



NLCHP

NEWFOUNDLAND AND LABRADOR
COUNCIL OF HEALTH PROFESSIONALS

ANNUAL REPORT
2022-2023

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YEAR IN REVIEW

We are pleased to present the annual report for the Newfoundland and Labrador Council of Health Professionals (NLCHP) which covers the period from April 1st, 2022 - March 31st, 2023. During 2022-2023, NLCHP continued to work to advance our four strategic directions of (1) Achieving Sustainable Operational Excellence; (2) Attaining Accountable, Effective, Transparent Regulation; (3) Ensuring Effective and Meaningful Stakeholder Education & Communication; and (4) Advancing Quality Assurance Initiatives. This report will highlight many of our achievements.

NLCHP was pleased to work with the College of Midwives of Newfoundland and Labrador (CMNL) and the Department of Health and Community Services (DHCS) to amend the Regulations to include a non-practicing category for midwives. We continue to work with CMNL and DHCS to address scope of practice issues and registration requirements for midwives.

Throughout the year, we continued to have discussions with the Newfoundland and Labrador Association for Medical Radiation Technologists (NLAMRT) and DHCS on moving the regulations for the Medical Radiation Technologists forward. We also continued to work with the DHCS on the addition of Traditional Chinese Medicine Practitioners to the Acupuncturists Regulations.

NLCHP was involved in discussions with many of our national counterparts related to standardizing and streamlining requirements for registration, to reduce or eliminate barriers related to qualification recognition for international and Canadian educated professionals. NLCHP had consultations with the Provincial Department of Immigration, Population Growth and Skills in relation to new fair registration practice legislation and anticipated regulations.

Recognizing the value of the continuity of Council members in fulfilling our mandate, NLCHP Council was pleased to add the role of Vice-Chair. This year we welcomed Katherine Peddle as the first Vice-Chair of NLCHP.

YEAR IN REVIEW

We would like to thank our registrants, the Council, its committees, the health professional Colleges, and the NLCHP staff for their continued work and support. We would like to personally thank Janine O'Malley for her service to the NLCHP and her significant contributions as Deputy Registrar. We would also like to welcome Rolanda Lavalley as the new Deputy Registrar for NLCHP. Rolanda brings 9 years of experience in regulation to our team.

We look forward to the year ahead with a continued focus on and commitment to public protection.



A handwritten signature in black ink that reads "Colin Power". The signature is written in a cursive, flowing style.

Colin Power, B.Sc. MLT
NLCHP Chair



A handwritten signature in black ink that reads "Alice Kennedy". The signature is written in a cursive, flowing style.

Alice Kennedy
CEO and Registrar

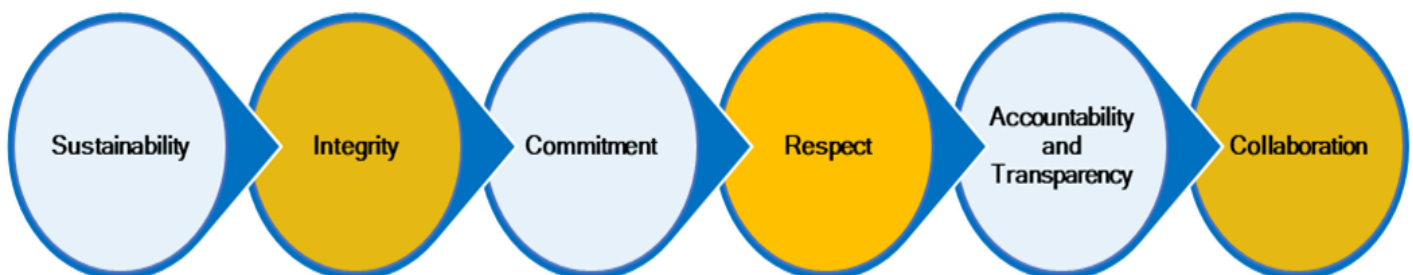
WHAT WE DO

OUR MISSION

NLCHP regulates Acupuncturists, Audiologists, Dental Hygienists, Medical Laboratory Technologists, Midwives, Respiratory Therapists, and Speech-Language Pathologists with a focus on and commitment to public protection.



OUR VALUES

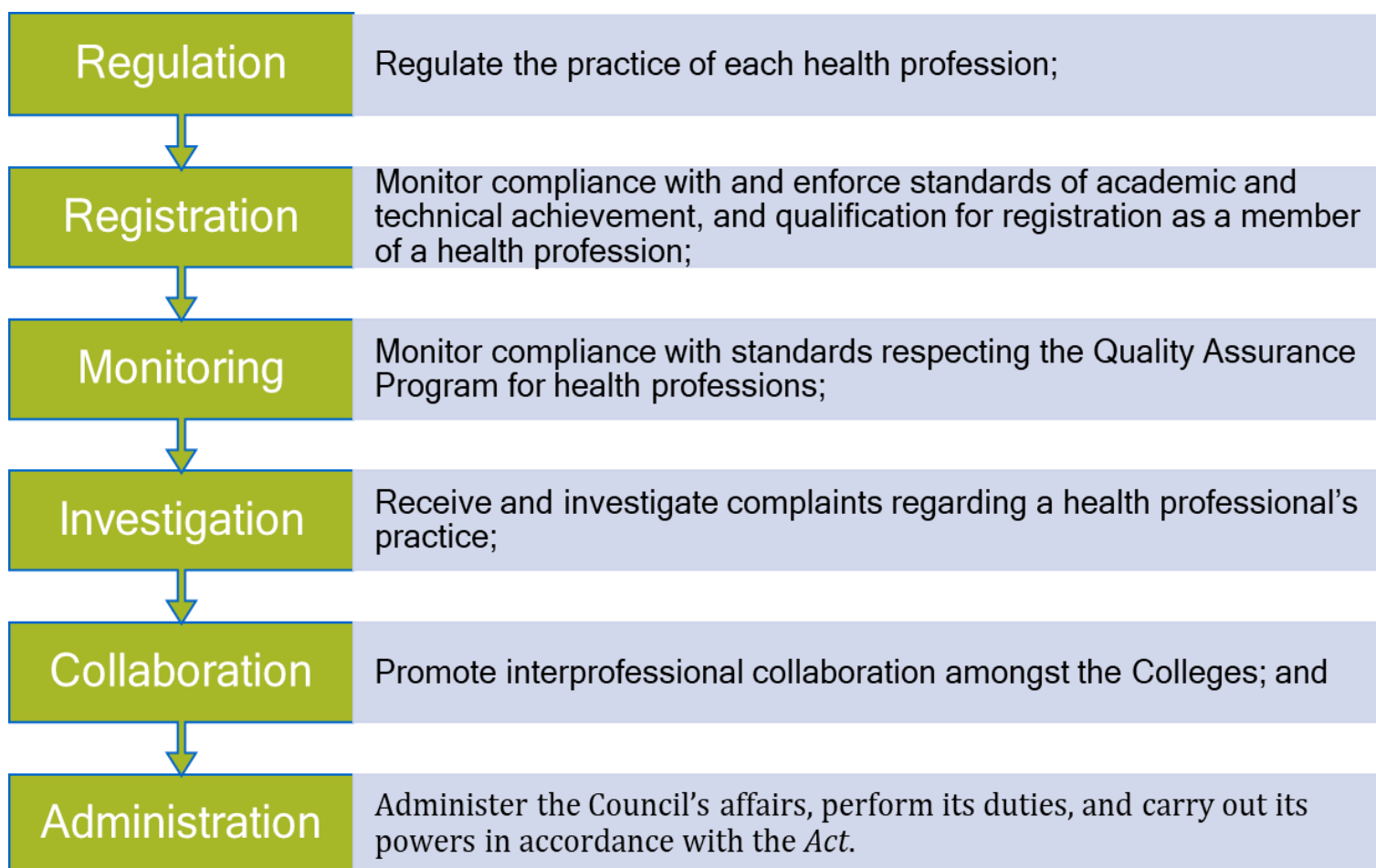


OUR STRATEGIC DIRECTIONS

- 1 Achieving Sustainable Operational Excellence
- 2 Attaining Accountable, Effective, Transparent Regulation
- 3 Ensuring Effective and Meaningful Stakeholder Education and Communication
- 4 Advancing Quality Assurance Initiatives

OUR MANDATE

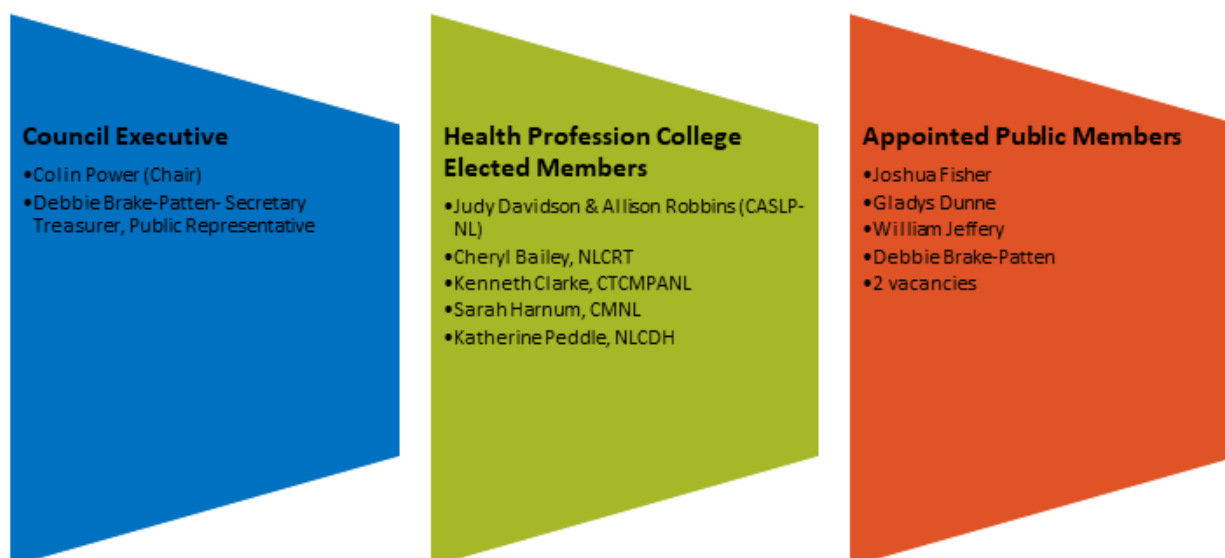
The Newfoundland and Labrador Council of Health Professionals (NLCHP) regulates the practice of Acupuncturists, Audiologists, Dental Hygienists, Medical Laboratory Technologists, Midwives, Respiratory Therapists and Speech-Language Pathologists. These health professionals are required to be registered with the NLCHP to practice in Newfoundland and Labrador. The role of the NLCHP and its authority and powers are set out in the *Health Professions Act* (the *Act*).



