

ONTARIO COLLEGE OF PHARMACISTS

ANNUAL REPORT

2000-2001





The mission of the Ontario College of Pharmacists is to regulate the practice of pharmacy, through the participation of the public and the profession, in accordance with standards of practice which ensure that pharmacists provide the public with quality pharmaceutical service and care.

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Ontario College of Pharmacists Council 2000-2001

From left to right:

Front Row: Gurjit Husson, District 15; Sherry Peister, District 12; Iris Krawchenko, District 8; Barbara Minshall, District 2; Della Croteau, Deputy Registrar/Director of Programs; Leslie Braden, Vice President, District 7; Deanna Laws, Registrar; Marie Ogilvie, District 1; Marlene Hogarth, Public Member; Wally Hunter, Public Member, Milton; Connie Campbell, Director of Finance and Administration; Joan Boyer, Public Member, Port Colborne

Second Row: Bob Drummond, Public Member, Parry Sound; Pasquale Fiorino, Public Member, Amherstburg; Sam Hirsch, President, District 4; Garry Dent, Public Member, Kapuskasing; Bill Mann, Past President, District 13

Third Row: Stephen Mangos, Public Member, Toronto; Martin Belitz, District 3; Malcolm Mansfield, Public Member, Toronto

Fourth Row: Wayne Hindmarsh, Dean, Faculty of Pharmacy, University of Toronto; Dave Malian, District 11; Alexander Wong, District 6

Fifth Row: Steve Balestrini, District 10; Steve Gupta, Public Member, Toronto; Malcolm Ng, District 17; Larry Hallok, District 5; Larry Boggio, District 9; Barry Solway, Public Member, Toronto; Albert Chaiet, District 16; Bill Wilson, District 14

Missing: Dean French, Public Member, Toronto

Registrar's Introduction

I am pleased to introduce the Annual Report of the Ontario College of Pharmacists for 2000-2001. The year has been a busy and productive one, full of challenges and opportunities. Two key decisions made by Council this year are detailed in the President's Report. These were the purchase of a second building to accommodate growth in College operations and the unanimous decision to withdraw the College's membership from the National Association of Pharmacy Regulatory Authorities (NAPRA).

The College has completed its first full year of implementation of *Strategic Plan 2000*. In June, Council also noted with satisfaction the progress that has been made to date in implementing the College's four strategic directions, namely using mechanisms such as education, facilitation, communication strategies and appropriate regulation to enhance members' knowledge of, and compliance with, the *Standards of Practice* for the profession. This has been achieved partly by enhancing the roles of the College's field staff to ensure that routine pharmacy inspections are both educational and facilitative for our members and pharmacy owners. This year also saw the Accreditation Committee begin working on proposed *Standards for Designated Managers* of pharmacies to ensure that all pharmacists agreeing to assume responsibility for the overall operation of a pharmacy fully understand the College's expectations for their roles and accountability.

Deanna Laws, Registrar



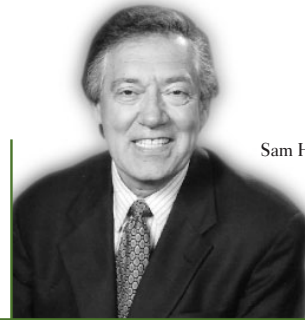
Two of our strategic directions speak to facilitating optimal public protection and enhancing public awareness of the profession by communicating to the public, and other key stakeholders, the value and range of pharmaceutical/pharmacist services and care. To this end, the College's Communications Committee presented a three-phase communications plan which was approved by Council. The first phase will be launched in October, 2001 with the distribution of the College's new symbol for pharmacy in Ontario — the *Point of Care* — to all community and hospital pharmacies. At Council's direction, the College is also pursuing legislative change to make displaying this sign a mandatory requirement for all accredited pharmacies.

Much of the College's work this year was also committed to a legislative review of the *Drug and Pharmacies Regulation Act*, prompted, in part, by possible government intent to open this Act in 2002, as well as furthering a strategic direction to pursue efforts to formally regulate pharmacy technicians. Proposed legislative amendments approved by Council have been circulated to the membership. It is expected that the College's desired legislative amendments will be ready for submission to the Ontario government in 2002.

President's Message

This year was full of new and exciting initiatives for the College and the profession. In March, Council unanimously approved a motion for the College to purchase additional office space in the vicinity to accommodate the College's continued growth in staff and operations. In June, the College assumed ownership of the building located at 186 St. George Street. While the building is fully leased, the College plans to gradually assume space as leases expire and as the College's needs arises.

On behalf of the College, I was delighted to accept, in partnership with the Faculty of Pharmacy, University of Toronto, a three-year grant from the Ministry of Training, Colleges and Universities to develop an international pharmacy graduate program. Since 1999, the College and the Faculty have worked together to develop and pilot courses to assist international pharmacy graduates in meeting the competencies required for licensure in Ontario. The new partnership between the College, the Faculty and the Ministry was officially launched at a reception held at the College. We are optimistic that the *International Pharmacy Graduate Program* will become government-recognized as a "best practices" model for facilitating licensure of other foreign-trained professionals.



Sam Hirsch, President

Much discussion and debate was held regarding continuing the College's voluntary membership in the National Association of Pharmacy Regulatory Authorities (NAPRA). The College was a founding member of the association in 1995, and while support was expressed for the initiatives set out in NAPRA's strategic plan, Council noted many areas of overlap, resulting in duplication of College effort and cost. After much consideration, Council unanimously passed a motion to withdraw from NAPRA effective December 31, 2002.

The Registrar has noted the progress made this year with respect to implementing the College's *Strategic Plan*, particularly in the areas of communications and public education, and legislative review and renewal. As part of the legislative review, Council directed that a special working group be struck to review pharmacy ownership and to work towards increased and equal accountability for all Ontario pharmacy owners, regardless of whether or not they are pharmacists and members of the College. Council also endorsed a proposed set of legislative amendments for the purpose of regulating pharmacy technicians.

District meetings were not held this year but are planned for the spring of 2002.

Executive Committee

The Executive Committee is a statutory committee that deals with matters requiring attention between meetings of Council. In addition, this committee directs all planning and governance activities associated with Council. It receives and studies reports from all committees, except Discipline and Fitness to Practice (which report directly to Council).

Sam Hirsch, President

Committee Members:

Joan Boyer
Leslie Braden, Vice President
Pasquale Fiorino
Bill Mann, Past President
Barbara Minshall
Barry Solway

The Executive Committee reports to Council a summary of activities, decisions and recommendations taken between Council meetings. The Executive Committee's activities in the 2000-2001 Council Year are reflected in the committee reports.

Registration Committee

The Registration Committee is a statutory committee that develops policies relating to entry-to-practice requirements. Panels of the Registration Committee meet monthly to review individual requests for exemptions from, or guidance on, the regulations and policies.

The following matters were considered by the Committee this year:

Structured Practical Training: Council approved a recommendation that the application of the structured practical training requirement be expanded to include US licensed pharmacists.

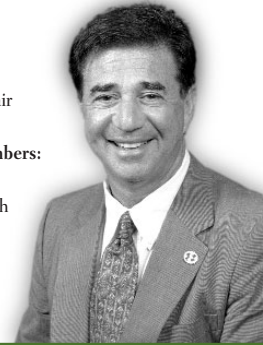
Mutual Recognition Agreement: Between July 1, 2001 and September 10, 2001, 32 pharmacists from Mutual Recognition Agreement signatory provinces were licensed in Ontario.

