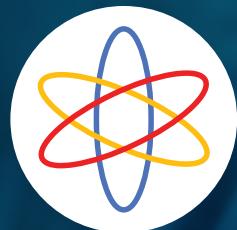




Annual Report 2023-2024



NLCHP

NEWFOUNDLAND AND LABRADOR
COUNCIL OF HEALTH PROFESSIONALS

Table of Contents



Year In Review	3
What We Do	4 -7
NLCHP Council and Committees	8 -11
Strategic Directions Activities	12 -13
NLCHP By the Numbers	14 -15
Public Protection	16 -17
NLCHP Audited Financial Statements	18
College Reports	19-55

- The College of Audiologists and Speech -Language Pathologists (CASLP - NL)
- The College of Traditional Chinese Medicine Practitioners and Acupuncturists of NL
- The Newfoundland and Labrador College of Dental Hygienists (NLCDH)
- The Newfoundland and Labrador College of Medical Laboratory Sciences (NLCMLS)
- The College of Midwives of Newfoundland and Labrador (CMNL)
- The Newfoundland and Labrador College of Respiratory Therapists

Year in Review

We are pleased to present the annual report for the Newfoundland and Labrador Council of Health Professionals (NLCHP) which covers the period from April 1st, 2023 - March 31st, 2024. This past year, NLCHP completed exciting initiatives to advance our four strategic directions of (1) Achieving Sustainable Operational Excellence; (2) Attaining Accountable, Effective, Transparent Regulation; (3) Ensuring Effective and Meaningful Stakeholder Education & Communication; and (4) Advancing Quality Assurance Initiatives.

This year, in collaboration with the Colleges, NLCHP looked closely at our registration processes and examined our practices. Through this exercise, we enhanced registration processes and created pathways for international applicants, as well as Canadian applicants, while ensuring our mandate of public protection. In addition, we completed an upgrade of nlchp.ca to improve intuitive navigation and the ability to find pertinent regulatory and registration processes, policies, and news updates.

We developed a collaborative relationship with the College of Audiologists and Speech Language Pathologists of Manitoba (CASLPM) who, on behalf of NLCHP and CASLP – NL, will assess the education of internationally educated applicants to determine equivalency to Canadian entry to practice requirements and with Speech Language Audiology Canada to administer the Canadian entry to practice exam.

NLCHP continued to have discussions with the Newfoundland and Labrador Association for Medical Radiation Technologists (NLAMRT) and Department of Health and Community Services (DHCS) on moving the Medical Radiation Technologists Regulations forward. We also continued to work with the DHCS on the addition of Traditional Chinese Medicine Practitioners to the Acupuncturists Regulations and to address scope of practice issues and registration requirements for midwives.

We would like to thank our registrants, the Council, its committees, the health professional Colleges, and the NLCHP staff for their work and support. We look forward to the year ahead.



Katherine Peddle
RDH
Council Chair



Alice Kennedy
CEO and Registrar

Mission

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



Values

Sustainability

Integrity

Commitment

Respect

**Accountability
and Transparency**

Collaboration



Vision

Safe and ethical care
for every member of
the public through
excellence in health
professional
regulation

NLCHP Strategic Directions

1

Achieving
Sustainable
Operational
Excellence

2

Attaining
Accountable,
Effective,
Transparent
Regulation

3

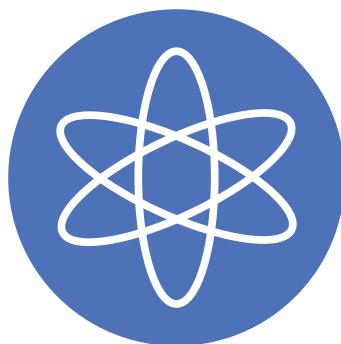
Ensuring Effective
and Meaningful
Stakeholder
Education and
Communication

4

Advancing
Quality
Assurance
Initiatives

Mandate

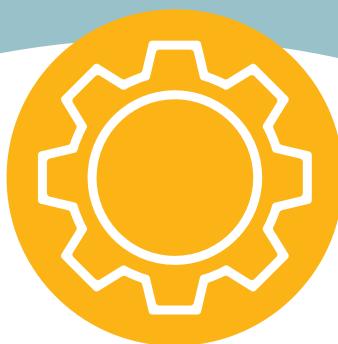
NLCHP regulates the practice of Acupuncturists, Audiologists, Dental Hygienists, Medical Laboratory Technologists, Midwives, Respiratory Therapists and Speech-Language Pathologists. These health professionals are required to be registered with the NLCHP to practice in Newfoundland and Labrador. The role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



Regulation
Regulate the practice of each health profession



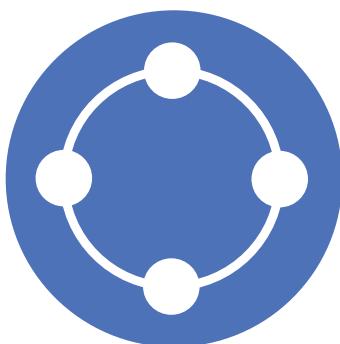
Registration
Monitor compliance with and enforce standards of academic technical achievement, and qualification for registration as a member of a health profession



Monitoring
Monitor compliance with standards respecting the Quality Assurance Program for health professions



Investigation
Receive and investigate complaints regarding a health professional's practice



Collaboration
Promote inter-professional collaboration amongst the Colleges



Administration
Administer the Council's affairs, perform its duties, and carry out its powers in accordance with the Act

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 (NLCDH); the Newfoundland and Labrador College of Medical Laboratory Sciences (NLCMLS); and the Newfoundland and Labrador College of Respiratory Therapists (NLCRT). The Council met three times during 2023 - 2024 and held its Annual General Meeting on June 21, 2023.

The NLCHP wishes to acknowledge the valued contributions of the NLCHP Council and its committee members throughout the year. Thank you to Colin Power (Council Chair) and Cheryl Bailey (NLCRT) whose term ended during 2023 - 2024. Thank you to Nicole Kielly, who resigned due to commitments. Your contributions were valued. This year we welcomed a new Council Chair - Katherine Peddle and a Vice Chair - Judy Davidson. In addition, we had new members join the Council: Ashley Rossiter (CASLP- NL), Chris Barclay (NLCRT), Claudette Mosey (NLCMLS), and Penny Carroll (NLCDH).



