

AGM 2002: A Time To Review, A Time To Renew

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Throughout its 55 years, the CSHP has been through many periods of change. Although change often proves challenging, the challenge is a necessary stress, enabling organizations such as ours to develop and thrive. Implemented well, change can help legitimize the mission of an organization or clarify its role. It can provide fresh starts and new opportunities.

CSHP's 2002 Annual General Meeting (AGM) was one such opportunity, offering a chance for each of us to reflect on the work of the Society as it has figured on our individual radars. In addition, it was an occasion to connect with one another and our broader mission, as well as an opportunity to find out what our volunteers and staff have been doing. The year just past, 2001/2002, was an eventful year for the Society, and I would like to share with you some of our many accomplishments.

CSHP has a long history as a proactive member of the pharmacy community. Throughout the years, CSHP members have been recognized by our external partners for our commitment to the development of the profession of hospital pharmacy. In 2002, CSHP members provided input to Commissioner Romanow's Commission on the Future of Health Care in Canada. Likewise, CSHP continues to play a key role in the work of the Coalition on Medication Incident Reporting and Prevention and the Royal College of Physicians and Surgeons' group examining medical error prevention. Earlier this year, CSHP released position papers on pharmacist prescribing and the role of the pharmacy technician, 2 key documents that support the direct patient care role of the pharmacist and the role of the pharmacy technician in improving patient outcomes. Each of these efforts represents CSHP's role in the evolution of our profession.

As the Society has evolved, it has continued to provide high-quality educational opportunities for our members through the Professional Practice Conference, the AGM, and the *CJHP*, and the excellent program offered during this year's AGM in Vancouver was no exception. Our Pharmacy Specialty Networks are

growing both in numbers and in participation, as members recognize the need to maintain these networks within their specialized practices. In addition, CSHP has taken a proposal to the Canadian Council on Continuing Education in Pharmacy (CCCEP) to investigate obtaining continuing education (CE) provider status for our Society, and we anticipate a positive response. CE provider status will help to streamline our processes for providing continuing education while ensuring that the programs we deliver get accredited.

This year's AGM also saw the approval of a new position paper, "Potential impact of implementing an entry-level doctor of pharmacy degree in Canada", and the release of our new "Standards of Practice". Work has already started with the faculties of pharmacy across the country to ensure that they are aware of the Society's position on the entry-level PharmD issue, and with the new Standards of Practice, CSHP will continue to "set the bar" for pharmacist practice across the country.

Our residency programs also continue to evolve and grow. This year, the Canadian Hospital Pharmacy Residency Board will institute a national pharmacy residency matching program for residents beginning their programs in 2003/2004. This program will help to support the continued growth of Canadian residency programs.

Our success has not come without significant challenges. Our willingness to face the issues head-on has resulted in a strong, action-oriented agenda for the Society. I am pleased to be able to share with you these plans for the current year.

CSHP Council approved the formation of a Governance Task Force, charged with reviewing and



evaluating the current structure of our Society and the roles of the Executive, Council, the Executive Director, and even the branches. The first phase of the task force's work focused on the roles of the Executive, Council, and the Executive Director, and the recommendations from this phase will be reviewed by Council in November of this year. The Governance Task Force will also examine the roles of our volunteers. CSHP has always been a member-driven organization, fuelled by the work and support of our volunteers. This is one of our greatest strengths, yet it also represents one of our greatest potential liabilities. Healthy volunteers mean a healthy Society, and we must be careful that our demands for voluntary activities do not exceed members' capacity to volunteer (and remember that they lead very busy lives outside of the Society as well). We recognize the need to re-evaluate how we can best serve the needs of CSHP while protecting the well-being of our invaluable pool of volunteers.

The second phase of the Governance Task Force's review and recommendations are expected for the midterm Council meeting in March 2003. This phase will examine how the national organization and the branches interact and how key committees such as the Finance Committee are structured. Recommendations from this phase will focus on strengthening these relationships and structures. Potential bylaw changes arising from the recommendations will be circulated to all CSHP members and voted on during AGM 2003, at which time accepted recommendations will take effect.

CSHP Council has also recognized the need for a more focused look at both strategic planning and goal-setting. Council will be trying to identify clearly the Society's core services and to determine how to ensure that the work we do matches the priorities that have

been set. We anticipate that the strategic framework for CSHP will continue to reflect these developments, one aspect of which will be the transition to a new Vision Liaison officer at AGM 2003.

Other commitments that Council made for the current year included the creation of a Search and Selection Committee to replace our Executive Director and the contracting of an Interim Executive Advisor for the office. I am happy to report that Bonnie Salsman has already been appointed as our Interim Executive Advisor, and the Search and Selection Committee has begun its work.

Throughout all of these changes, CSHP continues to rely on the strong and committed staff working in our office in Ottawa. They continue to provide seamless high-quality services to our members.

In financial terms, Council is committed to a balanced budget in 2002/2003. Further, Council has committed to rebuilding the financial reserves of the Society over the next 5 years. Strong membership numbers will help us to realize this goal, and members have responded by continuing to support the Society even in these times of change. We thank you for this.

In sum, I believe that CSHP is and will continue to be the voice of hospital pharmacy in Canada. We will remain a strong and autonomous Society well into the future. I know that the incoming Council, under the strong leadership of our new president, Mike Gaucher, is committed to our future and our continued success. The past year was one of significant change, but I believe it will prove the catalyst that ensures our renewal as a stronger Society, more in touch with the needs of our members.

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