

October 27, 2023

Minister Siobhan Coady
Dept. Of Finance
Main Floor, East Block
Confederation Building
P.O. Box 8700
St. John's, NL A1B 4J6

Dear Minister Coady,

The Canadian Society of Hospital Pharmacists (CSHP) represents pharmacy professionals working in hospitals and other collaborative health care settings. Many of our members within Newfoundland are affected by the recent decision of the Association of Allied Health Professionals (AAHP) to declare an impasse to collective bargaining due to several key issues not addressed by the provincial government. These issues include the job evaluation system leading to unequal pay for work of equal value, as well as longstanding, unpensionable labour market adjustments for hospital pharmacists and other allied health groups.

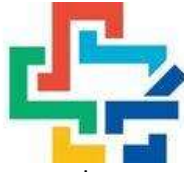
Hospital pharmacists play a critical role in the delivery of healthcare within Newfoundland and Labrador. We ensure safe, effective, and fiscally responsible medication use within hospitals and other healthcare settings, we help patients safely transition into and out of the hospital, and are integral to the provision of chemotherapy treatments in cancer care. We provide direct patient care in a wide range of clinical areas in both inpatient and outpatient settings including dialysis, cardiac surgery, intensive care, internal medicine, infectious diseases, psychiatry, and corrections, to name but a small few.

As summarized in our 2021 submission to the health accord (the direct link to our [full submission](#) and [summary presentation](#) can be found on [our website](#)), hospital pharmacists prevent medication harm, prevent hospital readmissions, improve the quality of care delivered to patients, and save the healthcare system \$4 for every \$1 they receive in pay. The final report of the health accord recommends multiple important areas where pharmacists should be added to healthcare teams and should have increased scope of practice.

We are hearing from our members that not only is there not enough staff to expand into all of the areas the health accord (and we) would like to expand, but there are not even enough staff to continue operations at the current level. Many of our hospital pharmacy departments are having to reduce operational hours and/or reduce clinical pharmacist hours spent in direct patient care due to significant pharmacy staff shortages. As well, we are hearing from our pharmacy student members that they are not able to considering working in the hospital setting due to the low rate of pay compared with community pharmacist job opportunities.

As the NL branch for CSHP, we urge the provincial government to engage with conciliation and deliver a fair and competitive collective agreement for hospital pharmacists and other allied health professionals. We want to do more for patients of Newfoundland and Labrador and help be part of the

Canadian Society of
Hospital Pharmacists



Société canadienne des
pharmaciens d'hôpitaux

solution to our provincial healthcare challenges, but we cannot do that without adequate staff. To ensure adequate staff we need to receive pay that is fair when compared with pay for equally difficult jobs within NLHS, and pay that is comparable to what hospital pharmacists in Atlantic Canada and community pharmacists in NL receive.

CSHP NL urges you resolve this collective bargaining impasse, and provide a contract that is fair and competitive, so that our hospital pharmacists and other allied health professionals can keep providing the high quality, proactive care that the residents of Newfoundland and Labrador want and deserve.

Thank you,

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cc:
Tom Osborne, Minister of Health and Community Services
Jim Dinn, NDP Party Leader
Tony Wakeham, Leader of the Opposition
Paul Dinn, Health Critic