Council Executive

- Katherine Peddle (Chair)
- Judy Davidson (Vice Chair)
- Debbie Brake – Patten, Public Representative (Secretary Treasurer)

Health Profession College

Elected Members

- Ashley Rossiter (CASLP- NL)
- Alison Robbins (CASLP- NL)
- Penney Carroll (NLCDH)
- Chris Barclay (NLCRT)
- Sarah Harnum (CMNL)
- Kenny Clarke (CTCMPANL)
- Claudette Mosey (NLCMLS)

Appointed Public Members

- Gladys Dunne
- Joshua Fisher
- Debbie Brake – Patten
- William Jeffrey
- 2 Vacancies



NLCHP Committee Members



Registration Committee

Colin Power (MLT)
Chair
Victoria Burry (R.AC)
Chris Barclay (RRT)
Gladys Dunne (Public Rep.)
Penny Carroll (RDH)
Ashley Rossiter (SLP)
Nicole Jenkins (MRT)
Sarah Harnum (RM)



QA Committee

Joshua Fisher (Public Rep.) **Chair**
Victoria Burry (R. Ac)
Tanya Gladney (RRT)
Sarah Harnum (RM)
Claudette Mosey (MLT)
Sarah Oliver (RDH)
Allison Robbins (AUD)



CAC

Ethne Munden (R. Ac)
Chair
Gladys Dunne (Public Rep.)
Claudette Mosey (MLT)
Kenny Clarke (R. Ac)
Joshua Fisher (Public Rep.)
Cheryl Bailey (RRT)
Sarah Harnum (RM)
Katherine Peddle (RDH)
Jillian Ryan (AUD)
Judy Davidson (SLP)



Finance/HR Committee

Debbie Brake – Patten (Public Rep.) **Chair**
Leon Lewis (SLP)
Judy Davidson (SLP)

Health Professional Colleges

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



Strategic Directions Activities

Achieving Sustainable Operational Excellence



- NLCHP continued to have discussions with the NLAMRT and DHCS on the journey towards regulations for the Medical Radiation Technologists.
- NLCHP completed an extensive review of financial services and incorporated changes and strategies to address risk in human and financial resources.
- To increase cybersecurity, NLCHP website was moved to a new host provider.



- Planning occurred to migrate current Thentia registration software to Thentia Cloud (a highly configurable and low – code software).
- Collaborated and supported CASLP – NL, NLCDH and CTCMPANL to revise registration policies.

Attaining Accountable, Effective, Transparent Regulation



- Entered into an agreement with the College of Audiologists and Speech Language Pathologists of Manitoba (CASLPM) who, on behalf of NLCHP and CASLP – NL, will assess the education of internationally educated applicants to determine equivalency to Canadian entry to practice requirements.



- Entered into an agreement with Speech Language Audiology Canada to administer CETP exam for SLP/AUD applicants.
- Collaborated with each College to create registration pathways for internationally educated health professionals.
- Extended temporary licensure to internationally educated health professionals.
- NLCHP revised/rescinded a number of registration policies to improve processes and remove barriers to registration.
- Participated in a national project to modernize the English language proficiency (ELP) benchmarks.
- Collaborated with national regulatory groups to harmonize regulatory processes.

Strategic Directions Activities

- Participated in consultations with the Department of Immigration, Population Growth and Skills in relation to the Fair Registration Practices Act and anticipated regulations.
- Responded to government initiatives related to health work force planning in relation to regulatory issues (data, scope of practice, and removal of regulatory barriers).



Ensuring Effective & Meaningful Stakeholder Education & Communication



- Completed an upgrade of nlchp.ca to improve intuitive navigation and the ability to find pertinent regulatory and registration processes, policies, and news updates.
- NLCHP offered regulatory education sessions throughout the year:
 - Informed Consent and Resolving Conflict of Interest
 - Accountable Documentation