GOVERNANCE

NLCHP COUNCIL





The NLCHP is currently governed by a 12 - member council including six public representatives (currently we have two vacancies) and representatives from each of the six Colleges: The College of Audiologists and Speech-Language Pathologists (CASLP-NL); the College of Midwives of Newfoundland and Labrador (CMNL); the College of Traditional Chinese Medicine Practitioners and Acupuncturists of Newfoundland and Labrador (CTCMPANL); the Newfoundland and Labrador College of Dental Hygienists (NLC DH); the Newfoundland and Labrador College of Medical Laboratory Sciences (NLCMLS); and the Newfoundland and Labrador College of Respiratory Therapists (NLCRT). The NLCHP wishes to acknowledge the valued contributions of the NLCHP Council and its committee members throughout the year. Special thanks to Sandy Crowley (CASLP-NL) whose term with the Council ended during 2022 - 2023. This year we also welcomed new Council member Allison Robbins (CASLP-NL).



The NLCHP has four standing committees including: The Registration Committee, the Quality Assurance (QA) Committee, the Complaints Authorization Committee (CAC), and the Finance and Human Resources Committee.

GOVERNANCE

NLCHP COMMITTEE MEMBERS

 Registration Committee	 QA Committee	 CAC	 Finance/HR Committee
Colin Power (MLT) Chair Victoria Burry (R. Ac) Cheryl Bailey (RRT) Katherine Peddle (RDH) Judy Davidson (R.SLP) Sarah Harnum (RM) Nicole Jenkins (MRT) Gladys Dunne (Pub. Rep.)	Katherine Peddle (RDH) - Chair Sarah Harnum (RM) Tanya Gladney (RRT) Allison Robins (R.SLP) Victoria Burry (R. Ac) Josh Fisher (Pub. Rep.) Kristin Dyke (MLT)	Ethne Munden (R. Ac) - Chair Kenny Clarke (R. Ac) Colin Power (MLT) Cheryl Bailey (RRT) Sarah Harnum (RM) Katherine Peddle (RDH) Jillian Ryan (AUD) Gladys Dunne (Pub. Rep.) Josh Fisher (Pub. Rep.)	Debbie Brake-Patten (Pub. Rep.) - Chair Leona Lewis (RRT) Kristin Dyke (MLT)

HEALTH PROFESSIONAL COLLEGES

As per the *Act*, a separate College is established for each health profession. Each College remains focused on establishing their standards of practice, scope of practice, code of ethics and education and entry to practice requirements. In addition, the Colleges in consultation with NLCHP develop requirements for registration. Together, the NLCHP and the Colleges ensure there are competent health professionals providing quality care to the public. Annual reports for each of the health professional Colleges are attached in this report.

STRATEGIC DIRECTIONS

Achieving Sustainable Operational Excellence

Regulations



- NLCHP worked with the DHCS to add a non-practicing registration status to the Midwives Regulations.
- NLCHP continued to work with the DHCS to add the Traditional Chinese Medicine Practitioners to the Acupuncturist Act.
- NLCHP continued to have discussions with the NLAMRT and DHCS on moving the regulations for the Medical Radiation Technologists forward.

Practice



- NLCHP collaborated with NLCDH to develop scope of practice resources for registrants related to radiography.
- NLCHP had discussions with the DHCS to address midwifery scope of practice and registration requirements.

STRATEGIC DIRECTIONS

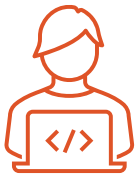
Attaining Accountable, Effective, Transparent Regulation

Bylaws/Terms of Reference



- NLCHP Bylaws were updated to incorporate the role of Vice-Chair.
- The CAC terms of reference were revised to include representation from each health professional college.

Fair Registration Practices



- NLCHP participated in consultations with the provincial Department of Immigration, Population Growth and Skills in relation to the *Fair Registration Practices Act* and anticipated regulations.
- NLCHP continues to work with the Department of Immigration, Population Growth and Skills in removing barriers for registration.
- NLCHP continues to work with national alliances to standardize registration requirements and remove barriers for registration.
- NLCHP streamlined communication with Internationally Educated Health Professionals regarding licensure pathways.

Policy Development



- During the year, the NLCHP revised a policy which outlines the process for health professionals who practice without a valid registration.
- NLCHP also initiated a review of registration and quality assurance policies for consistency and currency.
- NLCHP supported a number of Colleges with policy development and reviews including assisting CASLP - NL with redevelopment of their re-entry policy; assisted CTCMPANL with updates to the CE policy; provided ongoing support for NLCDH policy review process; and collaborated with the CMNL to develop a supervised practice policy.

STRATEGIC DIRECTIONS

Effective & Meaningful Stakeholder Education & Communication

Regulatory Education



- NLCHP Council members were invited to attend the Health Regulators Network education session, “Introduction to Trauma Informed Practice for Regulators”.
- NLCHP registrants were invited to attend a regulatory education session offered by the CLPNNL, CRNNL and NLCSW, “The Virtual Reality: Ethical Practice for Informing Service Delivery.”
- NLCHP offered regulatory education sessions for registrants throughout the year. Sessions offered included:
 - ✓ Cultural Safety in Health Care: Information for the Health-Professional
 - ✓ The Disciplinary Process and Duty to Report
 - ✓ People With Disabilities Share Insights on Health Care Accessibility

Stakeholder Education and Communication



- NLCHP created an animated video explaining its regulatory role. This video is available on the NLCHP website.
- NLCHP developed a communication strategy to increase stakeholder engagement and understanding of NLCHP’s and each College’s regulatory mandate.

STRATEGIC DIRECTIONS

Advancing Quality Assurance Initiatives

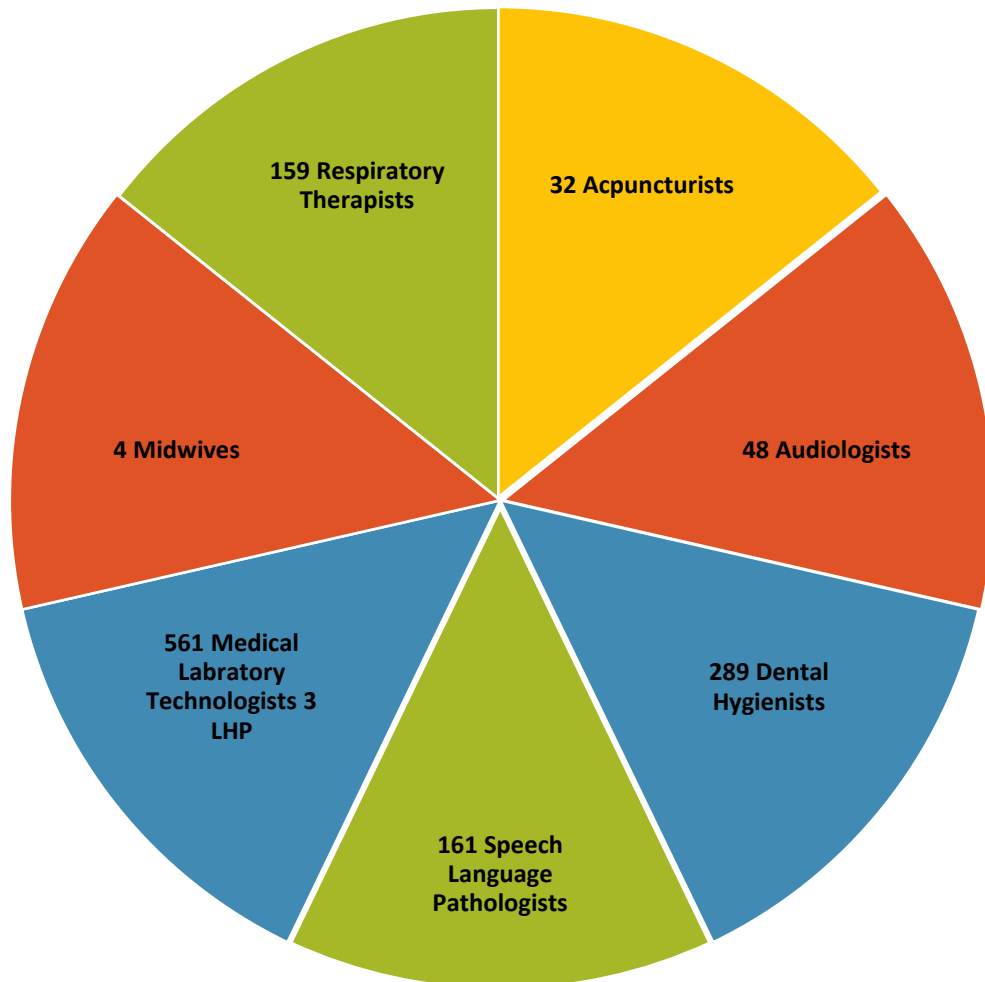
Quality Assurance



- In the QA audit for the 2021 calendar year, the NLCHP audited 174 registrants. Originally, there were 10 audit portfolios not submitted, and 67 that required follow-up. At the end of the audit period, over 97% of registrants met audit requirements. 5 registrants who were retired did not submit their audit portfolios.
- The continuing education portal was updated to ensure that registration requirements related to the Quality Assurance Program were met. The Quality Assurance Committee continues to have discussions related to best practices in relation to continuing competency.

