PHARMACY ASSOCIATION OF SASKATCHEWAN

2020-2021/2021-2022

ANNUAL REPORTS

DELIVERING HEALTHCARE
ON THE FRONT LINES

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PAS Staff

Michael Fougere • Chief Executive Officer
Kristoffer Berg • Director of Professional Practice
Pamela Read • Executive Coordinator, Member Services
Vlada Tsybulko • Executive Coordinator, Administrative Services
Virginia Wilkinson • Communications Consultant

MESSAGE FROM THE PAS CHAIR

The past two years have provided many challenges for the pharmacy sector, but also some very exciting opportunities.

Through the dedication and determination of our members, pharmacists and pharmacy technicians across the province have been filling in the gaps in primary health care and increasing access to care for Saskatchewan residents. It's this dedication to enhancing access to primary health care that has played a critical role in much of the work undertaken by PAS between 2020 and 2022.

PAS has been working on an innovative new approach to contract negotiations with the Ministry of Health since late 2021. Our goal in these negotiations was to move from individual fee increases (or not) to a much more innovative and comprehensive discussion with the Ministry around advancing pharmacist ability to deliver enhanced primary care to Saskatchewan residents, while receiving appropriate compensation for those services. Our goal has been to enable pharmacists to deliver services to their full scope of practice, providing much needed benefits to Saskatchewan patients. Our most recent contract expired in March of 2022. We are working toward the completion of a new contract in 2023 and are advocating for a three-to-five-year contract.

Pharmacists stepped up and played an incredibly important role in the delivery of COVID-19 vaccines and booster shots over the past two years, which has helped to show our stakeholders the greater role pharmacists and the pharmacy sector could play if allowed to practice to their full scope. In total in 2021 and 2022 more than 700,000 COVID-19 vaccinations, and 413,546 Influenza vaccinations, were administered to Saskatchewan residents by pharmacists – an incredible contribution to the health of Saskatchewan people.

Because of the role the sector has played in the delivery of health services over the past three years, PAS was asked by the Ministry of Health to collaborate on the expansion of the Safe Medication Disposal program, funded by the province, which works to increase the safety of Saskatchewan residents. The program has provided partial funding to pharmacists for the pickup of waste medication disposal bins.

Since 2020 seven new members have joined the PAS Board. It's always exciting to see new members with fresh ideas joining the board. We look forward to continuing to encourage board renewal as board positions come open.

In July of 2021 PAS CEO Dawn Martin resigned to take another position in the health sector, after 16 very successful years of service to the Association. An interim CEO was contracted from July 2021 to November 2021, while a search was undertaken for a permanent CEO. PAS was very pleased to announce Michael Fougere as the incoming CEO for the Association in November of 2021.

Much work was done by the PAS board and the CEO on the development of a strategic plan to move the organization and the pharmacy sector in Saskatchewan forward. The plan focuses on encouraging the involvement of pharmacists in addressing gaps in primary health care and in working with our health stakeholders to expand the scope of pharmacists in Saskatchewan with appropriate compensation.

As we look toward 2022-2023, PAS is focused on enhancing communications to, and discussions with, members. We have plans to rollout a series of in-person and virtual Town Hall meetings with members all across the province. The Town Hall tour is planned to run both in the fall of 2022 and the spring of 2023. We plan to increase our communications channels with members using monthly newsletters and regular e-blasts for more urgent information. We will also be revising our Member Assistance Program to better support members.

While there has been a lot of good news for PAS members and the pharmacy industry over the past two years, there have also been many challenges. Some of the most significant and troubling challenges have been pharmacist burn out, drug shortages, increasing pressure from third party payers, and staff shortages. Increased quality controls, which are important in the delivery of quality care have also put added pressure on pharmacists. While we are supportive of these important controls, PAS would like to see them implemented in a way that is practical for front-line pharmacists.

PAS has also been working to support the expansion of seats in the Pharmacy Technician program to better enable access to support staff, and it has been advocating for appropriate compensation for pharmacist-delivered services to enable employment of additional pharmacists.

While challenging because the last two years have been ever changing, it is inspiring to see that as a result of the work done by pharmacists and the pharmacy sector, we have begun to play an increasingly larger role in filling the gaps in primary care, and in helping to enable enhanced access to health care for Saskatchewan patients across the province.

I believe we are on the cusp of a new era that will see pharmacists playing a critical role in providing patients, especially those in rural and remote communities who may have limited access to health care providers, with access to important health care services - into the future. These are challenging, but very exciting times to be working in the pharmacy sector.

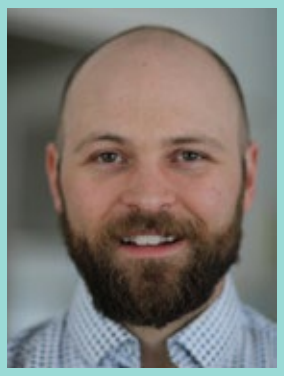
Monique Zwack
Board Chair

THE PAS BOARD OF DIRECTORS

Monique Zwack
Board Chair

Dr. Jane Alcorn

Melanie Cann



Alex Crawley

Robyn Despins

George Furneaux

Emily Galey

Christine Hrudka

Spiro Kolitsas

Jahnaya Mann

Beth Scott

Paraag Trivedi

Lindsey Ziegler

LETTER FROM THE PAS CEO

Dear PAS Member:

I am pleased to present you with the Pharmacy Association of Saskatchewan's (PAS) annual reports for 2020-2021 and 2021-2022. The past two years have been filled with many challenges and opportunities that have seen the pharmacy profession and PAS grow and have a greater impact on the healthcare system.

In November 2021 I was selected to help lead PAS as an advocacy organization. I succeeded Virginia Wilkinson, who ably led the organization after the departure of Dawn Martin. I want to thank Dawn and Virginia for their leadership. They have built a strong and resourceful organization that has served the pharmacy profession so well.

PAS continues to grow and add to its influence. Last year the PAS Board of Directors approved a new strategic plan. It is available on our website for your review. This document sets out a new strategic direction and dedicates resources to meet our key objectives of member services, advocacy, and communications.

PAS has been working to secure a new contract for our membership. As I write this letter, those discussions are on-going. We hope to have a more comprehensive and robust contract that provides a fair compensation for delivering primary care services.

The goal of our negotiations is to have pharmacists work to their full scope of practice. We note the provincial government is a champion of wanting to see pharmacists practice to their full scope of practice.

There are a number of initiatives underway at PAS to help move our profession forward. In terms of member services, PAS has conducted a number of town hall meetings to reach as many members as possible to understand your concerns but to also let you know what PAS is doing on your behalf. Those meeting have been very successful and we will continue with more town hall meetings this coming spring. We continue to have webinars and other education for members. PAS is developing a strong roster of education opportunities for our members.

We also have introduced the Safe Medicine Disposal Program. This pilot project, funded by the Ministry of Health, is designed to encourage residents' safety by promoting the disposal of unused or unwanted medication, which can be dropped off at any pharmacy in the province.

The PAS board of Directors has approved a new member assistance program. It is a new, more robust program designed to help support pharmacists and their families.

PAS has also worked closely with pharmacy technicians. We note the Ministry of Health has recently increased the number of training seats for technicians. This is good news for our profession.

Michael Fougere

"The past two years have been filled with many challenges and opportunities that have seen the pharmacy profession and PAS grow and have a greater impact on the healthcare system . . ."

Finally, I want to thank the Board Chair, Monique Zwack and the entire PAS Board of Directors for their leadership and support. Our association and our membership are in great hands with this visionary group of professionals. PAS has new staff who are dedicated to serve the Board and our membership. I am proud of our accomplishments, knowing there is much work more to be done.

We are at a time of change and opportunity. PAS is positioned well to seize those opportunities to make a material improvement in the profession, with expanding scope of practice and a fair compensation for those services.

PAS is working hard to represent you and to listen to your concerns and address your issues. Please reach out to our office anytime if you have any questions or concerns.

Michael Fougere
CEO
Pharmacy Association of Saskatchewan

2022 **STRATEGY MAP**

PHARMACY ASSOCIATION OF SASKATCHEWAN

Pharmacy Association of Saskatchewan
2022 Strategy Map

Hope and Dream

Trusted, progressive, accessible healthcare for enhanced quality of life.

Mission

The Pharmacy Association of Saskatchewan is a member-based organization that advances the profession of pharmacy. We support members and the profession through:

Professional services	Promotion of the profession	Supporting the economic viability of pharmacy	Member benefits, education, and practice support	Advocacy

Vision

Through the work of PAS, pharmacy is a respected leader and full participant in the healthcare system where pharmacists achieve full scope of practice.

