certain areas and asked for feedback on the areas they thought needed improvement.

The results from these surveys help guide the strategic direction of the College. The 2015 results /scores have shown an improvement in overall membership satisfaction from 2011 and 2013.

The survey will continue on a biennial (once every two years) basis as a means to measure the operational and strategic performance of the College and guide strategic planning activities.

## Annual Surveys

### Participation Rates :

**32%**

2011

**14%**

2013

**22.16%**

2015

How well is the College doing in the following areas?	2011	2013	2015
<b>Communications</b>	39.3%	76%	75.4%
<b>Representation/Advocacy</b>	38.8%	53%	71.4%
<b>Professional Standards</b>	61.3%	76%	83.4%
<b>Transparency</b>	47.6%	60%	73.4%
<b>Financial Integrity</b>	49.8%	53%	77.2%
<b>Evolution of Pharmaceutical Practice</b>	61.6%	65%	81%
<b>Office Service Level</b>			72.8%
<b>Practice Advisor &amp; Compliance Officer visits</b>			79.8%



# Complaints Committee

The Complaints Committee, sitting in panels of at least three including one lay representative, hear complaints submitted by the general public, members of the New Brunswick College of Pharmacists or by the College personnel from reports received of members in contravention of the legislation that governs the practice of pharmacy in New Brunswick. The Council of the New Brunswick College of Pharmacists appoints an Administrator of Complaints to carry out the responsibilities set out in Part X of the Pharmacy Act that includes obtaining additional information as necessary, carrying out an investigation and communicating directly with the respondent.

21

Complaints filed  
with the College  
in 2015

13 resolved by agreement between the respondent and the Administrator of Complaints as provided for under section 78(2) of the Pharmacy Act

6 referred to the  
Complaints Committee

2 were withdrawn following  
informal resolution

## 6 complaints heard by Complaints Committee

3 were dealt with according to the Pharmacy Act, Section 85(1)(a) with sanctions imposed by the Committee

2 were referred to the Discipline & Fitness to Practice Committee for a hearing

1 was dealt with according to the Pharmacy Act, Section 85(1)(g) with sanctions imposed by the Committee. Subsequently, through a judicial review initiated by the member, the court found the College did not follow due process in the hearing of the complaint. The sanctions imposed by the committee were dismissed and an order was made for the College to assemble a new panel of the Complaints Committee for this complaint

9

Informal complaint matters  
resolved by College  
personnel without the need  
for a formal complaint to be  
filed

# Jurisprudence Exam

**T**he new Pharmacy Act that was proclaimed in 2014 prompted the need to update the Jurisprudence Examination for pharmacists and develop a new examination for pharmacy technicians. One of the primary goals was to create comprehensive examinations with a testing format that would fairly evaluate competencies in pharmacy jurisprudence - a fundamental element of the registration and licensure process. After extensive research of best practices in testing and evaluation, the College designed a multiple choice examination based on the National Association of Pharmacy Regulatory Authorities (NAPRA) Jurisprudence Competencies. An accompanying information and study guide is now also available to applicants and their preceptors. With two professions and two official languages in the province, the College must develop and maintain a total of four examinations.

Developing, evaluating, maintaining and administering an examination in a secure manner is a complex process that must be supported and balanced with the resources of the College. During 2015, the College benefitted from attending the Multistate Pharmacy Jurisprudence Examination® (MPJE®) Item Development Workshop hosted by the National Association of Boards of Pharmacy® (NABP®).

## There were four scheduled sittings and 23 special sittings of the Jurisprudence Examination in 2015.

During this workshop, although primarily focused on the United States boards of pharmacy, the College had the benefit of having questions reviewed by, and having discussions with, the Multistate Pharmacy Jurisprudence Examination® (MPJE®) Review Committee (MRC), a group of subject-matter experts who are experienced item writers and knowledgeable about practice and the law. The College recognizes the importance of examination defensibility and validity and, although often underestimated, examination security is forefront. Currently, exam evaluation is performed manually.

## 2015 results

**67** candidates wrote the pharmacist examination (97% were successful)

**26** candidates wrote the pharmacy technician examination (85% were successful)

The use of a psychometrician for standardization of the exams is currently being researched and computerization of examinations is being explored to assist with evaluation.