REGISTRATION HIGHLIGHTS

1257 REGISTRANTS

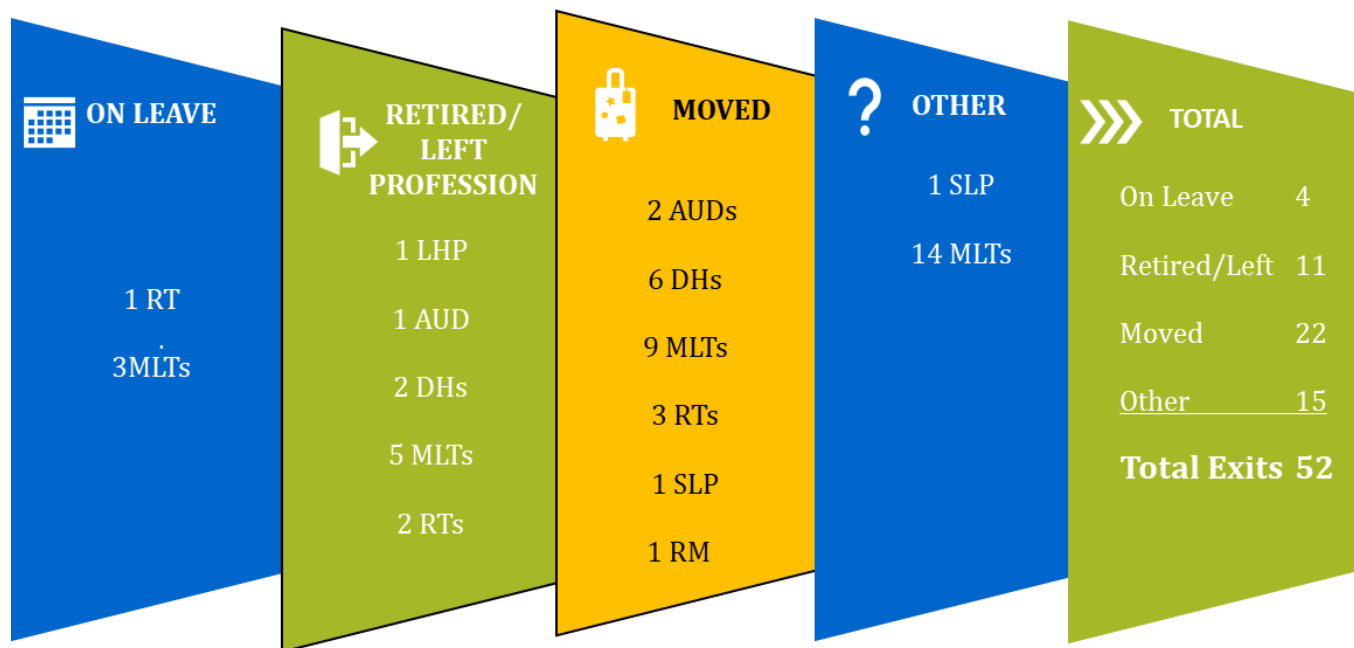


89 New Registrants

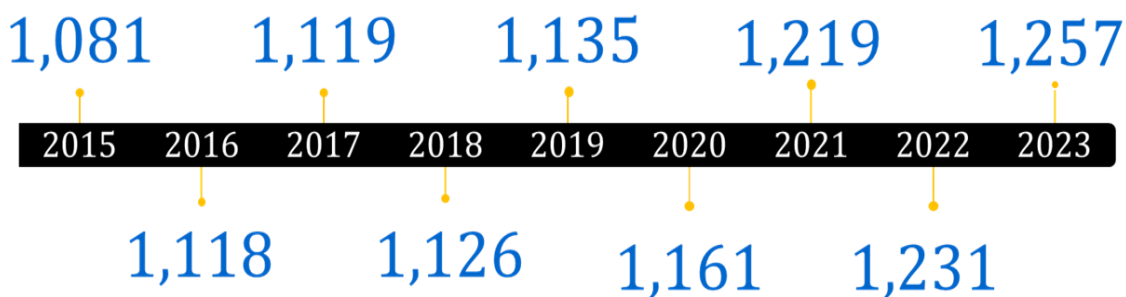
1 R.Ac 5 R.Aud 27 R.DH 30 MLT 0 RM 13 R.RT 13 R.SLP

REGISTRATION HIGHLIGHTS

52 REGISTRATION EXITS



Number of Registrants by Year (as of March 31)



PUBLIC PROTECTION

COMPLAINTS

6 reports were filed alleging a registrant engaged in conduct deserving of sanction. The allegations were filed by a variety of sources and were related to practicing without a valid registration, competence, and professionalism.



Sources of Allegations



Adjudication Tribunals

The Adjudication Tribunal heard 3 matters which resulted in the following findings:

- 1: Conduct deserving of sanction with remediation and costs
- 1: Finding of conduct deserving of sanction and suspension until specific conditions are met
- 1: Finding of conduct deserving of sanction

The outcomes of the disciplinary hearings are published as required under the Act when a registrant is found guilty, and an Order of the Adjudication Tribunal suspends or imposes conditions or restrictions on a license.

NLCHP AUDITED FINANCIAL STATEMENTS

**NEWFOUNDLAND AND LABRADOR COUNCIL
OF HEALTH PROFESSIONALS**

Financial Statements

Year Ended March 31, 2023

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS

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Year Ended March 31, 2023

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INDEPENDENT AUDITOR'S REPORT

To the Directors of Newfoundland and Labrador Council of Health Professionals

Opinion

I have audited the financial statements of Newfoundland and Labrador Council of Health Professionals (the Council), which comprise the statement of financial position as at March 31, 2023, and the statements of revenues and expenditures and changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In my opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Council as at March 31, 2023, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO)

Basis for Opinion

I conducted my audit in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Council in accordance with ethical requirements that are relevant to my audit of the financial statements in Canada, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, 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.

In preparing the financial statements, management is responsible for assessing the Council's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Council or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Council's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

(continues)

Independent Auditor's Report to the To the Directors of Newfoundland and Labrador Council of Health Professionals (*continued*)

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Council's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Council's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Council to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.



Clarenville, Newfoundland and Labrador
June 21, 2023

Chartered Professional Accountant
Richard K Power, FCPA, Professional Corporation

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS

Statement of Financial Position


March 31, 2023

	2023	2022
ASSETS		
CURRENT		
Cash (Note 2)	\$ 760,536	\$ 754,066
Short term investments (Note 2)	187,962	357,942
Harmonized sales tax recoverable	1,976	1,907
Prepaid expenses	5,583	5,419
	956,057	1,119,334
CAPITAL ASSETS (Note 4)	90,426	99,744
LONG TERM INVESTMENTS (Notes 2, 3)	250,000	-
	\$ 1,296,483	\$ 1,219,078
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities (Note 5)	\$ 21,543	\$ 29,134
Employee deductions payable	8,849	8,739
Due to colleges - fees (Note 6)	109,600	107,984
Deferred income (Note 7)	538,797	519,115
	678,789	664,972
NET ASSETS	617,694	554,106
	\$ 1,296,483	\$ 1,219,078

ON BEHALF OF THE COUNCIL



Council Chair



Chair of Finance and Human Resource Committee

The accompanying notes are an integral part of these financial statements

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS**Statement of Revenues and Expenditures and Changes in Net Assets****Year Ended March 31, 2023**

	2023	2022
REVENUES		
Registration fees (<i>Notes 2, 7</i>)	\$ 564,492	\$ 559,454
Interest income	34,608	1,151
Other fees	16,909	31,231
	616,009	591,836
EXPENSES		
Accounting fees	13,911	9,049
Advertising and promotion	1,545	605
Amortization of capital assets	14,731	13,368
Complaints committee	15,458	25,541
Computer database	24,244	21,563
Consulting fees	26,848	100
Equipment rentals	954	939
Information technology fees	5,053	3,893
Insurance	4,900	5,079
Interest and bank charges	15,310	11,784
Legal fees	39,744	18,930
Meetings	8,252	4,084
Office	8,465	5,023
Quality assurance assessment	4,600	2,975
Rent	44,160	44,641
Repairs and maintenance	203	190
Salaries and wages	303,944	305,248
Telephone	7,506	7,133
Training	-	495
Travel	12,593	852
	552,421	481,492
NET EXCESS OF REVENUES OVER EXPENSES	63,588	110,344
NET ASSETS - BEGINNING OF YEAR	554,106	443,762
NET ASSETS - END OF YEAR	\$ 617,694	\$ 554,106

The accompanying notes are an integral part of these financial statements

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS

Statement of Cash Flows

Year Ended March 31, 2023

	2023	2022
OPERATING ACTIVITIES		
Excess (deficiency) of revenues over expenses	\$ 63,588	\$ 110,344
Item not affecting cash:		
Amortization of capital assets	14,731	13,368
	78,319	123,712
Changes in non-cash working capital:		
Accounts receivable	-	2,960
Accounts payable and accrued liabilities	(7,590)	7,515
Deferred income	19,682	3,412
Prepaid expenses	(164)	(104)
Harmonized sales tax payable	(69)	(1,907)
Employee deductions payable	110	8,739
Due to colleges - fees	1,616	(10,437)
	13,585	10,178
Cash flow from operating activities	91,904	133,890
INVESTING ACTIVITIES		
Purchase of capital assets	(5,414)	-
Change in long-term investments	-	200,000
Cash flow from (used by) investing activities	(5,414)	200,000
INCREASE IN CASH FLOW	86,490	333,890
Cash - beginning of year	1,112,008	778,118
CASH - END OF YEAR	1,198,498	1,112,008
CASH CONSISTS OF:		
Cash	\$ 760,536	\$ 754,066
Short term investments - Guaranteed investment certificates	187,962	357,942
Long term Investments - Guaranteed investment certificates	250,000	-
	\$ 1,198,498	\$ 1,112,008

The accompanying notes are an integral part of these financial statements

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS

Notes to Financial Statements

Year Ended March 31, 2023

1. NATURE OF OPERATIONS

Newfoundland and Labrador Council of Health Professionals (the "Council") is incorporated under the Corporations Act of Newfoundland And Labrador without share capital. The council is exempt from income taxes under paragraph 149 on the Income Tax Act of Canada.

The following health professions are subject to the Health Professions Act:

- Acupuncturists
- Audiologists
- Dental Hygienists
- Medical Laboratory Technologists
- Medical Radiation Technologists (currently not regulated by the council)
- Midwives
- Respiratory Therapists
- Speech Language Pathologists

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNFPO).

Cash and cash equivalents

Cash includes cash on hand and funds held at chartered bank.

Investments

Short term investments, which consist guaranteed investment certificates with original maturities at date of purchase beyond three months and less than twelve month, are carried at amortized cost.

Long term investments, which consist guaranteed investment certificates with original maturities at date of purchase beyond one year, are carried at amortized cost.

The investments are held for specific projects at the discretion of Council.

Capital assets

Capital assets are stated at cost or deemed cost less accumulated amortization. Capital assets are amortized over their estimated useful lives on a declining balance basis at the following rates and methods:

Computer equipment	30%	straight-line method
Computer database	10 years	
Furniture and fixtures	20%	
Website	10%	

Capital assets acquired during the year are amortized for a full year when they are placed into use.

(continues)

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS

Notes to Financial Statements

Year Ended March 31, 2023

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Revenue recognition

The Council recognizes registration revenues when they are earned, specifically when all the following conditions are met:

- members registration is confirmed
- there is clear evidence that an arrangement exists
- amounts are fixed or can be determined
- the ability to collect is reasonably assured.

Investment revenue is recognized when earned on an accrual basis.