Values

Integrity and Accountability We behave ethically and transparently	**Innovative** We are progressive leaders in healthcare	**Inclusive and Collaborative** We engage the interests of all

Strategic Imperative

Member Fulfillment Score

Community Partners and Members

5.0 Our success comes from serving:

Pharmacies "The business of pharmacy is stronger because of the work of PAS"	**Member Pharmacists** "PAS is a trusted and supportive partner in helping me achieve a rewarding career"

Three-Year Impact Goals and Objectives

4.0 We meet our mission by accomplishing the following for those we serve:

4.1 Professional Services	4.2 Promotion of the Profession	4.3 Economic Viability	4.4 Member Benefits	4.5 Advocacy
4.1.1 Modernize programs and services and align offerings with Pharm D. curriculum and government priorities 4.1.2 Assess feasibility of inclusion of Pharmacy Technologists in PAS	4.2.1 Establish and maintain ongoing relations with proprietors 4.2.2 Maintain and enhance collaborative relationships with key stakeholders 4.2.3 Develop and implement a reward system	4.3.1 Conduct ongoing environment scanning and priority assessment on key economic issues 4.3.2 Negotiate a fair contract - Achieve expanded pay services through a favourable contract 4.3.3 Provide clinical and financial training and support for pharmacists	4.4.1 Align member benefit programs with ongoing assessment of member needs 4.4.2 Enhance member awareness of current benefits 4.4.3 Evaluate effectiveness of annual conference and explore alternatives 4.4.4 Build and maintain educational resources and tools	4.5.1 Develop and implement an advocacy and government relations strategy 4.5.2 Communicate the value of the profession to the public

Financial Goals and Objectives

3.0 We ensure accountability and sustainability by:

3.1 Sustain:	3.2 Growth:
3.1.1 Transparent, accountable, and appropriate allocation and reporting of resources	3.2.1 Maintain and diversify revenue sources for organizational sustainability 3.2.2 Allocation of resources to support innovation

Operational Goals and Objectives

2.0 We strive for operational excellence with specific emphasis in:

2.1 Member and Stakeholder Relations	2.2 Technology and Data Analytics	2.3 Revenue Development	2.4 Communications
2.1.1 Enhance member engagement mechanisms 2.1.2 Advance competencies, systems, and strategies to advance stakeholder relationships. 2.1.3 Establish a member networking platform	2.2.1 Enhance IT capabilities and functionality 2.2.2 Improve data gathering, analytics, and usage 2.2.3 Provide ongoing maintenance and improvements to website for improved accessibility	2.3.1 Identify and assess new revenue streams	2.4.1 Develop communication strategy in alignment with strategic direction 2.4.2 Diversify and improve communication platforms and tools

Organizational Goals and Objectives

1.0 We strive for organizational excellence with specific emphasis in:

1.1 Human Resource Practices	1.2 Enrich our Team	1.3 Organizational Governance
1.1.1 Offer and maintain student practicum opportunities 1.1.2 Determine staffing requirements to accomplish strategic priorities 1.1.3 Attract and retain talent aligned with organizational strategy	1.2.1 Provide training and continuous learning opportunities 1.2.2 Maximize employee effectiveness and engagement through enriched growth opportunities 1.2.3 Define and create desired organizational culture	1.3.1 Develop and implement succession planning process 1.3.2 Prioritize equity, diversity, and inclusion representation on the Board 1.3.3 Develop Board skills matrix 1.3.4 Develop and integrate processes to ensure Board accountability 1.3.5 Ensure governance policies are current

2021 YEAR IN REVIEW

Managing COVID Challenges

The 2021 year dealt with many challenges in relation to the ever-changing world of COVID updates and new information. PAS worked closely with the Ministry of Health and SCPP to ensure we were able to keep PAS members up to date on new COVID related information and emerging protocols and procedures.

PAS Provides Pharmacists with COVID Information Coordination

Throughout 2021, PAS, the Ministry of Health's Drug Plan and Extended Benefits Branch (DPEBB) and SCPP met on at least a weekly basis to discuss the evolving environment in relation to COVID, and the potential involvement of, or impact on, pharmacists as a result. Throughout the year PAS continuously lobbied for early notice to pharmacists of changes in relation to COVID strategies involving the pharmacy sector.

In addition, PAS researched, gathered, coordinated, and provided updates on local, provincial and national COVID issues, initiatives and information from other provincial pharmacy associations, CPhA, the Public Health Agency of Canada, NACI, the Government of Canada, SHA, Saskatchewan Health, among many others.

Raising Public Awareness of Pharmacists as Front-line Health Care Providers

In the fall of 2020, PAS began building health sector and public awareness of the role pharmacists were playing, and could be playing, in the health sector.

PAS urged for an expansion of the pharmacist's role to help address health delivery challenges during the pandemic. Local and provincial media began running stories which forecasted the expanded role which could be played by pharmacists.

NP8 WEDNESDAY, OCTOBER 28, 2020 REGINA LEADER-POST

HEALTH CARE PROVIDERS WEEK

Pharmacists' role expanding during pandemic

BY WENDY LIVINGSTONE

Many goods and services became unavailable early this year due to the COVID-19 shutdown, but it was vital that crucial health care remain accessible. Pharmacies moved quickly to ensure that they were able to provide their patients with medications, counselling and other services in a safe manner.

"Like every other health care provider out there, they shifted and pivoted as safely and as consistently as possible," said Dawn Martin, CEO of the Pharmacy Association of Saskatchewan (PAS). "They worked very quickly to get protective equipment and barriers in place, and they provided services such as deliveries of some medications for patients who couldn't get in, were afraid, or had health risks."

Adding to pharmacists' determination was their standing in many locations throughout the province. "Often, in rural and remote communities, pharmacists might be your only health care provider in that area," said Martin.

Patients in remote areas are not the only ones who benefit from the unique role that pharmacies— partially due to their ease of accessibility—play in the health care system. Patients visit pharmacies to have prescriptions filled, to purchase over-the-counter medications, and to access many other services provided, so they may see their pharmacists up to 10 times more often than they see other health care providers.

Saskatchewan pharmacists' expanding authority allows them to administer injections for the contraceptive Depo-Provera and many vaccinations, including certain types of pneumonia and influenza, and for travel health. More than 50 per cent of the province's flu shots are now administered by pharmacists. They are also trained to prescribe medications for certain minor conditions such as bladder infections, diaper dermatitis, oral thrush and canker sores.

"That is certainly not a role they take lightly," said Martin. "They can identify when it's not minor and get that patient into an appropriate care pathway. These are highly, highly trained professionals, and they are available for longer hours—often your bladder infections are not happening between 9 and 4."

Dawn Martin, CEO, of the Pharmacy Association of Saskatchewan
PHOTO: SUPPLIED

Providing counselling is also a key component of the pharmacist's role. In addition to their long-standing access to patients' medication history, pharmacists can now access recent lab results to assess and then discuss outcomes. This is particularly important for some patients, especially many seniors, who may have been on multiple medications for many years. Counselling can now be done by telephone or virtually for those who are unable or reluctant to visit the pharmacy.

"Pharmacists go through all their medications, checking dosages, making sure they are all working the way they should be and that patients are taking what they should. Pharmacists understand 20,000+ medications. If patients have any questions or concerns, they are all addressed as well," said Martin. "Virtual appointments have been really important in order to continue that service, particularly for vulnerable seniors who may not be getting out and about right now because of the pandemic or, as winter approaches, even less so."

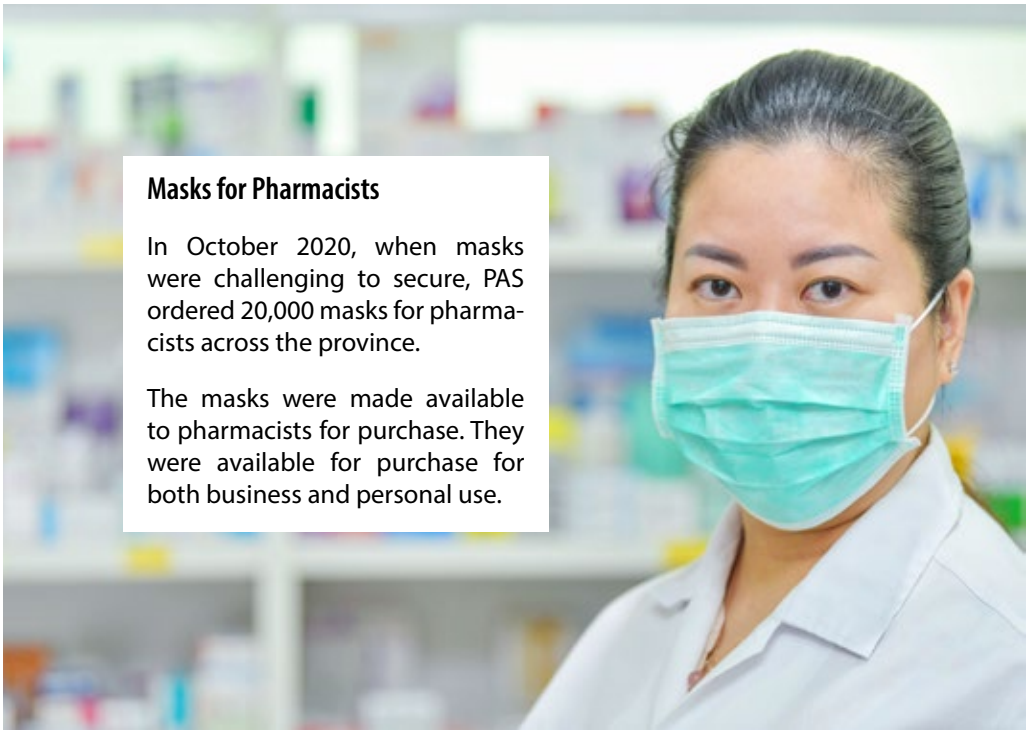
The Pharmacy Association of Saskatchewan urges residents of our province to continue to follow public health guidelines such as wearing a mask in public and having a flu shot.
PHOTO: SUPPLIED

PAS's recommendations for the upcoming winter months include continuing to follow public health guidelines such as wearing a mask in public and having a flu shot (due to the pandemic, be sure to make an appointment first).

