

2018 Annual Report

Alberta Federation of Regulated Health Professions Society



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Vision

Promote and advance self-regulation by health profession regulators in their pursuit of excellence in serving the public interest.

Mission

Create opportunities that enrich and empower health profession regulators to learn, champion and collaborate for the advancement of regulation and policy that support colleges in their work to protect the public interest.

Chair Report

The Alberta Federation of Regulated Health Professions (AFRHP) exists as a group of member colleges whose purpose is to facilitate collective and collaborative action on the Health Professions Act (HPA) or other issues that may impact regulation. The ultimate vision of the collective is to promote and advance the regulation of the HPA in Alberta in the public interest.

This year, AFRHP strategically leveraged our resources to uphold our value, relevance and sustainability. Education and sharing were a primary focus, which was hastened with tight timelines introduced by Bill 21 in June.

Executive Committee

The Board appointed the Officers of the Society as follows:

Susan van der Heide, Chair
Richard Spelliscy, Vice-Chair
Tara Tremblay, Treasurer
Pree Tyagi, Secretary
Patricia Wheadon, Member at large

Board of Directors

The Board of Directors consists of representatives from each of the 29 colleges. The Board met three times in 2018; approved the 2018 budget and approved a 5% increase to the membership fee for 2019. A special meeting was called and held December 4, 2018 to discuss the urgent implications of Bill 21 which received royal assent on November 19, 2018.

Operations and Support

The Officers of the Society sit as the AFRHP Executive Committee (EC). This committee exists to ensure that objectives set out by the Board of Directors are fulfilled and it oversees the work of the Executive Director.

- EC met 7 times throughout 2018 to manage the day to day business and affairs of AFRHP
- Provided oversight to the Executive Director and all financial matters
- Planned and facilitated four meetings for AFRHP including coordinating the invitation of guests to such meetings, all in accordance with the Bylaws of AFRHP
- Released a commentary prepared by LRAC to assist members with their responses to the government on the sexual abuse by health professional feedback document

Communication

The AFRHP's purpose is to facilitate collective and collaborative action on the HPA and other legislation/issues that may impact us.



Andrew Douglas, Director of Health Professions Policy and Partnership, Alberta Health, met with the Board of Directors at each board meeting to keep the group apprised as to the workings of the HPA and other legislation issues.

Numerous correspondence with Alberta Health were initiated:

- EC and Legislative and Regulatory Affairs Committee (LRAC) met with Deputy Minister on January 31st to discussion delays to amendments to the common provisions of the Health Professions Act and profession specific regulations
- A One- pager was prepared and given to the Deputy Minister which outlined the issues, impacts and proposed working together on innovative solutions
- Initiated a request to meet again with the Deputy Minister for follow up at the end of June
- In June we wrote to Andrew Douglas to offer some general comments on the discussion document: Protecting Patients from Sexual Abuse by Regulated Health Professionals.
- Met with the Deputy Minister on June 22 and provided key messages regarding legislative delays and the sexual abuse proposed changes
- In August a high-level response to the Deputy Minister indicating support and willingness for collaboration on Bill 21 was prepared and delivered
- In September, correspondence to the Health Minister inquiring about a formal consultation on sexual abuse HPA amendments was presented
- November saw a second letter to the Health Minister reiterating support and interest in assuring that the best possible legislative changes are developed to increase public protection
- On November 27th email correspondence to the Assistant Deputy Minister was sent regarding concerns of Bill 21 timelines
- On December 15th, a letter to the Assistant Deputy Minister requesting funding to support the development of educational resources to support members in meeting their obligations under the Patient Relations fund was sent

Representation

The government values the presence of AFRHP representation on numerous provincial committees and workgroups. Member representatives attend and interact in these groups and provide reporting back to the AFRHP Board of Directors.

