

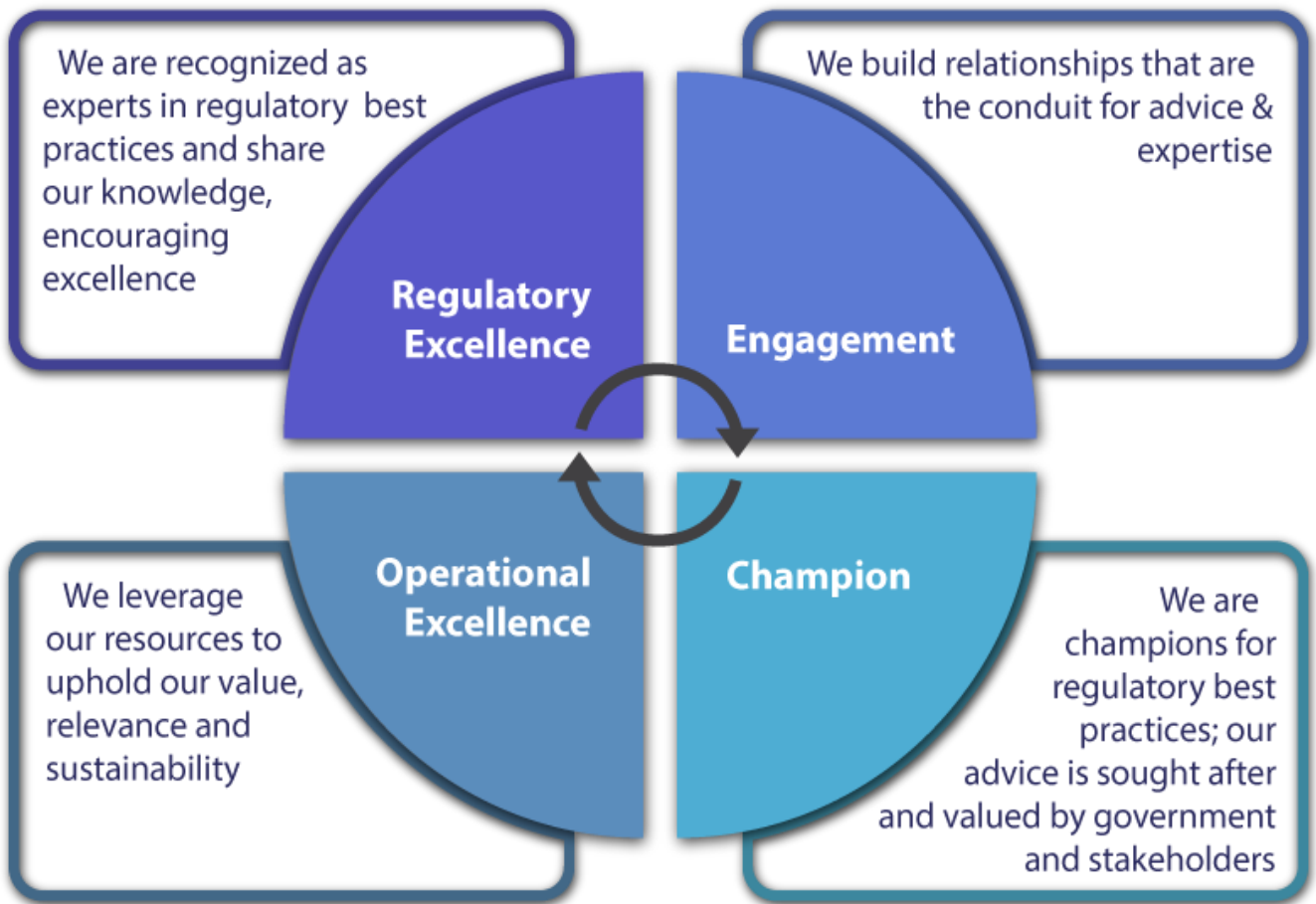


## Alberta Federation of Regulated Health Professions Society



## 2017 Annual Report

[www.afrhp.org](http://www.afrhp.org)





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## Chair 2017 Annual 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, the members focused on developing a vision and mission that further articulate our purpose, who we serve, who our client is and what is of value to our clients and those we serve. This rigorous and challenging process undertaken by the members will serve to guide the Federation into the year 2020 and beyond.