Martin stressed the importance of addressing mental health concerns. "We are all struggling during this time, and I think the really important thing is for all of us to reach out to family, friends, or to health providers—pharmacists, physicians, nurses, public health folks—anybody available to make sure you get the help and support you need during this time. We are in a perfect storm with advancing flu season and all of the usual things that that brings, and then layer in a pretty scary pandemic situation... Don't suffer in silence," she said.

To help ease the burden on other sectors of the health care system, as many as 100 pharmacies are prepared to administer COVID-19 tests if this is deemed to be a benefit to the health system. Depending on the location, this could require modifications or additions to their existing facilities so that those being tested could be physically distanced from other patients, similar to when flu vaccines are administered in malls or other store fronts.

"If we are asked to do that, we would need to stand up and do it, because it's important for the system and important for our patients, and certainly patients want it," said Martin. "I think the COVID challenges have highlighted pharmacists' role—what they can do already and what they could do more of."



Masks for Pharmacists

In October 2020, when masks were challenging to secure, PAS ordered 20,000 masks for pharmacists across the province.

The masks were made available to pharmacists for purchase. They were available for purchase for both business and personal use.

Pharmacists Become COVID Immunizers

PAS played an important role in advocating for proper PPE compensation, and advance notice of changes in vaccination protocols for pharmacists, as COVID immunizations were expanded to pharmacies in 2021. PAS also played an important role in coordinating all evolving vaccine protocols, making them available to PAS members as soon as they became available, and maintaining and updating a single vaccine protocol document titled COVID-19 Immunization in Pharmacies, for members use.

COVID Immunization in Pharmacies

In December 2020 PAS was advised that pharmacists would likely be called on in the spring of 2021 to assist with COVID-19 vaccinations for Saskatchewan residents.

In March 2021, PAS worked with pharmacists who were interested in administering COVID-19 immunizations to ensure they completed the required vaccine specific training.

PAS worked with the Ministry of Health on the planning of a pharmacy vaccination pilot. The COVID-19 Pharmacy Vaccination Pilot Project was launched in late April with more than 60 pharmacies in 14 Saskatchewan communities.

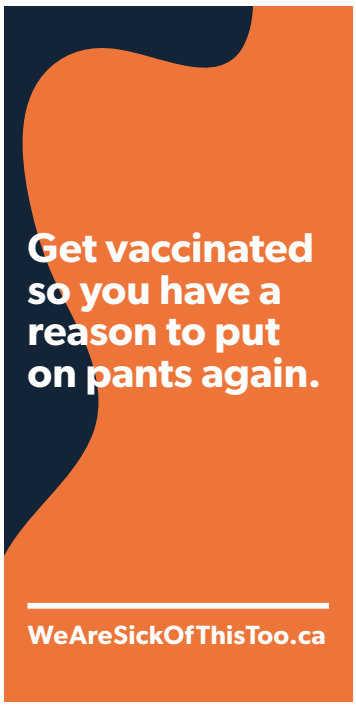
REGINA | News

Pharmacy vaccination pilot project launching in Sask.

CTVNewsRegina.ca Staff
Contact

Published Thursday, April 22, 2021 2:05PM CST

In early May, PAS worked with the Ministry to expand the pilot to many more pharmacies and communities. PAS then worked with the Ministry of Health on the development and launch of a publicly available interactive map of pharmacies providing COVID vaccinations. The map was available on the Government of Saskatchewan website.



Public Campaign to Combat Vaccine Hesitancy

In April 2021, PAS, along with 26 other front-line health care partners launched a public advocacy campaign titled "We are Sick of this Too", which urged Saskatchewan residents to get their COVID-19 vaccination.

The campaign was a coordinated effort which included organizations and associations representing physicians, nurses, dentists, laboratory technicians, respiratory therapists, health sector labour unions, occupational therapists, chiropractors, physiotherapists, podiatrists, dieticians, radiologists, optometrists, and more.

The campaign played an important role in increasing vaccination rates.

New PAS Member Communications Tools

To support the communications needs of members, PAS launched a number of new communications tools in 2021.

Weekly PAS Update

The email resource was developed to provide members with updates on the ever-evolving initiatives underway within the provincial health sector, largely due to changing protocols and procedures in relation to addressing the COVID-19 pandemic.

PAS Member-only Facebook page

The page was created to enable members to share information and lessons learned, and to provide support to each other around pharmacy associated challenges. The page proved to be a critically important resource for PAS members in 2020-2021.

COVID Information Resource List

A list was developed which was updated by PAS on a regular (at least weekly basis) and made available to members through the PAS website and through the PAS weekly e-mail update.

PAS Single Vaccine Protocol Document

PAS developed a single vaccine protocol document titled COVID-19 Immunization in Pharmacies, which was regularly updated with emerging immunization data, and was made available to PAS members through the PAS website and through the PAS weekly e-mail update.

PAS Webinars

PAS worked to deliver, or coordinate the delivery of, webinars to support the needs of PAS members in 2020-2021. Because of the evolving nature of the COVID-19 pandemic and the impact on the pharmacy sector, a majority of the webinars offered to PAS members in 2020-2021 had a COVID-19 focus. Below is a sampling of some of the webinars offered over the year.

- **How Independent Pharmacies Can Thrive During COVID-19**
- **Immunization and Injection Training**
- **COVID Immunization Program in Saskatchewan Pharmacies**
- **COVID Conversations: Preparing Your Pharmacy to Deliver COVID-19 Vaccinations**
- **COVID-19 Vaccines Webinar: NACI Guidance on the use of AstraZeneca**
- **Understanding Novel Vaccine Technologies**
- **Moving the Needle from Vaccine Hesitancy to Vaccine Confidence**
- **Provider Burnout and Smart Snacking in the Workplace**
- **Heart Failure Medication Management**
- **Harm Reduction Advanced and OAT Standards**
- **PAS Professional Services Series - provided participants with information about funded federal and provincial professional services for Saskatchewan patients.**

Advocacy

Advocacy in support of pharmacists and pharmacy services in Saskatchewan is a key service provided by PAS to its members.

PAS Member Town Hall Meetings

In the fall of 2020-2021 the PAS executive team held three virtual Town hall meetings with the PAS membership to understand the challenges faced by members, and to develop an advocacy strategy that addressed the current needs of members.

PAS Contract Negotiations

PAS used the feedback from members in the development of a proposal for the PAS contract negotiations with the Saskatchewan Ministry of Health.

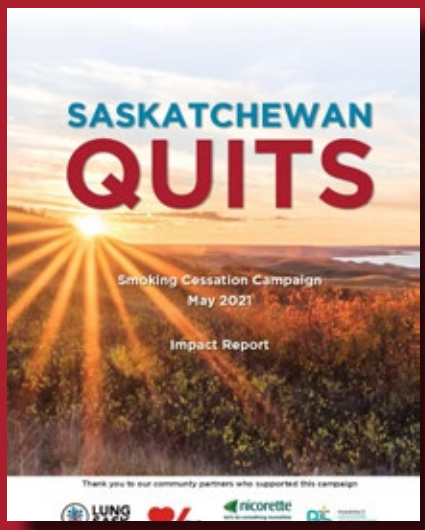
In February of 2021 PAS concluded an agreement with the Ministry of Health (MOH) relating to compensation for pharmacist services, effective March 1, 2021, for a term of one year. The contract provided an increase of 2.7% in professional fees, comprised of:

- professional/dispensing fee increases from $11.60 to $11.85 per prescription,
- an increase in the Flu Immunization Administration Fee for the 2020-2021 season to $15 from the previously contracted fee of $13, (a short-term $2 increase that recognized one-time pandemic related costs),
- an increase in the Flu Immunization Administration Fee for the 2021-2022 flu season, to $14, an increase of $1 over the previously contracted fee of $13, and
- a newly implemented billable $18 fee for a Therapeutic Drug Substitution program in exceptional situations of drug shortages as defined by the Registrar. Note: This only becomes available once the condition of the shortage meets SCPP bylaw requirements, and is communicated to pharmacists by the Registrar.

In addition, a COVID-19 Vaccination Administration fee of $20 was approved for application during pandemic conditions.

PAS SKQuits Campaign with the Lung Association of Saskatchewan

PAS began working in partnership with the Lung Association of Saskatchewan and the Heart & Stroke Foundation on encouraging residents to reduce or quit commercial tobacco. The campaign included radio and social media ads encouraging residents to join the SK Quits Facebook Group,



PAS 2021 Virtual Conference

The PAS 2021 Conference was held virtually, due to the COVID-19 pandemic. The online Conference was dedicated to the inspiring stories of resilience from the previous year of unimaginable challenges. To support the conference, PAS used the online platform Pheedloop to enhance members' online conference experience.