We thank these members for their contributions:

Collaborative Health Education and Practice Group - Richard Spelliscy, CAP

Community Health Information Stewardship Committee - Richard Spelliscy, CAP

Provider Registry Steering Committee - Joyce Vogelgesang, Physiotherapy Alberta

Health Information and Data Governance Committee - Patricia Wheadon, ACOT

Health Sector Security Committee – Patricia Wheadon, ACOT

**Connect Care Stakeholder Advisory Group - Jody Prohar, Physiotherapy Alberta,
Bryan Buell CARTA, Kathy Hilsenteger AFRHP**

THANK YOU!

Information Sharing

AFRHP is also a forum through which members and stakeholders share information to inform the collective about common issues. Numerous presentations were made to the AFRHP membership throughout the year.



- David Kay, from the College of Physicians & Surgeons of Alberta (CPSA), provided a presentation on Council's Roadmap for Integrated Electronic Health Records at the February 5th meeting.
- Marion Stuffco, Government Relations Advisor from CPSA, provided a short update on the LGBTQ Round Table they hosted on January 23rd.
- The newly appointed Deputy Minister Sussman attended the meeting May 7th to introduce himself to AFRHP members
- Assistant Deputy Minister Leann Wagner attended the February 5th meeting and provided an overview of the legislative process and assured the commitment of collaborating with AFRHP members to find solutions to the current roadblocks.
- Dr. Robert Hayward, Chief Medical Information Officer, of Alberta Health Services, attended the May 7th meeting and provided an update on Connect Care.

- Dr. Sharla King, Program Director, MEd Health Sciences Education program, of the University of Alberta, attended the May meeting and provided an update regarding changes to the Interprofessional Education course.
- Chris Henderson, of Calder Bateman, a strategist with Calder Bateman, a leading communication, advertising, marketing, design, public relations, digital and brand management agency here in Edmonton provided an overview of Advocacy and discussed the potential development of an Advocacy Strategy for the AFRHP.
- Duncan Worden, Director, Health Information Act, Policy Privacy and Security Unit and Rachel Hayward, Director, Compliance and Special Investigations Office of the Information and Privacy Commissioner provided a slide deck advising of the new requirements of the HIA for breach reporting which became in effect August 31st.
- Assistant Deputy Minister Leann Wagner attended the Oct 1st meeting and updated the members on the ongoing status of regulations changes and other legislative issues.

Education

AFRHP's internal focus is to work together to share information, develop resources, host seminars and enable each other to help fulfil our mandated regulatory roles.



- AFRHP partnered with Field Law to create a Complaint Review Committee (CRC) Guide which was completed and released for purchase in November.
- The AFRHP approved a proposal by the Continuing Competence Interest Group (CCIG) to initiate the planning of a continuing education workshop to be delivered in early 2019. The proposed workshop title is, 21st Century Regulation: Applying Risks and Supports Data for Healthy Professional Practice.
- AFRHP engaged Alberta Innovates to offer interested members the ARECCI Project Ethics course, held Jan 16th and 17th of 2018. The ARECCI ethics framework – called “Project Ethics” is one such tool that helps organizations manage the ethical risks in program evaluations, quality improvement initiatives, needs assessments, and innovations.

A regulatory education half day for AFRHP members was facilitated May 7th, with two speakers presenting:

- Brook Biggin, Founder - Edmonton Men's Health Collective and Regional Manager, Prairies - Community Based Research Centre for Gay Men's Health provided a presentation entitled “Gender Identity & Sexual Orientation -Basic Language, Terminology, & Why it matters”
- Eleanor Olszewski, and Jessica Buhler of MLT Aikins LLP provided a presentation entitled “High Times: Legalization of Cannabis”. They provided a brief history of cannabis in Canada, cannabis in professional discipline and cannabis at work.
- AFRHP engaged Field Law to provide a workshop on November 27th “Understanding and Implementing Bill 21” which provided AFRHP members and their staff with an in-depth

overview of each of the amendments to the HPA as a result of Bill 21, including timing as to when the changes will come into force.

Susan vander Heide

AFRHP Chair
College of Alberta Dental Assistants

Executive Director Report

The Alberta Federation of Regulated Health Professions (AFRHP) is a unique organization, with collaboration and sharing being its strength and its foundation. With the introduction of obligations related to Bill 21, this past year has been a time of intense collaboration and sharing amongst members, more than ever before.