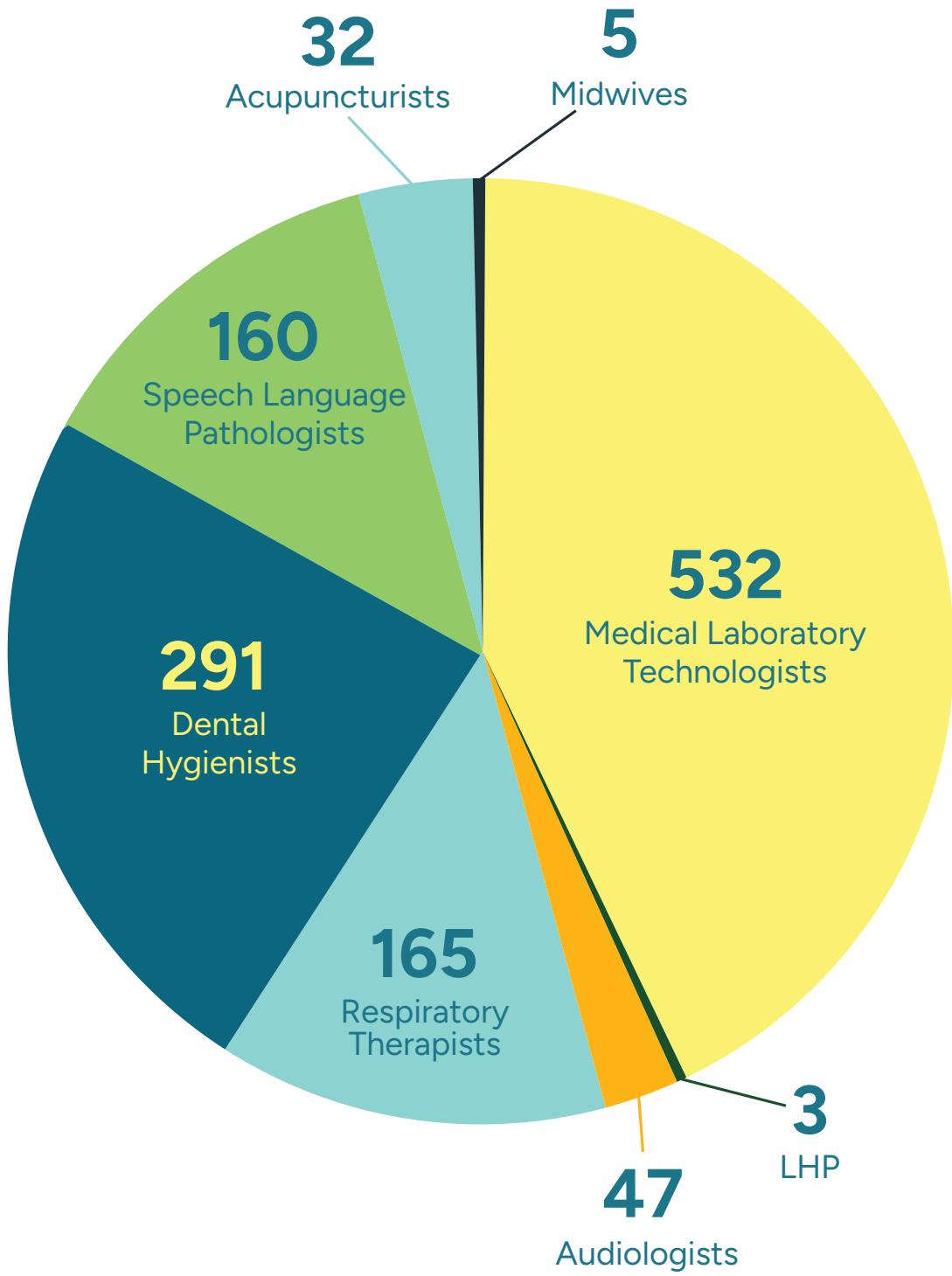
Advancing Quality Assurance Initiatives



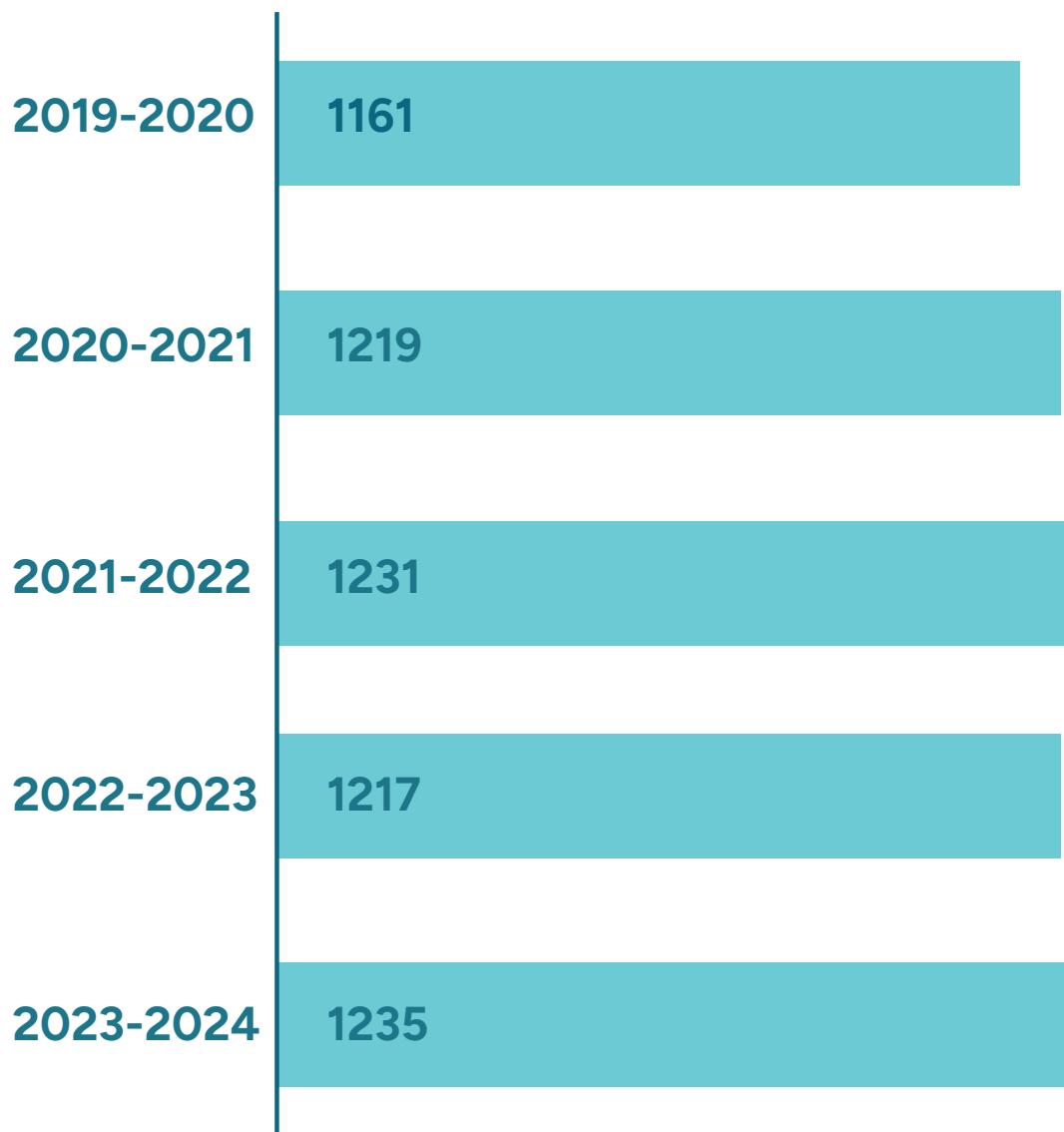
- To facilitate compliance with the continuing education renewal requirement, policy was revised to ensure continuing education is completed prior to annual renewal of registration.
- The Quality Assurance Program 2022 CE audit was concluded in September. 98% of registrants met audit requirements.

1235 Renewals
86 New Registrants
24 MLT | 2 R.Ac | 18 RRT | 26 RDH
11 SLP | 3 AUD | 2 RM

NLCHP By the Numbers



Registration Snapshot



Public Protection

3 separate allegations were received related to practicing without a valid registration, competence, and a privacy breach



Sources of Allegations

1 Allegation submitted by Public

1 Allegation submitted by Registrar

1 Allegation submitted by Quality
Assurance Committee

Adjudication Tribunals

The Adjudication Tribunal heard 2 matters which resulted in the following findings:

- 1: Conduct deserving of sanction with remediation
- 1: Conduct deserving of sanction with costs and permanently struck from the register.

NLCHP Audited Financial Statements

**NEWFOUNDLAND AND LABRADOR COUNCIL
OF HEALTH PROFESSIONALS**

Financial Statements

Year Ended March 31, 2024

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS

Index to Financial Statements

Year Ended March 31, 2024

	Page
INDEPENDENT AUDITOR'S REPORT	1 - 2
FINANCIAL STATEMENTS	
Statement of Financial Position	3
Statement of Revenues and Expenditures	4
Statement of Changes in Net Assets	5
Statement of Cash Flows	6
Notes to Financial Statements	7 - 10

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, 2024, and the statements of revenues and expenditures, 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, 2024, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO)

Basis for Opinion

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

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

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

(continues)

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

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

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

Clarenville, Newfoundland and Labrador

Chartered Professional Accountant
Richard K Power, FCPA, Professional Corporation

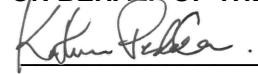
NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS

Statement of Financial Position

March 31, 2024

	2024	2023
ASSETS		
CURRENT		
Cash (<i>Note 2</i>)	\$ 857,740	\$ 760,536
Short term investments (<i>Note 2</i>)	188,982	187,962
Prepaid expenses	6,474	5,583
	1,053,196	954,081
CAPITAL ASSETS (<i>Note 4</i>)	76,387	90,426
LONG TERM INVESTMENTS (<i>Notes 2, 3</i>)	260,625	250,000
	\$ 1,390,208	\$ 1,294,507
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities (<i>Note 5</i>)	\$ 33,588	\$ 19,567
Employee deductions payable	8,723	8,849
Due to colleges - fees (<i>Note 6</i>)	111,689	109,600
Deferred income (<i>Note 7</i>)	535,175	538,797
	689,175	676,813
NET ASSETS		
General fund	271,033	617,694
Legal fund	50,000	-
Succession fund	30,000	-
Sustainability fund	300,000	-
Conduct review fund	50,000	-
	701,033	617,694
	\$ 1,390,208	\$ 1,294,507

ON BEHALF OF THE COUNCIL



Council Chair



Chair of Finance and Human Resource Committee

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS

Statement of Revenues and Expenditures

Year Ended March 31, 2024

	2024	2023
REVENUES		
Registration fees (Notes 2, 7)	\$ 592,978	\$ 564,492
Interest income	26,339	34,608
Other fees	23,369	16,909
Government grants	2,230	-
	644,916	616,009
EXPENSES		
Accounting fees	19,353	13,911
Advertising and promotion	575	1,545
Amortization of capital assets	14,040	14,731
Complaints committee	12,501	15,458
Computer database	20,700	24,244
Consulting fees	14,130	26,848
Equipment rentals	-	954
Information technology fees	7,894	5,053
Insurance	5,453	4,900
Interest and bank charges	14,493	15,310
Legal fees	37,891	39,744
Meetings	5,238	8,252
Office	8,607	8,465
Quality assurance assessment	1,525	4,600
Rent	40,538	44,160
Repairs and maintenance	-	203
Salaries and wages	330,744	303,944
Telephone	7,241	7,506
Training	893	-
Travel	19,761	12,593
	561,577	552,421
EXCESS OF REVENUES OVER EXPENSES	\$ 83,339	\$ 63,588

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS**Statement of Changes in Net Assets****Year Ended March 31, 2024**

	2023 Balance	Excess of revenues over expenses	Transfers	2024 Balance
General fund	\$ 617,694	\$ 83,339	\$ (430,000)	\$ 271,033
Legal fund	-	-	50,000	50,000
Succession fund	-	-	30,000	30,000
Sustainability fund	-	-	300,000	300,000
Conduct review fund	-	-	50,000	50,000
	\$ 617,694	\$ 83,339	-	\$ 701,033

During the year, the Board of Directors restricted Net Assets in order to set up the above funds. See Note 2 for a detailed description.