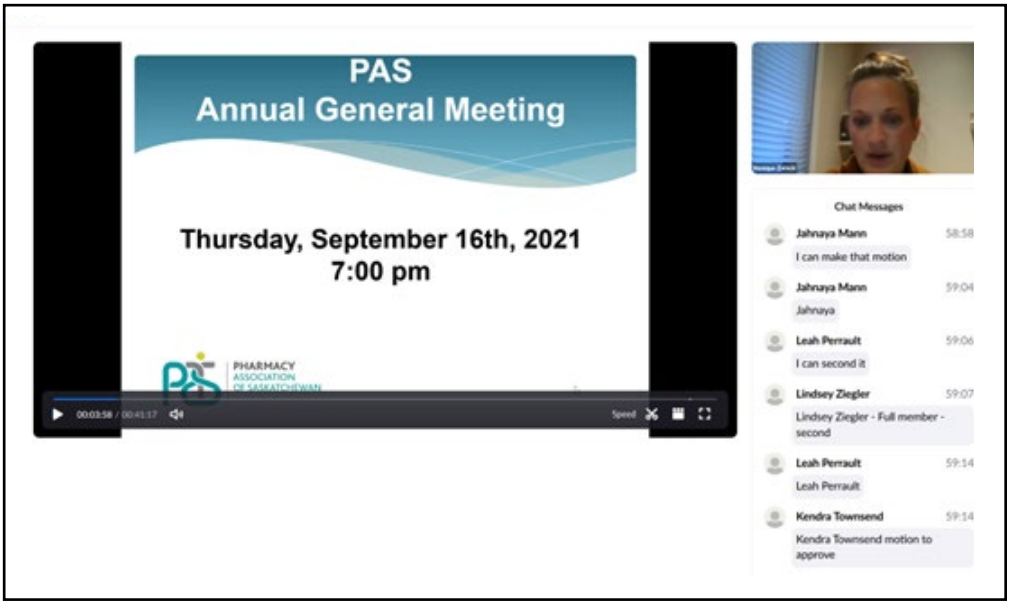
The platform allowed conference participants to view all the sessions, network with colleagues and meet conference exhibitors. The online portal allowed everyone who registered for the conference to access recordings of the session for up to one year. The conference was accredited for 6.5 CEUs for pharmacists and pharmacy technicians. More than 200 individuals participated in the live conference or took in the recorded conference sessions.

PAS 2021 Virtual AGM

In September 2021 PAS combined an online AGM with a special panel presentation looking at the future of pharmacy, post COVID-19 pandemic.

PAS members were encouraged to attend the AGM and stay for the panel discussion on The Post-Pandemic Pharmacy: Recalibrating, Rebuilding and Reimagining with Guest Moderator - Rosemarie Patodia, Keynote Speaker - Nikolas Badminton, Panelists Carlene Oleksyn BSP CDE CTH, Jaelee Guenther BSP BCGP, and Motivational Speaker Kaleb Dahlgren.

More than 40 PAS members took part in the AGM, and more than 100 members took in the panel discussion.



Pharmacy Appreciation Month 2021

For the 2021 Pharmacy Appreciation Month, PAS focused on recognizing pharmacists for all they had done over the 2020-2021 year in support of their patients and Saskatchewan residents.

The "You do pharmore than you've ever done" campaign featured thank you videos from Premier Scott Moe, PAS Chair Monique Zwack, PAS Vice-Chair Jahnaya Mann, and PAS Director of Professional Practice Myla Bulych.

FAREWELL TO DAWN MARTIN
WELCOME MICHAEL FOUGERE

Dawn Martin

Following 12 years with PAS, in the summer of 2021, PAS CEO Dawn Martin resigned her position to pursue another opportunity in the health sector. PAS was disappointed to hear of Dawn's resignation but wished her well in her future endeavours. Dawn had worked tirelessly to establish an Association that consistently and effectively collaborated in support of the needs of the pharmacy community in Saskatchewan. She provided valuable insight, integrity and leadership excellence to PAS during her time with the organization.

PAS was fortunate to have secured Michael Fougere as the incoming CEO for the Association. As the former president of the Saskatchewan Construction Association (SCA), Business Development and International Trade executive with the provincial government, and former Mayor of Regina, Michael brings to PAS his extensive experience in leadership positions both in the public and private sector. He also brings a wealth of expertise in governance, government relations, and advocacy.

Michael's experience and expertise are playing an important role in advancing both the Association and the role of pharmacy within the health care sector. Michael has a Master of Science (Econ.) from The London School of Economics, and a Bachelor of Arts (Honours) St. Francis Xavier University.

Michael Fougere

2022 YEAR IN REVIEW

New Additions to the PAS Team

In the 2021- 2022, year, Myla Bulych and Brenda Prystupa moved on to new positions in the health sector and Donna Hudson retired. They all played important roles at PAS and will be missed. We wish them well in their new endeavours. PAS is, however, pleased to announce the hiring in 2022 of:

Kris Berg
PAS Director of Professional Practice

Vlada Tsybulko
Executive Coordinator Administrative Services

Pamela Read
Executive Coordinator Member Services

Kris, Vlada and Pamela all bring a wealth of experience in their respective roles to PAS. They have already contributed significantly to the Association. We are very pleased to have them on the PAS team.

Managing COVID Challenges in 2021-2022

While the COVID-19 associated challenges in 2021 were not as significant as in the previous two years, there remained challenges in dealing with booster immunizations and children's vaccinations.

COVID Immunization Compensation

PAS was able to negotiate a temporary increase in the COVID-19 Immunization fee to $25 between December 25th, 2021, and February 28th, 2022, for any approved COVID-19 vaccination administered on weekends and stat holidays, and which exceed pharmacies' weekly average by 10% or more.

This fee change was a recognition by the Ministry of Health, of the long hours and extra efforts pharmacies put into their practice, administering vaccinations, cleaning, managing PPE and adjusting workflows over and above their usual exceptional pharmaceutical care services.

Children's COVID Vaccinations

In November 2021, PAS worked with its members and the Ministry of Health to provide PAS members with the information they required to begin COVID vaccinations for children aged 5 to 11 years.

COVID Boosters

Also in November 2021, PAS worked with the Ministry of Health to support PAS members in the delivery of COVID Booster shots in advance of an anticipated future wave of COVID-19. The boosters were initially made available to people who were at increased risk of severe illness from COVID-19 and who had received two doses of a Health Canada-approved vaccine at least five months previously. PAS also supported its members in the roll out of booster doses to the rest of the population throughout 2022.

In September 2022, PAS supported its members in the provision of information about the provincial rollout of the bivalent booster.

Paxlovid Dispensing

In January PAS provided members with information on the Ministry of Health's opening of an expression of interest for those community pharmacies interested in dispensing COVID-19 oral antivirals. Pharmacies that met the eligibility criteria were asked to complete an expression of interest survey by Jan. 17, 2022.

Influenza Immunization Support

As the province headed toward the fall of 2022, there was significant concern about the potential impact of Influenza on Saskatchewan residents, following several years of limited interaction as a result of the COVID-19 pandemic.

In late summer of 2022, PAS created an Influenza Immunization Program 2022-2023 Resource page for members.

The new page provides PAS members with access to DPEBB policy and bulletin documents, Consent and Support Guides, a link to a recording of the PAS 2022-2023 Influenza Immunization Program Webinar, PAS support tools, other injection resources, and much more.

In addition, PAS provided information on the province's Influenza Immunization campaign through regular e-blast and newsletter updates throughout the fall of 2022.

Negotiations/Advocacy

Contract Negotiations with Ministry of Health

PAS and the PAS Economics Committee worked hard over the spring and summer on putting together a negotiation package to address the challenges currently faced by pharmacists.

Member information gathered by the Economics Committee, the PAS Board, and the PAS team was used to create a proposal package which was presented to Ministry of Health officials in the summer of 2022. The proposal package provided to the Ministry not only focused on the needs of pharmacists and pharmacies today, but also into the future.

Negotiations with the Ministry of Health on the PAS proposal package continued into the fall and winter of 2022.

PAS Town Hall Member Meetings

To support PAS' negotiation process with the Ministry of Health, and to gather information on interest in, and support for, an expanded scope of practice, PAS began development of a province-wide, in-person Town Hall Member Meeting tour.

PAS intends to host six in-person meetings in communities in the west, northwest, and southwest areas of the province, and one virtual Town Hall Meeting open to all PAS members in the fall.

Another round of in-person Town Hall Member Meetings will be held in six communities in east, northeast, and southeast areas of the province, along with a second virtual Town Hall meeting open to all PAS members, in the spring of 2023.

The PAS team is looking forward to the opportunity the Town Hall Meetings offer to meet members and hear about challenges and opportunities currently facing Saskatchewan pharmacists and the province's pharmacy sector.

Supporting PAS members

PAS supports its members through a number of avenues. A sampling of the means with which PAS used to support members in 2021-2022 is identified below.

PAS Monthly Update Newsletter

In early 2022, PAS launched a monthly PAS Update Newsletter for PAS members, which provides members with updates on new issues and initiatives facing the health sector and Saskatchewan pharmacists. It also provides members with information on upcoming webinar opportunities, job postings in the pharmacy sector across the province, and much more. PAS continues to evolve the newsletter to meet the needs of its members.

PAS Member-only Facebook page

The PAS Member Facebook page was created in 2020 to enable members to share information and lessons learned, and to provide support to each other in dealing with pharmacy associated challenges, largely in relation to the COVID-19 pandemic.