Activities and Accomplishments

The AFRHP's activities and accomplishments for 2018 include the following:

- Meeting with the Executive occurs bi-monthly; agenda packages provided in advance and meeting notes were recorded, which are now housed on the member website;
- Regular meetings took place with Andrew Douglas, Director of Health Professions Policy and Partnership, Alberta Health, to provide a solid conduit for information sharing between Alberta Health and the AFRHP Executive;
- Maintenance of a “member-only” area that provides password-protected access to members. This workspace houses:
 - AFRHP resources and presentations
 - Boardroom area provides a library of meeting minutes, operational documentation and policies
 - Interest Group areas provides libraries of meeting notes, specific shared resources and contact listings
 - LRAC area provides a library of meeting minutes and working documents
 - Executive Committee area provides a library of executive meeting notes
- Established Scotia Connect to enable flexible options for banking and payments;
- Managed and coordinated meeting rooms, catering, speaker invitations, meeting packages and minutes preparation for four board meetings and two educational workshops;

- Worked with facilitator to plan an educational workshop on the ARECCI ethics framework which included 15 attendees for the one and a half day workshop;
- Assisted CLEAR with finding speakers for the June 21 Regional Symposium and acted as the moderator for the day;
- Supported the CCIG as the liaison to the Executive as they initiated the planning of the 2019 conference;
- Connected with the similar organizations that exist in BC, Ontario and New Brunswick. A communication tool was initiated to facilitate ongoing connection and sharing;
- Collaborated with Katrina Haymond and James Casey of Field Law to plan an educational workshop regarding the Implementation of Bill 21 - 58 attendees, with representation from 26 colleges;
- Worked extensively with AFRHP LRAC with regard to:
 - HPA and amendments
 - Bill 21
 - Initial work in establishing a proposal for a communication and engagement strategy for the AFRHP
- Facilitated and coordinated the approved project with Field Law to develop the Complaints Review Committee (CRC) Guide. This is now housed on the AFRHP website and has been purchased by over half of the AFRHP members;
- Attended the 2018 CNAR Conference - Connecting Canadian Regulators, held in Banff in June;
- General administrative duties included:



- Ensured the proper filing of Society Return and the renewal of director's and officer's liability insurance
- Website event calendar updates and management of minutes and resources for all committees
- Organization of the logistics for all meetings and the provision of speakers
- Annual Report preparation

It is my pleasure to be involved with an organization that demonstrates its commitment to collaboration that ensures regulatory excellence in the province of Alberta.

Kathy Hilsenteger CAE®
Executive Director

Legislative and Regulatory Affairs Committee Report

Committee Members:

Doug Cook, College of Dietitians of Alberta
Lyndsay Arndt, Alberta College of Combined Laboratory and X-Ray Technologists
Michael Neth, Alberta College of Speech Language Pathologists and Audiologists
Joyce Vogelgesang, Physiotherapy Alberta
Shirley Pate, College of Licensed Practical Nurses of Alberta
Kathy Hilsenteger – AFRHP Liaison

The Legislative and Regulatory Affairs Committee met five times in 2018. The committee lost one member this past year, Donn MacDougall left his position with the College and Association of Registered Nurses of Alberta. The committee did not replace Donn and has continued with five members.

The primary issues worked on in 2018 were:

- **Delays related to regulation amendments and common provisions to the HPA**
- **Development of a Communication and Awareness Strategy**

HPA and Regulation Amendments

The Legislative and Regulatory Affairs Committee (the Committee) met with the Deputy Minister in early 2018 to continue discussion on both the delays to the common provisions to the Health Professions Act and regulation amendments. The Committee provided a one pager listing the issues and revisited proposed solutions for dealing with the regulations backlog. Despite feedback that government was encouraged by the suggested solutions, there has been no movement towards implementing any of these solutions.

In March, the Committee prepared key messaging for members and encouraged them to write or meet with the Minister to utilize and enhance this messaging with some clear indication of their profession's specific challenges due to the outdated regulations.