There were four scheduled sittings and 23 special sittings of the Jurisprudence Examination in 2015. Some candidates were not successful on their first attempt and were able to rewrite in 2015, although a candidate may not write the examination more than three times in a 24-month period.

Sittings held this frequently and with no established intervals puts the integrity of an examination at risk. Considering this and the administrative challenges in anticipation of more special sitting requests in 2016, it was necessary for the College to implement a more structured sitting schedule. Regularly scheduled sittings are now offered on a rotation basis with special sittings organized into “windows” of availability. This also allows for proper preparation and evaluation of examination results.

The College is cognizant of the fact that successful completion of the Jurisprudence Examination is an essential step in providing licensed pharmacists and pharmacy technicians for the profession and the public, and strives to prevent this from being an impediment in the process. The College must remain confident that candidates who pass the examination are competent in jurisprudence and those who fail are not.

# Pharmacy Assessments & Inspections

**T**he New Brunswick College of Pharmacists, as a regulator of pharmacy practice, exists to uphold the public interest in the practice of the profession by its members. The College performs routine pharmacy assessments and pre-opening inspections of new pharmacies to ensure compliance with pharmacy legislation and standards of practice. It also investigates complaints.

The routine pharmacy assessments and inspections are carried out in person, primarily by the Pharmacy Practice Advisor and the Compliance Officer - two full time employees of the College who are appointed as inspectors according to the Pharmacy Act and Regulations.


These hands-on interactions with pharmacy teams are facilitating members developing more direct relationships with the College, and the visits present a valuable opportunity for education and coaching for members relating to practice improvement and building confidence in the many areas where they excel.

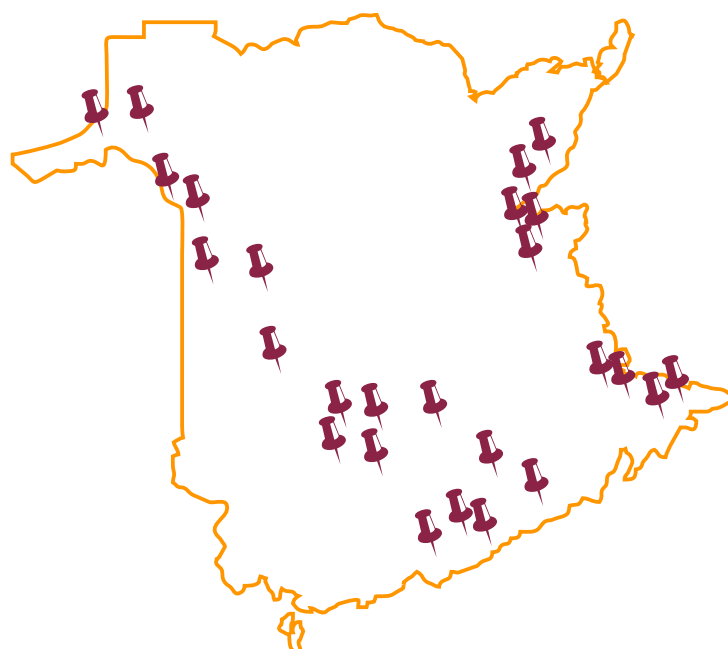
The visits are well received by members, as documented in the quality assurance questionnaire they complete when the assessment of their pharmacy is over.

For example, 91% of respondents to the questionnaire think the assessments are worthwhile and provide them with a learning opportunity.

Our members are telling us these assessments are beneficial and serve to build confidence in their current practice and provide respectful, constructive input on areas for change.

For the College, scheduled, routine assessments or inspections are increasingly important as we aim to be proactive in enabling improvements to pharmacy practice and promoting compliance with pharmacy legislation and standards of practice.

 A total of 56 routine assessments and four new pharmacy inspections were carried out during 2015 in the following regions:



Edmundston	Hampton
Grand Falls	Quispamsis
Plaster Rock	Rothsay
Perth	Saint John
Florenceville	Moncton
Hartland	Dieppe
Woodstock	Shediac
Fredericton	Miramichi City
New Maryland	Douglastown
Fredericton	Bathurst
Junction	Petit ocher
Oromocto	Beresford
Chipman	Dalhousie
Sussex	

## Quality Assurance Evaluation

Pre-assessment contact:

