

2009/2010

annual report



AWARE-NS is funded by the Nova Scotia Department of Health



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Mission Beliefs Vision & Values

AWARE-NS MISSION

Working with stakeholders and partners to promote and improve safety and health in Health and Community Services workplaces.

AWARE-NS BELIEFS

We believe that:

A healthy and safe workplace is a basic right.

All workplace injuries must be prevented.

Everyone must be a leader in workplace health and safety.

AWARE-NS VISION

Our vision for Health and Community Services in Nova Scotia:
Safe and healthy people; safe and healthy workplaces.

AWARE-NS VALUES

Our core values guide our work with partners and stakeholders:

Excellence

We strive for excellence by improving health and safety through innovation.

Accountability

We are accountable by making transparent, evidence-based decisions that lead to value-added health and safety outcomes.

Collaboration

We encourage collaboration by engaging and enabling all stakeholders to work together, sharing knowledge and expertise.

Respect

We build trust by valuing everyone's contribution and recognizing diverse needs.

Courage

We have the courage to drive change by inspiring everyone to think creatively and be health and safety leaders.

Strategic Priorities



Collaboration, Partnerships, Leadership

Engage leaders around a shared agenda for change

Establish partnerships for service and program delivery



Awareness, Promotion, Advocacy, Communication

Position AWARE-NS as the leading voice on Health and Community Services health and safety issues

Education and Training, Facilitating Effective Practices

Promote effective practices for health and safety throughout the sector

Ensure health and safety educational resources are available to all stakeholders



Sustaining AWARE-NS and Progress in the System

Our contributions are viewed as credible and useful by the sector and the public

Have a measurable, sustained and positive impact on health and safety in the Health and Community Services sectors

Report from the Board Chair Carol Ann Brennan



It is with great pride and enthusiasm that I present to you the 2010 annual report for AWARE-NS, the first for our Association. The opportunity to serve this newly formed Association in the role of Board Chair has proven to be a most satisfying professional endeavour. The foundational year for AWARE-NS has been one of significance. The hiring of Mary-Lou MacDonald, the CEO for AWARE-NS, ensured we were making the correct decisions to achieve our vision; safe and healthy people, safe and healthy workplaces. Since Mary-Lou joined AWARE NS on April 21, 2009, she has taken innumerable critical steps to ensure the Association is aligned to achieve its mission. In addition, an early focus on key initiatives required to create an effective Board of Directors and the identification of strategic goals for our Association has culminated in the deliverables presented in the Annual report.

As many of you already know, the health and community services sectors are of critical importance to all Nova Scotians. Ensuring that the workers in these sectors are safe and healthy is not only the primary goal for AWARE-NS but should be a concern for all Nova Scotians. On behalf of my fellow directors on the Board I would like to take special note of the employees working within health and community services and their keen interest in and dedication toward the advancement of greater safety in this industry. During this first year of operation I have been proud to witness the evolution of AWARE-NS as it influences the individuals working in the health and community services sectors. That said, I acknowledge that we face endless opportunities to improve the employment experiences encountered by health and community services employees daily.

The visibility of the Association is increasing and I look forward to the continued work of the small, but dedicated and very capable staff at AWARE-NS. I would personally like to thank all of our foundational Board members for their support and expertise and welcome the newly appointed Board members to the table for this upcoming year. Strategic alliances and the people who lend their effort to them have allowed us to extend our reach, increasing our expertise and networking among those who understand the complexities of work within the health and community services sector. This report would not be complete without acknowledging the instrumental role played by the Nova Scotia Department of Health in the formation and continued growth of AWARE-NS through their wisdom and commitments, financial and otherwise.

The opportunity to be involved in such an important and worthwhile Association is exciting and will ultimately lead to a health and community services sector that is sustainable for years to come. As you read through the annual report I know you will recognize the considerable effort and commitment demonstrated by the activities and outcomes that resulted from the initiatives undertaken in this first year since our inception. In closing, I look forward with anticipation to the initiatives we will embark on in the upcoming year and to the positive impact AWARE-NS will have on the dedicated individuals employed in the health and community services sectors.

Respectfully Submitted,

Carol Ann Brennan
Chair AWARE-NS

Report from the CEO

Mary-Lou MacDonald



It is my honour to present the inaugural Annual Report of AWARE-NS - the Nova Scotia Health and Community Services Safety Association. I am extremely impressed with the efforts of everyone that have brought us to this point. Thank you to the Stakeholder Advisory Committee, the pioneers in the development of AWARE-NS who were the committed individuals that saw the urgent need for this Association and responded by providing their expertise and energy to make it happen. And thank you to our first Board of Directors, who not only showed patience through our early development stage, but also a high level of commitment by managing the workload that comes with a new organization. I am particularly proud of the effort put forth by our staff to carry the agenda forward. This kind of day-to-day engagement does not happen without real passion for the mission and they have that in spades.