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS

Statement of Cash Flows

Year Ended March 31, 2024

	2024	2023
OPERATING ACTIVITIES		
Excess (deficiency) of revenues over expenses	\$ 83,339	\$ 63,588
Item not affecting cash:		
Amortization of capital assets	14,040	14,731
	97,379	78,319
Changes in non-cash working capital:		
Accounts payable and accrued liabilities	14,020	(7,590)
Deferred income	(3,622)	19,682
Prepaid expenses	(891)	(164)
Harmonized sales tax payable	-	(69)
Employee deductions payable	(126)	110
Due to colleges - fees	2,089	1,616
	11,470	13,585
Cash flow from operating activities	108,849	91,904
INVESTING ACTIVITY		
Purchase of capital assets	-	(5,414)
Cash flow from (used by) investing activity	-	(5,414)
INCREASE IN CASH FLOW	108,849	86,490
Cash - beginning of year	1,198,498	1,112,008
CASH - END OF YEAR	1,307,347	1,198,498
CASH CONSISTS OF:		
Cash	\$ 857,740	\$ 760,536
Short term investments - Guaranteed investment certificates	188,982	187,962
Long term Investments - Guaranteed investment certificates	260,625	250,000
	\$ 1,307,347	\$ 1,198,498

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS

Notes to Financial Statements

Year Ended March 31, 2024

1. NATURE OF OPERATIONS

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

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

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

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

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

Cash and cash equivalents

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

Investments

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

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

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

Capital assets

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

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

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

(continues)

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS

Notes to Financial Statements

Year Ended March 31, 2024

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

Net assets

The Board of Directors have internally restricted net assets for the following purposes:

- Legal fund - to support matters that may require legal review or interpretation.
- Succession fund - to support recruitment of key staff.
- Sustainability fund - to ensure viability of the Council.
- Conduct review fund - to cover extraordinary legal and related costs associated with the PCR process.

Unrestricted net assets comprise the excess of revenue over expenses accumulated by the Council each year, not of transfers, and are available for general purposes.

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.

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS

Notes to Financial Statements

Year Ended March 31, 2024

3. SHORT AND LONG TERM INVESTMENTS

	2024	2023
<u>Short term</u>		
Royal Bank GIC, matured December 19, 2023 at 4.3%	\$ -	\$ 81,680
Royal Bank GIC, maturing December 23, 2024 at 4%	76,282	76,282
Royal Bank GIC, maturing June 24, 2024 at 5%	81,680	-
Royal Bank GIC, maturing August 19, 2024	31,020	30,000
	\$ 188,982	\$ 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.

Long term

Royal Bank GIC, maturing August 19, 2025	\$ 104,250	\$ 100,000
Royal Bank GIC, maturing August 19, 2025	104,250	100,000
Royal Bank GIC, maturing August 19, 2025	52,125	50,000
	\$ 260,625	\$ 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.

4. CAPITAL ASSETS

	Cost	Accumulated amortization	2024 Net book value	2023 Net book value
Computer equipment	\$ 20,460	\$ 17,287	\$ 3,173	\$ 4,532
Computer database	117,530	46,299	71,231	83,481
Furniture and fixtures	7,731	6,223	1,508	1,885
Website	1,683	1,208	475	528
	\$ 147,404	\$ 71,017	\$ 76,387	\$ 90,426

5. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	2024	2023
Accounts payable	\$ 3,979	\$ 2,085
Accrued liabilities	23,496	17,482
Accrued payroll	6,113	-
	\$ 33,588	\$ 19,567

NEWFOUNDLAND AND LABRADOR COUNCIL OF HEALTH PROFESSIONALS

Notes to Financial Statements

Year Ended March 31, 2024

6. DUE TO COLLEGES - FEES

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

	2024	2023
Due to colleges - fees	\$ 111,689	\$ 109,600

7. DEFERRED INCOME

Deferred income relates to registration fees collected in advance of fiscal year March 31, 2025, as of March 31, 2024.

	2024	2023
Deferred registration revenue	\$ 535,175	\$ 538,797

8. LEASE COMMITMENTS

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

9. FINANCIAL INSTRUMENTS

The Council is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the Council's risk exposure and concentration as of March 31, 2024.

(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



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NLCMLS.CA
NEWFOUNDLAND AND LABRADOR
COLLEGE OF MEDICAL
LABORATORY SCIENCES



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Email: chair@caslpnl.ca
Website:
www.caslpnl.ca

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St. John's, NL
A1E 5X7



ANNUAL REPORT 2023-2024

ANNUAL REPORT

Introduction

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

In the past year (2023-2024), the professions of speech-language pathology and audiology in this province have seen change through the amalgamation of the health authorities, as well as ongoing changes with NL Schools. Both professions continue to feel the repercussions of the COVID 19 Pandemic and its impact on overall community health, the provision of services and the pressure to address long wait times caused by service slowdowns. Speech-Language Pathologists and Audiologists have approached the College on several topics including: Autism services, virtual provision of services in other jurisdictions, registration requirements, specifically when a member holds a license in another jurisdiction, and various asks regarding standards of practice. The college has continued to support multiple successful mentorships and facilitated the first re-entry to practice applicant.

The College has worked hard to strengthen its overall governance including policies, working closely with the NLCHP registration committee. The College also completed a successful Expression of Interest (EOI) process relating to the updated Standard of Practice work, which was introduced and budgeted for at the 2023 AGM.

On a national level, CASLP-NL continues to be a member of the Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR), though much change has taken place with this Alliance. Most notably, CASLP-NL and NLCHP have signed two memorandums of understanding. To address new applicant processes for licensure, graduates of Accredited Canadian Programs are now recommended by NLCHP to sit for the Canadian Entry to Practice (CETP) exam, rather than applying through CAASPR. Additionally, internationally educated applicants now have their education evaluated, and are recommended to sit for the CETP exam, by the College of Audiologists and Speech-Language Pathologists of Manitoba College (CASLPM). The CAASPR portal and website has been deactivated. Work is ongoing regarding the intellectual property and legal documents originating from CAASPR. Canadian jurisdictions are meeting regularly to keep this critical work moving forward and positively. There is stated intention to develop a new national entity.