Fluency: Attaining the fluency level needed to practice according to current standards continues to be a challenge for many candidates. The Committee continues to review its fluency evaluating process.

Marty Belitz, Chair

Committee Members:

Marlene Hogarth
Wayne Hindmarsh
Gurjit Husson
Stephen Mangos
Malcolm Ng



Individual Appeals: Panels of the Registration Committee considered 202 requests for registration between October 25, 2000 and September 10, 2001. The majority of these requests were related to fluency. One hundred and six requests were granted, 96 were denied, and two were not reviewed by a Panel as the applicants met the requirements by the time their application was reviewed. Of those denied, nine were appealed to the Health Professions Appeal and Review Board. Three appeals were withdrawn by the appellants, two decisions were upheld, and on the remaining four appeals, the Board directed the Registrar to issue certificates of registration to the appropriate part of the Register.

Accreditation Committee

The Accreditation Committee is a statutory committee that considers matters relating to the operation of pharmacies in Ontario. These matters include operational requirements, ownership, supervision and the distribution of drugs in the pharmacy. The Committee also reviews issues relating to pharmacy inspections conducted by field staff where the pharmacy has failed to comply with the requirements for maintenance, record keeping, and ownership.

The Committee met six times this year. The matters discussed include:

Library Guide: The Committee considered adding other reference sources and removing prices for the guide. The Committee felt that the guide should remain as is with an update stating that selected texts are now available online through various suppliers. It also agreed that the disclaimer, "All prices are subject to change without notification" will remain in the guide.

Digital Signatures: The Committee discussed the need to act quick to create a policy on the adoption of electronic transmission of prescriptions and the use of digital "signatures". It was agreed that this issue would be referred to the Professional Practice Committee.

10-Digit Telephone Numbers: As of March 5, 2001, all callers within the Toronto 416 area code are required to also dial this area code when placing a call. As a result, any pharmacy not listing the area code on their prescription labels would therefore not be in compliance with current legislation. This situation will continue to arise across Ontario as telephone numbers become exhausted and new area codes are added. The Committee therefore recommended that all Ontario pharmacies include their area codes on prescription labels and this policy is to become

Marie Ogilvie, Chair

Committee Members:
Robert Drummond
Jane Farnham (NCCM)
Alexander Wong



mandatory in January 2002. (A grace period was given to allow pharmacies to deplete existing stocks of pre-printed labels.)

Lock and Leave: A few inquiries have been received by the Committee asking for variance to these guidelines. The Committee reviewed the policy and approved an amended text.

Powers of Accreditation Committee: The Committee began a review of the DPRA including a review of the prescribed authority of the Accreditation Committee.

Designated Managers: The new Standards for Designated Managers was published and distributed for stakeholder feedback. Many suggestions and comments were received and considered by the Committee and incorporated into a final set of standards.

Pharmacy Matters Referred to Accreditation Committee: Three pharmacy matters that were referred to the Accreditation Committee were concluded upon review. Four other pharmacy issues considered by the Committee were referred to the Discipline Committee. Our Committee also recommended that a Registrar's Investigation (RI) be struck for two additional pharmacy matters.

The Patient Relations Committee is a statutory committee with various responsibilities including administering the *Victim Compensation Fund*, a pool of monies available to patients who were victims of sexual abuse by members of the College.

Barbara Minshall, Chair

Committee Members:

Joan Boyer
Marlene Hogarth
Marie Ogilvie
Barry Solway



Patient Relations Committee

Victim Compensation Fund

This year, the Committee developed proposed guidelines which would expand access to the fund by victims so that it is not limited to those situations in which the Discipline Committee makes a finding of sexual abuse against a member.

To meet its legislative requirement to provide funding for therapy and counselling, the Committee also created an information package, including application forms, which outline the policies for administering funds to patients. Council approved these policies in June 2001. To date, there have been no applications to the *Fund*.

Public Education Functions Moved to Communications Committee

In the past, this Committee undertook various important non-statutory functions in the area of communications and promotion of the stature of the profession and its members in Ontario. These important functions were moved this year to the newly created Communications Committee.

The Quality Assurance Committee, a statutory committee of the College, is responsible for the development and implementation of a continuing competency program for members. This marks the fourth completed year of our comprehensive Quality Assurance Program, including the Practice Review.

Steve Balestrini, Chair

Committee Members:

Christine Donaldson (NCCM)

Reza Farmand (NCCM)

Marlene Hogarth

Stephen Mangos

Jim Mann (NCCM)

Malcolm Ng

Barry Solway



Quality Assurance Committee

This year saw the release of a cumulative report commissioned by the Health Professions Regulatory Advisory Council on all health colleges' quality assurance programs. The report indicated that the College's Quality Assurance Program is a model program for all regulatory bodies and should be published. Articles are being written for journal publication, describing the development of the Program and the results to date. Each year, the College conducts extensive evaluations of the Program, making adjustments at the end of each year's cycle. In June 2001, Council passed a number of policy changes that were proposed by our Committee. Of particular note was the decision to exclude new graduates or those having just passed the Pharmacy Examining Board of Canada's (PEBC) examinations with Objective Structured Clinical Evaluation (OSCE) from the Phase 2 random-selection for a period of five years from the date of their graduation or PEBC qualification. This decision was based on the fact that such candidates have recently undergone rigorous testing and that similar past candidates have met the *Standards* consistently during the first three years of the *Practice Review*.

The Committee also considered the process for candidates who might be selected a second time when the Practice Review begins its second five-year phase (Phase 2). Candidates will be left out of the pool for Phase 2 for a period of five years after successfully completing the Practice Review. The Committee considered that as the half-life of medical knowledge continues to be very short, these candidates should be required to complete the Clinical Knowledge component if selected sometime over the next five years. After 10 years, they could also be selected to undergo the complete Practice Review assessment.

Through ongoing qualitative and quantitative evaluation, the Program has been adjusted to enhance its relevance to pharmacists, while still setting a minimum performance levels and identifying candidates in need of remediation. The videotape and the web-based samples of the Clinical Knowledge Assessment continue to assist pharmacists in preparing for the Practice Review. This Program

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Quality Assurance Committee

continues to be of great benefit as it uses assessment scenarios that are current and relevant. It remains up-to-date through efforts of many practicing pharmacists who volunteer to help the College write, test, and set performance standards for each written and standardized patient case that is used.

The Committee also continues to provide a peer support group to those pharmacists that fall below the standard and who require remedial work before re-attempting the Practice Review. The support group consists of pharma-

cist-peers and a public member who direct the pharmacist towards remedial activities that will help him/her achieve the expected levels of practice and standards. (More and more training programs are being made available to assist pharmacists in refreshing their skills in communications, therapeutics and patient counselling.)

This program continues to be regarded as a model by our peers in other health colleges, and regular evaluation helps us ensure its continued growth and enhancement for the benefit of members and the public alike.

Fitness to Practice Committee

The Fitness to Practice Committee is a statutory committee. A panel of the Committee is convened upon referral from the Executive Committee to consider a member's capacity to practice pharmacy. (A Board of Inquiry will have been appointed by the Executive Committee and will have conducted a health inquiry before any such a referral.)

An incapacity proceeding is distinct from a disciplinary proceeding as it tries to determine whether a member suffers from an incapacitating mental or physical condition. Examples of such conditions are alcohol, chemical or other substance abuse, mental illness and dementia.

There were no referrals to the Fitness to Practice Committee this Council year. For this reason the Committee did not meet.