Financial instruments policy

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

3. SHORT AND LONG TERM INVESTMENTS

	2023	2022
<u>Short term</u>		
Royal Bank GIC, maturing December 19, 2023 at 4.3%	\$ 81,680	\$ -
Royal Bank GIC, maturing December 19, 2023 at 3.25%	76,282	-
Royal Bank GIC, maturing August 19, 2024	30,000	-
	\$ 187,962	\$ -
Royal Bank GIC, maturing August 19, 2024 is market based with a guaranteed rate of return of 4% to maximum 15% over the holding period.		
<u>Long term</u>		
Royal Bank GIC, maturing August 19, 2025	\$ 100,000	\$ -
Royal Bank GIC, maturing August 19, 2025	100,000	-
Royal Bank GIC, maturing August 19, 2025	50,000	-
	\$ 250,000	\$ -

Long term investment certificates rate of returns are market based with a guaranteed rate of return of 7.5% to maximum 20% over the holding period.

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS**Notes to Financial Statements****Year Ended March 31, 2023****4. CAPITAL ASSETS**

	Cost	Accumulated amortization	2023 Net book value	2022 Net book value
Computer equipment	\$ 20,460	\$ 15,928	\$ 4,532	\$ 1,061
Computer database	117,530	34,049	83,481	95,740
Furniture and fixtures	7,731	5,846	1,885	2,356
Website	1,683	1,155	528	587
	\$ 147,404	\$ 56,978	\$ 90,426	\$ 99,744

5. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	2023	2022
Accounts payable	\$ 4,062	\$ 10,586
Accrued liabilities	17,482	18,548
	\$ 21,544	\$ 29,134

6. DUE TO COLLEGES - FEES

Colleges for each profession are maintained, and members of the colleges make up the Council members. The Council is responsible for collecting fees on behalf of each college and remitting them.

	2023	2022
Due to colleges - fees	\$ 109,600	\$ 107,984

7. DEFERRED INCOME

Deferred income relates to registration fees collected in advance as of March 31, 2022.

	2023	2022
Deferred registration revenue	\$ 538,797	\$ 519,115

8. LEASE COMMITMENTS

The Council has a long term lease with respect to its premises. The lease contains renewal options and provides for payment of utilities, property taxes and maintenance costs.

9. FINANCIAL INSTRUMENTS

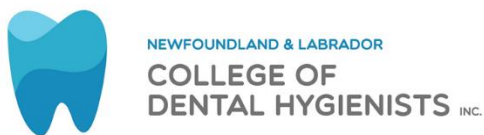
The Council is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the Council's risk exposure and concentration as of March 31, 2023.

(a) Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. In seeking to minimize the risks from interest rate fluctuations, the Council manages exposure through its normal operating and financing activities. The Council is exposed to interest rate risk primarily through interest rates on term deposits.

Unless otherwise noted, it is management's opinion that the Council is not exposed to significant other price risks arising from these financial instruments.

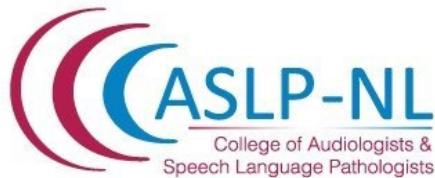
COLLEGE REPORTS



APPENDIX A: The College of Audiologists and Speech-Language Pathologists

College of Audiologists and Speech- Language Pathologists

ANNUAL REPORT 2022-2023



Suite 435, Unit 50 Hamlyn Road Plaza

St John's NL A1E 5X7

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ANNUAL REPORT

Introduction

The Newfoundland and Labrador Council of Health Professionals (NLCHP) regulates the practice of Acupuncturists, Audiologists, Dental Hygienists, Medical Laboratory Technologists, Midwives, Respiratory Therapists and Speech-Language Pathologists. These health professionals are required to be registered with the NLCHP to practice in Newfoundland and Labrador. The role of the NLCHP and its authority and powers are set out in the Health Professions Act (the *Act*). As per the *Act*, a separate College is established for each health profession designated under the *Act*. Each health profession's College remains focused on establishing education and registration requirements, and articulating entry to practice requirements, scope of practice, code of ethics and standards of practice for their profession. Together, the NLCHP and the Colleges ensure that there are competent health professionals providing quality care to the public.

In the past year (2022-2023) all health care professionals continued to feel the repercussions of the COVID 19 Pandemic and its impact on overall community health, the provision of services and the pressure to address long wait times caused by service slowdowns. Speech-Language Pathologists and Audiologists have approached the College on a number of topics including: the appropriate avenues for patient advocacy, the need for increased resources, conflict of interest guidelines when working for multiple employers and direction regarding virtual care that crosses provincial boundaries.

New legislation in Ontario and Nova Scotia, that opens the door for international applicants to obtain a license to practice, has been followed closely by all national regulators due to similar discussions in each province and labor mobility laws. This has highlighted the importance of regulators in provincial Colleges connecting and collaborating nationally to assure the highest level possible of standardization and harmonization.

Changes in health care structures, the growth of private practice in both Audiology and Speech-Language Pathology and the demands on school-based Speech-Language Pathology all impact the current professional landscape.

College Executive

Chair: Judy Davidson, SLP

Vice Chair: Beth Anne Emmink SLP

Member to Council: Allison Robbins, Audiologist

Treasurer: Maresa Moyles-Brazil, SLP

Secretary: Ashley Rossiter, SLP

Member at large: Mihaela Fost, Audiologist

CASLP-NL is pleased to have an Executive in 2022-2023 that represents Speech-Language Pathologists and Audiologists working in health, education, and the private sector.

The College would like to acknowledge Jillian Ryan and Sandy Crowley who completed their terms with our Executive in Sept 2022. Jillian was a long-serving Executive member whose interest in quality care and standards helped develop the College in its early years. Sandy joined the Board during the challenging mid pandemic timeframe, and it was a pleasure to have her voice especially related to both school-based Speech-Language Pathology practice as well as Labrador practice. Thank you both for your contributions.

Highlights of the Year

2023 is the 10th anniversary of the Audiology and Speech-Language Pathology Regulations in Newfoundland and Labrador. [NLR 47/13 - Audiologists and Speech-Language Pathologists Regulations under the Health Professions Act \(assembly.nl.ca\)](#)

Executive members continued to represent the College by participating on the NLCHP Board (CASLP-NL Chair and CASLP-NL Council rep) as well as with the Registration Committee, Quality Assurance Committee and Education Committee. College member Leona Lewis also serves on the Finance and HR Committee and Jillian Ryan serves on the Complaints and Authorization Committee.

This past year the CASLP-NL board has focused on several financial management strategies and has contracted a new accounting firm to assist in business affairs. It continues to review the core and foundational documents of college as well as the review and enhancement of organizational policies.

CASLP-NL registered its first professional through a new *return to practice* stream in 2022-23. With the absence of a 3rd party academic qualifying path, this was a learning process and the feedback received from the individual has been appreciated. CASLP-NL feels more ready to address such requests in the future.

The Annual General Meetings were held virtually on May 06, 2022, and then again, this year on May 12, 2023.

Updates to Key Regulatory Documents

During the May 2022 AGM, the membership approved the CASPNL 2022-2023 budget which allowed the board to contract a consultant for the development of college specific standards of practice. NLCHP has assisted in the drafting of an expression of interest (EOI) on this matter. While it was hoped that the EOI would be released before now, staffing changes with NLCHP and various scheduling challenges delayed the process. It is expected the EOI will be released Spring (2023). Developing standards for the College remains a priority for the Board.

Focusing on past and common membership inquiries, the CASLP-NL board continues to update and add communication to the CASP-NL website that was relaunched in 2022.

National Collaboration

2021 saw the unfortunate fall out of provincial regulators who previously participated with the **Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR)**. CASLP-NL and CASLPM of Manitoba are the 2 remaining provincial College members of CAASPR, which continues to be the steward of key national professional documents and assets. Additionally, CAASPR provides the function of processing and evaluating the entry to practice requirement for new graduates of SLP and Audiology as well as internationally trained (or internationally working) professionals who apply to practice in Newfoundland and Labrador.

CAASPR members are continuing to review equivalency requirements and processes considering Government actions to encourage the recruitment of internationally trained professionals.

CASLP-NL sits as a regulatory representative on a committee of the Council for the **Accreditation of Canadian University Programs in Speech-Language Pathology and Audiology (CACUP)**.

Financial Summary

- The CASLP-NL board continues to work with an accounting firm in all matters related to the financial operations of the College. It maintains a reserve fund to ensure the College remains able to conduct its legislated activities.
- Accounting activities that were initiated this year include the contracting of **Keen and Associates** and the operationalization of RBC banking platform “Edge” that enhances oversight and transparency for college financials.
- Based on budget projections and after a few years of a “temporary” fee reduction, the College fees were reduced as of 2022. The Executive continues to monitor spending to

create financial efficiencies while also balancing support for the volunteer Executive to carry out their duties.

Note: the current fiscal year for CASLP-NL is July1-June 30th.

Looking Forward

The College of Audiologists and Speech-Language Pathologists Newfoundland and Labrador was enacted with the proclamation of its Regulations in April 2013. The executive continues to take on activities to support the mandate of the College.

Future work includes:

- Continue to seek opportunities to enhance members' understanding of regulation and the mandate of the College.
- Develop College specific standards of practice in Audiology and Speech-language Pathology.
- Address issues pertaining to portability requirements across jurisdictions.
- Continue to review core documents to better support Audiologists and Speech-Language Pathologists.
- Explore regulatory guidelines to help support the possible inclusion of Communication Disorder Assistants, and/or other support personnel, in our fields.

FINANCIAL STATEMENTS

CASLP-NL 2022-2023

Accounts Summary	
Bank account balance: May 5, 2023	83,753.24
GIC	20,710.42
GIC	3,123.18

BUDGET & ACTUAL

Type	Budgeted (<u>as</u> of May 5, 2022)	Actual (<u>as</u> of May 5, 2023)		Expected (Renewal year 2023- 2024)
Revenue				
Registration fees	\$15,362.8 0	\$18,464.40		\$16,480
Interest from GIC	---	\$20.79		
Other	---	\$38.56		
Expenses				Proposed Budget for 2023-2024
Annual Meeting of Members	\$800	\$729.55		\$800
Insurance	\$2000	\$1826.20		\$2000
Teleconference/Zoom	\$600	\$230.00		\$600
Board Travel	\$9500	\$5088.83		\$9500
Operations (P.O. Box, meetings, <u>etc</u>)	\$2500	\$1300.60		\$2500

Membership: Council for Accreditation of Canadian University Programs	\$150	\$211.44*		\$150
Proposed Project: Standards of Practice	\$20,000	N/A		\$20,000
Proposed Project: Disposal of financial documentation for 2013-2015	\$100	N/A		\$100
TOTALS	BUDGETED 2022-2023	Expenditures TO-DATE		Proposed Budget 2023-2024
	\$48,350	\$23,954.46		\$49,050

*We paid for several years of accounting at once, averaging approximately \$3000 per fiscal year.