### Executive Committee

The Board appointed the Officers of the Society as follows:

Richard Spelliscy:	Chair	Susan van der Heide:	Vice-chair
Tara Tremblay:	Treasurer	Paul Hu:	Secretary
Pree Tyagi:	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 2017 and approved the 2018 Business Plan, the 2018 budget and membership fee.

Members participated in a “Designing our Future” workshop facilitated by Katie Soles of Soles & Company. The group worked to determine areas of focus that are consistent with a collegial learning organization to guide the Federation into the year 2020. At the end of the session, a small workgroup was formed to further review the notes from the workshop and bring back a recommendation for a guiding document for adoption by the Board of Directors.

The newly developed Vision and Mission were adopted by the Board at the October meeting.

### 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.

## **Operations and Support**

The Officers of the Society sit as the AFRHP Executive Committee. 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.

- The Policy Manual underwent extensive revision to ensure AFRHP policies align with the bylaws.
- A new website was launched.
- A “members only” section of the website was designed to better share AFRHP membership information and resources of interest to all members.
- The Terms of Reference were reviewed with all interest groups and reworked for consistent language and intent.
- The Business Plan was developed based on the four strategic areas identified in the Focus 2020 planning session.
- Facilitated a new chequing and savings bank account under the name Alberta Federation of Regulated Health Professions Society at the Scotiabank Southgate branch and transferred all monies to the new account.
- Obtained a credit card for the AFRHP, with a \$2,500 limit and corresponding security deposit of \$2,500.
- An annual member satisfaction survey was undertaken.

## **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.
- Shawn Knight, Executive Director, Health Human Resource Planning and Strategy Branch, Alberta Health, attended the October meeting and shared the work and strategies for public member appointments.
- The AFRHP Chair and two representatives from the Legislative Review Committee met with Minister Sarah Hoffman in December to discuss the impact of the long delays in amending both the common provisions of the HPA and numerous outstanding regulation amendments for individual colleges. AFRHP expressed their keen interest to collaborate and innovate together to streamline and improve processes to better enable our members to regulate in the public interest of all Albertans. A follow up meeting with the Deputy Minister in early 2018 is anticipated.

## 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.

*Collaborative Health Education and Practice Group* - Richard Spelliscy, CAP

*Provincial IPC Leadership Committee* - Stacie Bryan, CRDHA; Susan van der Heide, CADA

*Provider Registry Steering Committee* - Joyce Vogelgesang, Physiotherapy Alberta

*Health Information and Data Governance Committee* - Patricia Wheadon, ACOT

## 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 “Natural Disasters: A Regulators Response in Support of its Members”.
- Leanne Loranger from Physiotherapy Alberta and Dale Cooney from the Alberta College of Pharmacists presented on the “Blood and Body Fluid Exposure” (BBFE) Resources. Their project objectives were to develop user-friendly educational resources, promote prevention of BBFEs, standardize the knowledge and management of BBFEs across all healthcare settings and actively communicate resources to all regulated health professions.
- Jim Casey from Field Law provided a presentation on “Third Party Regulatory Practice Reviews”.
- Justin Reimer, Assistant Deputy Minister of Innovation and Strategic Operations, Alberta Health, came to a meeting and discussed the work with primary care networks to ensure more services are available closer to home for all Albertans.
- Jason MacDonald, Environmental Public Health Advisor, Alberta Health, shared a presentation explaining personal services regulation and reported on the current work to expand the scope of regulated personal services, reduce physical injury arising from personal services, reduce infections arising from personal services and improve compliance with regulation and standards.
- Penny Rae, Alberta Health Services’ Chief Information Officer, and Barb Kathol, Senior Program Office, Connect Care, presented on the provincial Clinical Information System (CIS).
- Quinn Mah, Executive Director, Information Management Branch, Health Information Systems Division, Alberta Health, gave a presentation to engage, create awareness and foster support for the Information Sharing Strategy (ISS) and Integrated Health Records (IHR).
- Alberta Ombudsman Marianne Ryan and staff Diann Bowes shared the approach of the Ombudsman office and Ms. Ryan’s general philosophy in relation to issues related to the regulatory colleges.
- Dr. Ward Flemons, Medical Director, Health System Improvement-Health Quality Council of Alberta (HQCA), provided two presentations: “Health Quality and Safety Management Framework” and “Just Culture”.