A special thank you also to the Nova Scotia Department of Health for providing the funding and support for AWARE-NS. I would especially like to thank Dr. Jim Miller and Keith Menzies for their commitment. That critical commitment is the kind of leadership that will transform our occupational health and safety culture in the future.

What struck me most when I first met these dedicated individuals who established AWARE-NS, was their unwavering desire to 'get it right'. Much of my time during the first months in my role was spent criss-crossing the province and the country to learn not only the lessons they had to teach but also in a deliberate effort to have honest conversations about what really needs to happen to inspire a workplace culture of safety and well-being for the dedicated people who work in the health and community services sector in Nova Scotia. What quickly became obvious to me was the level of collaboration it would take to create that real

change. And AWARE-NS truly is a unique collaboration; of government, workers and employers, the Workers' Compensation Board, industry partners, and labour, working together at a system level to promote a culture of workplace safety and well-being. The establishment of AWARE-NS is the first major step in the right direction. But it is just that, the first step, to be followed by many more courageous steps.

This past year has been an extremely busy foundational year that has seen many exciting firsts. We of course, started by wanting to clearly understand the situation and for the first time ever, the voices of those responsible for Occupational Health and Safety in their workplaces were heard. Many of those professionals came together to meet each other for the first time, to identify issues, define needs and to share experiences and resources. The results of that day in February have led AWARE-NS to establish formal networks that will continue to link colleagues for more ongoing conversations and also collaborate on future directions for the Association - their Association. Also, for the first time, we established a data sharing agreement with one of our most important partners in prevention, the Workers' Compensation Board. This provides us with very specific information on the injury trends in the sector and will serve as an important part of the detail we need to make evidence-based decisions. It has also highlighted, however, our need for a more comprehensive and unified provincial data management system that will consolidate and integrate safety and well-being information to provide us with the big picture perspective we need to shift our focus from reaction to holistic prevention in the future and share that with everyone.

“ real change requires serious courage ”

Communication will continue to be a priority of AWARE-NS. With our official launch in March, this past year saw the creation of the first tool to link us all through the creation of our web site. We will continue to look at ways to increase awareness of the issues both within the health and community services sector and also the public, given they are also significant partners in prevention.

Development of strategic partnerships will certainly be a key part of the success of AWARE-NS moving forward. Access to leading-edge information and tools will allow us to

creatively facilitate positive change in the most effective ways for everyone in the sector and will serve as the cornerstone for our work. The priority strategic directions and the core

values, established by the Board of Directors in September 2009, guided our work in these initial stages of the development of our Association and the highlights of our work to advance these strategic priorities follow, with some insight into what we believe to be the important focus for the next year.

Every core value of AWARE-NS resonates with me, but none more so than courage. Real change is required to reach the AWARE-NS vision of ‘healthy people; healthy workplaces’ and that, I know, requires serious courage. It certainly requires the sincere, collaborative effort of everyone regardless of your role in the system.

Courage is required to understand how important and how complex this situation is, but to no longer accept it as our reality. Courage is required to have the open conversations we need to have to truly transform our system

and to challenge our traditional thinking so we may embrace the innovation that will move us forward. Courage is required to make cross-sectoral decisions that benefit and support everyone and courage is required of our leaders to demonstrate the significant investment in our people that moves our current model of safety and well-being from reaction to prevention. Against competing priorities, this change will take time and courage to stay the course. We are all in this together and each of us needs to be an example of what is possible so others may see that **it is** possible. Much is riding on this for all of us. Ultimately, the sustainability of the entire health and community services system, which affects all Nova Scotians, depends on it.

I am particularly grateful to be given the opportunity to serve as the first Chief Executive Officer of this important organization and I thank you for your support. I look forward to being a part of this exciting organization which will work to positively affect the lives of our workers and I look forward to taking the first steps on this journey of change, together.