**We propose to offer a subscription incentive for new board members of approximately \$800 per year total.

Submitted by,



Judy Davidson, CASLP-NL Chair 2020-2023

May 12, 2023

APPENDIX B: The College of Midwives of Newfoundland and Labrador

College of Midwives of Newfoundland and Labrador



ANNUAL REPORT 2022-2023

Email: midwivesnl@gmail.com Tel: 709-573-3102

Website: www.cmnl.ca 111 Water St., Carbonear, NL A1Y 1A9

ANNUAL REPORT

Introduction

The Newfoundland and Labrador Council of Health Professionals (NLCHP) regulates the practice of Acupuncturists, Audiologists, Dental Hygienists, Medical Laboratory Technologists, Midwives, Respiratory Therapists and Speech-Language Pathologists. These health professionals are required to be registered with the NLCHP to practice in Newfoundland and Labrador. The role of the NLCHP and its authority and powers are set out in the Health Professions Act (the *Act*). As per the *Act*, a separate College is established for each health profession designated under the *Act*. Each health profession's College remains focused on establishing education and registration requirements, and articulating entry to practice requirements, scope of practice, code of ethics and standards of practice for their profession. Together, the NLCHP and the Colleges, ensure that there are competent health professionals providing quality care to the public.



Greetings from the College of Midwives of Newfoundland and Labrador. It has been a challenging period for midwifery in the province over the last year. The sole midwifery program located in the Central Health region lost two of its full-time midwives and has been functioning for the majority of 2022 at reduced capacity with two midwives remaining, only one of which is full-time permanent. Despite the three full-time positions being open to

recruitment, as of the writing of this report, only one position has been filled with the midwife expected to start Fall of 2023. With the diversion in Central continuing throughout the year and into 2023 coupled with the lack of staff, the program was unable to continue attending births and has been providing prenatal and postpartum care alone. Fortunately, increasing numbers of clients are requesting midwifery care and the satisfaction rating for care remains over 96%. The program also began assisting with cervical cancer screening in the area and has completed over 150 Pap tests for women in the Central Health zone thus far which has relieved a considerable amount of pressure in this area.

Unfortunately, membership in the College remains low which causes significant challenges when larger projects and policy developments need to occur.

From a provincial standpoint, the position of provincial chief midwife was filled and, although there has been no expansion of service to date, the College looks forward to the creation of more programs.

Of particular note is that the Innu Round Table Secretariat has hired a coordinator and work is underway to create a midwifery education program and service in Labrador. First Nations peoples across Canada continue to experience significant and devastating health care disparities compared to the rest of the population. Returning birth to communities is vital and the College is dedicated to supporting communities working towards this goal.

The College is excited to lend any support it can to the development of the Innu program and, hopefully, many others like it in the future.

College Executive

Sarah Donnelly Harnum, chair, treasurer

Edie Posca, vice chair

Updates to Key Regulatory Documents

This past year saw the regulations changed to include a non-practicing status. There is still more work to be done in this area and regulations will be reviewed in the coming year to ensure they are in line with other jurisdictions in order to create a robust, sustainable workforce that is able to meet healthcare needs in a variety of ways.

Policy Updates

The end of 2022 brought the need to create a supervision policy for midwives unable to meet their birth number requirements. The work to put this policy in place is ongoing.

National Collaboration

The College continues to collaborate with regulators across the country through the Canadian Midwifery Regulators Council and was encouraged to hear that a new position statement released by the CMRC is advocating for a much broader scope of practice that supports provision of reproductive and sexual health care to the public in addition to the care of perinatal clients. Such a scope of practice would allow midwives to fill significantly more gaps in the health care system.

Financial Summary

Funds were devoted in 2022 to rebuilding the College website. Otherwise, the College's budget has remained stable.

Looking Forward

The College will be reviewing core documents this year and working to add some necessities to our standards of practice in order to meet the needs identified in the Central Health zone practice. Additionally, the regulations will be reviewed in depth and work to build our midwifery work force will continue.

FINANCIAL STATEMENTS

	Budget	Actual
Directors and Officers Insurance HIROC Jan. 2023	\$3412.05	\$3539.70
Membership with CMRC	\$1770.00	\$1680.00
Website Maintenance/Server	\$500.00	\$500
Bank Service Charges	\$45.00	\$45
Office Supplies/Web Conferencing	\$500.00	\$500
CMRC and CAM conference attendance	\$2500.00	\$0
Chair Honorarium Apr 1, 2021 - March 31 2022	\$4800.00	\$4800
Other Administrative Work, ie. Logo redesign, Secretarial (2)	\$750.00	\$750
New Website Design (3)	\$1500.00	\$1500
Accountant (4)	\$0.00	\$0
 Total Budget	 \$15,777.05	
 Opening Balance	 \$4765.12	
Government Grant 2022-2023	\$10,762.93	
Expected income from Registration 2023	\$2000.00	
Closing Balance as of March 31, 2023*	\$3433.12	

*Government grant received after close of fiscal year

APPENDIX C: The College of Traditional Chinese Medicine Practitioners and Acupuncturists of Newfoundland and Labrador

The College of Traditional Chinese Medicine Practitioners and Acupuncturists of Newfoundland and Labrador



2022 Annual Report

Email: info@ctcmpanl.ca
Website: www.ctcmpanl.ca

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CTCMPANL Proposed Budget

Definitions:

Meaning of acronyms used in this report:

CTCMPANL ----- the College of Traditional Chinese Medicine Practitioners and Acupuncturists of Newfoundland and Labrador “the College”

NLCHP ----- the Newfoundland and Labrador Council of Health Professions “the Council”
Colleges represented on and governed by the Council:

College of Audiologists and Speech-Language Pathologists of Newfoundland and Labrador (CASLP-NL)

College of Traditional Chinese Medicine Practitioners and Acupuncturists of Newfoundland and Labrador (CTCMPANL)

Newfoundland and Labrador College of Dental Hygienists (NLCDH)

Newfoundland and Labrador College of Medical Laboratory Sciences (NLCMLS)

Newfoundland and Labrador College of Respiratory Therapists (NLCRT)

Reference to “the Act” is *The Health Professions Act*, (2010, NL).

College of Midwives of Newfoundland and Labrador

CARB-TCMPA ----- the Canadian Alliance of Regulatory Bodies for Traditional Chinese Medicine Practitioners and Acupuncturists “CARB-TCMPA” “the Alliance”

Member Regulatory Colleges of the Alliance:

CTCMA - College of Traditional Chinese Medicine Practitioners and Acupuncturists of British Columbia

CAAA - College and Association of Acupuncturists of Alberta.

CTCMPAO - College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario.

OAQ - Ordre des Acupuncteurs of Quebec

CTCMPANL - College of Traditional Chinese Medicine Practitioners and Acupuncturists of Newfoundland and Labrador.

YASI ----- Yardstick and Assessment Strategies Inc. the Canadian firm of expert Psychometricians responsible for the development, validation and security of the Pan-Canadian TCM Practitioners, TCM Herbalist and TCM Acupuncturist examinations

Other References

The Act ----- *The Health Professions Act*, (2010, NL)

The Regulations ----- *Acupuncturists Regulations* (2012, NL)

The College of Traditional Chinese Medicine Practitioners and Acupuncturists of Newfoundland and Labrador

Mission

Our mission is to protect the public by establishing a system of mandatory registration in which practitioners have to meet and maintain standards of practice, education, competence and ethical conduct in TCM and acupuncture care established by the College.

We align with the vision and values of NLCHP

“Quoted from the annual report of the NLCHP 2015-2016”

Vision

We work as partners with our stakeholder community to achieve excellence in professional regulation through and unwavering commitment to accountability, transparency and sustainability.

Values

We recognize that self-regulation is a privilege and we act according to the following set of values:

Integrity:

We are honest and ethical in our interactions.

Commitment:

We are united in our commitment to innovation, rigor and pragmatism for evidence-informed decision making.

Respect:

We engage others with genuine care and respect, openness and trust, in the pursuit of a common purpose.

Accountability and transparency:

We accept responsibility for achieving common goals and objectives.

Consensus:

We work through consensus, ensuring all views are considered in making decisions that are in the best interest of public protection.

Sustainability:

We act in a manner that is environmentally, economically and socially sustainable.

Introduction

The College of Traditional Chinese Medicine Practitioners and Acupuncturists of Newfoundland and Labrador (CTCMPANL “the College”) functions in union with the Newfoundland and Labrador Council of Health Professions (NLCHP “the Council”) in regulating the practice of Acupuncture in accordance with Traditional Chinese Medicine (TCM) in Newfoundland and Labrador. The collaboration of the health professions within the Council and its’ dedicated group of professionals who represent the public voice, continue to lead us forward into a best practice model of professional governance and public protection. This union has become a role model for other Canadian provinces pursuing a “canopy legislation” for smaller professions operating within the health care framework.

The primary focus of the College has been to establish a code of ethics and to approve the educational programs, continuing education, standards of practice and registration requirements for licensure to practice in the profession. The College aligns with pan-Canadian initiatives through its work as a member province of CARB-TCMPA to help in development and timely review of pan-Canadian entry level competencies for TCM Practitioners, TCM Herbalists and TCM Acupuncturists. The College as well works alongside the psychometricians of Yardstick and Assessment Strategies Inc. in the continuing development, delivery and security of the pan-Canadian examinations for those same levels of the TCMA profession. CARB-TCMPA also strives to reach a commonality of standards, professional requirements and educational programs for all levels of the profession between its member provinces, and beyond.

The public is served and protected by the College by:

1. Approving a program of study and education for the purpose of establishing education requirements.
2. Developing entry to practice requirements for Traditional Chinese Medicine Practitioners and acupuncturists, including annual renewal or re-certification requirements and continuing competency requirements
3. Establishing a scope of practice Traditional Chinese Medicine Practitioners and acupuncturists
4. Establishing standards of practice for Traditional Chinese Medicine Practitioners and acupuncturists
5. Developing a code of ethics for Traditional Chinese Medicine Practitioners and acupuncturists
6. Participating in the development of pan-Canadian competencies
7. Participating in the establishment and development of pan-Canadian board examinations
8. Organizing and delivering the pan-Canadian examinations as required
9. Aligning with global developments within the profession

Message from the Chair

Dear Members,

This past year has been a busy year for the CTCMPANL. We have been actively engaged on the national front. Many of our board members have been actively involved with CARB developing new strategic plans, ongoing PAN Canadian national exam development, Educational accreditation, and extensive contribution to the steering committee.