The Complaints Committee is a statutory committee that investigates complaints received by the College about its members. In each case the Committee carefully assessed the presented facts, the particular members' explanations and considered the practice improvement measures implemented by said member. The Committee then makes decisions that are geared towards the simultaneous goals of educating the member and achieving public safety.

Iris Krawchenko, Chair

Committee Members:

Roger Ball (NCCM)

Joan Boyer

David Malian

Barry Solway



Complaints Committee

The Committee also uses its complaint's review process to identify practice improvement opportunities both in the member's practice and practice setting. The Committee then requires suitable remediation to be undertaken.

Philosophy

It is the Committee's philosophy that this approach is the most effective way for it to carry out its mandate to protect the public. As a result, the Committee has further broadened its repertoire of educational tools so that each decision can be carefully designed to best effect improvement in the particular member's practice.

Referrals

In addition to issuing reminders and cautions to members, the Committee also refers individuals to the Quality Assurance Program and/or the College's Jurisprudence Seminar & Examination. It often requires members to

engage in other suitable educational programs. As a result, only 12 of the 133 cases reviewed were referred to the Discipline Committee this year. (Referral to the Discipline Committee is reserved for the most serious cases where public safety is at risk and there is no suitable alternative.)

Medication Error Prevention

Having identified practices that result in preventable errors, some members of the Complaints Committee also collaborated with a special working group through the Ontario Pharmacist's Association to develop a seminar on medication error prevention. We are very pleased with the result of this collaborative effort as we believe that the seminar will allow participating members to become more knowledgeable about error prevention and management. This seminar may also become an additional education referral option for the Committee.

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Complaints Committee

Methadone Dispensing

During the year, the Committee also identified common practice errors in methadone dispensing and has referred these concerns to the Professional Practice Committee. To better educate and enable the Committee to assess cases involving methadone, the Committee also attended an educational seminar on best practices in methadone dispensing.

Impact of Practice Setting

Through its review of investigations, the Committee has

come to recognize that the practice setting may have a significant impact on an individual pharmacist's practice. The Committee recognizes and promotes the proactive role that each member can play in effecting change in the practice setting and has advised members of its decisions on the College's expectations in this regard. In a further effort to seize opportunities to affect positive practice setting improvements, the Committee will continue to make the appropriate referrals to other committees and working groups so that general practice information gathered as part of the complaints screening process can be integrated into the College's processes.

STATISTICS FOR 1997, 1998, 1999 and 2000

CATEGORY	1997	1998	1999	2000
02 - Unauthorized Prescriptions	5	6	8	10
04 - Reduction of Quantity	1	4	4	2
05 - Confidentiality	1	1	5	8
06 - Expired Medication	4	3	2	1
07 - Failing to Intervene in Patients Best Interest*	0	0	4	2
08 - Dispensing Errors	9	11	12	14
09 - Ingested Dispensing Errors	44	35	34	33
10 - Excessive Charges	5	6	6	3
11 - Fraud	4	10	6	5
14 - Professional Services	14	25	15	12
15 - Product Selection/Substitution*	0	0	2	1
18 - Records**	0	0	0	3
22 - Labelling**	0	0	0	1
25 - Miscellaneous	32	34	27	38
* new categories introduced in 1999				
** new categories introduced in 2000				
TOTAL	119	135	125	133

Pasquale Fiorino, Chair

Committee Members:

Zubin Austin (NCCM)

Marty Belitz

Larry Boggio

Leslie Braden

Albert Chaiet

Brian Chute (NCCM)

Gary Dent

Steve Gupta

Marlene Hogarth

Gurjit Husson



Stephen Mangos

Bill Mann

Malcolm Mansfield

Gord Murray (NCCM)

Toni Nieuwhof (NCCM)

Anne Resnick (NCCM)

Discipline Committee

The Discipline Committee is a statutory committee that hears matters referred by the Complaints, Executive and Accreditation committees. The Chair selects panels and each panel must be comprised of no less than three but no more than five Committee members. To be duly constituted, a panel must also have at least two members of Council appointed by the Lieutenant Governor in Council and at least one elected member of Council who is a pharmacist. (The College's practice is to strike panels that have three pharmacists and two public members of Council.) The panels also benefit from the advice of their own independent legal counsel. The Discipline Committee can suspend for a term, or revoke a member's Certificate of Registration or a pharmacy's Certificate of Accreditation.

Status of Cases

The Discipline Committee concluded 16 cases, one matter is ongoing, and on three separate occasions, the Committee also heard motions relating to these cases. A motion is a formal preliminary proceeding held before at least one member of the Committee and is used to reach a decision on a point of law related to the case, such as jurisdiction of the Committee. One motion, which was brought forward by a member alleging prejudice to his case due to a delay in proceeding was denied.

Additionally, two matters were appealed to the Divisional court, one of which was abandoned and the other remains pending.

Pre-Hearing Conference Process

In this Council year, the Discipline Committee introduced the practice of the pre-hearing conference. This process allows the parties to meet informally in advance of the hearing to have the case assessed by an experienced member of the Discipline Committee who chairs the conference. All members who face disciplinary proceedings are offered an opportunity to meet at a pre-hearing conference. We expect this practice will introduce efficiencies by identifying areas of agreement earlier and therefore expediting the proceedings. All matters are, however, ultimately heard by a panel of the Committee in a hearing that is open to the public. Pre-hearing conferences were held in connection with five cases this year.

Summaries of all matters heard by the Discipline Committee are published in the College journal, *Pharmacy Connection*. Outlined on pages 12-14 is a synopsis of those cases concluded by the Discipline Committee.

No.	Member: Charge	Order
1	Azad, A. A finding of professional misconduct for failing to meet the standards of practice of the profession in that he dispensed or permitted the dispensing of prescription medications to patients without proper authority, and failed to retain original written prescriptions at the pharmacy with the record of dispensing.	A nine-month suspension of his Certificate of Registration with three months to be remitted upon the successful completion of a Practice Review of the Quality Assurance Program within 12 months of the hearing date; participation in any continuing education resulting from the Practice Review, attendance at an OCP Jurisprudence seminar and successful completion of the exam, (failing which would result in a referral back to Discipline), two additional inspections of his place of practice within 18 months, the cost of \$300 per inspection to be borne by him.
2	Khong, T.T.A. : A finding of professional misconduct in that she made 35 errors in the dispensing of prescription medications.	A reprimand, a fine of \$2,000, a one-month suspension of her Certificate of Registration to be remitted upon successful completion of the Practice Review of the Quality Assurance Program within six months of the hearing date, at her own expense, two inspections of her place of practice within the next 18 months at her own expense.
3	Remtulla, K.R. : A finding of professional misconduct in that on 12 occasions he billed a third party payer for medication not dispensed, and on 54 occasions he dispensed prescription medication to patients without proper authority, and on 27 occasions he recorded verbal prescriptions and dispensed medication other than those prescribed, where the prescribed medication was not covered by a drug plan and the substituted medication was covered by a drug plan, and when prescriptions were received for drug plan beneficiaries, for prescriptions not covered by the drug plan, and falsified documentation accordingly, and other various billing irregularities.	A reprimand; a fine of \$1,000, a suspension of his Certificate of Registration for nine months, three months of which are to be remitted upon successful completion of a Practice Review of the Quality Assurance Program of the College within 12 months of the hearing date, two inspections of his practice location within 18 months following his return to practice, the cost of \$300 per inspection to be borne by him.
4	Mohammed, M.A. : A finding of professional misconduct for dispensing prescription medications without the signature of the dispensing pharmacist.	A reprimand.
5	Ogowa, G.U. : A finding of professional misconduct for dispensing prescription medications without the signature of the dispensing pharmacist, failing to maintain records as required, changing the quantity and directions for prescription medications dispensed, and failing to document dialogue with regard to initial prescriptions.	A reprimand, a suspension of his Certificate of Registration for a period of one month, two further inspections of his place of practice within 18 months of the hearing date, the cost to be fixed at \$300 per inspection to be borne by him.