Respectfully Submitted,

Mary-Lou MacDonald
Chief Executive Officer

Working to Advance Strategic Priorities

COLLABORATION, PARTNERSHIPS, LEADERSHIP

Formation of Key Partnerships

A number of partnerships have been formed over the past year. AWARE-NS has been busy working with our partners in prevention including the Nova Scotia Department of Labour, the Workers Compensation Board of Nova Scotia, Labour and Health Association of Nova Scotia, on a number of key initiatives. Newly formed relationships with the CN Centre for Occupational Health and Safety as well as the Centre for Organizational Research and Development have linked AWARE-NS with two of the leading research centres in the region. Relationships with training and education providers, specifically the Nova Scotia Community College and Safety Services Nova Scotia are established and AWARE-NS looks forward to continuing to create more collaborative opportunities.

OH&S Environmental Scan (Survey-based)

As part of our initial outreach strategy, AWARE-NS invited individuals who are responsible for aspects of occupational health and safety (OH&S) in the Nova Scotia health and community services sector to participate in an online survey. The purpose of the OH&S environmental scan was to identify areas of strengths and opportunities related to OH&S programs and to compare OH&S programs across the province. Results from the online OH&S survey were used to identify themes for a workshop on February 2, 2010.

OH&S Workshop (February 2010)

This workshop brought together OH&S resource people from Nova Scotia health and community services to identify common areas for opportunities within the sector and assist AWARE-NS in establishing priorities moving forward. Numerous strategies were proposed during the workshop with the need for sector specific OH&S networks at the forefront.

Occupational Health & Safety Discussion Board

Based on an identified need, AWARE-NS has created the Occupational Health and Safety Discussion Board to connect professionals across the province. Questions related to a wide variety of OH&S topics are posted and discussed live. The need for this instrument was identified after conversations with OH&S resource people who advised that there was no existing network or tool to collectively engage this aspect of the health and community services sector.

Sector Specific OH&S Net/Working Groups

One of the main outcomes of the February workshop was the desire for sector specific OH&S Net/Working groups. AWARE-NS is acting as facilitator in the establishment of these first ever networks to discuss the key issues being faced by professionals responsible for OH&S in their respective organizations. With the District Health Authorities already underway, AWARE-NS is now in the process of organizing meetings for the remaining sectors representing home care/support, long term care and community services organizations.

AWARENESS, PROMOTION, ADVOCACY, COMMUNICATION

Provincial Communications Audit

In order to determine the needs and desires of individuals working in and around the health and community services sector a communications audit was conducted in the fall of 2009. Results of the communications audit, in conjunction with internal AWARE-NS surveys, have driven many of the key initiatives that AWARE-NS has created over the past several months. AWARE-NS continues to use an evidence based approach for all of our strategic initiatives.

Development of AWARE-NS Website

During the past year, AWARE-NS staff has been busy creating the official website for our safety association. We see the website as the main portal for information linking individuals who are interested in the OH&S issues facing health and community services employees in Nova Scotia and to access relevant information from around the world. To learn more about our website please visit www.awarens.ca.

AWARE-NS Officially Launches

AWARE-NS was officially "launched" in March at the Safety Services Nova Scotia Conference on March 25th and as well, a formal introduction of AWARE-NS was made at the Health Association Nova Scotia Conference on March 29th. This included a SSNS conference presentation and information booth presence at each event including distribution of collateral promotional materials. Television and media coverage from CBC was provided and the AWARE-NS message was delivered province-wide.

Administrative Penalty Webcast

In February 2010 AWARE-NS hosted a live webcast to overview the new administrative penalty system under the Occupational Health and Safety Act of Nova Scotia and provide an opportunity for individuals to ask questions of the panel- in a live format no matter where their workplace in the province. The panel was led by Jim Leblanc (Department of Labour & Workforce Development) and also included representation from employers (Shelia Rankin, AVDHA), labour (Joan Jessome, NSGEU) and labour-relations (Pat Saulnier, HANS). Feedback regarding the webcast has been very positive and AWARE-NS intends to offer future correspondence on important issues using this format. A recorded version of the webcast can be located on the AWARE-NS website.

Office of the Employer Advisor (OEA)

Connection was established with the OEA and a subsequent AWARE-NS feature was highlighted in the November 2009 OEA newsletter. Presenting in the OEA newsletter was an excellent opportunity for AWARE-NS to promote our mission and ensure we are making the important link to employers in the province.

Participation in OH&S Related Events

AWARE-NS continues to support local organizations and associations by attending and presenting at conferences, wellness fairs, in-services and occupational health and safety days. This includes the New Waterford Home Support Agency OH&S Days, Victoria County Home Support In-service, GASHA Wellness Fair, the Department of Health consultations with the Continuing Care sector provincially including Halifax, Bridgewater, Port Hawkesbury and Truro, CCANS annual conference in Pictou and WCB return to work forums.