## 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 two new resources for members: "Appeals of Hearing Tribunal Decisions: A Guide for Council" and "Appeals of Registration Decisions: A Guide for Council".
- The Continuing Competence Interest Group (CCIG) of the AFRHP offered a continuing education workshop entitled "21<sup>st</sup>-Century Alternatives and Options" on February 23, 2017. This was a very successful event with 78 of the attendees affiliated with 24 Alberta Health professions' regulatory colleges. Six attendees were affiliated with three out-of-province health regulatory colleges.

The Focus 2020 planning session we undertook this year emphasizes our commitment to maintaining a collegial organization that is committed to regulatory excellence and collaborating to effectively meet our public interest mandate. The Executive Committee has worked diligently to manage the business affairs of AFRHP ensuring that all administration and financial obligations are up to date. This is to ensure that the organization can stand alone and has a well established organizational framework. It has been a privilege to serve as Chair and work with such a fine committee, and I thank the membership for the opportunity. Finally, and most importantly, I would like to thank Kathy Hilsenteger for her willingness to accept the Executive Director role for AFRHP. Truly, much of the success of this year is attributed to her.

Richard Spelliscy, College of Alberta Psychologists  
AFRHP Chair



## Executive Director 2017 Annual Report

The Alberta Federation of Regulated Health Professions (AFRHP) is a unique organization, with collaboration and sharing being its strength and its foundation. As Executive Director, I have enjoyed working with the Executive Committee to strengthen our organization to support our mission to learn, champion and collaborate for the advancement of regulation and policy that support colleges in their work to protect the public interest.

### Activities and Accomplishments

- Developed new website “member-only” area that provides password-protected access to members.
  - AFRHP resources and presentations
  - Boardroom Area provides a library of meeting minutes, operational documentation and policies
  - Interest Group Areas provide libraries of meeting notes, specific shared resources and contact listings
  - Legislative Review Committee provides a library of meeting minutes and working documents
  - Executive Committee provides a library of executive meeting notes
- Worked with the Executive Committee and legal counsel to establish new Terms of Reference for the Executive Committee that were consistent with the Bylaws.
- Completed Policy Manual revision and augmentation and brought it to the Board for approval at the May meeting.
  - Four new policies were added
  - The Terms of Reference for all interest groups were re-worked for clarity and consistency
- Established new bank accounts with new Society name. Online viewing made available, and Executive Director added as a signatory. Savings account established and an AFRHP credit card obtained.
- Facilitated the request for proposal process for the selection of a facilitator to lead the Board of Directors in a strategic focus session. Executive selected Katie Soles of Soles & Company.
- Executive Director worked with facilitator to plan the Focus 2020 session and develop strategic focus recommendations for the Board. Completed June 2017 with recommendations for Board consideration at the fall meeting.



- Meeting with the Executive occurs monthly; agenda packages provided in advance and meeting notes done for each meeting, and now housed on the member website.
- Regular meetings 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.
- Facilitated a meeting of the AFRHP Legislation Review Committee with the Minister of Health to discuss the impact of the long delays in amending both the common provisions of the Health Professions Act and numerous outstanding regulation amendments for individual colleges.
- Completed the approved project with Field Law to provide AFRHP with two guides, the first having the working title of “Appeals of Hearing Tribunal Decisions: A Guide for Council” (the “Appeal Guide”) and the second having the working title of “Reviews of Registration Decisions: A Guide for Council” (the “Registration Guide”). These are now housed on the AFRHP website and have been purchased by over half of the AFRHP members.
- Initiated the planning and delivery of an educational workshop on the ARECCI ethics framework called “Project Ethics”. This tool can be used to help organizations manage the ethical risks in program evaluations, quality improvement initiatives, needs assessments and innovations.
- Designed and managed a member satisfaction survey and provided the results for discussion with AFRHP members.
- Assisted with the formation of a new interest group: The Education Program Approval Interest Group.
- General administrative duties:
  - 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
  - Organization of the logistics for three board meetings and the provision of speakers
  - Annual Report preparation

I believe that the AFRHP has continued to mature as an organization and clearly demonstrates its commitment to regulatory excellence. I am pleased to be part of this journey!