No.	Member: Charge	Order
6	Quan, N.M.: A finding of professional misconduct in that she failed to meet the standards of practice of the profession by dispensing or permitting the dispensing of prescription medications, including but not limited to, substituting certain prescriptions for others without proper authority.	A reprimand, a fine of \$2,000, a three-month suspension of her Certificate of Registration, to be remitted in full upon successful completion of the Practice Review of the Quality Assurance Program within 12 months of the hearing date, at her expense.
7	Rana, R.A.: A finding of professional misconduct in that she failed to meet the standards of practice by repeatedly having expired drugs in the dispensary.	A reprimand, a fine of \$500, an undertaking and agreement by her to comply with standards of practice for expired drugs, two further inspections of her place of practice, within 18 months of the hearing date, at a cost of \$300 per inspection to be borne by the member.
8	Yoon, K.I.: A finding of professional misconduct in that as a director of a company, pled guilty to committing two counts of uttering forged documents and fraud contrary to sections 380(1)(a) and 368(1)(a) of the <i>Criminal Code of Canada</i> .	A reprimand, a fine of \$1,000, a suspension of his Certificate of Registration for a period of one month.
9	Velji, Z.: A finding of professional misconduct in that: she was found guilty of two counts of fraud in excess of \$1,000.00 contrary to Section 380(1) (a) of the <i>Criminal Code of Canada</i> , and one count of fraud under \$1,000.00 contrary to section 380(1) (b) of the <i>Criminal Code of Canada</i> , and she dispensed four prescription medications without proper authorization, and dispensed 10 narcotic prescription medications and failed to keep proper records.	A reprimand, a fine of \$2,500, a suspension of her Certificate of Registration for a period of four months.
10	Naguib, W.W.M.: A finding of professional misconduct in that he dispensed prescription medication to an individual two times on the same day without proper authority.	A reprimand, a fine of \$1,500.
11	Comrie, C.D.: A finding of professional misconduct in that he was found guilty of five counts of sexual assault pursuant to section 271 of the <i>Criminal Code of Canada</i> ; and further, he was found guilty in that, he did, being in a position of trust or authority towards a young person, for a sexual purpose, touch directly the body of a young person with his penis, contrary to section 153 of the	A reprimand, revocation of his Certificate of Registration. The Panel made an order requiring the member to reimburse the College for funding for therapy and counselling for the patient, should an application for this funding be made to the College.

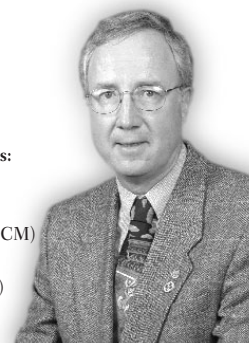
No.	Member: Charge	Order
	<p><i>Criminal Code of Canada.</i> These contraventions constitute conduct or acts relevant to the practice of a pharmacist that, having regard to all the circumstances would reasonably be regarded by members as disgraceful, dishonourable or unprofessional. Further, he did engage in sexual intercourse or other forms of sexual relations with a patient that constitutes professional misconduct that carries with it a mandatory penalty of revocation of a member's Certificate of Registration.</p>	
12	<p>Aziz, S.M.: A finding of professional misconduct in that he dispensed or permitted to be dispensed, prescription medications, including narcotics, without proper authority and over an extensive period of time.</p>	<p>A reprimand, a fine of \$5,000, a six-month suspension of his Certificate of Registration, two months of which will be remitted upon the successful completion, at his own expense and within one year, of a Practice Review of the Quality Assurance Program of the College.</p>
13	<p>Wan, T.C.: A finding of professional misconduct in that he failed to meet a standard of practice by dispensing a prescription for a patient with Invirase® (Saquinavir) 200 mg when the prescription called for Crixivan® (Indinavir) 400 mg.</p>	<p>A reprimand, a 30 day suspension of his Certificate of Registration, to be remitted in full upon the successful completion of a Practice Review of the Quality Assurance Program of the College, at his own expense, to be completed within 12 months of the hearing date, and a fine of \$2,000.</p>
14	<p>Wassef, F.L.: A finding of professional misconduct in that he dispensed or permitted the dispensing of prescription medications without proper authority.</p>	<p>A reprimand, a three-month suspension of his Certificate of Registration, a \$2,000 fine, an inspection of his practice location, at a time to be determined by the College at a cost of \$300 to be borne by the member.</p>
15	<p>Wassef, L.F.: A finding of professional misconduct in that he dispensed or permitted the dispensing of prescription medications without proper authority, and removed prescription files from Eldin IDA Pharmacy without the approval of the College.</p>	<p>A reprimand, a three-month suspension of his Certificate of Registration to be served consecutively, a \$2,000 fine, an inspection of his practice location at a time to be determined by the College, at a cost of \$300 to be borne by the member. He will provide a written undertaking that the records of Houstons Pharmacy and Eldin IDA Pharmacy be kept in accordance with College regulations.</p>

The Professional Practice Committee is a standing committee that provides direction and guidance through the Executive Committee to Council on matters pertaining to pharmacy practice, development and ongoing review of standards of practice, ethics and electronic transfer of patient information.

Bill Mann, Chair

Committee Members:

Garry Dent
Robert Drummond
Barry Greenberg (NCCM)
Sherry Peister
Jane Penney (NCCM)



Professional Practice Committee

The Professional Practice Committee met five times this year:

Policy for Pharmacies Operating Internet Sites:

New technology and the rapid development of the Internet demanded that the Committee review and develop guidance for pharmacists, while ensuring that the public is protected and can be assured that they are dealing with a reputable site. A policy was introduced and it will continue to be reviewed and updated as required.

Refusal to Fill for Moral or Religious Reasons:

The continuing debate on abortion resulted in the Committee reviewing guidelines that were developed by NAPRA. The Committee reviewed and amended the NAPRA policy before adapting it for use in Ontario.

Central Fill: Central fill and central processing has been making some progress in the US, however before it can be adopted in Canada, there are several legislative hurdles to be overcome and issues to be addressed. The Committee will continue monitoring developments in this area.

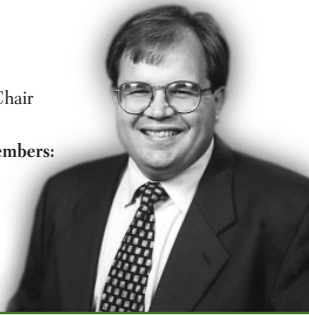
Guidelines for Methadone: The Committee began reviewing methadone dispensing practices with the intent to develop stronger guidelines or standards. Work has begun on these guidelines, with their expected release and accompanying education activities anticipated in the near future.

Electronic Prescribing: The Committee reviewed several proposals by companies wishing to introduce hand-held devices for physicians' electronic prescribing. Upon review however, it was revealed that none of these products can, as yet, provide a guarantee as to who is actually sending the message (non-repudiation). This issue remains under review.

Long-Term Care: The Committee also looked at the problems associated with servicing long-term care facilities. The difficulty lies in the multidisciplinary approach that is required along with overlapping legislation. Further meetings are planned with all parties involved with this issue.