Reducing the Potential for Violence in Homecare and Home Support

This spring, a multidisciplinary group representing interests in Nova Scotia Healthcare, Labour and Workforce Development, The Nova Scotia Government & General Employees Union and the Workers' Compensation Board of Nova Scotia (WCB) met to discuss strategies to prevent workplace violence in the home and community care settings in Nova Scotia. AWARE-NS is acting as a facilitator during this process and has conducted extensive reviews of the available resources and literature both nationally and internationally. The ultimate goal of this collaboration is to create a safer workplace for our home care and home support staff provincially.

EDUCATION AND TRAINING, FACILITATING EFFECTIVE PRACTICES

Safety Climate Assessments & Consulting Services

Safety climate has long been a leading indicator of occupational health and safety in workplaces. Based on the overwhelming research evidence, and discussions with front line OH&S professionals, AWARE-NS is interested in assessing safety climate within specific sectors of the health and community services sector in Nova Scotia. Initial safety climate exercises have been conducted in long term care facilities and the response has been very positive. AWARE-NS intends to offer this specialized assessment as a signature service.

Hazard Identification in Home Support

A specialized hazard identification series in home support has begun at select home support agencies in the province. Hazard identification is the first step in assessing risk present in an individual's job. The importance of identifying hazards in this sector is of increased importance as the hazards that individuals are exposed to changes frequently with multiple visits to new environments on a daily basis. AWARE-NS intends to offer this specialized Hazard ID as a signature training and education service.

Educational Resources for Health and Community Services Employees

Several original articles have been created and are available for download on the AWARE-NS website. These articles are designed to overview some of the main OH&S issues in the health and community services sectors. Everyone is encouraged to review the articles that vividly capture the experiences of health and community services staff on a daily basis.

Curriculum Guidance (NSCC)

During the first quarter of 2010, representatives from AWARE-NS met with curriculum developers and the deans from NSCC School of Health and Human Services to discuss current programs and potential omissions regarding OH&S training. Ensuring issues related to OH&S in the health and community services industry are embedded in training and education programs is essential to creating safe and healthy workplaces for Nova Scotians entering the health and community services sectors. AWARE-NS will continue to expand discussions to include all education providers in the province.

Training Partnerships (SSNS, NSCC, OSACH, ONSAH)

This year a temporary partnership was created with Safety Services Nova Scotia (SSNS) which allows AWARE-NS to co-brand select training offered by SSNS. In the short term this opportunity will ensure AWARE-NS is prepared to respond to training needs within the health and community services sector. A number of early training partnerships are also in the works with NSCC campuses and its online learning centre. Negotiations are underway with other provincial health and community services safety associations to share existing resources, tools and training specific to our sectors.

Data Sharing and Analysis (WCB-information sharing agreement)

A strategic partnership has been created with the Workers' Compensation Board of Nova Scotia to allow AWARE-NS to access WCB statistics related to the health and community services sectors in Nova Scotia. Access to this database will be one tool AWARE-NS will use to truly begin to assess needs and determine interventions moving forward.



SUSTAINING AWARE-NS AND PROGRESS IN THE SYSTEM

Board Meetings

The nomination committee held meetings to form the foundational board of AWARE-NS in 2009. The Board of Directors met 12 times since January 2009 and have been proactive in moving forward with the agenda and mandate of AWARE-NS forward.

Board Governance

In January the AWARE-NS Board of Directors and CEO met in a facilitated session to identify the Associations' primary and key stakeholders, determine the model of governance and develop a board charter. Clear decision making around these details and an effective working relationship between the Board, Board Chair and CEO greatly enhance the quality of the organization's governance. A strong partnership has the potential to shape and advance the strategic goals and create the desired outcomes of AWARE-NS.

The governance policies have since been determined and a solid framework for the Board's work has been established.

Sustainability

In order to satisfy our funding responsibilities regarding the progression and development of AWARE-NS, updates have been provided to the Department of Health's senior leadership team on an ongoing basis. We at this time are in the position where a permanent funding model and a future service delivery model must be established in order for AWARE-NS to move to the next level, which will allow for relevant and effective support for the sector. We are well ahead of schedule given projections, so that is good news. This will be the priority item on the agenda for the new fiscal year.



Future Focus

Data Analysis, Management and Sharing

In the Nova Scotia health and community services sector there is currently no mechanism to report, trend or track OH&S related data. Based on consultation with front line staff and examples from high performing safety associations in Canada, AWARE-NS is currently investigating the plausibility of implementing an OH&S database for the health and community services sector in Nova Scotia. Capturing OH&S related data in the sector is critically important if we are to reduce negative OH&S related outcomes, predict trends from micro accidents and near misses and measure the success of training and education interventions.