Kathy Hilsenteger CAE®  
Executive Director



## Legislative and Regulatory Affairs Committee 2017 Annual 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  
Donn MacDougall, College and Association of Registered Nurses of Alberta  
Joyce Vogelgesang, Physiotherapy Alberta College and Association  
Shirley Pate, College of Licensed Practical Nurses of Alberta  
Kathy Hilsenteger – AFRHP Resource

The Committee welcomed the addition of Joyce Vogelgesang, Donn MacDougall and Shirley Pate this year.

At the May 2017 board meeting, the Executive Committee (EC) recommended a change to the Terms of Reference (TOR) for the Legislative Review Committee to provide a wider scope for review of all relevant legislation, not just the Health Professions Act (HPA). In addition, the EC recommended changes to the membership criteria and appointment process. The membership supported the changes and the TOR were approved in the fall with the following changes:

- New name - Legislative and Regulatory Affairs Committee
- The number of minimum members changed to four with a quorum of three
- Designation of a chair annually
- The committee reporting to the EC, with the Executive taking forward any communication to the Board as appropriate
- Clear reflection that meeting or communicating with the government is undertaken with direction from the EC
- Expanded committee membership and appointment process

Doug Cook was appointed as the Chair of the Committee.

The primary issues carried forward from 2016 were continued delays related to:

- Proposed amendments to the HPA
- Regulation amendments
- Abandoned health records

## **HPA and Regulation Amendments**

Alberta Health had committed to re-initiating consultation on HPA common provisions and amendments with federation members with a goal of forwarding a draft to a legislative drafter by the end of April 2017. The Committee did not meet during this time as they anticipated responding to the planned consultation. However, this process was delayed and introduction of the legislative amendments was postponed to 2018.

The Committee met November 9 to review the lack of action on the HPA common provisions and amendments and the significant ongoing delays for regulation amendments required by many of the colleges. The Committee undertook a survey of all members to collate a listing of the issues each college was experiencing as it relates to their individual regulations. The Committee synthesized this information and requested a meeting with Minister Sarah Hoffman.

A meeting between the Committee and the Minister and Deputy Minister took place December 18; the Committee discussed the impact of the lengthy delays and advocated for consideration of alternative models and/or processes. Overall, Minister Hoffman was receptive to discussion of the issues and seemed interested in the proposed solutions the Committee had brought forward.

The Committee plans to meet with the Deputy Minister again in early 2018 to explore the recommendations we had made for possible solutions.

## **Abandoned Health Records**

Alberta Health has indicated that regulations are in the drafting stage; however, this is not a priority and progress is extremely slow.

Doug Cook, College of Dietitians of Alberta  
Chair



## Continuing Competence Interest Group 2017 Annual Report

The Continuing Competence Interest Group (CCIG) is a sub-group of the Alberta Federation of Regulated Health Professions (AFRHP). It 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 face-to-face meetings: March 7, May 26 and October 17. CCIG meetings involve representation from 15 - 20 Alberta regulatory colleges.

The CCIG meetings are hosted by alternating colleges that possess adequate meeting space and conference call capabilities. Special thanks to Lucille Lavergne, College of Alberta Dental Assistants, for volunteering to take minutes at our meetings. As the CCIG meetings would not occur without these provisions, the CCIG acknowledges and appreciates the generosity of these colleges.

Over the last year, the CCIG discussed many aspects of competency programs including:

- Member management survey tool
- Terms of Reference review
- Educational Report review
- Practice hours and how they relate to competence
- Enforcement
- Fines dealing with enforcement for non-compliance
- Medical device reprocessing
- CNAR-risk factor profile, thought exchange
- IT security

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

Throughout 2017, Bob Westlake of the College of Dental Technologists of Alberta acted in the role of CCIG Chair. Barbara Haigh, from the College and Association of Registered Nurses of Alberta served as Vice-chair.

Bob Westlake, College of Dental Technologists of Alberta  
Chair



## Hearings Director Interest Group 2017 Annual Report

The Hearings Director Interest Group (HDIG) met three times in 2017 and discussed matters related to the administration of the hearing process in accordance with the Health Professions Act. These meetings provide an opportunity for collaboration and assistance on matters related to the complaint review process as well as hearings and appeals.

Nineteen colleges actively participated in meetings, either in-person or via teleconference. Meetings were hosted by colleges with a large enough meeting space and on a rotational basis. Thank you to this year's hosts: College of Medical Laboratory Technologists of Alberta (January), College of Physicians and Surgeons of Alberta (April), and the Alberta College of Social Workers (September).