Wally Hunter, Chair

Committee Members:
 Steve Balestrini
 Larry Boggio
 Leslie Braden
 Dean French
 Barry Solway



Finance Committee

The Finance Committee is a standing committee established under College by-laws. Its mandate is to supervise and make recommendations regarding the management of the College's assets and liabilities. This includes the investment of surplus funds, debt financing, and additions or improvements to the property owned or occupied by the College. The Committee reviews and recommends to Council the annual operating and capital budget as well as the required fee levels. Committee members review the financial status of the College regularly and report any significant deviations to Council.

Year 2000 - 2001 Financial Highlights

An operating surplus (before depreciation) of \$123,700 was achieved for fiscal year 2000, compared with a budgeted deficit of \$221,366:

The budgeted deficit was anticipated due to mid-year approval of expenditures associated with activities approved as part of the College's *Strategic Plan*.

Successful appeal of a property tax classification eliminated the threat of significant increases in property tax expenses. The changes to municipal property assessments and rate classifications in the late 1990s resulted in the College, a not-for-profit corporation, facing property tax increases of seven to eight times its current rate. Despite rate increase caps, the threat of significant increases continued to concern the College until this year, when the appeal was heard and the reclassification confirmed.

Report from Price Waterhouse Coopers recommending improvements to the College's information technology infrastructure was considered: The review was prompted by Council's *Strategic Plan* which considers a sound technology strategy as a foundation for future program delivery. Although the PwC report called for capital investment of \$3.2 to \$3.5 million, the Committee recommended a capital budget of \$800,000 for 2001 with future spending to be determined after further review of the report.

Review of property requirements and alternative solutions led to the purchase of adjacent property at 186 St. George Street to accommodate growth in College services: Following an extensive study conducted by an external consultant, the Committee considered the purchase of two properties, each in close proximity to the College's current property. A successful negotiation resulted in the purchase of 186 St. George, a four-story, 7,500 sq. ft building.

The building is efficiently subdivided to provide for separate tenants on each floor, permitting the College to gradually assume space in the building as leases expire and the College's need for additional space increases. Several financing options were considered with a decision being made to fully finance the building from the College's reserve funds.

Value and cost of membership in the national pharmacy regulators association was reviewed:

Faced with a proposed increase in the per capita levy to \$42.20 (up from \$26.57), the Committee estimated that the total 2002 dues for NAPRA would amount to nearly \$400,000. As many of the program initiatives contemplated in NAPRA's strategic plan were already at various stages of maturity in Ontario, the Committee questioned the appropriateness of Ontario members having to finance program development for the rest of Canada — recognizing that Ontario represents 47 per cent of NAPRA and their budget. The Committee estimated that \$15 per member was more reflective of the value received for Ontario members and accordingly recommended capping the fee at that level for the coming year and re-examining the value of continued membership thereafter.

Recommended approval for an operating budget for 2002, calling for a three per cent increase in pharmacist and pharmacy fees with an increase to deliver a break-even budget before capital spending:

Cognizant of the 11 per cent fee increase imposed the previous year, new spending was minimized and efficiencies were explored to result in an increase that was slightly above the *Consumer Price Index*. Following a comprehensive critique of the PwC IT Audit, an alternative stabilization and improvement plan was developed. The plan calls for \$235,000 in capital spending compared to \$1.8 million put forward in the PwC report.

Eighty thousand dollars has also been set aside for furniture and leasehold improvements to customize a portion of the building at 186 St. George for College use.

The College's 2000 audited financial statements, as approved by Council are presented on pages 18 to 24.

Grant Thornton LLP
Chartered Accountants
Management Consultants
 Canadian Member Firm of
 Grant Thornton International

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Auditor's Report

To the President and Council of The Ontario College of Pharmacists

We have audited the balance sheet of The Ontario College of Pharmacists as at December 31, 2000 and the statement of operations, changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the College's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the College as at December 31, 2000 and the results of its operations and its cash flows for the year then ended in accordance with generally accepted accounting principles.

Toronto, Canada
 February 2, 2001

Grant Thornton
 Chartered Accountants

Statement of Operations

December 31, 2000

		2000	1999
	Budget (Unaudited)	Actual	Actual
Revenue			
Pharmacist fees	\$ 3,485,125	\$ 3,592,701	\$3,380,788
Pharmacy fees	1,288,888	1,324,001	1,342,793
Registration fees and income	173,400	223,895	212,654
Sundry	169,000	156,599	190,203
Investment	180,000	237,391	244,541
	<u>5,296,413</u>	<u>5,534,587</u>	<u>5,370,979</u>
Expenditure (Schedule)			
Council and committee expenses	1,312,000	1,273,664	1,347,371
College administration costs	4,013,779	3,970,453	3,660,118
Property	160,900	141,530	140,669
Niagara Apothecary, net	31,100	25,238	23,756
	<u>5,517,779</u>	<u>5,410,885</u>	<u>5,171,914</u>
Excess of revenue over expenditure from operations, before depreciation	(221,366)	123,702	199,065
Depreciation expenses for the year	<u>0</u>	<u>331,440</u>	<u>271,087</u>
Excess of expenditure over revenue	<u>\$ (221,366)</u>	<u>\$ (207,738)</u>	<u>\$ (72,022)</u>

Statement of Changes in Net Assets

December 31, 2000

	Trust funds	Invest in Capital assets	Other Net Assets	2000	1999
Beginning of year	\$417	\$2,053,004	\$2,588,814	\$4,642,235	\$4,795,353
Excess of expenditure over revenue	0	(331,440)	123,702	(207,738)	(72,022)
Interest earned on trust funds	0	0	0	0	2,828
Transfer of trust funds and administration to University of Toronto	(417)	0	0	(417)	(83,924)
Investment in capital assets	<u>0</u>	<u>208,702</u>	<u>(208,702)</u>	<u>0</u>	<u>0</u>
End of Year	<u>\$ 0</u>	<u>\$ 1,930,266</u>	<u>\$ 2,503,814</u>	<u>\$ 4,434,080</u>	<u>\$ 4,642,235</u>

Statement of Cash Flows
Year ended December 31

Balance Sheet
December 31, 2000

<u>Assets</u>	2000	1999
Current		
Cash and term deposits	\$ 2,677,140	\$ 2,662,015
Receivables	17,141	127,944
Prepays	68,106	45,114
GST receivable	<u>29,435</u>	<u>19,291</u>
	2,791,822	2,854,364
<u>Trust</u>		
Cash	0	417
Capital, at cost less accumulated depreciation (Note 3)	<u>1,930,266</u>	<u>2,053,004</u>
	<u>\$ 4,722,088</u>	<u>\$ 4,907,785</u>
<u>Liabilities</u>		
Current		
Payable and accruals	\$ 270,496	\$ 255,762
Fees received in advance	<u>17,512</u>	<u>9,788</u>
	<u>288,008</u>	<u>265,550</u>
<u>Net Assets</u>		
Trust funds (Continuity)	0	417
Invested in capital assets	1,930,266	2,053,004
Other	<u>2,503,814</u>	<u>2,588,814</u>
	<u>4,434,080</u>	<u>4,642,235</u>
	<u>\$ 4,722,088</u>	<u>\$ 4,907,785</u>

Commitment, obligations (Notes 4 and 5)

