

**ISSUE: PWC – ORGANIZATIONAL CAPACITY REVIEW REPORT
(PWC REPORT) – MPHA SPECIAL GENERAL MEETING
AGENDA ITEMS 3 A) B) & C)**

BACKGROUND:

The Manitoba Society of Pharmacists (MSP) Government Relations (GR) Committee met on October 7th, 2009 to review the PwC Report, dated September 28th, and the fifteen recommendations included therein. The following week at the request of the GR Committee, MSP President Mel Baxter, wrote to MPhA President Randall Stephanchew to request an opportunity for the MSP Board to meet with MPhA Council. The GR Committee wanted this meeting arranged prior to MPhA Council making decisions with respect to implementing, or responding, to the fifteen recommendations.

Initially it appeared that MPhA Council may be available on October 25th, 2009 to meet with the MSP Board. MSP was able to determine that most if not all Board members were prepared to meet on this proposed date. MSP was advised that Council was not able to meet, and that they would be meeting on October 26th, specifically to consider the PwC Report.

MSP was of the opinion that the only alternative was to provide Council with a brief summary of the positions and opinions the GR Committee adopted with respect to the fifteen recommendations included in the PwC Report. MSP would welcome the opportunity to review these responses with MPhA Council directly, as this would allow for more comprehensive input and discussion.

MSP RESPONSES TO THE PWC RECOMMENDATIONS: AGENDA ITEM 3 A)

3. A) MPhA Council should change the controls that govern the composition of Council by instituting a mandatory requirement that public representatives compose at least one third of the Council.

MSP RESPONSE: Bill 41 and Bill 18 both require that lay members constitute 1/3rd of Council so this recommendation will be implemented.

In the future there will be more lay members on the council so the makeup will have to change. It is suggested the size of council be increased to maintain the number of pharmacists on council. Currently there are twelve Councilors, eight pharmacists who are elected (or acclaimed), two lay members who are appointed, as well as the Dean of Pharmacy and MPhA Past-President both of whom are not elected (or acclaimed).

The following two scenarios were considered:

1. If the size of Council remains at twelve, the number of lay members increases to four (1/3), the Past President and Dean of Pharmacy continue to be non-elected Council members, then the number of elected Pharmacist Councilors would decrease from eight to six. There would effectively no longer be a majority of Council who are elected by the MPhA membership.
2. If the size of Council was increased to fifteen, the number of lay members would increase to five (1/3), the Past President and Dean of Pharmacy continue to be non-elected Council members, then the number of elected Pharmacist Councilors would remain at eight. This would ensure the number of elected Councilors does not decrease. In addition the number of elected Councilors (eight of fifteen) ensures that the MPhA membership continues to have the ability to elect a majority of Councilors.

The GR Committee recommends the second option and suggests Council consider increasing the size of Council to fifteen.

- 3. B)** The MPhA Council should develop a strategy, through consultation with the MPhA membership, to ensure the composition of Council results in balanced and proportional representation of the various areas of practice of pharmacy.

MSP RESPONSE: Composition of Council must be balanced. In principal there is agreement with the recommendation which is currently a model for pharmacy in other jurisdictions. It was agreed that in theory this is would be an appropriate outcome and it was recognized that it will be challenging to implement. It was agreed that the details are hard to determine but that area of practice would have to be the focus. All recognized sectors of the pharmacy profession need to be considered.

The GR Committee also suggests that an elected new practitioner position on Council be considered.

- 3. C)** The Council should consider moving to staggered terms for the Councilors so that entire Council is not subject to coincidental renewal every two years.

MSP RESPONSE: It was suggested that the MPhA should take this under consideration and look at models from other organizations (CPhA). Staggered terms offer benefits and disadvantages. Although some level of stability on Council would be achieved, elections every year could create annual changes to Council members which may detract from Council's cohesiveness and effectiveness.