	Completely agree	Somewhat agree	Somewhat disagree	Completely disagree	N/A
A. The person I dealt with was flexible when setting an appointment time. I feel they co-operated with me in a fair way.	100	1	0	1	2
B. The pre-assessment tools provided to me were straightforward and easy to complete.	86	11	1	0	6
C. I understood what to expect from an assessment.	76	23	3	1	1



## Comments

**“This was very beneficial to me, especially as a new Pharmacy Manager. They pointed out a few areas for us to work on that I may not have considered on my own. I really appreciate the feedback.”**

**“The number one "take home" message for me....The College exists not only to Assess Compliance and Protect the Public, but they are a valuable resource to me for support, mentorship, clarification and guidance to assist me with achieving my goal to provide the absolute best Pharmaceutical Service and Patient care.”**

**“I found this visit extremely beneficial in helping us move forward to make the changes to enhance our pharmacy services.”**

**“I thoroughly enjoyed this learning experience. The inspector and I had some very good professional discussions during this inspection. I found the entire process to be quite thorough and professional.”**

## Routine Pharmacy Assessments: A View from the Road

Heather Christ, BScPharm  
Pharmacy Practice Advisor



**A**s Pharmacy Practice Advisor, much of my time is spent on the road visiting pharmacies - the vast majority of these visits are routine pharmacy assessments. I consider it a privilege to interact with my peers and discuss how our profession can best meet the needs of New Brunswickers. I am particularly pleased when I witness an atmosphere where members are providing genuine, quality care, and clients are seen as individuals and are at the forefront of professional decision making.

Pharmacy managers will admit their teams are apprehensive before a scheduled visit from the Pharmacy Practice Advisor, and I can understand that. Almost invariably, though, those

same managers will tell me at the end of the visit, "that wasn't as difficult as we thought it would be".

One of the goals of the routine pharmacy assessment is to take a collaborative approach to addressing the challenges pharmacists face. If I see opportunity for improvement, it is discussed with the pharmacy manager. During this exchange, I learn about the challenges that may be particular to that pharmacy, and am able to provide ideas and brainstorm to think of ways to overcome the challenge. Different practice sites have assorted resources, a varied patient base and unique staffing challenges, so I have learned there are no cookie-cutter answers. Creative solutions, unique to a particular practice site, make finding answers enjoyable!

Because of many years in practice, and because I see so many practice sites, both community and hospital, I have been able to bring practical ideas. One of the most exciting things about my role is when I am able to share some out-of-the-box thinking for handling a practice challenge. I understand that when members have been in their own pharmacy every day, possibly for many years, having someone bring fresh perspective can be helpful.

I am consistently told by pharmacy managers that if there was one area they would like to have more training, skills and generally more confidence in, it is human resource management\*. Staff pharmacists tell me the greatest

challenge comes with expanded scope and meeting requirements in the Standards of Practice. In most practice sites, documentation of patient counselling and prescribing decisions, while generally improved, still are not consistent. The most common question I have received in 2015 usually follows a common theme - how to effectively use pharmacy technicians in current workflow.

I leave most visits feeling encouraged. Many pharmacists are providing very good patient care, and only need more confidence in their skills. The vision for pharmacy assessments is for them not to be a box checking exercise - and my focus doesn't need to be telling people what they are doing wrong. I feel invigorated after interacting with hardworking professionals who love their patients; it makes me love this profession, and my colleagues, more with each visit.

*\*The Pharmacist At Risk /LifeWorks® Program is offered to all members on behalf of the New Brunswick College of Pharmacists and the New Brunswick Pharmacists' Association. In addition to offering short-term counselling services, the Pharmacist At Risk/LifeWorks® Program also provides support to members in supervisory or management roles.*



# Auditor Report & Financial Statements



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## INDEPENDENT AUDITOR'S REPORT

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To the Members of New Brunswick College of Pharmacists

We have audited the accompanying financial statements of New Brunswick College of Pharmacists, which comprise the statement of financial position as at December 31, 2015 and the statements of changes in net assets and cash flow for the year then ended, and a summary of significant accounting policies and other explanatory information.

### Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

### Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

*(continues)*

Independent Auditor's Report to the Members of New Brunswick College of Pharmacists *(continued)*

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of New Brunswick College of Pharmacists as at December 31, 2015 and the results of its operations and its cash flow for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

A handwritten signature in black ink that reads "Green Webber Company". The script is cursive and fluid, with the first letters of each word being capitalized and prominent.