Following the recommendation of Kathy Hilsenteger, Executive Director of the AFRHP, HDIG reviewed sections of the Hearings Director Handbook each meeting. Topics covered included the Review of a Dismissal of a Complaint, Hearings Tribunals, and the Appointment of the Hearings Director. The diverse range of experience in HDIG led to excellent discussions on these topics.

Sharing of information regarding training opportunities and resources were large parts of this year's discussions. The most highly recommended training opportunities were the Field Law workshop, and the Field Law Hearings Tribunals Essentials DVD available from AFHRP. HDIG has decided to continue to share training opportunities at meetings but not to establish a working group as each college tends to have college and profession-specific training needs.

Roundtable discussions, a standing item on each agenda, wherein each member is given an opportunity to present a question to the group continues to be an insightful staple of each meeting. Out of these fruitful discussions, the group determined there was great need in developing a FAQ document for Hearings Directors which answers common questions brought up during roundtable discussions and via email between meetings. A working group was established to move this project forward.

Margaret Morley stepped down from her role as Chair at the September 2017 meeting. HDIG is thankful for all her work over the years in fostering and leading HDIG. Toni Harrison of the Alberta College of Social Workers, and Adele Gendron of the College of Physicians and Surgeons of Alberta were elected as Chair and Vice-chair respectively.

Upcoming 2018 Projects will focus on these three areas:

- Development of FAQ/Q&A document to be posted on AFHRP website for hearings directors
- Inviting guests to present educational information on our role as hearings directors
- Continue review of 2013 Handbook for Hearings Directors

Toni Harrison, Alberta College of Social Workers  
Chair



## Registration Interest Group 2017 Annual Report

The Registration Interest Group (RIG) met three times in 2017: February 8, May 30 and October 17.

The RIG is a forum for sharing information and discussing matters related to the registration process in accordance with the Health Professions Act. 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.

2017 saw the RIG embark on a project to explore guidelines for the assessment of good character as relating to profession regulation. This project is ongoing and will continue to develop throughout 2018.

Subjects of interest that were discussed in 2017 included:

- Criminal record checks
- Registration committees
- Regulated members working in non-regulated jurisdictions
- Supervision of regulated members
- Online applications
- Public register
- Competence assessment
- Refunds

This interest group has regular participation from the regulators throughout Alberta and is continuously reviewing relevance to the current regulatory environment.

Melanie Therrien, College of Licensed Practical Nurses of Alberta  
Chair



## Complaints Process Working Group 2017 Annual Report

The Complaints Process Working Group (CPWG) met four times in 2017. The meetings were well attended. The group was one of the early-formed working groups of the AFRHP. It has provided a valuable forum in which to discuss how colleges exercise the complaints process under the Health Professions Act.

The group was lead this year by Dr. Brian Gushaty of the Alberta College and Association of Chiropractors, and at the February meeting CPWG Vice-chair, Lyndsay Arndt of Alberta College of Combined Laboratory and X-Ray Technologists was elevated to the Chair position for the ensuing year. The annual election at the February meeting also elected Dr. Troy Jansen of the College of Alberta Psychologists to the position of Vice-chair.

Many issues of policy and process were addressed through the year, and this year saw the opportunity for the CPWG to provide mentoring to newly appointed complaints directors at a variety of colleges. With the retirement of Mr. Peter Hourihan, the CPWG also looks forward to inviting the new Alberta Ombudsman, Marianne Ryan, to a conversation in the upcoming year.

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

Brian Gushaty, Alberta College and Association of Chiropractors  
Chair



## Education Program Approval Interest Group 2017 Annual Report

We are so energized by the newly convened Education Program Approval Interest Group under the auspices of the Alberta Federation of Regulated Health Professions.

Our first meeting was November 22, 2017. It was during this first meeting we learned that we share many aligned priorities and challenges and had much to discuss. We opted to share experiences related to accreditation versus approval at our January 17, 2018 meeting, and have plans to come together on alternating months. All are committed to financial support from the group by rotating the site for hosting and sharing food and beverage costs.

To date we have appointed Sandra Young as Chair, Gerald Spence as Vice-chair, and Jennifer Tewes as Secretary. Our Terms of Reference have been finalized and we are now set up to share documents thanks to the Federation. Interest has been demonstrated by the participation of representatives from 14 colleges.