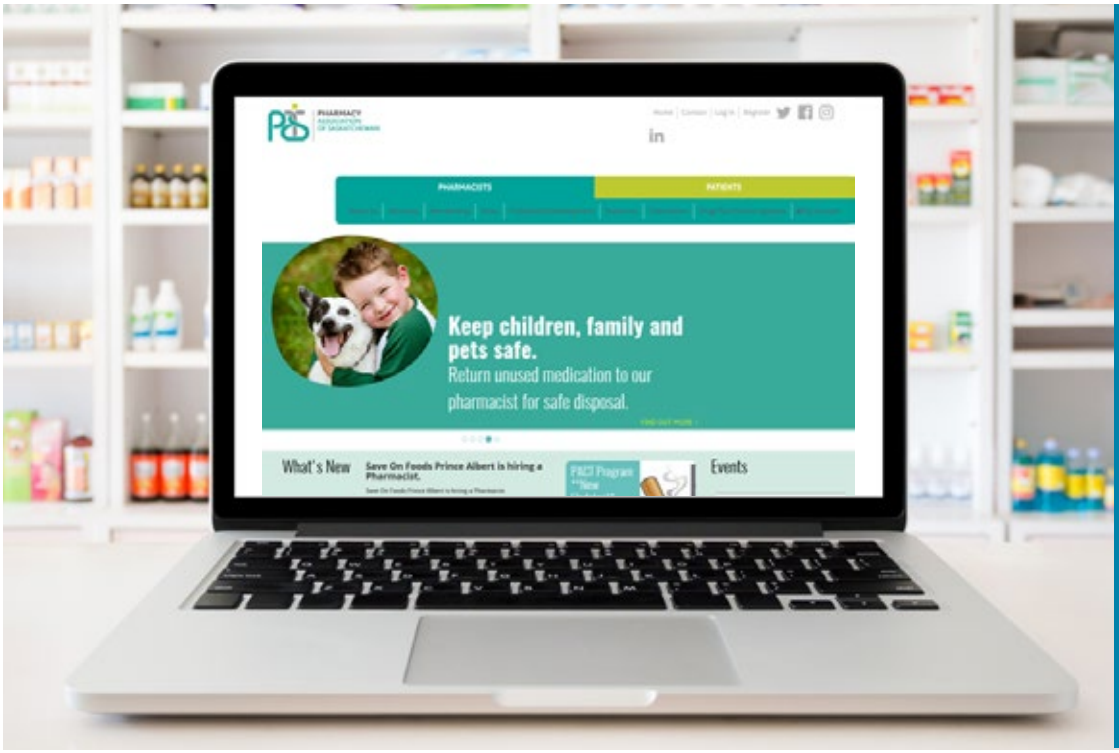
The page proved to be a very important resource for PAS members in addressing a wide variety of issues and questions in relation to the daily work of a pharmacist. Because of the important role the page plays for so many members, PAS has continued to maintain the page, also using it as a source of communications with PAS members.

PAS College of Pharmacy Student Meet and Greet Welcome Night

In early fall of 2022, PAS hosted its first in-person Student Meet and Greet Welcome Night, since 2019. The event was hosted at the University of Saskatchewan. PAS hosts the Student Meet and Greet Welcome Nights to raise the profile of the organization and help connect young pharmacists with others in the provincial pharmacy sector as they complete their training.

U of S College of Pharmacy Career Fair

PAS helped the College of Pharmacy by supporting its promotion of the U of S Career Fair in October 2022. The Career Fair offers employers an excellent opportunity to recruit students for future pharmacy positions. All U of S College of Pharmacy students and alumni pursuing a career or further education in Pharmacy were be invited to attend. The 2022 Career Fair was a virtual event, held remotely over a virtual platform.



PAS Website

In 2021-2022, PAS reviewed and updated its website to ensure the site better addressed the needs of PAS members. Old and outdated materials were removed and replaced with current materials and links to new materials addressing the current needs of members. PAS will continue to review and update its website to meet the existing needs of its members.

PAS Webinars

PAS again worked to deliver or coordinate the delivery of webinars to support the needs of members in 2021-2022. While a number of webinars focused on issues and initiatives related to COVID-19, there was an increase in webinars offered to PAS members on other initiatives and issues addressed by the health sector.

A sampling of the webinars offered in 2021-2022:

- Covid Rapid Testing – What Pharmacists Need to Know
- Understanding Structural Stigmas in our Health Care System
- Influenza Immunization
- Meningococcal Vaccines Sharing (Pfizer)
- Safe Medication Disposal Campaign Launch
- Pediatric COVID Vaccine
- Vaccine Hesitancy

Pharmacy Appreciation Month

In March of 2022 PAS launched a robust public education/marketing campaign, recognizing and celebrating the front-line role played by pharmacists during the height of the COVID-19 pandemic.

The campaign included province-wide billboards, bus boards (in Regina and Saskatoon), a compelling social media campaign, and ads and/or stories in local media.

Safe Medication Disposal Pilot Project Launched

In the spring of 2022, the Ministry of Health partnered with PAS to create and manage a Safe Medication Disposal Pilot Project on behalf of the province. The pilot was to run from October 1, 2002, to March 31, 2023. The province agreed to provide funding for the partial reimbursement to pharmacies for the pickup of disposed medications by biomedical waste disposal companies.

To create public awareness of the initiative, the Ministry asked PAS to create a public awareness campaign which would launch the pilot project on October 1, 2022. A robust public awareness/marketing campaign was developed throughout the summer of 2022 and was launched with the initiation of the pilot project on October 1, 2022.

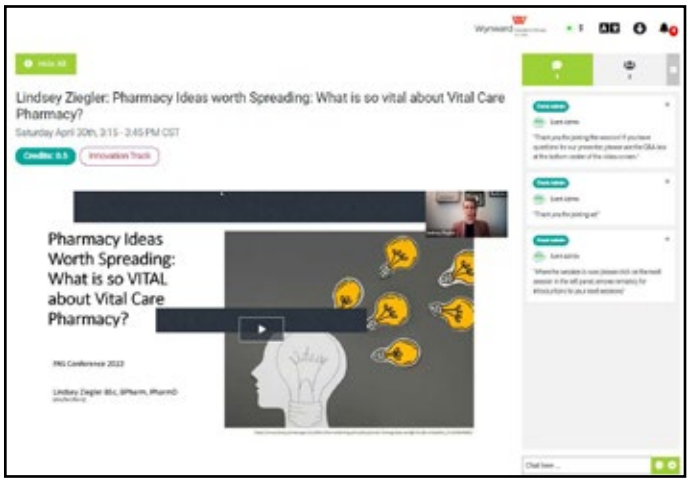
PAS' goals for the pilot were to expand awareness of the role played by pharmacists in the health sector and enhance the collection and safe disposal of unused medications.

PAS 2022 AGM

PAS held its virtual 2022 Annual General Meeting on Saturday April 30th, 2022, as part of the PAS 2022 Virtual Conference "PHARMATALK". Members were not required to be registered for the PAS conference to attend the AGM.

Members at the AGM were asked to approve extending the terms of current board members for an extra year to provide continuity to the organization with an incoming CEO. Members voted in favour of the extension to current PAS board members' terms. The next PAS board election process is scheduled for early in 2023.

PAS 2022 Virtual Member Conference



In 2022, PAS again held a Virtual Member Conference, largely due to member reluctance to attend a larger in-person event while COVID-19 was still prevalent. It was the second time (first time in 2021) that PAS had ever held a Virtual Member Conference.

The conference featured a live- streamed EMCEE (Mark Claxton) and entertainment from the On Location PAS Studio. It included 20 educational sessions and 19 sponsors and exhibitors. It also included recorded greetings from Health Minister Paul Merriman and PAS Board Chair Monique Zwack. PAS Board Chair Monique Zwack also announced the 2022 Award recipients in the recorded session.

The conference had a total of 154 registrants, and 210 total "attendees" (includes registered attendees, speakers, sponsors and exhibitors). The conference also had 19 sponsors and 9 booths in the virtual Exhibitor Hall.

2021 PAS AWARDS

Congratulations to the PAS 2021 Celebrating Excellence Award Winners

Award of Merit
Paul Bazin

Pharmacist of the Year
Rizza Pardillo

Bowl of Hygeia Award
Matt Preston

New Horizon Award
Paraag Trivedi

Award of Merit
Rick Gaertner

PAS AWARDS

Award of Merit
Faculty of the College of Pharmacy and Nutrition

Professional Services Award
Transcona IDA

2022 PAS AWARDS

Congratulations to the PAS 2022 Celebrating Excellence Award Winners

Lifetime Achievement Award
George Furneaux

Pharmacist of the Year
Sarah Lynds

Bowl of Hygeia Award
Delee Foley

Award of Merit
Gavin Bush

Award of Merit
medSask
Team Members

PAS AWARDS

Award of Merit
CPDPP Team Members

Professional Services Award
Shoppers Drug Mart 2456
Swift Current

Award of Merit
DPEBB Team Members

LOOKING FORWARD TO 2022-2023

PAS has many projects and initiatives planned in support of its members for 2022-2023

PAS plans to begin work with the Pharmacy Technician Society of Saskatchewan on offering pharmacy technicians memberships with PAS.

PAS looks forward to continuing its in-person Member Town Hall Meetings in the spring of 2023.

PAS will continue contract negotiations with the Ministry of Health with a goal of reaching a contract that supports pharmacists and the future of pharmacy in Saskatchewan, early in 2023.

As an organization we look forward to a new year that celebrates the important role pharmacists currently play, and have the potential to play, in enabling access to health care for residents across Saskatchewan. We look forward to working with you on raising the profile of pharmacists and pharmacy in Saskatchewan in 2022-2023.

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MANAGEMENT'S RESPONSIBILITY

To the Members of The Pharmacy Association of Saskatchewan:

Management is responsible for the preparation and presentation of the accompanying financial statements, including responsibility for significant accounting judgments and estimates in accordance with Canadian accounting standards for not-for-profit organizations and ensuring that all information in the annual report is consistent with the statements. This responsibility includes selecting appropriate accounting principles and methods, and making decisions affecting the measurement of transactions in which objective judgment is required.

In discharging its responsibilities for the integrity and fairness of the financial statements, management designs and maintains the necessary accounting systems and related internal controls to provide reasonable assurance that transactions are authorized, assets are safeguarded and financial records are properly maintained to provide reliable information for the preparation of financial statements.