	2000	1999
Cash derived from (applied to)		
Operating activities		
Excess of expenditure over revenue	\$ (207,738)	\$ (72,022)
Depreciation	331,440	271,087
Change in non-cash operating working capital		
Receivables	100,659	(63,642)
Prepays	(22,992)	(2,106)
Payables and accruals	14,734	57,009
Fees received in advance	7,724	(1,440,172)
	<u>223,827</u>	<u>(1,249,846)</u>
Financial activities		
Increase in trust funds	0	2,828
Transfer of trust funds to University of Toronto	(417)	(83,924)
	<u>(417)</u>	<u>(81,096)</u>
Investing activity		
Additions to capital assets	(208,702)	(170,459)
Increase (decrease) in chas and term deposits	14,708	(1,501,401)
Cash and term deposits,		
Beginning of year	<u>2,662,432</u>	<u>4,163,833</u>
End of year	<u>\$ 2,677,140</u>	<u>\$ 2,662,432</u>
Cash and term deposits consist of:		
Cash and term deposits	\$ 2,677,140	\$ 2,662,015
Trust cash	<u>0</u>	<u>417</u>
	<u>\$ 2,677,140</u>	<u>\$ 2,662,432</u>

Notes to the Financial Statements

December 31, 2000

1. Nature of operations

The College is the licensing and regulatory body for pharmacy in Ontario under the authority of the Pharmacy Act, 1993. The College administers various related statutes and is one of twenty-one Health Colleges established under the Regulated Health Profession Act to regulate health professions in Ontario. It is a not-for-profit organization incorporated without share capital in 1871 under the laws of Ontario.

2. Significant accounting policies

The College has adopted the current presentation as a result of the recommendations of the Canadian Institute of Chartered Accountants with respect to not-for-profit organizations.

Net Assets

The financial statements have been prepared in a manner which segregates net asset balances as follows:

- (a) **Invested in capital assets** represents the College's net investment in property which is comprised of the amount of its capital assets purchased with unrestricted funds.
- (b) **Trust funds, The L.M. Famulener, Horace D. McCord and Arthur A. Shapiro Scholarship Funds** are endowment funds which represent contributions where the donor has imposed a restriction that the amounts contributed be maintained permanently, but the interest earned on the donation can be used to fund scholarships for students who meet certain eligibility criteria. The W.E. Lovell Scholarship Fund represents a contribution from a donor who has specified that the contribution and any interest earned on it can be used to fund scholarships for students who meet certain eligibility criteria.
Management transferred these remaining trust Funds to the University of Toronto during the current year.
- (c) **Other** comprises the remaining excess of revenue over expenditure from operations.

Capital assets and related depreciation

Annual rates and bases of depreciation applied to write off the cost of capital assets over their estimated useful lives are as follows:

Building	-	4%, declining balance
Furniture and equipment	-	15%, declining balance
Computer equipment	-	3 years, straight-line
Computer software	-	2 years, straight-line

Use of Estimates

In preparing the College's financial statements, management is required to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements and reported amounts of revenue and expenditure during the period. Actual results could differ from these estimates.

3. Capital assets

	Cost	Accumulated Depreciation	2000 Net Book Value	1999 Net Book Value
Land	\$ 31,394	\$ 0	\$ 31,394	\$ 31,394
Building	2,312,136	744,682	1,567,454	1,632,764
Furniture and equipment	620,677	436,601	184,076	196,851
Computer equipment and software	<u>963,409</u>	<u>816,067</u>	<u>147,342</u>	<u>191,995</u>
	<u>\$ 3,927,616</u>	<u>\$ 1,997,350</u>	<u>\$ 1,930,266</u>	<u>\$ 2,053,004</u>

4. Commitment

The College has agreed to maintain and operate the Niagara Apothecary to the year 2005.

5. Lease obligations

The College leases office equipment and automobiles. These leases provide for minimum annual lease payments as follows:

2001	\$ 164,000
2002	125,000
2003	94,000
2004	75,000
2005	68,000
Thereafter	<u>18,000</u>
	<u>\$544,000</u>

6. Financial instruments

The College's estimate of the fair value of financial instruments included in current assets and current liabilities approximates their carrying values. The College's term deposit matures in March 2001 and carries interest at a rate of 5.77%.

Schedule of Expenditure
Year ended December 31

	<u>Budget</u> (Unaudited)	2000 <u>Actual</u>	1999 <u>Actual</u>
Council and Committee Expenses			
Council	\$ 100,000	\$ 112,617	\$ 90,028
District/Regional	60,000	52,673	59,035
Committee			
Accreditation	6,000	2,269	3,223
Communications	0	1,004	0
Complaints	20,000	9,633	11,148
Discipline	220,000	242,237	339,414
Executive	75,000	61,370	63,990
Finance	2,000	2,395	1,163
Fitness to Practice	5,000	0	575
Patient relations	15,000	13,492	57,521
Professional practice	10,000	7,789	11,189
Quality assurance	340,000	317,851	334,679
Registration	57,000	55,537	55,557
Structured practical training	364,000	354,540	294,196
Special	<u>38,000</u>	<u>40,257</u>	<u>25,653</u>
	<u>\$ 1,312,000</u>	<u>\$ 1,273,664</u>	<u>\$ 1,347,371</u>
College Administration Costs			
Personnel costs	\$ 2,766,629	\$ 2,781,298	\$ 2,523,531
General			
Association dues – NAPRA	235,000	246,293	204,528
Association fees	5,000	5,322	5,086
Audit	8,000	8,000	8,000
Bank charges	5,000	5,618	4,306
Consulting general	91,250	100,609	43,571
Continuing education initiatives	13,500	6,728	8,829
Courier/delivery	6,200	6,337	8,820
Donations and contributions	4,000	2,390	1,000
Election expenses	5,000	4,398	3,399
Equipment leasing and maintenance	187,700	171,501	156,070
Examinations, certificates and registrations	24,900	27,102	30,206

Schedule of Expenditure
(continued)

	<u>Budget</u> (Unaudited)	2000 <u>Actual</u>	1999 <u>Actual</u>
Grants and scholarships	91,000	85,643	155,658
Legal	20,000	8,726	10,273
Pharmacy Technician	38,000	20,607	25,071
Postage	81,000	74,623	70,355
Printing/publications	100,500	102,996	98,972
Subscriptions and publications	12,100	9,458	10,757
Supplies/stationery	75,700	85,328	72,108
Telephone/telegraph	81,300	60,575	52,383
Travel and conventions	<u>162,000</u>	<u>156,901</u>	167,195
	<u>\$ 4,013,779</u>	<u>\$ 3,970,453</u>	<u>\$ 3,660,118</u>
Property			
Building improvements	\$ 50,200	33,995	\$ 30,599
Insurance	18,700	15,514	14,457
Maintenance and repairs	49,000	52,161	53,276
Taxes	18,000	15,188	16,107
Utilities	<u>25,000</u>	<u>24,672</u>	<u>26,230</u>
	<u>\$ 160,900</u>	<u>\$ 141,530</u>	<u>\$ 140,669</u>
Niagara Apothecary			
Salaries and administration	\$ 29,000	\$ 31,377	\$ 27,485
Insurance	3,000	2,552	2,687
Utilities	2,600	2,717	2,700
Building improvements and maintenance	1,000	1,011	730
Publicity	1,500	458	210
Miscellaneous	3,000	987	258
Cost of Sales	<u>8,000</u>	<u>6,218</u>	<u>4,621</u>
	48,100	45,320	38,691
Sales, grants and sundry donations	<u>17,000</u>	<u>20,082</u>	<u>14,935</u>
	<u>\$ 31,100</u>	<u>\$ 25,238</u>	<u>\$ 23,756</u>

Continuity of Trust Funds
Year ended December 31

	Funds, Beginning of Year	Investment Revenue	Transfer to University of Toronto	Funds, End of Year
<i>Endowment</i>				
L.M. Famulener Scholarship	\$ 104	\$ 0	\$ 104	\$ 0
Horace D. McCord Scholarship	161	0	161	0
Arthur A. Shapiro Scholarship	<u>130</u>	<u>0</u>	<u>130</u>	<u>0</u>
<i>Donor-restricted</i>				
W.E. Lovell Scholarship	<u>22</u>	<u>0</u>	<u>22</u>	<u>0</u>
	<u>\$ 417</u>	<u>\$ 0</u>	<u>\$ 417</u>	<u>\$ 0</u>

As a special committee formed out of Council's *Strategic Plan*, the Communications Committee was struck by President Sam Hirsch in the Fall of 2000. The Committee's mandate is to fulfill the College's commitment to the strategic goal of communicating the value and range of pharmaceutical services to the public and facilitate their optimal protection through enhanced awareness of the pharmacist's role in meeting their health needs.