The Committee met again with Deputy Minister Sussman in June 2018, to continue the discussions. While the Committee has been successful in meeting with government on these topics, there has been no movement on the part of government to remedy these issues.

Lack of progress with government led to a discussion among the AFRHP members for the need to strengthen the Federation's advocacy work.

Development of a Communication and Engagement Strategy

In April, the Committee met with Professor Les Hagen, a professor of public policy at the University of Alberta and noted for his leadership and advocacy work with Action on Smoking and Health. Mr. Hagen provided insight to the committee on effective advocacy with government.

Direction was given to the Committee at the May 2018 AFRHP meeting, to proceed with exploration of an outreach program. The Committee, working with the Executive Committee (EC), engaged the services of a communications strategist, Mr. Chris Henderson of Calder Bateman to begin work on a Communication and Engagement Strategy for the AFRHP. Mr. Henderson presented to the AFRHP at the October 2018 meeting. Following direction from the EC, the Committee continued their work with Mr. Henderson with plans to present a proposed strategy to the membership in 2019 and Committee Chair, Doug Cook presented on the work done to the AFRHP at the February 2019 meeting. Direction was provided by members at that meeting to continue on with work on the proposed strategy. Mr. Henderson will present a final work plan to the AFHRP at the May 2019 meeting.

Bill 21

In June of 2018, the government introduced Bill 21: *A Bill to Protect Patients from Sexual Abuse*. When the Bill was introduced, a discussion document was forwarded by government and AFRHP members were given a very short timeline to provide feedback. The Committee gathered and established a repository of responses that members had sent to government, analyzed to determine common issues. The Committee prepared a support commentary to assist members with their responses to the government.

In June, the Committee met with the Deputy Minister. The original discussion was to focus on the priority issues we had previously introduced to the Minister and Deputy Minister. Since the introduction of Bill 21 and the short timeline given for professions to respond, we reiterated the AFRHP's support for the Bill and appealed for strong consultation with AFRHP members. That meeting was followed up with a letter from the Executive Committee reiterating our request for strong and thorough consultation.

Respectfully submitted on behalf of the Committee

Doug Cook

Chair
College of Dietitians of Alberta

Complaints Process Working Group

The Complaints Process Working Group (CPWG) met in February, May and December for the 2018 year. The meetings were well attended by regulators from across professions.



CPWG was one of the early-formed working groups of the AFRHP and has provided a valuable forum in which to discuss how colleges exercise the complaints process under the Health Professions Act.

The group was led this year by Lyndsay Arndt, Alberta College of Combined Laboratory and X-Ray Technologists and Dr. Troy Jansen of the College of Alberta Psychologists in the position of Vice-chair.

Many issues of policy and process were addressed in 2018, including:

- best practice/role of a Complaints Director
- Alberta Court of Appeal decision about inducements and standard of review
- Cannabis in the workplace
- Website publication of disciplinary actions

Our December meeting primarily focused on Bill 21- Sexual Misconduct and Sexual Abuse legislation and the impact on the Health Professions Act- Part 4 as well as internal College complaints processes.

CPWG thanks the College and Association of Registered Nurses of Alberta for continuing to be such a gracious host for all our meetings.

Lyndsay Arndt

Chair
Alberta College of Combined Laboratory and X-Ray Technologists

Continuing Competence Interest Group

The Continuing Competence Interest Group (CCIG) is a forum for Alberta regulatory colleges to share and discuss the development, implementation, maintenance and evaluation of continuing competence programs (CCP). It is also an opportunity for collaboration and assistance on matters related to CCPs. The CCIG identifies legislative issues that impact CCPs; those concerns and comments are then forwarded to the AFRHP.



Over the past year, the CCIG held three meetings: February 6, May 8 and October 2. CCIG meetings typically involve representation from 12 - 20 Alberta regulatory colleges either in-person or by teleconference. The CCIG would like to thank the College of Paramedics of Alberta, Physiotherapy

Alberta College as well as the Association and the College of Licensed Practice Nurses of Alberta for being gracious meeting hosts.