On the home front our board members have been actively involved on the committee and board level with the NLCHP. Extensive contribution to the Complaints Authorization Committee, the quality assurance committee, and the registration committee.

Additional to this work the CTCMPANL is also pleased to announce that the Department of Health has reaffirmed its commitment proceed with the full regulation of TCM, including Herbal Medicine. Much work remains in 2023 but we are hopeful this initiative will be completed as planned. A very special thank you to Ethne Munden for her dedication and effort on this matter. Ethne has been acting CTCMPANL regulatory liaison working closely with the department of health and NLCHP. Her effort has contributed greatly to the advancement of this initiative.

The end of 2022 marks the end of my 3-year term as Chair of the CTCMPANL. It has been a wonderful and humbling experience. An experience marked by many challenges, most notably the Covid-19 pandemic. Like many, we, as Acupuncturists faced many challenges during this time. Interruption to our clinics, our livelihoods, and to our patients. I would like to commend everyone for their continued dedication to the profession and continuing to practice with integrity, professionalism and offering a such a high level of care to the public. Thank you all for your continued support and I wish you all a wonderful 2023!

Acknowledgements:

Sincere gratitude to our Council Registrar / CEO, Deputy Registrar, Office Manager and each of the NLCHP Board members for facilitating our progress.

Sincere gratitude also to the Member Representatives of CARB-TCMPA for the “many minds” that assist our provincial and national efforts.

Chair CTCMPANL

Transformation doesn't just happen. It takes vision, a plan and a support system.

Report from the Board

The College Board Members met on several occasions during 2022. Due to challenges set forth by the Pandemic the board followed government suggested guidelines for meetings and held all meetings via Zoom this year. While it offered a number of challenges, board participation remained high, and the meetings were productive.

Highlights for 2022:

Collaborated with the Council in: (** College initiatives)

- The continued development of guidelines to be adopted by the Colleges in: Common standards, in the area of privacy, confidentiality and consent.
- Formulating direction and support for regulations for the full scope of TCMA AND through.
- Participating in Council Board and Committee meetings and activities
- Extensive participation on the Complaints Authorization Committee

Collaborated with the CARB: (** College initiatives)

- Consideration of the parameters for the amendment of the contract with ASI and Yardstick (YASI) regarding College involvement in Pan-Canadian examination development activities
- Participation in revisions to the pan-Canadian examinations for future on-line offering of the examinations.
- Participation in Committees for pan-Canadian examination development
- Participation in Education Accreditation committee
- Participation in Board meetings of CARB
- Participation in the initiative to search for next ED for CARB
- Participation in efforts for improved collective initiatives
- Exam development. Participation in Item Writing, Steering committee.

Continued collaboration with the Dept. of Health and Wellness for the regulation of the full scope of TCMA.

Ongoing work:

- Updating of the College website (completion expect March 2023)
- Continuing education in professional governance, ethics, standards and malpractice.
- Development of a College newsletter

CTCMPANL Board

Kenneth Clarke	Chair
Victoria Burry	Vice-Chair
Cheryl Oldford	Secretary/Treasurer
Ethne Munden	Past Chair

CTCMPANL representatives at Council:

Kenneth Clarke	- Board of Directors, CAC
Victoria Burry	- Quality Assurance Committee
Ethne Munden	- Chair Complaints Authorization Committee
Kenneth Clarke	- Complaints Authorization Committee
Victoria Burry	- Registration Committee

Members at large

Bengie Munden
Marc-Alexandre Mestres
Kayla Westcott
Emma Dolan

CE Assessors

Marc-Alexandre Mestres – 2022 CE Assessor

Disciplinary Panel for CTCMPANL

Marc Alexandre Mestres
Bengie Munden
Cheryl Oldford

CTCMPANL Finance Committee

Cheryl Oldford **Chair**
Marc Alexandre Mestres
Bengie Munden
Victoria Burry

CTCMPANL Examination Committee

Cheryl Oldford **Chair**
Bengie Munden

CTCMPANL Remote Item Writing Committee for the pan-Canadian examinations

Cheryl Oldford
Bengie Munden

Special acknowledgements:

Many thanks to all the members of the CTCMPANL Board and College and Council Committee members who have worked alongside each other and have devoted time and energy to College, Council, Committee and Alliance work throughout the year.

Gratitude to our CTCMPANL Membership for your valuable participation in College activities and your voiced contributions made throughout the year that have upheld the standards of our profession.

Report: TCM Regulation update

At the 2019 Annual General Meeting of the Newfoundland and Labrador Health Professionals Council (NLCHP), Ms. Gerri Smith the Regulatory Consultant from the Dept. of Health and Community Services at that time, announced that agreement has been reached to move forward on the full regulation of the TCM profession in NL. Preliminary meetings were being scheduled. However, the world went into a tailspin with the Covid 19 pandemic and priorities in health care shifted to the emergent.

In late 2022 we were notified that the government, just coming out of difficult times, is considering many changes in health care and was again ready to proceed with the full regulation of the TCM profession in

NL. We have been introduced to a new regulatory consultant Mr. Scott Linstead and have had preliminary discussions to acquaint him with our history, TCM itself and the workings of the Canadian Alliance of Regulatory Bodies for Traditional Chinese Medicine and Acupuncture (CARB-TCMPA). Meetings will continue into 2023 and will involve the Dept. of Health and Community Services, CTCMPANL and NLCHP.

At this point we do know that consultation will be held with other health care stakeholders who may have some professional overlap with TCM components and following that the motion to proceed with our sought for regulations will be put forth. We are encouraged by knowing that on the heels of the pandemic, the government is seeking to broaden health care options for the province and improve health care generally. We are looking forward to finalizing a grandparenting process for existing practitioners and in this we are most grateful for the invaluable collaboration of the other provinces regulating TCM and CARB-TCM. We also ambitiously look forward to great news from the Dept. of Health and Community Services in the spring of 2023.

**CTCMPANL regulatory liaison,
Ethne Munden**

Report: College Activity at the Quality Assurance Committee of Council

The Quality assurance meeting met several times over the last year. Our meetings cover many topics such as the audits, and CE compliance.

There was a tremendous amount of auditing for 2021. Anyone who did not submit via the portal were automatically Audited. The goal is to have one hundred percent of the membership of each discipline with the NLCHP renew using the portal this year.

Based on this information that is uploaded by members, the NLCHP can notify each college and let them know the areas in which their members are having trouble acquiring the CE's, so that colleges can better support the members in acquiring their CEs.

**Victoria Burry
College representative to the Council Quality Assurance Committee**

Report: College Activity at the Registration Committee of Council

The registration committee met several times over the last year. We currently have 1246 registered members with the majority coming from the Medical Laboratory Technologist at 560. Acupuncture stayed consistent with 31 registered members.

**Victoria Burry
College Representative to the Council Registration Committee**

Report: College Activity at the Complaints Authorization Committee of Council

The Complaints Authorization Committee (CAC) exists to review allegations that cannot be settled at the first level of intervention--the Registrar.

The CAC:

- In-depth, investigates allegations to determine if there are reasonable grounds that there is "conduct deserving of sanction". Allegations can arise from the public, other acupuncturist, the College or the Council.
- Disposes of complaints through a variety of methods determined in accordance with the severity of the "conduct deserving". The most severe cases of "conduct deserving" are referred to the Disciplinary panel.
- Is responsible for arranging the annual continuing education of the disciplinary panel (DP).

The CAC committee was active in 2022. There were numerous complaints filled during the year, including one case which relates to an Acupuncturist. The CAC is an vital committee that continues to offer tools for ensuring the high standards of a profession are met at all times.

Any disciplinary findings are listed on the NLCHP website:

<https://nlchp.ca/complaints/making-a-complaint/publication-of-disciplinary-findings/>

Information about restrictions or notices on individual's registrations are listed on the list of registered health professionals:

<https://nlchp.ca.thentiacloud.net/webs/nlchp/register/#/%20>

If someone is wishing to make a complaint, the online complaint form is available:

<https://nlchp.ca.thentiacloud.net/webs/nlchp/register/#/complaint-form>

Treasurer's Report 2022

Thank you to everyone for allowing me to serve as your treasure for this past year. 2022 was for the most part, an uneventful year as it relates to expenditures and cash flow. The past three years has been quite conservative in terms of expenses. The pandemic caused a shift in meetings, moving most of them to virtual. This has had a positive impact on the bottom line of the College balance sheet. Additionally, it has allowed for further participation in national initiatives, allowing more of our members to participate. The college has a healthy account balance and expenses in 2022 have only been on necessary operational costs. It has been an honour to serve this term as Secretary/Treasurer.

Respectfully,
Cheryl Oldford CTCMPANL-Treasurer

CTCMPANL Proposed Budget

CTCMPANL Proposed Budget 2023		
01/01/2023 – 12/01/2023		
	2022	2023
<i>Revenue</i>	<i>Actual</i>	Proposed
Currently in Account	\$9635.95	\$19188.17
Anticipated for 2023		
Total funds Available for 2023		
Expenditures		
CARB/ACOR Dues	\$1155.00	\$1200.00
D & O Insurance	\$3017.60	\$3100.00
Website Maintenance & Development	\$530.00	\$3000.00
Interest & Bank Charges	\$42.00	\$50.00
Legal Fees	\$1161.50	\$1500.00
Committee Support	\$0.00	\$1000.00
Costs for involvement in exam activities	\$915.00	\$1000.00
Accounting fees	\$0.00	\$2000.00
Postage/Office Supplies	\$0.00	\$300.00
Printing & Copying Services	\$0.00	\$400.00
Conference & Meetings	\$0.00	\$1000.00
Communication Fees	\$0.00	\$1000.00
Travel	\$0.00	\$1000.00
Honorarium	\$0.00	\$500.00
Total Expenses	\$6821.10	\$17050.00

APPENDIX D: The Newfoundland and Labrador College of Dental Hygienists



NEWFOUNDLAND & LABRADOR

**COLLEGE OF
DENTAL HYGIENISTS**

ANNUAL REPORT 2022-2023

Email: info@nlcdh.com

Tel: 709-690-2332 (current Chair)

Website: www.nlcdh.com

Address: P.O. Box 39008, St. John's, NL, A1E 5Y7

ANNUAL REPORT

Introduction

The Newfoundland and Labrador Council of Health Professionals (NLCHP) regulates the practice of Acupuncturists, Audiologists, Dental Hygienists, Medical Laboratory Technologists, Midwives, Respiratory Therapists and Speech-Language Pathologists. These health professionals are required to be registered with the NLCHP to practice in Newfoundland and Labrador. The role of the NLCHP and its authority and powers are set out in the Health Professions Act (the Act). As per the Act, a separate College is established for each health profession designated under the Act. Each health profession's College remains focused on establishing education and registration requirements, and articulating entry to practice requirements, scope of practice, code of ethics and standards of practice for their profession. Together, the NLCHP and the Colleges, ensure that there are competent health professionals providing quality care to the public.