Future agenda items:

- Supervision of students
- Clinical placements
- Clinical hours vs simulation
- Role of regulator vs professional association
- Value of site visits
- Impact of education approval on labor mobility
- Collaborative relationship with programs vs role of regulator as authority
- Role of the public in partnering in decision making/accountability of the regulator post-degree program approval
- Approval of a new program vs reapproval of a revised program

Future goals:

- Opportunity to review approval processes, standards, criteria and policies
- Inviting experts and speakers
- Plan a conference in collaboration with AFRHP with a focus on education program approval?
- Is it possible to create a common provincial approval process for all health professional degree granting programs?

Sandra Young, College and Association of Registered Nurses of Alberta  
Chair





## **Audit Committee Report 2017 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 25, 2017. 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, 2017.

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, 2017, 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

Pat Wheadon  
Alberta College of Occupational Therapists

Date: March 7, 2018

# Financial Statements 2017 Annual Report

## ALBERTA FEDERATION OF REGULATED HEALTH PROFESSIONS Statement of Operations January 1, 2017 to December 31, 2017

	Actual 2017	Budget 2017	Actual 2016
<b>REVENUE:</b>			
<b>Membership Dues</b>	\$88,500	\$88,500	\$83,000
<b>Disciplinary Hearing Training DVD Sales</b>	5,350		2,400
<b>CCIG Workshop</b>	16,225		
<b>Resource Sales</b>	10,200		550
<b>Interest</b>	16		
Total Revenue	120,291	88,500	85,950
<b>EXPENSES:</b>			
<b>Operating Expenses</b>	33,289	51,000	35,183
Office Expenses	164		
Bank Charges	164		
Salaries & Wages	33,289		
<b>Meeting Expenses</b>	4,093	6,000	3,143
<b>Communications</b>	12,766	10,000	7,296
<b>Projects</b>	8,165	5,000	721
CCIG Workshop	8,165		1,618
<b>D&amp;O Insurance</b>	900	1,500	0
<b>Financial Audit</b>	0		0
<b>Legal and Professional</b>	9,126	12,000	
Legal	5,482		
Professional	3,644		8,535
<b>Resources (Appeals Manual)</b>	6,300		10,500
Total Expenses	74,804	85,500	66,996
<b>NET INCOME</b>	\$45,488	\$3,000	\$18,954

**ALBERTA FEDERATION OF REGULATED HEALTH PROFESSIONS**  
**Statement of Cash Flows**  
**January 1, 2017 to December 31, 2017**

	<b>Actual 2017</b>	<b>Actual 2016</b>
<b>OPERATING ACTIVITIES:</b>		
<b>Cash from Operations</b>		
Excess (Deficit) of Revenue for the Period	\$45,488	\$18,667
<b>Increase (Decrease) in Non Cash Working Capital Balances Related to Operations</b>		
Accounts Receivable		
Prepaid Expenses		
Accounts Payable and Accrued Liabilities		
Unearned Membership Fees		
Net Cash from Operating Activities	45,488	18,667
<b>INVESTING ACTIVITIES:</b>		
Purchase of Equipment/Inventory		2,086
Proceeds on Disposal of Equipment		
Net Cash Used in Investing Activities		2,086
<b>Increase (Decrease) in Cash During the Year</b>	45,488	18,667
<b>CASH AT BEGINNING OF THE YEAR</b>	55,410	36,743
<b>CASH AT END OF THE PERIOD</b>	\$100,898	\$55,410

**ALBERTA FEDERATION OF REGULATED HEALTH PROFESSIONS**  
**Balance Sheet**  
**December 31, 2017**

	2017	2016
<b>Assets</b>		
<b>Financial Assets</b>		
Cash	\$60,668	\$55,410
Savings	40,015	-
Short Term Investment	2,516	-
<b>Total Financial Assets</b>	103,199	\$55,410
<b>Plant, Property and Equipment</b>		
Equipment	1,530	1,947
<b>Intangible Assets</b>		
Software	48	160
<b>Total Assets</b>	104,778	57,517
<b>Liabilities</b>	-	-
<b>Equity</b>	\$104,778	\$57,517



## Alberta Federation of Regulated Health Professions 2017 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