Over the last year, the CCIG discussed many aspects of competence programs including audit processes, outcomes and repercussions, continuing education, strategy for competence programs, member engagement, competence assessments and practice visits, jurisprudence,

The most appreciated aspect of the meetings is the presentations provided by committee members on their College's CCP policies and process. These in-depth CCP overviews allowed for greater appreciation, rationale and troubleshooting for the various CCPs amongst colleges.

A subgroup was also formed to plan the 2019 CCIG educational event. Audrey Lowe (Physiotherapy Alberta College + Association), Deena Martin (College of Alberta Psychologists) and Phong Van (College of Physicians and Surgeons of Alberta (CPSA)) all volunteered to lead the event for 2019. CPSA also graciously provided administrative support for this event through Christine Bullen. The event is planned for February 7, 2019 and will feature three speakers: Dr. Susan Glover Takahashi (University of Toronto), Glenn Regehr (University of British Columbia) and Nigel Ashworth (University of Alberta/CPSA).

2018 saw a change in the committee Chair. Bob Westlake of the College of Dental Technologists of Alberta acted in the role and was succeeded by Dacia Richmond of the Alberta College of Medical Diagnostic and Therapeutic Technologists. Linda Findlay from the College of Licensed Practical Nurses of Alberta became Vice-Chair during 2018.

Dacia Richmond

Chair
Alberta College of Medical Diagnostic and Therapeutic Technologists

Registration Interest Group Report

The Registration Interest Group (RIG) met several times in 2018 – February 13th, May 8th, September 11th, December 3rd (teleconference), and December 13th.



The RIG is a forum for sharing information and discussing matters related to the registration process in accordance with the Health Professions Act (HPA). It provides an opportunity for collaboration and assistance on matters related to the registration process. To date the meetings of the RIG have focused on discussion of relevant issues.

Working groups were established to review issues surrounding Good Character and being registered with more than one regulated profession. This work is ongoing.

2018 saw the implementation of Bill 21 on November 19th, which has caused some changes to the way the Registration Department's may operate. RIG has served as a forum to share practices and initiatives on topics relevant to changing of process in light of Bill 21.

2018 included discuss on various topics of interest which included:

- Regulation of Military Personnel
- Incomplete Competency Requirements
- Fitness-to-Practice processes
- Regulation of Continuing Education providers
- Regulation about the need to recertify the administration of injections
- Criminal Record Checks/Convictions
- Ownership of facilities and restrictions
- Names on Applications & IDs
- Associate/Non-Practicing Members
- Sharing premises with another health professional and business
- English Language Requirements
- Renewal Periods, requirements and validating information
- College of Midwives' draft regulation amendments and the Continuing Competence Program

Bill 21 specific discussions included:

- Criminal Record Checks
- Timelines for validity of Criminal Record Checks
- Dealing with results of Criminal Record Checks
- Policies developed to date on Criminal Record Checks
- Public Registry changes

Discussion around the topic of Bill 21 changes continue into 2019. The interest group has seen increased participation since Bill 21 discussions started.

Melanie Therrien

Chair
College of Licensed Practical Nurses of Alberta

Hearings Director Interest Group Report

The Hearings Director Interest Group (HDIG) met three times in 2018 to discuss and collaborate on matters related to the administration of hearings and complaint reviews in accordance with the *Health Professions Act*. Meetings were hosted by colleges with a large enough meeting space on a voluntary basis. Thank you to this year's hosts: the Alberta Dental Association and College (January), the College of Physicians and Surgeons of Alberta (April), and the College of Medical Laboratory Technologists of Alberta (September).



2018 saw the completion of HDIG's review of the Handbook for Hearings Directors (Field Law). This review covered topics such as the appeals of Hearing Tribunal decisions, as well as general questions regarding the role of Hearings Director. At our April meeting, Beth George from the Alberta Ombudsman office presented to the group on administrative fairness, and what to expect when a complaint process is being reviewed by the Ombudsman.