CHARTERED ACCOUNTANTS

April 4, 2016

# NEW BRUNSWICK COLLEGE OF PHARMACISTS

## Statement of Financial Position

December 31, 2015

	2015	2014
<b>ASSETS</b>		
<b>CURRENT</b>		
Cash	\$ 1,297,114	\$ 1,239,476
Accounts receivable	3,580	-
Prepaid expenses	9,862	6,596
	<u>1,310,556</u>	<u>1,246,072</u>
PROPERTY AND EQUIPMENT (Note 4)	26,579	33,224
INTANGIBLE ASSETS (Note 5)	64,263	82,624
LONG TERM INVESTMENTS (Note 6)	<u>1,480,077</u>	<u>1,413,230</u>
	<u>\$ 2,881,475</u>	<u>\$ 2,775,150</u>
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT</b>		
Accounts payable and accrued liabilities	\$ 40,188	\$ 27,614
Harmonized sales tax payable	125,975	126,451
Dues paid in advance	<u>1,051,114</u>	<u>1,018,630</u>
	<u>1,217,277</u>	<u>1,172,695</u>
<b>NET ASSETS</b>		
Accumulated	184,121	189,225
Restricted for special purposes (Note 7)	922,399	897,200
Restricted for specific purposes (Note 7)	<u>557,678</u>	<u>516,030</u>
	<u>1,664,198</u>	<u>1,602,455</u>
	<u>\$ 2,881,475</u>	<u>\$ 2,775,150</u>

### ON BEHALF OF THE BOARD

 Director  
 Director

See notes to financial statements

# NEW BRUNSWICK COLLEGE OF PHARMACISTS

## Statement of Changes in Net Assets

Year Ended December 31, 2015

	Accumulated Operating Surplus	Restricted for Special Purposes	Restricted for Specific Purposes	2015	2014
<b>NET ASSETS - BEGINNING OF YEAR</b>	\$ 189,225	\$ 897,200	\$ 516,030	\$ 1,602,455	\$ 1,556,525
Excess of revenues and dues over expenses	61,743	-	-	61,743	45,930
Allocation from operating surplus	(30,000)	-	30,000	-	-
Investment income allocation to reserves	(36,847)	25,199	11,648	-	-
<b>NET ASSETS - END OF YEAR</b>	\$ 184,121	\$ 922,399	\$ 557,678	\$ 1,664,198	\$ 1,602,455

See notes to financial statements

# NEW BRUNSWICK COLLEGE OF PHARMACISTS

## Statement of Operations

Year Ended December 31, 2015

	Budget 2015	2015	2014
<b>REVENUES AND DUES</b>			
Licensed pharmacists - dues	\$ 773,500	\$ 775,066	\$ 770,135
Licensed technician	12,000	6,050	-
Licensed students - dues	3,500	7,400	6,245
Licensed certified dispensers - dues	3,640	2,730	4,500
Inactive pharmacists- dues	4,625	5,550	3,675
Inactive certified dispensers - dues	740	-	875
Registration, examination fee and other	43,100	73,500	53,875
Certificates of accreditation - community	235,400	244,050	237,440
Certificates of accreditation - hospitals	13,910	13,910	13,780
Certificates	25,000	15,880	32,535
	<u>1,115,415</u>	<u>1,144,136</u>	<u>1,123,060</u>
<b>EXPENDITURES</b>			
Administrative- Schedule 1	955,450	842,548	818,271
General- Schedule 1	64,000	82,629	176,663
Educational- Schedule 1	36,750	36,998	32,537
Meetings- Schedule 1	73,250	118,245	63,300
Grants and assessments- Schedule 1	38,634	38,454	38,307
	<u>1,168,084</u>	<u>1,118,874</u>	<u>1,129,078</u>
<b>EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES</b>	<u>(52,669)</u>	<u>25,262</u>	<u>(6,018)</u>
<b>OTHER INCOME (EXPENSES)</b>			
Investment income	-	71,376	61,217
Gains on disposal of investments	-	20,125	55,166
Fair market value adjustment of investments	-	(55,020)	(64,435)
	<u>-</u>	<u>36,481</u>	<u>51,948</u>
<b>EXCESS (DEFICIENCY) OF REVENUES AND DUES OVER EXPENDITURES FOR THE YEAR</b>	<u>\$ (52,669)</u>	<u>\$ 61,743</u>	<u>\$ 45,930</u>

See notes to financial statements