The Board of Directors is composed entirely of Directors who are neither management nor employees of the Association. The Board is responsible for overseeing management in the performance of its financial reporting responsibilities, and for approving the financial information included in the annual report. The Board fulfils these responsibilities by reviewing the financial information prepared by management and discussing relevant matters with management and external auditors. The Board is also responsible for recommending the appointment of the Association's external auditors.

MNP LLP is appointed by the members to audit the financial statements and report directly to them; their report follows. The external auditors have full and free access to, and meet periodically and separately with, both the Board and management to discuss their audit findings.

January 11, 2023

Chief Executive Officer

2021 INDEPENDENT AUDITOR'S REPORT

To the Members of The Pharmacy Association of Saskatchewan:

Opinion

We have audited the financial statements of The Pharmacy Association of Saskatchewan (the "Association"), which comprise the statement of financial position as at September 30, 2021, and the statements of operations, 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 our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at September 30, 2021, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our 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 Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association'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 Association or to cease operations, or has no realistic alternative but to do so.

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

Auditor's Responsibilities for the Audit of the Financial Statements

Our 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 our 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, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- 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 our 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 Association'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 Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association 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.

We 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 we identify during our audit.

Regina, Saskatchewan

March 31, 2022

MNP LLP

Chartered Professional Accountants

Statement of Financial Position
As of September 30, 2021

	2021	2020
Assets		
Current		
Cash	**688,914**	554,225
Accounts receivable	**71,472**	53,885
Goods and services tax receivable	**-**	7,319
Marketable securities *(Note 3)*	**535,843**	510,478
Prepaid expenses	**4,556**	9,241
	1,300,785	1,135,148
Capital assets *(Note 4)*	**17,714**	30,533
Intangible assets *(Note 5)*	**13,846**	19,688
Long-term investments *(Note 3)*	**40,372**	22,325
	1,372,717	1,207,694
Liabilities		
Current		
Accounts payable and accruals	**105,257**	94,145
Unearned revenue *(Note 6)*	**356,399**	365,791
Goods and services tax payable	**3,950**	-
	465,606	459,936
Long-term debt *(Note 7)*	**40,000**	30,000
	505,606	489,936
Net Assets		
Invested in capital and intangible assets	**31,560**	50,221
Unrestricted net assets	**835,551**	667,537
	867,111	717,758
	1,372,717	1,207,694

Approved on behalf of the Board

Director

Director

Statement of Operations
For the Year Ended September 30, 2021

	2021	2020
Revenue		
Membership fees	**466,409**	484,609
Prescription deductions	**449,485**	411,091
Insurance sponsorships	**78,765**	85,102
Personal protective equipment sales	**-**	37,000
Other	**52,314**	14,950
Canadian Partnership Against Cancer project funds	**-**	10,000
Conference	**60,707**	7,750
	1,107,680	1,050,502
Operating expenses *(Schedule 1)*	**956,625**	1,072,465
	151,055	(21,963)
Committee costs		
Board of directors	**40,605**	69,199
Chair	**558**	3,953
Conference committee	**1,978**	4,100
Economics committee	**-**	5,251
Member assistance (MAP)	**15,468**	9,899
Pro-Practice committee	**770**	-
	59,379	92,402
Excess (deficiency) of revenue over expenses before other items	**91,676**	(114,365)
Other items		
Interest income	**71**	3,775
Government assistance *(Note 8)*	**14,194**	18,250
Unrealized gain on investments	**43,412**	2,805
	57,677	24,830
Excess (deficiency) of revenue over expenses	**149,353**	(89,535)

Statement of Changes in Net Assets
For the Year Ended September 30, 2021

	Invested in capital and intangible assets	*Unrestricted net assets*	*2021*	*2020*
Net assets, beginning of year	**50,221**	**667,537**	**717,758**	807,293
Excess (deficiency) of revenue over expenses	**-**	**149,353**	**149,353**	(89,535)
Amortization	**(22,127)**	**22,127**	**-**	-
Purchase of capital and intangible assets	**3,466**	**(3,466)**	**-**	-
Net assets, end of year	**31,560**	**835,551**	**867,111**	717,758

Statement of Cash Flows
For the Year Ended September 30, 2021

	2021	*2020*
Cash provided by (used for) the following activities		
Operating		
Excess (deficiency) of revenue over expenses	**149,353**	(89,535)
Amortization	**22,127**	21,433
Gains resulting from change in fair value of financial instruments	**(43,412)**	(2,805)
Government assistance - forgiveness of debt	**(10,000)**	(10,000)
	118,068	(80,907)
Changes in working capital accounts		
Accounts receivable	**(17,587)**	(13,245)
GST payable	**11,269**	(8,189)
Prepaid expenses	**4,685**	(272)
Accounts payable and accruals	**11,112**	23,636
Unearned revenue	**(9,392)**	1,831
	118,155	(77,146)
Financing		
Advances of long-term debt	**20,000**	40,000
Investing		
Purchase of capital assets	**(3,466)**	(2,164)
Purchase of intangible assets	**-**	(10,810)
	(3,466)	(12,974)
Increase (decrease) in cash resources	**134,689**	(50,120)
Cash resources, beginning of year	**554,225**	604,345
Cash resources, end of year	**688,914**	554,225

Notes to the Financial Statements
For the Year Ended September 30, 2021

1. Incorporation and nature of the organization

The Pharmacy Association of Saskatchewan (the "Association"), formerly the Representative Board of Saskatchewan Pharmacists, was incorporated under The Non-Profit Corporations Act, 1995 on June 26, 2001. The Association is a non-profit, provincially based association, governed by a volunteer Board of Directors and acts as an advocate for Saskatchewan Pharmacies and Pharmacists. Under present legislation, no income taxes are payable on the income of such corporations.

Impact of COVID-19 on operations

In March 2020, there was a global outbreak of COVID-19 (coronavirus), which has had a significant impact on businesses through the restrictions put in place by the Canadian, provincial and municipal governments regarding travel, business operations and isolation/quarantine orders. At this time, it is unknown the extent of the impact the COVID-19 outbreak may have on the Association as this will depend on future developments that are highly uncertain and that cannot be predicted with confidence. These uncertainties arise from the inability to predict the ultimate geographic spread of the disease, and the durations of the outbreak, including the duration of travel restrictions, business closures or disruptions, and quarantine/isolation measures that are currently, or may be put, in place by Canada and other countries to fight the virus.

2. Significant accounting policies

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations as issued by the Accounting Standards Board in Canada and include the following significant accounting policies:

Capital assets

Purchased capital assets are recorded at cost. Amortization is provided using the straight-line method at rates intended to amortize the cost of assets over their estimated useful lives.

	Years
Computer equipment	5 years
Furniture and fixtures	5 years
Leasehold improvements	5 years

Intangible asset

An intangible asset recognized separately from goodwill and subject to amortization is recorded at cost. Amortization is provided using the straight-line method at a rate intended to amortize the cost of intangible asset over its estimated useful life.

	Years
Membership database	5 years

When an intangible asset no longer contributes to the Association's ability to provide services, its carrying amount is written down to residual value, if any.

Revenue recognition

The Association 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. Government assistance is recognized as revenue when the Association becomes entitled to receive it.

Membership fees are recognized on a straight-line basis over the term of the membership, which runs from July 1 - June 30. Prescription deductions, insurance sponsorships and investment income are recognized as revenue when earned. Restricted government grants, mailing subscriptions, newsletters, seminars and conference revenues are recognized when the related expenditures are incurred.

2. Signficant accounting policies *(Continued from previous page)*

Financial instruments

The Association recognizes its financial instruments when the Association becomes party to the contractual provisions of the financial instrument. All financial instruments are initially recorded at their fair value, including financial assets and liabilities originated and issued in a related party transaction with management.

At initial recognition, the Association may irrevocably elect to subsequently measure any financial instrument at fair value. Marketable securities/portfolio investments and long-term investments have been designated to be subsequently measured at their fair value. Fair value is determined by values quoted in an active market. All other financial assets and liabilities are subsequently measured at amortized cost.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in the deficiency of revenues over expenses for the current period. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at amortized cost or cost.

Financial asset impairment:

The Association assesses impairment of all of its financial assets measured at cost or amortized cost. When there is an indication of impairment, the Association determines whether it has resulted in a significant adverse change in the expected timing or amount of future cash flows during the year. If so, the Association reduces the carrying amount of any impaired financial assets to the highest of: the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets; and the amount expected to be realized by exercising any rights to collateral held against those assets. Any impairment, which is not considered temporary, is included in current year excess of revenues over expenses.

The Association reverses impairment losses on financial assets when there is a decrease in impairment and the decrease can be objectively related to an event occurring after the impairment loss was recognized. The amount of the reversal is recognized in the excess of revenues in the year the reversal occurs.

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 amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period.

Accounts receivable are stated after evaluation as to their collectability and an appropriate allowance for doubtful accounts is provided where considered necessary. Amortization is based on the estimated useful lives of capital assets.

These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in excess of revenues over expenses in the periods in which they become known.