This year also saw the creation a Frequently Asked Questions (FAQ) document to act as a repository of questions asked during the Questions & Answer portions of each meeting. This document is a product of the collaboration between HDIG members and is to be routinely updated.

Toni Harrison (Alberta College of Social Workers) acted as chair for 2018, and will continue in the role on the 2019. Adele Gendron (College of Physicians and Surgeons) acted as Vice Chair.

Upcoming 2019 HDIG meetings will focus on the following areas:

- Discussions regarding the implementation of Bill 21 legislation
- Continued updating of FAQ document
- Inviting guests to present educational information on our role as Hearings Directors

Toni Harrison

Chair
Alberta College of Social Workers

Education Program Approval Interest Group (EPAIG) Report

Mission

- Provide a forum for sharing of information and discussion on matters related to the education program approval process in accordance with the Health Professions Act (HPA);
- Provide opportunity for collaboration and assistance on matters related to the education program approval process;
- Facilitate educational opportunities on topics of interest to members;
- Identify and bring legislative issues forward to the Alberta Federation of Regulated Health Professions (AFRHP) which impact the education program approval process.



Activity

This group had three meetings in the 2018 calendar year. The focus of these meetings information sharing as each group shared its practices and processes on the approval of educational programs (see Appendix 1). Little activity has occurred after the May 4, 2018 meeting as a result of the summer schedule and the fall introduction of Bill 21. A spring meeting in 2019 is scheduled to determine next steps.

Gerald Spence

Chair
College and Association of Respiratory Therapists of Alberta

Audit Committee Report



Audit Committee Report 2018 Annual Report

Alberta Federation of Regulated Health Professions Society was incorporated in Alberta on 2016/10/24. Bylaw 12.13 provides that the books, accounts and records of the Treasurer shall be maintained at the office of the Society and audited at least once each year by a duly qualified accountant or by two Voting Members of the Society elected for that purpose at the annual meeting. A complete and proper statement of the standing of the books for the previous year shall be submitted by such auditor at the annual meeting of the Society.


The auditor shall audit the accounts, books and records of the Society and report on them to the Members. The audited financial report must show all income, expenditures, assets, liabilities, principal changes in assets and liabilities, and expenses and disbursements of the Society during the preceding fiscal year and which otherwise complies with any and all other requirements under the Act.

The Audit Committee was elected by the Board of Directors at the Annual General Meeting on May 7, 2018. We have audited the accompanying financial statements of the Alberta Federation of Regulated Health Professions Society which comprise the statement of financial position as at December 31, 2018.

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statement. We reviewed the internal controls relevant to the preparation and fair presentation of the financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Alberta Federation of Regulated Health Professions Society as of December 31, 2018, and its financial performance for the year then ended in accordance with generally accepted accounting principles.

Maureen Hussey 
College and Association of Opticians of Alberta
Date: March 19th, 2019

Holly Barry 
College of Hearing Aid Practitioners of Alberta
Date: March 19th, 2019

Alberta Federation of Regulated Health Professions Society

Statement of Financial Position

ASSETS

| CURRENT ASSETS | 2018 | | 2017 | |
|-----------------------------|-----------|----------------|-----------|----------------|
| Cash and Cash Equivalents | \$ | 151,728 | \$ | 60,668 |
| Accounts Receivable | \$ | 700 | \$ | - |
| Savings Account | \$ | 70,254 | \$ | 40,015 |
| Temporary Investments | \$ | 2,538 | \$ | 2,516 |
| Others | | | \$ | 1,578 |
| TOTAL CURRENT ASSETS | \$ | 225,219 | \$ | 104,778 |

LIABILITIES

| CURRENT LIABILITIES | | | | |
|----------------------------------|-----------|---------------|-----------|----------|
| Liabilities | \$ | 0 | \$ | 0 |
| Accounts Payable | \$ | - | \$ | - |
| Deferred Revenues | \$ | 94,095 | | |
| TOTAL CURRENT LIABILITIES | \$ | 94,095 | \$ | - |