Chair: Leslie Braden

Committee Members:
 Steve Balestrini
 Sam Hirsch, President
 Stephen Mangos
 Barry Philips (NCCM)
 Barry Solway



Communications Committee

The Committee first met in December 2000 and reviewed qualitative research collected from a 'road trip' in which the Manager of Communications conducted interviews with pharmacists from 52 Ontario communities. Considering this research along with the 1999 Camelford-Graham report, "A Qualitative Review of the Pharmacist's Role in Health Care" as well as reports in the Berger Health Monitor and numerous other sources, the Committee worked to design a multi-year educational program.

The Committee wanted to ensure that such a program would use messages that address research-identified public needs into materials and education approaches that would be deemed feasible and flexible by member pharmacists.

Entitled the "Point of Care", the resulting program was designed to reflect the duality of the business ("point of purchase") and health care aspects of pharmacy in Ontario.

Designed to start in the pharmacy or "point of care" the education program will first focus on patients at the pharmacy level and then be expanded in successive years to all Ontarians through mass media advertising as well as targeted outreach programs to patient/consumer groups such as new parents or teens.



The Committee then researched the signs and symbols used to represent pharmacies and pharmacists internationally. The Committee chose to create the *Point of Care* symbol to serve as the College's symbol to universally identify quality pharmacists and pharmacies in Ontario. The symbol (seen on this page) was developed by incorporating the green cross and Bowl of Hygieia — symbols for pharmacy care that are widely used in Quebec, Europe and the Middle East.

New research (conducted by Ipsos Reid) was undertaken to obtain timely indications of public perceptions of phar-

continued on page 24

Communications Committee

macist skills and services, perceived risks in mixing medications, and the need for information from a pharmacist. The results contributed to the final messages that would be used as well as serve as a “baseline” for future years when we seek to measure gains in public awareness achieved through the College’s education initiatives. (A similar College-conducted survey of pharmacists’ perceptions was undertaken in August 2001.)

Along with a proposed budget, critical path and media and stakeholder launch strategy, the program was presented to Council in June 2001. The program received unanimous approval.

The *Point of Care* symbol and accompanying educational materials will be sent to all Ontario pharmacies prior to the official media launch of the program in the Fall of 2001.

Pharmacy Technicians Working Group

The Pharmacy Technician Working Group continued its work on Council’s directive for the development of a College-governed class of registration that will accommodate an expanded role for pharmacy technicians.

As the first step, a competency profile was developed, building on the draft task document developed with the assistance of two subgroups in 1999 and 2000.

Progress to date includes:

- Consideration of a proposal for a consultation and legislative development process to be carried out over the next two years
- Preparation of the draft *Pharmacy Technician Competency Profile* by this Working Group and the Pharmacy Technician Competency Working Groups
- Qualitative research involving focus groups of pharmacists and pharmacy technicians being held in four Ontario centres. The results were then considered during the finalization of the Proposed *Pharmacy Technician Competency Profile* which was then sent to Council for consideration

Steve Balestrini, Chair

Working Group Members:

Elaine Akers (NCCM)

Heather Armstrong (NCCM)

Martin Belitz

Albert Chalet

Elizabeth Ells (NCCM)

Tim Fleming (NCCM)

Wayne Hindmarsh

Yvonne McRobbie (NCCM)

Bonnie Miller (NCCM)

Marie Ogilvie

Brian Stowe (NCCM)

Anne Marie Taddeo (NCCM)



- Initiating work on drafting changes needed to establish a category of membership within the College for regulated pharmacy technicians under applicable legislation

Once Council approval of the *Pharmacy Technician Competency Profile* has been given, the Working Group will publish and widely distribute the document to stakeholders for comment. A report reflecting stakeholder input will then be brought to Council for consideration and further direction.

Working Group on Certification Examinations for Pharmacy Technicians

The Working Group on Certification Examinations for Pharmacy Technicians is responsible for:

- i) Preparing a pool of exam questions that are drawn upon for use in certification examinations
- ii) Reviewing and approving all questions submitted for the exam question pool
- iii) Reviewing and approving the certification exam for the two annual sittings
- iv) Recommending relevant policy changes to Council

This past year, the Working Group:

- Reviewed the results of the October 2000 exam sittings
- Reviewed questions from the exam question pool, sent some back for review, and approved the final question selection for each exam
- Established the dates for exam sittings for the coming year

The Working Group is pleased to note a continued interest in the certification exam, as the number of participants seeking registration for the 2000 and 2001 sittings was similar to the previous year.

Albert Chaiet, Chair

Working Group Members:

Cheryl Anderson (NCCM)

Gurjit Husson

Julie Koehne (NCCM)

Gord Murray (NCCM)

Zahid Somani (NCCM)

Christine Vanderspiegel (NCCM)



The SPT Committee is an *ad hoc* subcommittee reporting to the Registration Committee. The Committee's mandate is to review and make recommendations for changes to the College's training programs.

Midge Monaghan, Chair

Committee Members:

Larry Boggio
 Reza Farmand (NCCM)
 David Malian
 Dean Miller (NCCM)
 Malcolm Ng
 Paola Reynolds (NCCM)
 Lorne Wilson (NCCM)



Structured Practical Training Committee

Major achievements for this year include:

Structured Training: The SPT program has provided Canadian and international students and interns with opportunities to learn and practice skills in a structured environment with trained preceptors. Training manuals are updated annually with required activities and questions for participants. Trained preceptors prepare detailed assessments and provide feedback to the student/intern on a regular basis. Students/interns also have opportunities to assess and provide feedback to preceptors.

Academic Modules: An academic program has been developed at the University of Toronto's Faculty of Pharmacy as a joint project between the College, the Faculty, and the Ministry of Training, Colleges and Universities, Access to Professions and Trades Unit.

CPS I and II are classroom-based academic modules which, when incorporated with practical experience in a flexible model, enable participants to combine practice with their course work. Participants may choose to

complete a structured studentship between CPS I and II, or may decide to take CPS I and II consecutively followed by studentship. Upon successful completion of these programs, participants must then successfully complete structured internship to fulfill the in-service training requirement for licensure.

These academic modules are also available to licensed pharmacists wishing to either upgrade their skills or as a means to prepare to move from Part B to Part A of the Register.