College Executive



Ashley Rossiter

CHAIR

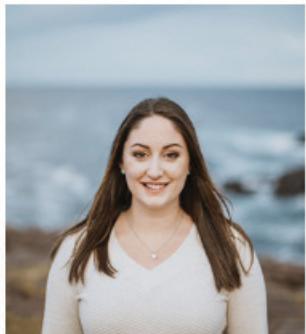
chair@caslpnl.ca



Mihaela Fost

MEMBER AT LARGE

memberatlarge@caslpnl.ca



Allison Robbins

COUNCIL REPRESENTATIVE

councilrep@caslpnl.ca



Beth Anne Emmink

VICE CHAIRPERSON

vicechair@caslpnl.ca



Anneliese Ellis

SECRETARY

secretary@caslpnl.ca



Devon Taaffe

TREASURER

treasurer@caslpnl.ca

Highlights of the Year

- Welcomed two new board members: Devon Taaffe and Anneliese Ellis
- Will welcome one new board member in Fall 2024: Beverley Martin
- Engaged in our first EOI process (Standards of Practice)
- Initiated the process for special project of formatting current body of documentation
- Continued work with *Keen Payroll and Bookkeeping* for financial reporting
- Settled into our new online banking platforms of RBC Edge and Express

Updates to Key Regulatory Documents

- Accepted a by-law edit at the 2023 AGM re: annual financial reporting vs. annual audit
- Continued with by-laws edits (first full overhaul since their introduction)
- Updated both of the Speech-Language Pathology and Audiology scopes practice and code of ethics
- Completed the EOI process with work ongoing re: next steps in the development of Standards of Practice work
- Core documents will also be included in the document formatting special project

Policy Updates

- New policy: Board Member Incentive
- New policy: Re-Entry to Practice, awaiting review by Registration Committee
- Reviewed all policies and associated forms
- Considerable edits to registration policies to reflect recommendations re: labour mobility and best practice nationally in conjunction with NLCHP. These edits will be brought forward to the Registration Committee for final approval.

National Collaboration

- Considerable changes with CAASPR
- Two new memorandums of understanding; one with SAC (pertaining to eligibility to sit for CETP exam) and one with CASLPM (pertaining to evaluation of internationally educated applicants)

Financial Summary

Please contact the College directly for this information.

Looking Forward

- Enter into next phase of the Standards of Practice project (EOIs currently under review, next phase will be determining if those received meet our needs for this body of work and then enter into contract)
- Complete by-law review and bring suggested changes forward to membership for voting/approval
- Special Project: Document Formatting
- Engage with other Colleges re: Autism Services, with a goal of approaching government through the lens of public protection; ensuring all professionals working with this population are held to the same standard, including consistent requirements for education, clear standards of practice that are backed by educational requirements and training, and a formal avenue for complaints.

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



2023 Annual Report

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

Table of Contents

Definitions

Mission

Vision

Values

Introduction

Message from the Chair

Report from the Board

Report: Members Representative to Council

Report: College Activity at the Quality Assurance Committee of Council

Report: College Activity at the Registration Committee of Council

Report: College Activity at the Complaints Authorization Committee of Council

Treasurer's Report

CTCMPANL Proposed Budget

Definitions:

Meaning of acronyms used in this report:

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

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

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

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

Newfoundland and Labrador College of Dental Hygienists (NLCDH)

Newfoundland and Labrador College of Medical Laboratory Sciences (NLCMLS)

Newfoundland and Labrador College of Respiratory Therapists (NLCRT)

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

College of Midwives of Newfoundland and Labrador

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

Member Regulatory Colleges of the Alliance:

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

CAAA - College and Association of Acupuncturists of Alberta.

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

OAQ - Ordre des Acupuncteurs of Quebec

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

Other References:

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

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

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

Mission

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

We align with the vision and values of NLCHP

“ Quoted from the annual report of the NLCHP

Vision

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

Values

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

Integrity:

We are honest and ethical in our interactions.

Commitment:

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

Respect:

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

Accountability and Transparency:

We accept responsibility for achieving common goals and objectives.

Consensus:

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

Sustainability:

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

Introduction

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

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

The public is served and protected by the College by:

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

Message from the Chair

Dear Members of the College,

I hope this message finds you well. As we move forward into the New Year, I wanted to take a moment to provide you with an update on the ongoing initiatives and endeavors of our College.

Throughout the past year, despite the challenges presented by the global pandemic, our College has remained steadfast in its commitment to advancing the field of Traditional Chinese Medicine (TCM). I am proud to report that we have made significant progress on a multitude of fronts, ranging from local to provincial to federal levels.

One of the key initiatives we have been diligently working on is the continued development and administration of a PAN-Canadian exam, aimed at ensuring consistency and excellence in the assessment of TCM practitioners across the country. This initiative not only demonstrates our commitment to upholding rigorous standards within our profession but also underscores our dedication to serving the needs of patients nationwide.

Additionally, our involvement with the Newfoundland and Labrador Council of Health Professionals (NLCHP) has yielded fruitful results. Our involvement in committees such as the Complaints Authorization Committee, the Registration Committee, and the Quality Assurance Committee has allowed us to play an active role in safeguarding the interests of both practitioners and patients alike.

Furthermore, I am pleased to share that our College has maintained a steadfast focus on the regulation of the full scope of TCM practice. While communication with government stakeholders has been promising, and there is a shared desire to regulate all aspects of TCM, it is important to acknowledge that there are still steps that need to be taken. However, I am optimistic that with our continued efforts and collaboration, we will overcome any remaining hurdles in a timely manner. A special thank you to Ethne Munden for her continued work as government liaison for TCM regulation. Ethne has decades of experience and expertise with professional legislation and has proven to be a valuable asset for this initiative.

As we forge ahead, let us remain united in our commitment to advancing the field of TCM and serving the best interests of our profession and those we have the privilege to care for. Your dedication and contributions are invaluable to our collective success, and I am confident that together, we will continue to make meaningful strides forward.

Thank you for your support and dedication to our shared vision. Should you have any questions or concerns, please do not hesitate to reach out.

Kindly,

Kenneth Clarke
CTCMPANL Chair

Acknowledgements:

Sincere gratitude to our Council Registrar / CEO, Deputy Registrar, Office Manager and each of the NLCHP Board members for facilitating our progress. Sincere gratitude also to the Member Representatives of CARB-TCMPA for the “many minds” that assist our provincial and national efforts.

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

Report from the Board

Highlights for 2023:

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 TCM.
- Participating in Council Board and Committee meetings and activities.
- Extensive participation on the Complaints Authorization Committee.

Collaborated with the CARB: (College initiatives)**

- 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 efforts for improved collective initiatives.
- Exam development. Participation in Item Writing and Steering Committee.

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

Ongoing work:

- 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 Auth. Committee
Kenneth Clarke - Complaints Auth. Committee
Victoria Burry - Registration Committee

Members at Large

Bengie Munden
Marc-Alexandre Mestres
Kayla Westcott

Disciplinary Panel for CTCMPANL

Marc Alexandre Mestres
Bengie Munden
Cheryl Oldford

CTCMPANL Finance Committee

Cheryl Oldford, Chair
Marc Alexandre Mestres
Bengie Munden
Victoria Burry

CTCMPANL Examination Committee

Cheryl Oldford, Chair
Bengie Munden

CTCMPANL Remote Item Writing Committee for the pan-Canadian examinations

Cheryl Oldford

Bengie Munden

Special Acknowledgements:

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

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

Report: TCM Regulation Update

At the 2019 Annual General Meeting of the Newfoundland and Labrador Health Professionals Council (NLCHP), it was announced that the Dept. of Health and Community Services (the Dept.) had agreed to move forward on the full regulation of the TCM profession in NL., positive preliminary meetings were held. The Covid pandemic altered health care priorities globally and as was essential we moved into a holding pattern. In late 2022 as Covid concerns were lessening we were notified that the government would move forward. We have continued to network throughout 2023. At this time the Dept. continues to explore amendments to the Health Professions Act and Acupuncturists Regulations that would broaden the scope of regulation for the practice of traditional Chinese medicine in this province. As part of this process, they will be engaging in public consultations to ensure that any professional who may be impacted by this expanded regulation has the opportunity to provide input. We anticipate that feedback from this process will be available for consideration in the spring.