3. Marketable Securities

	2021	2020
Current		
Cash	**2,333**	(553)
Cash equivalent	**7,272**	16,774
Bond funds	**310,098**	305,968
Preferred share funds	**14,537**	12,204
Equity funds	**172,407**	162,749
Other funds	**29,196**	13,336
	535,843	510,478
Long term		
Preferred shares, yielding 4.75% (2020 - 4.75%-4.85%), matures September 2024	**15,372**	22,325
Canadian bank autocallable notes, matures October 2024	**25,000**	-
	576,215	532,803

4. Capital assets

	Cost	Accumulated amortization	2021 Net book value	2020 Net book value
Computer equipment	**63,952**	**58,350**	**5,602**	6,840
Furniture and fixtures	**39,459**	**34,733**	**4,726**	8,921
Leasehold improvements	**36,929**	**29,543**	**7,386**	14,772
	140,340	**122,626**	**17,714**	30,533

5. Intangible assets

	2021	2020
Intangible assets having definite lives		
Membership database	**13,846**	19,688

Amortization of $5,842 (2020 – $5,842), related to intangible assets with definite lives, is included in current year (deficiency) excess of revenue over expenses.

6. Unearned revenue

Deferred contributions consist of unspent contributions externally restricted for membership fees and conferences for the subsequent year. Recognition of these amounts as revenue is deferred to periods when the specified expenditures are made. Deferred contribution for the current year consist of deferred member fees of $356,399 (2020 - $337,291) and deferred conference revenue of $nil (2020 - $28,500).

7. Long-term debt

The Association secured a $60,000 interest-free loan from Scotia Bank through the Canada Emergency Business Account (CEBA) program to support the Organization during the COVID-19 pandemic. No principal payments are required until December 31, 2023. Repayment of the balance of the loan on or before December 31, 2023 will result in loan forgiveness of 33% of $20,000 of the loan. After 2023, any unpaid balances will be converted to a three-year term bearing interest at 5%.

8. Government assistance

In response to the negative economic impact of COVID-19, the Government of Canada announced a number of programs to provide financial support to qualifying businesses based on eligibility of the programs.

During the year, the Association was approved for an additional $20,000 loan with Scotia Bank under the Canada Emergency Business Account (CEBA) program funded by the Government of Canada. If the balance of the CEBA loan is repaid on or before December 31, 2023, it will result in forgiveness of 33% of the loan.

Government assistance is recognized as revenue when the Association becomes entitled to the grant. As such, $10,000 (2020 - $10,000) has been recognized as debt forgiveness on the CEBA loan.

9. Commitments

The Association, through the normal course of business, has entered into a number of long term commitments, the most significant of which is the rental of its office space, rental of a printer, and rental of phones. The total minimum lease payments for the next three years are as follows:

2022	47,105
2023	8,234
	55,339

The Association has also entered into a commitment with Continuing Professional Development for Pharmacy Professionals (CPDPP) to fund the updating and online hosting of education modules pertaining to the Partnership to Assist in Cessation of Tobacco. The Association agreed to pay CPDPP $4,500 to help fund the updating and delivery design of the online modules, which became payable when the modules were ready to be live on the online platform in February 2019. The Association has also agreed to pay CPDPP a fee of $3 per participant registration to help fund the costs associated with the online hosting, registration and reporting requirements. This commitment was signed and effective as of July 2018 and is to remain in effect until modified or terminated by one of the parties by mutual consent.

10. Financial instruments

The Association, as part of its operations, carries a number of financial instruments. It is management's opinion that the Association is not exposed to significant interest, currency, credit, liquidity or other price risks arising from these financial instruments.

Credit concentration

Accounts receivable from two organizations represent 80% (2020 - four organizations representing 81%) of total accounts receivable as at September 30, 2021. The Association believes that there is minimal risk associated with the collection of these amounts. The Association performs regular credit assessments and provides allowances for potentially uncollectible accounts receivable.

Liquidity risk

Liquidity risk is the risk that the Association will encounter difficulty in meeting obligations associated with financial liabilities. The Association enters into transactions to purchase goods and services on credit and lease office equipment from various creditors for which repayment is required at various maturity dates. Liquidity risk is measured by reviewing the Association's future net cash flows for the possibility of a negative cash flow. The Association manages the liquidity risk resulting from its trade payables and accruals and leases by monitoring its cash and short term investments.

11. Comparative figures

Certain comparative figures have been reclassified to conform with current year presentation.

Schedule 1 - Schedule of Operating Expenses
For the Year Ended September 30, 2021

	2021	2020
Operating expenses		
Advertising	**69,125**	105,673
Advocacy/issues management	**8,900**	71,950
Amortization	**22,127**	21,433
Annual conference	**36,572**	8,666
Bank charges and interest	**516**	936
Building occupancy	**43,729**	41,008
CEO	**16,636**	3,441
Consulting	**43,125**	-
CPHA membership fees	**33,025**	31,825
Credit card commissions	**21,969**	20,064
Director of pro practice	**3,440**	5,766
Member relations	**80,435**	22,280
Membership fees	**5,498**	3,091
Office	**44,882**	58,438
Personal protective equipment purchases	**2,526**	125,527
Postage	**518**	220
Professional fees	**34,913**	29,624
Salaries and benefits	**467,150**	520,434
Training and education	**21,539**	717
Travel	**-**	1,372
	956,625	1,072,465

2022 INDEPENDENT AUDITOR'S REPORT

To the Members of The Pharmacy Association of Saskatchewan:

Opinion

We have audited the financial statements of The Pharmacy Association of Saskatchewan (the "Association"), which comprise the statement of financial position as at September 30, 2022, and the statements of operations, 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 our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at September 30, 2022, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our 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 Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association'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 Association or to cease operations, or has no realistic alternative but to do so.

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

Auditor's Responsibilities for the Audit of the Financial Statements

Our 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 our 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, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- 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 our 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 Association'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 Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association 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.

We 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 we identify during our audit.

Regina, Saskatchewan

January 11, 2023

MNP LLP

Chartered Professional Accountants

Statement of Financial Position
As of September 30, 2022

	2022	2021
Assets		
Cash		
Cash	**1,258,888**	688,914
Restricted cash *(Note 6)*	**168,066**	-
Accounts receivable	**44,253**	71,472
Marketable securities *(Note 3)*	**501,269**	535,843
Prepaid expenses	**8,056**	4,556
	1,980,532	1,300,785
Capital assets *(Note 4)*	**5,158**	17,714
Intangible assets *(Note 5)*	**8,004**	13,846
Long-term Investments *(Note 3)*	**39,740**	40,372
	2,033,434	1,372,717
Liabilities		
Current		
Accounts payable	**69,636**	105,257
Unearned membership fees	**348,325**	356,399
Goods and services tax payable	**7,585**	3,950
Deferred revenue - Safe Medication Disposal Fund *(Note 6)*	**168,066**	-
	593,612	465,606
Long-term debt *(Note 7)*	**60,000**	40,000
	653,612	505,606
Net Assets		
Invested in capital and intangible assets	**13,162**	31,560
Unrestricted net assets	**1,366,660**	835,551
	1,379,822	867,111
	2,033,434	1,372,717

Approved on behalf of the Board of Directors

Signed by Monique Zwack
2023-01-11 14:07:33:33 CST

Director

Signed by George Furneaux.
2023-01-11 14:26:52:52 CST

Director

Statement of Operations
For the Year Ended September 30, 2022

	2022	2021
Revenue		
Prescription deductions	**731,900**	449,485
Membership fees	**484,148**	466,409
Insurance sponsorships	**92,819**	78,765
Conference	**78,884**	60,707
Other	**39,590**	52,314
	1,427,341	1,107,680
Operating expenses *(Schedule 1)*	**759,889**	959,806
	667,452	147,874
Committee costs		
Board of directors	**80,770**	40,605
Chair	**2,302**	558
Conference committee	**1,103**	1,978
Economics committee	**2,036**	-
Member assistance (MAP)	**20,053**	15,468
Pro-Practice committee	-	770
	106,264	59,379
Excess of revenue over expenses before other items	**561,188**	88,495
Other items		
Interest income	**25,339**	12,077
Government assistance *(Note 7)*	**(20,000)**	14,194
Unrealized gain on investments	**(53,816)**	34,587
Safe Medication Disposal Initiative revenue	**31,934**	-
Safe Medication Disposal Initiative expenses	**(31,934)**	-
	(48,477)	60,858
Excess of revenue over expenses	**512,711**	149,353

Statement of Changes in Net Assets
For the Year Ended September 30, 2022

	Invested in capital and intangible assets	*Unrestricted net assets*	*2022*	*2021*
Net assets, beginning of year	**31,560**	**835,551**	**867,111**	717,758
Excess of revenue over expenses	**-**	**512,711**	**512,711**	149,353
Amortization	**(18,840)**	**18,840**	**-**	-
Purchase of capital and intangible assets	**442**	**(442)**	**-**	-
Net assets, end of year	**13,162**	**1,366,660**	**1,379,822**	867,111

Statement of Cash Flows
For the Year Ended September 30, 2022

	2022	*2021*
Cash provided by (used for) the following activities		
Operating		
Excess of revenue over expenses	**512,711**	149,353
Amortization	**18,840**	22,127
Gains resulting from change in fair value of financial instruments	**53,816**	(34,587)
Government assistance - forgiveness of debt	**20,000**	(10,000)
	605,367	126,893
Changes in working capital accounts		
Accounts receivable	**27,219**	(17,587)
GST payable	**3,635**	11,269
Prepaid expenses	**(3,500)**	4,685
Accounts payable and accruals	**(35,621)**	11,112
Deferred grant revenue	**168,066**	-
Unearned revenue	**(8,074)**	(9,392)
	757,092	126,980
Financing		
Advances of long-term debt	**-**	20,000
Investing		
Purchase of capital assets	**(442)**	(3,466)
Net purchase of investments	**(18,610)**	(8,825)
	(19,052)	(12,291)
Increase in cash resources	**738,040**	134,689
Cash resources, beginning of year	**688,914**	554,225
Cash resources, end of year	**1,426,954**	688,914
Cash resources are composed of:		
Cash	**1,258,888**	688,914
Restricted cash total	**168,066**	-
	1,426,954	688,914

Notes to the Financial Statements
For the Year Ended September 30, 2022

1. Incorporation and nature of the organization

The Pharmacy Association of Saskatchewan (the "Association"), formerly the Representative Board of Saskatchewan Pharmacists, was incorporated under The Non-Profit Corporations Act, 1995 on June 26, 2001. The Association is a non-profit, provincially based association, governed by a volunteer Board of Directors and acts as an advocate for Saskatchewan Pharmacies and Pharmacists. Under present legislation, no income taxes are payable on the income of such corporations.