Message from Chair

I was elected as Chair of the NLCDH in October of 2022 relieving Katherine Peddle (interim Chair) of her position.

In the past, I have held positions on professional associations within my profession but this is my first experience with policy and governance.

Over the past 8 months I've had the opportunity to receive guidance and mentorship from the College board as well as the Council. I'm looking forward to continued personal and professional growth as my term goes on!

I am pleased to present the annual report for the Newfoundland and Labrador College of Dental Hygienists.

College Executive

Nicole Kielly - Chair



Angela Hynes - Treasurer
Katherine Peddle - Board Member
Amanda Thomey- Board Member
Penny Carroll - Board Member
Peggy Rice - Board Member

Highlights of 2022

- January: reposted RPF for policy review to attract more applicants for policy review
- February/March: the board met with Janine O'Malley to evaluate and assess the applicants of the RPF with an awards process (we chose Halford Consulting).
- April: a Registrant had been working in an Orthodontic clinic without being approved for additional skills. The college agreed with the registrar's recommendation to require the RDH to complete the jurisprudence course and a short reflection essay.
- June: continued our work with Halford Consulting
- September: Prepped for NLCDH AGM
- October: I was elected as Chair
- November/December: We continued working with Halford Consulting

Updates to Key Regulatory Documents

Amendment of article VI 6.20 of the NLCDH Bylaws


- i. This needed to be amended because there is no longer an NDHCB.
- ii. The board needs to bring forward this change to the members before the next AGM in 2023.

Policy Updates

Currently updating the following policies with Halford Consulting:

- infection control
- temporary and permanent restorations
- orthodontics

And the addition of the following policies:

- 
- antibiotic prophylaxis
 - nitrous oxide

National Collaboration

FDHRC; I meet monthly with the Federation of Dental Hygiene Regulators of Canada. The NLCDH Chair continues to hold a voting seat on the FDHRC and the NLCHP Registrar continues to hold a seat as a non-voting member.

Financial Summary

The fiscal end balances (as of March 31, 2023) are: operating account: \$13, 519.60 and savings account \$18, 016.44. Highlights: there was no travel in the past year and our biggest expense was to Halford Consulting for \$13,800 (\$9200 paid so far).

Looking Forward

We're working towards completing our policy review with Halford Consulting and distributing our amended and new policies to our registrants.



FINANCIAL STATEMENTS

**THE NEWFOUNDLAND AND LABRADOR COLLEGE
OF DENTAL HYGIENISTS**

Financial Statements

Year Ended March 31, 2023

Draft for discussion purposes only

THE NEWFOUNDLAND AND LABRADOR COLLEGE OF DENTAL HYGIENISTS

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Year Ended March 31, 2023

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INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT

To the Members of The Newfoundland and Labrador College of Dental Hygienists

I have reviewed the accompanying financial statements of The Newfoundland and Labrador College of Dental Hygienists (the organization) that comprise the statement of financial position as at March 31, 2023, and the statements of revenues and expenditures and changes in net assets and cash flows 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 (ASNPO), 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.

Practitioner's Responsibility

My responsibility is to express a conclusion on the accompanying financial statements based on my review. I conducted my review in accordance with Canadian generally accepted standards for review engagements, which require me to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, I do not express an audit opinion on these financial statements.

Conclusion

Based on my review, nothing has come to my attention that causes me to believe that the financial statements do not present fairly, in all material respects, the financial position of The Newfoundland and Labrador College of Dental Hygienists as at March 31, 2023, and the results of its operations and its cash flows for the year then ended in accordance with ASNPO.

THE NEWFOUNDLAND AND LABRADOR COLLEGE OF DENTAL HYGIENISTS**Statement of Financial Position****March 31, 2023**

	2023	2022
ASSETS		
CURRENT		
Cash	\$ 31,536	\$ 26,115
Accounts receivable	26,575	28,402
Prepaid expenses	1,473	1,460
	\$ 59,584	\$ 55,977
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable	\$ 5,500	\$ 900
NET ASSETS	54,084	55,077
LIABILITIES AND NET ASSETS	\$ 59,584	\$ 55,977

ON BEHALF OF THE BOARD_____
*Chairperson*_____
Treasurer

THE NEWFOUNDLAND AND LABRADOR COLLEGE OF DENTAL HYGIENISTS

Statement of Revenues and Expenditures and Changes in Net Assets

Year Ended March 31, 2023

	2023	2022
REVENUES	\$ 28,113	\$ 26,857
EXPENSES		
Board honourariums	3,700	3,700
Consulting fees	13,800	-
Insurance	1,573	1,469
Interest and bank charges	94	108
Legal fees	1,495	1,438
Meetings and conventions	290	4,371
Memberships and accreditation fees	3,314	2,400
Office	522	695
Travel and training	4,301	5,558
Website maintenance	19	2,168
	29,108	21,907
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES FROM OPERATIONS	(995)	4,950
INTEREST INCOME	2	2
NET EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	(993)	4,952
NET ASSETS - BEGINNING OF YEAR	55,077	50,124
NET ASSETS - END OF YEAR	\$ 54,084	\$ 55,077

The accompanying notes are an integral part of these financial statements

THE NEWFOUNDLAND AND LABRADOR COLLEGE OF DENTAL HYGIENISTS

Statement of Cash Flows

Year Ended March 31, 2023

	2023	2022
OPERATING ACTIVITIES		
Excess (deficiency) of revenues over expenses	\$ (993)	\$ 4,952
Changes in non-cash working capital:		
Accounts receivable	1,827	(3,360)
Accounts payable	4,600	-
Prepaid expenses	(13)	(88)
	6,414	(3,448)
INCREASE IN CASH FLOW	5,421	1,504
Cash - beginning of year	26,115	24,611
CASH - END OF YEAR	\$ 31,536	\$ 26,115

The accompanying notes are an integral part of these financial statements

THE NEWFOUNDLAND AND LABRADOR COLLEGE OF DENTAL HYGIENISTS

Notes to Financial Statements

Year Ended March 31, 2023

1. DESCRIPTION OF BUSINESS

The Newfoundland and Labrador College of Dental Hygienists (the "organization") is incorporated under the Health Professionals Act of Newfoundland And Labrador. The organization's principal business activity is to govern its members to serve and protect the public interest.

The College is exempt from income taxes as per Paragraph 149 (l) of the Income Tax Act.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements were prepared in accordance with Accounting Standards for Not-for-Profit Organizations.

Cash and cash equivalents

Cash includes cash on deposit with chartered bank and cash on hand.

Purchase of capital assets

The College expenses the purchase of capital assets in the year of acquisition.

Revenue recognition

The Newfoundland and Labrador College of Dental Hygienists follows the deferral method of accounting for contributions.

Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

The college recognizes revenue from fees when they are earned, specifically when all the following conditions are met:

- services are provided or delivered to its members
- there is clear evidence that an arrangement exists
- amounts are fixed or can be determined
- the ability to collect is reasonably assured.

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

(continues)

THE NEWFOUNDLAND AND LABRADOR COLLEGE OF DENTAL HYGIENISTS

Notes to Financial Statements

Year Ended March 31, 2023

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Financial instruments

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

Contributed services

The operations of the organization depend on both the contribution of time by volunteers and donated materials from various sources. The fair value of donated materials and services cannot be reasonably determined and are therefore not reflected in these financial statements.

3. FINANCIAL INSTRUMENTS

The organization is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the organization's risk exposure and concentration as of March 31, 2023.

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The organization is exposed to credit risk from members. In order to reduce its credit risk, the organization conducts regular reviews of its member's fees collection. The organization has a significant number of members which minimizes concentration of credit risk.

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The organization is exposed to this risk mainly in respect of its receipt of funds from its members and other related sources and accounts payable.

APPENDIX E: The Newfoundland and Labrador College of Medical Laboratory Sciences



Newfoundland and Labrador College of
Medical Laboratory Science (NLCMLS)
Annual Report 2022



Newfoundland and Labrador College of Medical Laboratory Science

P.O Box 39057, St. John's, NL A1E 5Y7

www.nlcmls.ca

As per the [Health Professions Act \(2010\)](#), a college was established for each profession designated under the act. In the summer of 2012, the former Newfoundland and Labrador Society of Medical Laboratory Science (NLSMLS) became the Newfoundland and Labrador College of Medical Laboratory Science (NLCMLS). Medical Laboratory Technology officially became a licensed profession in NL in the fall of 2012 with government's formal acceptance of the [Medical Laboratory Technologists Regulations](#). 2022 marks the 11th year since the formal acceptance of MLT's as a licensed profession. NLCMLS encompasses Medical Laboratory Technologists (MLT) working in laboratories across Newfoundland and Labrador.

We are one piece of the umbrella organization that is the Newfoundland and Labrador Council of Health Professionals (NLCHP). The NLCHP currently regulates seven health professions, under six colleges in NL.

Our mandate is in line with that of the NLCHP, the protection of the public. NLCMLS establishes registration and education requirements, as well as entry to practice requirements, scope of practice, code of ethics and standards of practice for our profession.

Our major focus is our continuing education and the professional development of our members. NLCMLS strives to provide access to quality continuing education which promotes the professional development of its membership and in turn, enhances each medical laboratory professional's knowledge and promotes safety for the public.

Our board of directors for 2022 is as follow:

Kristen Lane Interim President	Vacant Past President
Colin Power College Representative	Samantha Tiller Director of Marketing and Communications
Allison Beresford Treasurer	Trevor Williams Avalon Regional Director
Jill earle Central Regional Director	Stephanie March Western Reginal Director
Marley Boland Eastern Regional Director	Stephanie Benson Secretary
Kailey Gillingham Director of Professional Development	Lucas Woolridge Student Representative

Our membership for the 2022-2023 registration consisted of 555 Medical Laboratory Technologists and 7 Laboratory Health Professionals (LHP). The LHPs are registered to carry out specific duties as defined by the employer and are only registered to carry out these duties. These LHPs had their education qualifications reviewed by the College of the North Atlantic and the NLCHP Registration Committee. LHPs are a closed registration category, meaning there will be no future registrants in this group.