CTCMPANL Regulatory Liaison,
Ethne Munden

Report: PAN-Canadian Exams 2023

CARB-TCMPA (the Canadian Alliance of Regulatory bodies for Traditional Chinese Medicine & Acupuncture) along with a psychometric firm and legal entities as required; continues to improve all aspects of pan-Canadian examination development and administration. In the future we hope to see the development of a pan-Canadian practical examination. Currently, as an additional requirement for registration B.C has developed an on-line safety program while in Alberta and Newfoundland & Labrador a practical examination is required. To aid in development of the examinations, several Committees have been formed. Subject matter experts selected from each of the TCMPA Regulatory Colleges across Canada participate on these Committees. Each individual Committee (inclusive of a psychometrician) is active at a very specific stage of examination development, administration, scoring and review. A new administration advisory Committee was formed in 2023 to help in oversight of the continual amendments and dissemination of the examination's materials and the administration procedures. We are seeking our new representative for this Committee. Overall, an incredible learning process in the nature and development of high stakes examination development and great professional contribution from your current CTCMPANL representatives.

Chair of the Steering Committee for the PAN-Canadian Examinations,
Ethne Munden

College Activity at the Complaints Authorization Committee of Council

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

Any disciplinary findings are listed on the NLCHP website:

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

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

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

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

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

Treasurer's Report 2023

Thank you to everyone for allowing me to serve as your treasurer for this past year. 2023 was for the most part an uneventful year. We did not incur any unforeseen expenses, revenue maintained expectations and the CTCMPANL managed to end the year underbudget. As of Dec 31st, 2023 we have a cash balance of \$26,556.30. We maintain a healthy position based on our current situation.

Respectfully,
Cheryl Oldford CTCMPANL-Treasurer

CTCMPANL Proposed Budget

CTCMPANL Proposed Budget 2024		
	2023	2024
	<i>Actual</i>	Proposed
Currently in Account	\$26,556.30	
Revenue	\$12395.00	\$14000.00
Expenditures		
CARB/ACOR Dues	\$1160.00	\$1200.00
D & O Insurance	\$3088.00	\$3100.00
Website Maintenance	\$2070.85	\$1500.00
Interest & Bank Charges	\$42.00	\$50.00
Legal Fees	\$1750.52	\$1500.00
Committee Support	\$0.00	\$1000.00
Costs for involvement in exam activities	\$0.00	\$1000.00
Accounting fees	\$0.00	\$2000.00
Postage/Office Supplies	\$0.00	\$300.00
Printing & Copying Services	\$0.00	\$200.00
Conference & Meetings	\$0.00	\$1000.00
Communication Fees	\$0.00	\$1000.00
Travel	\$0.00	\$1000.00
Honorarium	\$0.00	\$500.00
Total Expenses	\$8111.37	\$15350.00



NEWFOUNDLAND & LABRADOR
**COLLEGE OF
DENTAL HYGIENISTS**

ANNUAL REPORT 2023-2024

Email: info@nlcdh.com

Website: www.nlcdh.com

Tel: 902-818-1652 (current Chair)

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

ANNUAL REPORT

Introduction

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

Message from the outgoing Chair

Due to professional obligations, I stepped down as chair of the NLCDH earlier this year. I held this position during 2023/24 and I am pleased to present the annual report for the Newfoundland and Labrador College of Dental Hygienists.

College Executive

Penny Carroll - Chair

Angela Hynes - Treasurer

Katherine Peddle - Board Member

Amanda Thomey - Board Member

Sarah Oliver - Board Member

Highlights of 2023

- January: We requested a meeting with the government and the council to discuss the radiation health and safety act.
- March: We met with the government to discuss the Act and Regulations. The Act was said to be completed with the regulations to follow. Still no info on when the documents will be distributed to the public.
- We held our annual AGM in November 2023.

- Updates the policies on our website in December 2023.
- January 2024: The FDHRC shared the results of research they funded concerning RDHs practicing Myofunctional Therapy.
- February 2024: Nicole stepped down as chair of the NLCDH and Penny Carroll was elected by the board to step into the position.

Updates to Key Regulatory Documents

None to note.

Policy Updates

The following policies were updated in December of 2023

- Infection control
- Temporary and permanent restorative
- Orthodontics

And the addition of the following policies:

- Antibiotic prophylaxis
- Nitrous oxide

National Collaboration

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

Financial Summary

The fiscal end balances (as of March 31, 2024): Operating account: \$13, 519.60 and savings account: \$18, 016.44.

Highlights: There was no travel in the past year and our biggest expense was to Halford Consulting for \$13,800 (\$9200 paid so far).

Looking Forward

The NLCDH will be exploring adding myofunctional therapy and the use of lasers to the scope of practice.

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

Financial Statements

Year Ended March 31, 2024

THE NEWFOUNDLAND AND LABRADOR COLLEGE OF DENTAL HYGIENISTS

Index to Financial Statements

Year Ended March 31, 2024

	Page
INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT	1
FINANCIAL STATEMENTS	
Statement of Financial Position	2
Statement of Revenues and Expenditures and Changes in Net Assets	3
Statement of Cash Flows	4
Notes to Financial Statements	5 - 6

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, 2024, 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, 2024, and the results of its operations and its cash flows for the year then ended in accordance with ASNPO.



Clarenville, Newfoundland and Labrador
June 12, 2024

Chartered Professional Accountant
Richard K Power, FCPA, Professional Corporation

THE NEWFOUNDLAND AND LABRADOR COLLEGE OF DENTAL HYGIENISTS

Statement of Financial Position

March 31, 2024

	2024	2023
ASSETS		
CURRENT		
Cash (<i>Note 2</i>)	\$ 27,541	\$ 31,536
Accounts receivable	30,522	26,575
Prepaid expenses	702	1,473
	58,765	59,584
LONG TERM INVESTMENTS (<i>Note 3</i>)	5,121	-
	\$ 63,886	\$ 59,584
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable	\$ 900	\$ 5,500
NET ASSETS	62,986	54,084
LIABILITIES AND NET ASSETS	\$ 63,886	\$ 59,584

ON BEHALF OF THE BOARD

Chairperson

Treasurer

THE NEWFOUNDLAND AND LABRADOR COLLEGE OF DENTAL HYGIENISTS

Statement of Revenues and Expenditures and Changes in Net Assets

Year Ended March 31, 2024

	2024	2023
REVENUES		
College registration fees	\$ 31,927	\$ 28,113
EXPENSES		
Board honourariums	6,450	3,700
Consulting fees	-	13,800
Insurance	1,572	1,573
Interest and bank charges	116	94
Meetings and conventions	4,734	290
Memberships and accreditation fees	3,625	3,314
Office	1,240	522
Professional fees	1,553	1,495
Travel and training	3,857	4,301
Website maintenance	-	19
	23,147	29,108
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES FROM OPERATIONS	8,780	(995)
OTHER INCOME		
Interest income	122	2
NET EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	8,902	(993)
NET ASSETS - BEGINNING OF YEAR	54,084	55,077
NET ASSETS - END OF YEAR	\$ 62,986	\$ 54,084