EQUITY

| EQUITY | | | | |
|-------------------------------------|-----------|----------------|-----------|----------------|
| Retained Earnings | \$ | 131,124 | \$ | 104,778 |
| TOTAL LIABILITIES AND EQUITY | \$ | 225,219 | \$ | 104,778 |

Alberta Federation of Regulated Health Professions Society

Statement of Operations

Year Ended December 31, 2018

| REVENUES | 2018 | 2018 Budget | 2017 |
|---|-------------------|------------------|-------------------|
| Member Dues | \$ 88,500 | \$ 88,500 | \$ 88,500.00 |
| Workshop Revenue | \$ 36,520 | | \$ 16,225 |
| Disciplinary Hearing Training DVD Sales | \$ 3,600 | | \$ 5,350 |
| Resource Sales (Manuals) | \$ 7,200 | | \$ 10,200 |
| Interest | \$ 366 | | \$ 16 |
| Other | \$ 133 | | - |
| TOTAL REVENUES | \$ 136,319 | \$ 88,500 | \$ 120,291 |

| EXPENSES | | | |
|-----------------------|------------------|------------------|------------------|
| Operating Expenses | \$ 47,223 | \$ 52,500 | \$ 34,354 |
| Meeting Expenses | \$ 4,797 | \$ 6,000 | \$ 4,093 |
| Communications | \$ 1,805 | \$ 5,000 | \$ 12,766 |
| Resources & Projects | | \$ 10,000 | \$ 14,465 |
| ARECCI | \$ 1,858 | - | - |
| CRC Guide | \$ 10,500 | - | - |
| Bill 21 | \$ 18,550 | - | - |
| Professional Fees | \$ 4,592 | \$ 12,000 | \$ 9,126 |
| Financial Audit | - | - | - |
| TOTAL EXPENSES | \$ 89,325 | \$ 85,500 | \$ 74,804 |

Alberta Federation of Regulated Health Professions Society

Cash Flow Statement

| | 2018 | |
|--|------------|---------------|
| Net Income | \$ | 46,994 |
| Increase in Accounts Receivable | -\$ | 700 |
| Deferred Revenues | -\$ | 94,095 |
| Prepaid Expenses | -\$ | 2,339 |
| NET CASH PROVIDED BY OPERATING ACTIVITIES | -\$ | 50,140 |

Cash and Equivalents, End of Year

| | 2018 | |
|---|-----------|---------------|
| Net Increase/Decrease in Cash and Equivalents | -\$ | 50,140 |
| Cash and Equivalents, Beginning of Year | \$ | 95,778 |
| CASH AND EQUIVALENTS, END OF YEAR | \$ | 45,638 |

Alberta Federation of Regulated Health Professions 2018 Membership

1. Alberta College and Association of Chiropractors
2. Alberta College of Combined Laboratory and X-Ray Technologists
3. Alberta College of Medical Diagnostic and Therapeutic Technologists
4. Alberta College of Occupational Therapists
5. Alberta College of Optometrists
6. Alberta College of Paramedics
7. Alberta College of Pharmacists
8. Alberta College of Social Workers
9. Alberta College of Speech-Language Pathologists and Audiologists
10. Alberta Dental Association and College
11. College and Association of Acupuncturists of Alberta
12. College and Association of Registered Nurses of Alberta
13. College and Association of Respiratory Therapists of Alberta
14. College of Alberta Dental Assistants
15. College of Alberta Denturists
16. College of Alberta Psychologists
17. College of Dental Technologists of Alberta
18. College of Dietitians of Alberta
19. College of Hearing Aid Practitioners of Alberta
20. College of Licensed Practical Nurses of Alberta
21. College of Medical Laboratory Technologists of Alberta
22. College of Midwives of Alberta
23. College of Naturopathic Doctors of Alberta
24. College and Association of Opticians of Alberta
25. College of Physicians and Surgeons of Alberta
26. College of Podiatric Physicians of Alberta
27. College of Registered Dental Hygienists of Alberta
28. College of Registered Psychiatric Nurses
29. Physiotherapy Alberta College and Association

