



NLCHP |

NEWFOUNDLAND AND LABRADOR
COUNCIL OF HEALTH PROFESSIONALS

**ANNUAL REPORT
2022-2023**



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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".

Colin Power, B.Sc. MLT
NLCHP Chair



A handwritten signature in black ink that reads "Alice Kennedy".

Alice Kennedy
CEO and Registrar

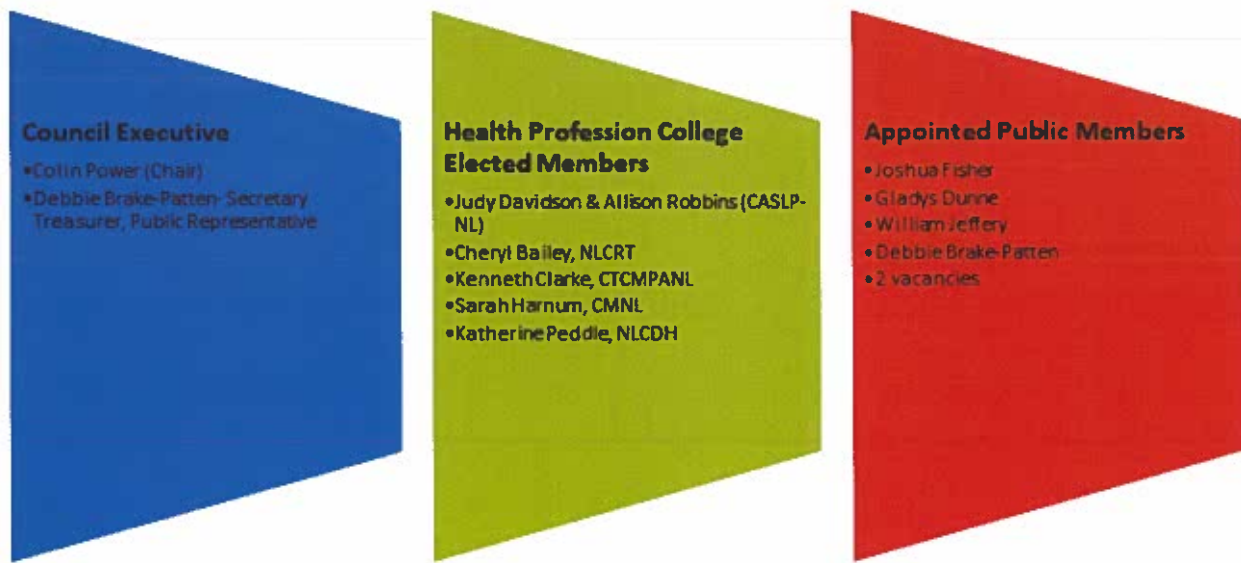
OUR STRATEGIC DIRECTIONS

- 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

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.