Preceptor Training Workshops: OCP provides training to hundreds of pharmacists interested in preceptoring students/interns in the structured training programs. Workshops continue to be held at both the orientation and advanced levels in a variety of locations across Ontario. Potential preceptors receive training in setting goals and expectations, providing feedback and assessing students/interns against the competencies. Workshops are offered regularly throughout the year to ensure that the pool of trained preceptors is sufficiently large to meet the training needs of Canadian and international students and interns.

The Standards of Practice Working Group's goal is to ensure that the profession's standards are described in clear language, seen to be reasonable and reflective of the College's expectations for all practicing pharmacists in Ontario.

Anne Resnick (Chair)

Working Group Members:

Zubin Austin (NCCM)
 Leslie Braden
 Laureen Bruni (NCCM)
 Albert Chaïet
 Marg Colquhoun (NCCM)
 Larry Hallok
 Midge Monaghan (NCCM)



Standards of Practice Working Group

Prior to the new *Standards of Practice* coming into effect on January 1, 2001, the College held extensive consultations and member communications. During the summer of 2000, the Working Group developed brief video scenarios to demonstrate the *Standards*, and its members travelled the province during the fall's district meetings to conduct discussions with, and gather feedback from, as many members as possible. This feedback was then collated and reviewed by the Working Group.

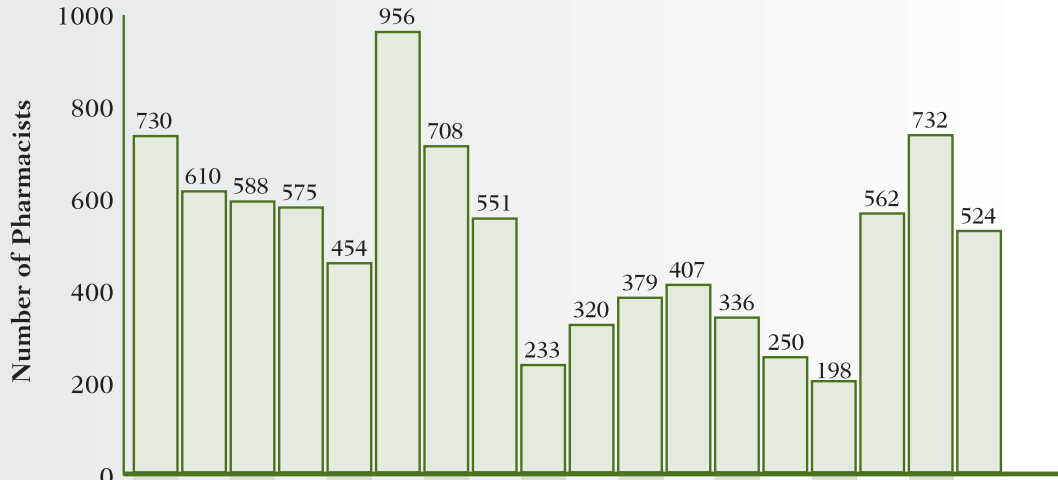
At a number of the district meetings, hospital pharmacists indicated that their daily institutional practices may at times be different than what is set out in the *Standards*. As a result, President Sam Hirsch appointed a subgroup of hospital pharmacists under Albert Chaïet to explore this issue and to work with this working group to ensure that the *Standards* reflect both community and institutional practices.

The sub-group continues to review the *Standards* in detail, while seeking to incorporate the unique aspects of the current *Standards for Hospital Pharmacists* into a comprehensive set of standards for all practising

members. This subgroup has also been consulting with members of the Ontario Branch of the Canadian Society of Hospital Pharmacists to ensure that the proposed standards will cover all aspects of institutional practice. Mr. Hirsch also appointed a second subgroup to consider issues related to scope of practice. This subgroup will consider experiences in other parts of Canada, how the role of the pharmacist might be expanded within our current scope of practice, and how to define those additional activities that the Committee may want to strive for — even if regulatory change would be required. Our Subgroup consults regularly with the Standards of Practice Working Group as they develop recommendations around the scope of practice for pharmacists in Ontario.

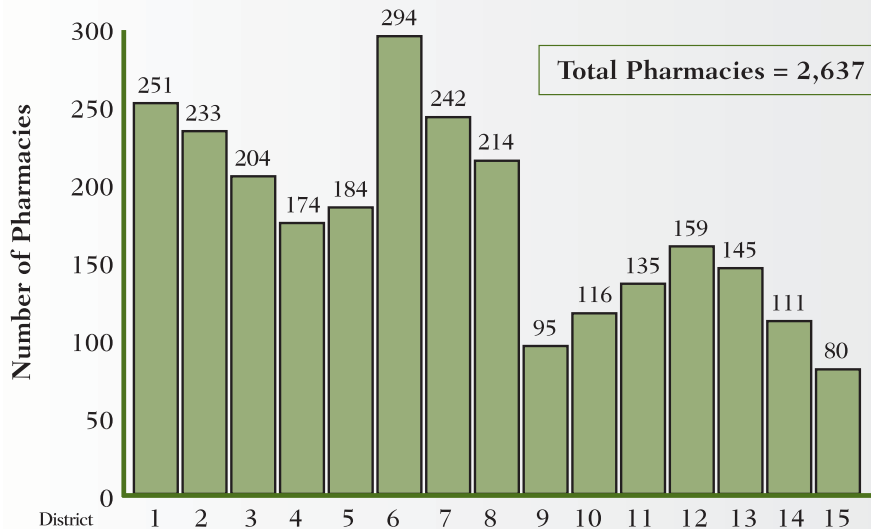
The Standards of Practice Working Group will continue to meet with these subgroups, and also consider input from practitioners across the province, towards the goal of an ever-evolving set of professional standards for Ontario pharmacists.

Number of Pharmacists by Voting District
as of December 31, 2000



Female	389	278	278	305	227	505	357	266	103	133	182	186	159	105	83	457	547	318	
Male	341	332	310	270	227	451	351	285	130	187	197	221	177	145	115	105	185	206	
Total =	9,113																		

Number of Pharmacies by Voting District
as of December 31, 2000



Number of Pharmacists by Employment Type (by voting district) as of December 31, 2000

Voting District	Community & Hospital	Academia & Government	Industry & Other Professions	Administration & Associations	Students	Retired & Unemployed	Total Pharmacists
1-15 Community Practice in Ontario	6174	83	384	109	13	532	7295
16-17 Hospital Practice in Ontario	1273	12	4	5	0	0	1294
In Other Provinces	123	12	26	5	4	28	198
In the United States	99	16	38	1	4	37	195
In Other Countries	59	13	28	5	0	26	131
Total in Ontario	7447	95	388	114	13	532	8589
Total Outside Ontario	281	41	92	11	8	91	524
Total	7728	136	480	125	21	623	9113

Pharmacists in Part A of the Register: 8,480

Pharmacists in Part B of the Register: 633

Delitions from the Register in 2000

	Male	Female	Total
Resignations	72	83	155
Suspensions	18	13	31
Cancellations	31	31	0
Deceased	16	2	18
Total Delitions	137	129	204

Additions to the Register in 2000

	Male	Female	Total
University of Toronto	43	78	121
From Other Provinces	43	59	102
From Other Countries	82	98	180
Total New Registrants	168	235	403
Reinstatements	0	3	3
Totals	168	238	406

Registered Students & Interns

As of December 31, 2000

	Male	Female	Total
University of Toronto	64	121	185
From Other Provinces	23	46	69
From Other Countries	173	162	335
Total Students & Interns	260	329	589

Other Pharmacy Statistics

2000 Totals

Openings	97
Closings	62
Sales	149
Relocations	52





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