Individuals of our membership also served on several NLCHP committees. Some of which include, Registration Committee, QA Committee, Finance and HR Committee, Complaints Authorization Committee, QA Auditors and Disciplinary Panel.

2022 continued with the challenges due to the COVID-19 pandemic. It continues to be an ever-changing environment- everyone has to adapt. The College did hold a virtual Spring Education Symposium from Clarendville in April of 2022. With the uncertainty of the pandemic, there was hope that a fall AGM and Education Symposium could be held in person and we did host a virtual/ in person AGM and Symposium from St.John's, it was a great relief to finally see members Membership started to feel better about the availability of CE with the reintroduction of the Symposium format albeit, still in a Hybrid format. The College took this opportunity to look for and provide the membership with multiple online sources to obtain CE.

With increased virtual offerings for education and AGMs there is hope that the participation of members will continue to increase. With the reintroduction of in person CE and AGM's we hope the numbers of in person attendees will continue to rise.

The intent behind this is to open our educational delivery to a wide audience and enable provincial participation. The virtual options will allow colleagues from anywhere to be able to present and showcase their expertise, the hybrid symposiums have allowed presenters to lecture from anywhere in the province or country.

Since the Council went live with the new CE portal in winter 2021, the College and Council have worked in tandem to provide a robust and comprehensive platform to capture the College members' continuing education. This allows for an efficient quality assurance and registration procedures and keeps in line with the Council's strategic plan. The bugs and system errors that were discovered in the first CE Portal were corrected and the upload of CE in 2021 and 2022 went much smoother.

The Council continued to consult with the College to support processes and decisions that assist the work to align with the Council legislated mandate.

With this annual report, the College as a professional body would like to highlight some of the opportunities and challenges that we face.

We continue to face challenges around membership engagement, best practices and the development and implementation of quality education for the members and the public. Overcoming these challenges, we were able to provide educational opportunities to our members to promote lifelong learning, to provide the public with an understanding and education of our profession and promote a dialogue between us and to share information and expertise with our fellow colleges in the Council.

Financial statement for 2022 attached.

Respectfully,

Colin Power MLT, BSc

Newfoundland and Labrador College
of Medical Laboratory Science Inc.

Financial Statements

Year Ended

December 31, 2022

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Blagdon, Tilley and Company
Chartered Professional Accountants

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Conception Bay South, NL
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(709) 834-2006 Fax: (709) 834-3783
E-mail: blagdontilleyandcompany@nl.rogers.com

☐ 367 Memorial Drive
Suite 203
Clarenville, NL
A5A 1R9
(709) 466-2644 Fax: (709) 433-3160
E-mail: btc.clar@eastlink.ca

Compilation Engagement Report

To the Board of Directors

On the basis of information provided by management, we have compiled the statement of receipts and disbursements of Newfoundland and Labrador College of Medical Laboratory Science Inc. as at December 31, 2022, and the statement of investments for the year then ended.

Management is responsible for the accompanying financial information, including the accuracy and completeness of the underlying information used to compile it, and the selection of the basis of accounting.

We performed the engagement in accordance with Canadian Standard on Related Services (CSRS) 4200, *Compilation Engagements*, which requires us to comply with relevant ethical requirements. Our responsibility is to assist management in the preparation of the financial information.

We have not performed an audit engagement or a review engagement, nor were we required to perform procedures to verify the accuracy or completeness. Accordingly, we do not express an audit opinion or a review conclusion, or provide any form of assurance on the financial information.

Readers are cautioned that these statements may not be appropriate for their purposes.

Blagdon, Tilley and Company
Chartered Professional Accountants

Conception Bay South, NL

May 6, 2023

Newfoundland and Labrador College of Medical Laboratory Science Inc.
Statement of Receipts and Disbursements - Current Account
For the Year Ended December 31, 2022

	2022	2021
Receipts		
Fees	\$ 51,299	\$ 34,529
Congress	-	130
Awards	650	1,450
Transfer from investments	-	13,796
	51,949	49,905
Disbursements		
Bank charges	399	390
Fees	1,500	4,848
Miscellaneous (Schedule 1)	13,809	9,640
Professional fees	978	891
Seminars, conventions and meetings	41,707	13,361
Transfer to investments	-	10,000
	58,393	39,130
Surplus of receipts over disbursements	(6,444)	10,775
Bank balance, beginning of year	60,470	49,695
Bank balance, end of year	\$ 54,026	\$ 60,470

Newfoundland and Labrador College of Medical Laboratory Science Inc.
Statement of Investments
December 31, 2022

	2022	2021
Investments		
Bank of Montreal investment account	\$ 12,925	\$ 14,840
Bank of Montreal Guaranteed Investment Certificates	148,454	143,087
Royal Bank of Canada	10,120	10,000
	\$ 171,499	\$ 167,927

Newfoundland and Labrador College of Medical Laboratory Science Inc.
Schedule 1
December 31, 2022

	2022	2021
Miscellaneous disbursements		
Website	\$ 9,505	\$ 7,351
Office supplies	566	289
Awards	3,738	2,000
	\$ 13,809	\$ 9,640

APPENDIX F: The Newfoundland and Labrador College of Respiratory Therapists (NLCRT)



Newfoundland & Labrador
College of Respiratory Therapists

Suite #133, Unit 50 Hamlyn Rd. Plaza • St. John's, NL A1E 5X7
nlcrt@nlcrt.ca • www.nlcrt.ca

ANNUAL REPORT 2022-2023

Email: nlcrt@nlcrt.ca

Website: www.nlcrt.ca

Suite #133, Unit 50 Hamlyn Road

St. John's, NL A1E 5X7

ANNUAL REPORT

Introduction

The Newfoundland and Labrador Council of Health Professionals (NLCHP) regulates the practice of Acupuncturists, Audiologists, Dental Hygienists, Medical Laboratory Technologists, Midwives, Respiratory Therapists and Speech-Language Pathologists. These health professionals are required to be registered with the NLCHP to practice in Newfoundland and Labrador. The role of the NLCHP and its authority and powers are set out in the Health Professions Act (the *Act*). As per the *Act*, a separate College is established for each health profession designated under the *Act*. Each health profession's College remains focused on establishing education and registration requirements, and articulating entry to practice requirements, scope of practice, code of ethics and standards of practice for their profession. Together, the NLCHP and the Colleges, ensure that there are competent health professionals providing quality care to the public.

On behalf of the Newfoundland and Labrador College of Respiratory Therapists, it is my pleasure to share the annual report for 2022-23. This year, the focus has been to revise our national competency framework which establishes minimum standards for entry to practice. We continue to work collaboratively with NLCHP to ensure that the safety of the public is served with the highest standards of practice.

College Executive

Cheryl Bailey, Chair

Chris Barclay, Vice Chair

Joy Gallant, Secretary

Danielle Noseworthy, Treasurer

Samantha Fry, Member at Large

Kim Burry, Member at Large

Highlights of the Year

- Successful graduation of RT class of 2022 from College of the North Atlantic (CNA)- Accreditation achieved.
- Initiation of the revision/update of National Competency Framework (NCF)
- Collaboration with CNA to begin work on a refresher course for RTs returning to the workforce.
- First group of 5 fast track students was established to respond to attrition from first to second year of the RT educational program. These students will enter their clinical placements in August 2023.
- Virtual and in person education sessions were offered to members across the province.
- Early warning score and rapid response teams, “Is my patient going down the tubes” by Dr Lisa Kenny
- ERS statement on Pediatric long-term noninvasive respiratory support-Article review by Dr. Danielle Adam

Updates to Key Regulatory Documents

There have been no updates to any key regulatory documents.

Policy Updates

Ongoing policy review to ensure all policies are up to date and in keeping with current practice. No new policies developed.

National Collaboration

The NLCRT belongs to the National Alliance of Respiratory Therapy Regulatory Bodies (NARTRB) who has a priority of maintaining our National Competency Framework (NCF). This document identifies all aspects of competency within the Respiratory Therapy profession and helps guide scope for those at entry to practice. This helps to ensure competencies between jurisdictions are standardized and promotes mobility between provinces. NARTRB is also responsible for overseeing accreditation services of Respiratory educational programs across the country.

The focus of the NARTRB this year has been updating the National Competency Framework (NCF). The executive has been working closely with the consultant Camprof to ensure that current practice is reflected in this document. The data collection for this included various focus groups of Respiratory Therapists and a national survey. This survey was distributed, and results compiled to determine entry to practice requirements for Respiratory Therapists across the country. Based on the results, competencies will be updated to reflect changes in the profession. The implementation of this is expected in the fall of 2023 as the document is distributed to educational programs.

Financial Summary

Attached financial summary.

Looking Forward

In the upcoming year, we plan to:

- Offer education sessions to members including return of in person AGM and education day (Fall 2023).
- Address concerns raised about scope of practice as it relates to changing roles in the community and virtual ER practice.
- Preliminary work has begun with the College of the North Atlantic to develop a refresher program that would assess the needs of individuals who have been out of the practice area for extended periods of time.
- Continue to promote succession planning and provide support to the new executive as they become involved in regulation. Development of an orientation manual is ongoing, as it relates to College business including the responsibilities of the executive and tools they need to fulfill their responsibilities.
- Collaborate with various stakeholders, including health authorities and government to ensure the role of Respiratory Therapists is maintained or expanded as the focus of healthcare shifts to community services and virtual care.
- Continue to work closely with the NLCHP Council and staff to ensure the highest standards of practice of Respiratory Therapy in the province.

Respectfully submitted,

Cheryl Bailey
NLCRT Chair

FINANCIAL STATEMENTS

NEWFOUNDLAND AND LABRADOR COLLEGE OF RESPIRATORY THERAPISTS

STATEMENT OF INCOME AND EXPENSES

YEAR ENDED MARCH 31, 2023

REVENUES

Membership Dues:	\$ 21,827.42
GIC Income	\$

EXPENSES

Bank Fees:	\$ 132.50
Insurance:	\$ 1529.76
Business Licenses and Fees:	\$ 10,589.22
Website Maintenance:	\$ 380.00
Rentals:	\$ 207.00
Accounting Fees:	\$ 2012.50
Catering:	\$428.66
Travel Expenses:	\$ 3075.19
Office	<u>\$ 273.84</u>
	\$ 18,628.67

TOTAL INCOME: **\$ 3,198.75**



NLCHP

NEWFOUNDLAND AND LABRADOR
COUNCIL OF HEALTH PROFESSIONALS