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

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

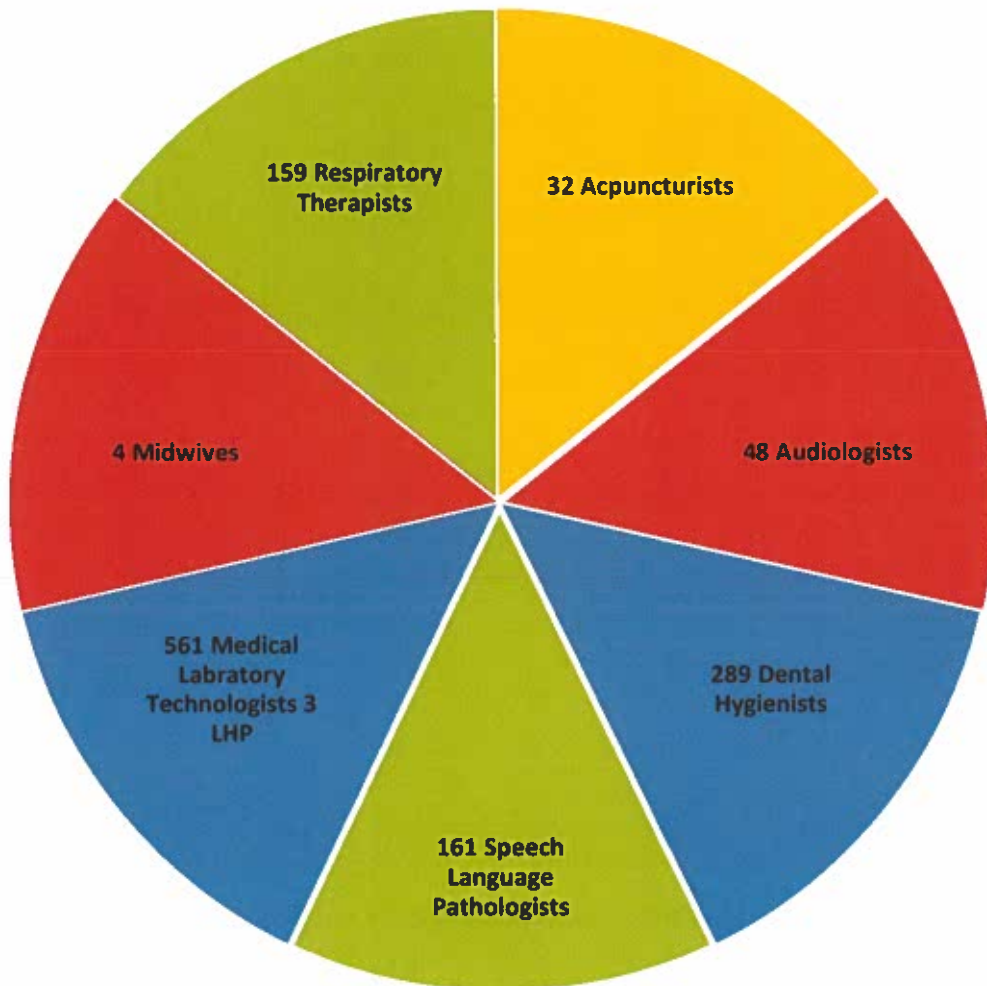
Stakeholder Education and Communication



- 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.

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

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.

**NEWFOUNDLAND AND LABRADOR COUNCIL
OF HEALTH PROFESSIONALS**
Financial Statements
Year Ended March 31, 2023

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)

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS
Statement of Financial Position
March 31, 2023

	2023	2022
ASSETS		
CURRENT		
Cash (Note 2)	\$ 760,636	\$ 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 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

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

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

www.caslp.nl | info@caslpnl.ca

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 \(assembly.nl.ca\)](#)

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

FINANCIAL STATEMENTS

CASLP-NL 2022-2023

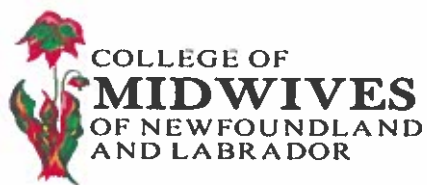
Accounts Summary	
Bank account balance: May 5, 2023	83,753.24
GIC	20,710.42
GIC	3,123.18

BUDGET & ACTUAL

Type	Budgeted (as of May 5, 2022)	Actual (as of May 5, 2023)	Expected (Renewal year 2023- 2024)
Revenue			
Registration fees	\$15,362.80	\$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, etc)	\$2500	\$1300.60	\$2500

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

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 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

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)

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

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

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**

CTCMPANL Proposed Budget

CTCMPANL Proposed Budget 2023		
01/01/2023 – 12/01/2023		
	2022	2023
<i>Revenue</i>	<i>Actual</i>	<i>Proposed</i>
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



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

- This needed to be amended because there is no longer an NDHCB.
- 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:



FINANCIAL STATEMENTS

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

Financial Statements

Year Ended March 31, 2023

Draft for discussion purposes only



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.

Clarenville, Newfoundland and Labrador

Chartered Professional Accountant
Richard K Power, FCPA, Professional Corporation

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
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 and 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)

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



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



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.

Respectfully,

Colin Power MLT, BSc



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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.
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



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.

Respectfully submitted,

Cheryl Bailey
NLCRT Chair