THE NEWFOUNDLAND AND LABRADOR COLLEGE OF DENTAL HYGIENISTS

Statement of Cash Flows

Year Ended March 31, 2024

	2024	2023
OPERATING ACTIVITIES		
Excess (deficiency) of revenues over expenses	\$ 8,902	\$ (993)
Changes in non-cash working capital:		
Accounts receivable	(3,947)	1,827
Accounts payable	(4,599)	4,599
Prepaid expenses	770	(13)
	(7,776)	6,413
Cash flow from operating activities	1,126	5,420
INVESTING ACTIVITY		
Purchase of long term investments	(5,121)	-
Cash flow from (used by) investing activity	(5,121)	-
INCREASE (DECREASE) IN CASH FLOW	(3,995)	5,420
Cash - beginning of year	31,536	26,116
CASH - END OF YEAR	\$ 27,541	\$ 31,536
CASH FLOWS SUPPLEMENTARY INFORMATION		
Interest received	\$ (122)	\$ (2)
Interest paid	\$ 116	\$ 94
CASH CONSISTS OF:		
Operating bank account	\$ 14,523	\$ 13,520
Saving bank account	\$ 13,018	\$ 18,016
	\$ 27,541	\$ 31,536

THE NEWFOUNDLAND AND LABRADOR COLLEGE OF DENTAL HYGIENISTS

Notes to Financial Statements

Year Ended March 31, 2024

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.

Investments

Investments, which consist primarily of guaranteed investment certificates are carried at amortized cost.

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 are 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.

(continues)

THE NEWFOUNDLAND AND LABRADOR COLLEGE OF DENTAL HYGIENISTS

Notes to Financial Statements

Year Ended March 31, 2024

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

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.

Financial instruments

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

Contributed services

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

3. LONG TERM INVESTMENTS

Long term investments which consists of a guaranteed investment certificate at 5.1% and matures July 12, 2025 are carried at amortized cost.

4. FINANCIAL INSTRUMENTS

The organization is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the organization's risk exposure and concentration as of March 31, 2024.

Credit risk

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

Liquidity risk

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



Newfoundland and Labrador College of Medical Laboratory Science (NLCMLS)

Annual Report 2023



Newfoundland and Labrador College of Medical Laboratory Science

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

www.nlcmls.ca

As per the [Health Professions Act \(2010\)](#), a college was established for each profession designated under the act. In the summer of 2012, the former Newfoundland and Labrador Society of Medical Laboratory Science (NLSMLS) became the Newfoundland and Labrador College of Medical Laboratory Science (NLCMLS). Medical Laboratory Technology officially became a licensed profession in NL in the fall of 2012 with government's formal acceptance of the [Medical Laboratory Technologists Regulations](#). 2023 marks the 12th year since the formal acceptance of MLT's as a licensed profession. NLCMLS encompasses Medical Laboratory Technologists (MLT) working in laboratories across Newfoundland and Labrador.

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

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

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

Our board of directors for 2023 is as follow:

Colin Power President	Vacant Past President
Claudette Mosey 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 Regional Director
Amanda Adey Eastern Regional Director	Cathy Roberts Secretary
Kailey Gillingham Director of Professional Development	Nathan Francis Student Representative

Our membership for the 2023-2024 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.

2023 continued with the challenges post COVID-19 pandemic. It continues to be an ever-changing environment- everyone has to adapt. The College did hold a Spring Education Symposium from Clarenville in April of 2023. With the uncertainty of the pandemic over, we held a fall AGM and Education Symposium in person and we did host a virtual/ in person AGM and Symposium from St.John's, it was a great relief to finally see members. Membership started to feel better about the availability of CE with the reintroduction of the Symposium format albeit, still in a Hybrid format. The College took this opportunity to look for and provide the membership with multiple online sources to obtain CE.

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

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

Since the Council went live with the new CE portal in winter 2021, the College and Council have worked in tandem to provide a robust and comprehensive platform to capture the College members' continuing education. This allows for an efficient quality assurance and registration procedures and keeps in line with the Council's strategic plan. The bugs and system errors that were discovered in the first CE Portal were corrected and the upload of CE in 2022 and 2023 went much smoother.

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

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

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

Respectfully,

Colin Power MLT, BSc

**Newfoundland and Labrador College
of Medical Laboratory Science Inc.**

Financial Statements

Year Ended

December 31, 2023

*Blagdon, Tilletty and Company
Chartered Professional Accountants*

Table of Contents

	Page
Compilation Engagement Report	3
Statement of Receipts and Disbursements - Current Account	4
Statement of Investments	5
Schedule 1	6

Blagdon, Tilley and Company
Chartered Professional Accountants

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E-mail: blagdontilleyandcompany@nl.rogers.com

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

Compilation Engagement Report

To the Board of Directors

On the basis of information provided by management, we have compiled the statement of receipts and disbursements of Newfoundland and Labrador College of Medical Laboratory Science Inc. as at December 31, 2023, and the statement of investments for the year then ended.

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

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

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

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

Blagdon, Tilley and Company

Chartered Professional Accountants

Conception Bay South, NL

May 9, 2024

Newfoundland and Labrador College of Medical Laboratory Science Inc.
 Statement of Receipts and Disbursements - Current Account
 For the Year Ended December 31, 2023

	2023	2022
Receipts		
Fees	\$ 59,293	\$ 51,299
Awards	3,200	650
Transfer from investments	26,641	-
	89,134	51,949
Disbursements		
Bank charges	61	399
Fees	3,403	1,500
Miscellaneous (Schedule 1)	11,900	13,809
Professional fees	978	978
Seminars, conventions and meetings	48,980	41,707
	65,322	58,393
Surplus of receipts over disbursements	23,812	(6,444)
Bank balance, beginning of year	54,026	60,470
Bank balance, end of year	\$ 77,838	\$ 54,026

Newfoundland and Labrador College of Medical Laboratory Science Inc.
Statement of Investments
December 31, 2023

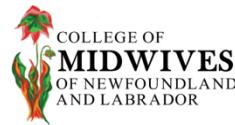
	2023	2022
Investments		
Bank of Montreal investment account	\$ 14,250	\$ 12,925
Bank of Montreal Guaranteed Investment Certificates	125,799	148,454
Royal Bank of Canada	10,196	10,120
	\$ 150,245	\$ 171,499

Newfoundland and Labrador College of Medical Laboratory Science Inc.

Schedule 1

December 31, 2023

	2023	2022
Miscellaneous disbursements		
Website	\$ 7,975	\$ 9,505
Office supplies	728	566
Awards	3,197	3,738
	\$ 11,900	\$ 13,809



ANNUAL REPORT 2023-2024

Email: nlmidwives@gmail.com

Tel: 709-573-3102

Website: www.cmnl.ca

111 Water Street, Carbonear, NL A1Y 1A9

ANNUAL REPORT

Introduction

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



Greetings from the College of Midwives of Newfoundland and Labrador. This year has, at last, seen growth within the midwifery profession. The Central Health practice continues to be successful and a vital part of the fabric of health care in the Central zone. Another full-time midwife was hired with a third due to arrive mid-2024. Client satisfaction remains high and cervical cancer screening has continued and has now screened over 300 women. The obstetrical unit in the zone has reopened and midwives are catching babies again.