2. Significant accounting policies

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations as issued by the Accounting Standards Board in Canada and include the following significant accounting policies:

Cash and cash equivalents

Cash and cash equivalents include balances with banks and short-term investments with maturities of three months or less. Cash subject to restrictions that prevent its use for current purposes is included in restricted cash.

Capital assets

Purchased capital assets are recorded at cost. Amortization is provided using the straight-line method at rates intended to amortize the cost of assets over their estimated useful lives.

	Years
Computer equipment	5 years
Furniture and fixtures	5 years
Leasehold improvements	5 years

Intangible asset

An intangible asset recognized separately from goodwill and subject to amortization is recorded at cost. Amortization is provided using the straight-line method at a rate intended to amortize the cost of intangible asset over its estimated useful life.

	Years
Membership database	5 years

When an intangible asset no longer contributes to the Association's ability to provide services, its carrying amount is written down to residual value, if any.

Revenue recognition

The Association 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. Government assistance is recognized as revenue when the Association becomes entitled to receive it.

Membership fees are recognized on a straight-line basis over the term of the membership, which runs from July 1 - June 30. Prescription deductions, insurance sponsorships and investment income are recognized as revenue when earned. Restricted government grants, mailing subscriptions, newsletters, seminars and conference revenues are recognized when the related expenditures are incurred.

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 amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period.

Accounts receivable are stated after evaluation as to their collectability and an appropriate allowance for doubtful accounts is provided where considered necessary. Amortization is based on the estimated useful lives of capital assets.

These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in excess of revenues over expenses in the periods in which they become known.

Financial instruments

The Association recognizes financial instruments when the Association becomes party to the contractual provisions of the financial instrument.

Arm's length financial instruments

Financial instruments originated/acquired or issued/assumed in an arm's length transaction ("arm's length financial instruments") are initially recorded at their fair value.

At initial recognition, the Association may irrevocably elect to subsequently measure any financial instrument at fair value. Marketable securities/portfolio investments and long-term investments have been designated to be subsequently measured at their fair value. Fair value is determined by values quoted in an active market. All other financial assets and liabilities are subsequently measured at amortized cost.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in excess of revenue over expenses. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at cost or amortized cost.

Financial asset impairment

The Association assesses impairment of all its financial assets measured at cost or amortized cost. The Association groups assets for impairment testing when available information is not sufficient to permit identification of each individually impaired financial asset in the group or there are numerous assets affected by the same factors. Management considers whether the issuer is having significant financial difficulty; whether there has been a breach in contract, such as a default or delinquency in interest or principal payments; etc. in determining whether objective evidence of impairment exists. When there is an indication of impairment, the Association determines whether it has resulted in a significant adverse change in the expected timing or amount of future cash flows during the year.

With the exception of related party debt instruments and related party equity instruments initially measured at cost, the Association reduces the carrying amount of any impaired financial assets to the highest of: the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets at the statement of financial position date; and the amount expected to be realized by exercising any rights to collateral held against those assets.

Any impairment, which is not considered temporary, is included in current year excess of revenue over expenses.

The Association reverses impairment losses on financial assets when there is a decrease in impairment and the decrease can be objectively related to an event occurring after the impairment loss was recognized. The amount of the reversal is recognized in excess of revenue over expenses in the year the reversal occurs.

3. Marketable Securities

	2022	2021
Current		
Cash	**1,625**	2,333
Cash equivalent	**24,254**	7,272
Bond funds	**280,359**	310,098
Preferred share funds	**51**	14,537
Equity funds	**140,417**	172,407
Other funds	**54,563**	29,196
	501,269	535,843
Long term		
Preferred shares, yielding 4.75% (2021 - 4.75%), matures September 2024	**24,576**	15,372
Canadian bank autocallable notes, matures October 2024	**15,164**	25,000
	39,740	40,372
	541,009	576,215

4. Capital assets

	Cost	Accumulated amortization	2022 Net book value	2021 Net book value
Computer equipment	**64,394**	**61,742**	**2,652**	5,602
Furniture and fixtures	**39,459**	**36,953**	**2,506**	4,726
Leasehold improvements	**36,929**	**36,929**	**-**	7,386
	140,782	**135,624**	**5,158**	17,714

5. Intangible assets

	2021	2020
Intangible assets having definite lives		
Membership database	**8,004**	13,846

Amortization of $5,842 (2021 – $5,842), related to intangible assets with definite lives, is included in current year excess of revenue over expenses.

6. Safe Medication Disposal Fund/Restricted Cash

In May 2022 the Association entered into an agreement with the Ministry of Health to coordinate a campaign of action within the Province of Saskatchewan's Pillars for Life suicide prevention plan by providing pharmacies with the support to safely dispose of expired medications to reduce the risk of overdose.

The program runs from May 1, 2022 until March 31, 2023. The Association is responsible for the payment of all expenses incurred in providing the services. All funds received under the program are restricted for the purpose of carrying out the directives within the agreement. Any unspent funds will be repayable to the Ministry as at March 31, 2023. Total funding expected to be received over the lifetime of the contact is $350,000.

	2022	*2021*
Funding received during the year	**200,000**	-
Program expenses incurred during the year	**(31,934)**	-
Deferred revenue - Safe Medication Disposal Fund	**168,066**	-

7. Long-term debt

The Association secured a $60,000 interest-free loan from Scotia Bank through the Canada Emergency Business Account (CEBA) program to support the Organization during the COVID-19 pandemic. No principal payments are required until December 31, 2023. Repayment of the balance of the loan on or before December 31, 2023 will result in loan forgiveness of 33% of $20,000 of the loan ($10,000 recognized as revenue in each of fiscal 2020 and 2021 years). In 2022, CRA deemed the Association as ineligible for the forgivable portion and requested the loan be paid in full. Subsequent to year-end, the balance was repaid in full.

8. Commitments

The Association, through the normal course of operations, has entered into a number of long term commitments including the rental of its office space, a printer, and phones. The total minimum lease payments for the next five years are as follows:

2023	43,080
2024	41,857
2025	41,857
2026	41,857
2027	41,857
Thereafter	6,640
	217,148

The Association has also entered into a commitment with Continuing Professional Development for Pharmacy Professionals (CPDPP) to fund the updating and online hosting of education modules pertaining to the Partnership to Assist in Cessation of Tobacco. The Association agreed to pay CPDPP $4,500 to help fund the updating and delivery design of the online modules, which became payable when the modules were ready to be live on the online platform in February 2019. The Association has also agreed to pay CPDPP a fee of $3 per participant registration to help fund the costs associated with the online hosting, registration and reporting requirements. This commitment was signed and effective as of July 2018 and is to remain in effect until modified or terminated by one of the parties by mutual consent.

9. Financial instruments

The Association, as part of its operations, carries a number of financial instruments. It is management's opinion that the Association is not exposed to significant interest, currency, credit, liquidity or other price risks arising from these financial instruments.

Notes to the Financial Statements
For the Year Ended September 30, 2022 (Cont'd)

Credit concentration

Accounts receivable from one organization represents 87% (2021 - two organizations representing 80%) of total accounts receivable as at September 30, 2022. The Association believes that there is minimal risk associated with the collection of these amounts. The Association performs regular credit assessments and provides allowances for potentially uncollectible accounts receivable.

Liquidity risk

Liquidity risk is the risk that the Association will encounter difficulty in meeting obligations associated with financial liabilities. The Association enters into transactions to purchase goods and services on credit and lease office equipment from various creditors for which repayment is required at various maturity dates. Liquidity risk is measured by reviewing the Association's future net cash flows for the possibility of a negative cash flow. The Association manages the liquidity risk resulting from its trade payables and accruals and leases by monitoring its cash and short term investments.

10. Comparative figures

Certain comparative figures have been reclassified to conform with current year presentation.

Schedule 1 - Schedule of Operating Expenses
For the Year Ended September 30, 2022

	2022	*2021*
Operating expenses		
Advertising	**32,857**	69,125
Advocacy/issues management	**-**	8,900
Amortization	**18,840**	22,127
Annual conference	**44,283**	36,572
Bank charges and interest	**6,725**	3,697
Building occupancy	**44,477**	43,729
CEO	**11,731**	16,636
Contracted services	**110,326**	43,125
CPHA membership fees	**-**	33,025
Credit card commissions	**22,904**	21,969
Director of pro practice	**5,200**	3,440
Member relations	**10,190**	80,435
Membership fees	**1,095**	3,085
Office	**53,328**	47,295
Personal protective equipment purchases	**-**	2,526
Postage	**-**	518
Professional fees	**34,263**	34,913
Salaries and benefits	**359,233**	467,150
Training and education	**4,437**	21,539
	759,889	959,806

Partners of PAS

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