Overall, College membership remains low but we are hopeful that, with the influx of new midwives, our work will move along more swiftly.

The Rural Eastern Health zone is working to create a new practice in Carbonear. It has hired a midwifery implementation coordinator/registered midwife and two more full-time midwife with an expectation of taking on clients within the year. They will be providing primary care both to perinatal clients and the broader public.

Happy Valley-Goose Bay, Labrador has also hired a midwifery implementation coordinator who is working with the local system to build a program there as well. It is hoped that this program will provide support to clients from fly-out communities to provide continuity and care for people who are far from home and support.

The provincial chief midwife continues to work towards more sites for practices and recruitment for those sites.

The Innu midwifery education program students have completed year one of their training. The program will be working closely with the College and the Council as this is a precedent-setting initiative that has far-reaching ramifications. Due to the limited size and resources of the College, work will need to be done to develop a pathway to have third-party program approval.

College Executive

Sarah Donnelly Harnum - chair, treasurer, secretary, website maintenance
Edie Posca - vice-chair

Highlights of the Year

Work is being done on a jurisdictional scan to find out what other provinces require for ongoing active practice.

Updates to Key Regulatory Documents

This coming year the College is planning to update and refine existing documents, request a regulatory change with regards to birth numbers and start the process of identifying a pathway for approval of the Innu program and for midwifery education in general.

Policy Updates

Policies will need to be developed this year with regards to students and approval of education programs.

National Collaboration

The Chair has been an active participant in the CMRC and on several committees including Pathways to Indigenous Midwifery, Equity, Diversity and Inclusion and Professional Practice.

Financial Summary

Our finances have remained stable although the incoming midwives expected for 2024 will increase our available funds.

Looking Forward

The College is focused on regulatory change with regards to active practice requirements and an evaluation pathway for the Innu program. The latter is of the utmost importance and significant resources will need to be directed to this work.

FINANCIAL STATEMENTS

	Budget	Actual
Directors and Officers Insurance HIROC Jan. 2024	\$3412.05	\$ 3713.35
Membership with CMRC	\$1770.00	\$1725.00
Website Maintenance/Server	\$500.00	\$579.60 (2 year)
Bank Service Charges	\$45.00	\$45.00
Office Supplies/Web Conferencing	\$500.00	\$300
CMRC and CAM conference attendance	\$2500.00	\$0
Chair Honorarium Apr 1, 2021 - March 31 2022	\$4800.00	\$4800
Other Administrative Work, ie. Presentations, Secretarial (2)	\$750.00	\$750
Accountant (4)	\$0.00	\$0
 Total Budget	\$14,277.05	\$11,912.95
 Opening Balance	\$17,645.82	
Government Grant (2 - year 2023-2025)	\$26,763.00	
Expected income from Registration 2024	\$3000	
Closing Balance as of March 31, 2024	\$17,645.82	



Newfoundland & Labrador College of Respiratory Therapists

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nlcrt@nlcrt.ca • www.nlcrt.ca

ANNUAL REPORT 2023-2024

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Website: www.nlcrt.ca

Suite #133, Unit 50 Hamlyn Road St.

John's, NL A1E 5X7

ANNUAL REPORT

Introduction

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

On behalf of the executive team for the Newfoundland and Labrador College of Respiratory Therapists, it is my pleasure to share with you the annual report for 2023-2024. The main focus of the college executive this past year was completion of our National Competency Framework (NCF). The NLCHP and the NLCRT worked collaboratively to complete this important document that shapes the practice of Respiratory Therapists across the country. This document will allow us in conjunction with the NLCHP to ensure the public is safe and that the highest standards of care and practice are met.

College Executive

Chris Barclay, Chair

Amy Neville, Vice Chair

Christine Walsh, Secretary

Danielle Noseworthy, Treasurer

Samantha Fry, Member at Large

Scott Melvin, Member at Large

Highlights of the Year

- Our first hybrid AGM (both in person and virtual attendance) since before the COVID-19 pandemic occurred this year.
- Completed the National Competency Framework (NCF) following more revisions and updates.
- Successful graduation of the RT class of 2023 from the College of the North Atlantic (CNA)- Second graduating class following accreditation.
- Current third year class is in Clinical and on track to graduate 5 new Respiratory Therapists (3 from the fast-track program established in 2022).

Updates to Key Regulatory Documents

There have been no updates to our key regulatory documents this year.

Policy Updates

The downtime of the NLCRT website had given us an opportunity update our policies for the new website. This unexpected issue has allowed the executive team to review and update our existing policies. Once the new website is completed the updated policies will be added so our membership can review them.

National Collaboration

The NLCRT is part of the National Alliance of Respiratory Therapy Regulatory Bodies (NARTRB). This group has a responsibility to maintain and develop our National Competency Framework (NCF). This last year a large amount of time went into finalizing the NCF for release to the schools in the coming months. The NCF ensures that standards are met across provinces and is used as a basis for the national exam as well as a basis for the curriculum among the various schools around the country. Many working groups met with representatives from all the regulated provinces to mold the NCF and adapt it to changes in practice. Following many meetings and the compilation of the information obtained in the surveys and working groups the document was finalized. As of the writing of this report the NCF is going through one final round of proof reading before the document is released and the schools begin to implement it.

Financial Summary

Please contact the College directly for this information.

Looking Forward

- Offer in person and online education sessions and a hybrid AGM to the membership.
- Collaborate with various stakeholders across the province to ensure that the scope and role of Respiratory Therapists continues to evolve and expand to meets the needs of the public as healthcare goals shift provincially.
- Continue to work with the NLCHP to ensure the highest standard of practice for Respiratory Therapy.
- Continue to work with the NARTRB to ensure a national standard for Respiratory Therapy. This will allow safe cross-country movement of staff.
- Continue to address concerns raised regarding scope of practice as it relates to changing roles among Respiratory Therapists across the province with the increased role for Respiratory Therapists in the community.
- Continue to support members who wish to become involved in the executive or regulation.
- Improve succession planning for the NLCRT by engaging the membership through education.
- Work to update and improve the website due to the issues with the current website functioning.
- Update policies and adjust them as required to be uploaded on the new website.
- Continue to work with the College of the North Atlantic (CNA) on developing a refresher program for members who have been out of practice for an extended period of time.
- Continue to work with government and the NLCHP with regards to safely assessing internationally trained applicants to ensure safe standards of practice.

Respectfully submitted,

Chris Barclay
NLCRT Chair

NEWFOUNDLAND AND LABRADOR COLLEGE OF RESPIRATORY THERAPISTS
STATEMENT OF INCOME AND EXPENSES
YEAR ENDED MARCH 31, 2024

REVENUES

Membership Dues: \$ 22,928.00

GIC Income \$ 77.77

Total Revenue: **\$ 23,005.77**

EXPENSES

Bank Fees: \$ 157.75

Insurance: \$ 4256.30

Business Licenses and Fees: \$ 11,080.00

Website Maintenance: \$ 380.00

Rentals: \$ 509.45

Accounting Fees: \$ 150.00

Awards: \$ 200.00

Travel Expenses: \$ 2413.23

Office \$ 453.29

\$ 19,600.02

TOTAL INCOME: **\$ 3,405.75**