Return to Work- Interpersonal Leadership Training

There is a growing body of research that suggests an employees' decision to return to work is influenced by the relationship with their supervisors. Based on this research evidence, and discussions with front line OH&S professionals in health and community services workplaces in Nova Scotia, AWARE-NS is planning a series of leadership training sessions to target those leadership behaviours that influence an employee's decision to return to work (RTW). Pilot sites across the province will be invited to participate in the training sessions. Baseline data that captures objective (RTW lag improvement) and subjective (employees' perceptions of their supervisory relationship) outcomes will be used to identify the success of this intervention.

Safe-Lift Patient Handling

Existing data (WCB) and anecdotal reports suggest that the majority of injuries in the healthcare and community services industries are related to patient handling. Although some workers are educated in methods to reduce the likelihood of an adverse event (e.g., back injury) occurring when handling a patient, these very serious injuries continue to occur. AWARE-NS will continue to increase the awareness of musculoskeletal injuries in health and community services, and will work with our partners in prevention to create training and education programs around this issue.





Hazard ID

AWARE-NS is in the early stages of developing specific hazard identification training for health and community services. The preliminary hazard ID has started in home support and will continue to develop throughout the year. We look forward to offering this service as a unique AWARE-NS deliverable.

Executive Leadership Summit Series

The specific goal of the Executive Leadership Summit Series is to engage executive management to develop an action plan for OH&S in the health and community services sector through consultation. The Executive Leadership Summit Series will be hosted by AWARE-NS & the CN Centre for Occupational Health and Safety. AWARE-NS will provide specific insights into the current OH&S situation in health and community services across the province of Nova Scotia with our partner, the CN Centre for OHS providing expert knowledge and tools to achieve workable solutions that could be immediately applied in the sector. A secondary goal of the Executive Leadership Summit is to develop long range occupational health and safety actions that can be applied across the health and community services sector.

Research Opportunities

Given that one of AWARE-NS' primary pillars is evidence-based decision-making, we understand the importance of a focus on applied research through pilot projects to completely understand their effectiveness. To that end, AWARE-NS will begin to seek the collaboration of various funding support agencies provincially, nationally and internationally.

Promotion of OH&S Best Practices

The promotion and sharing of best practices in occupational health and safety within the health and community services sector is a primary goal of AWARE-NS. Over the coming year we will leverage every opportunity to integrate this evidence into our work.

Auditors' Report

To the Board of Directors of the
Nova Scotia Health and Community Service Safety Association

We have audited the statement of financial position of Nova Scotia Health and Community Service Safety Association as at March 31, 2010 and the statements of operations and cash flows for the period then ended. These financial statements are the responsibility of the organization's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Nova Scotia Health and Community Service Safety Association as at March 31, 2010, and the results of its operations and its cash flows for the period then ended in accordance with Canadian generally accepted accounting principles.

Halifax, N.S.
June 10, 2010

Hemming Weir Casey Inc.

Chartered Accountants



STATEMENT OF FINANCIAL POSITION

AS AT MARCH 31, 2010

ASSETS

CURRENT ASSETS

Cash	\$317,553
Prepaid expenses	6,893
HST recoverable	<u>13,216</u>
	<u>337,662</u>

CAPITAL ASSETS (Note 3)

<u>55,859</u>
<u>\$393,521</u>

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES

Accounts payable and accrued liabilities	\$ 61,921
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NET ASSETS

Unrestricted net assets	<u>331,600</u>
	<u>\$393,521</u>

STATEMENT OF OPERATIONS

FOR THE FIFTEEN MONTH PERIOD ENDED MARCH 31, 2010

REVENUE

Department of Health - Province of Nova Scotia	<u>\$750,000</u>
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EXPENSES

Salaries	173,159
Contract services	62,046
Communication and marketing	65,851
Office	36,411
Employee benefits	24,132
Strategic planning	20,587
Amortization	12,227
CEO travel and other	10,998
Board meetings	6,286
Staff travel and other	4,586
Governance	<u>2,117</u>
	<u>418,400</u>

INCOME FOR THE PERIOD AND NET ASSETS, END OF PERIOD	<u>\$331,600</u>
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STATEMENT OF CASH FLOWS

FOR THE FIFTEEN MONTH PERIOD ENDED MARCH 31, 2010

OPERATING ACTIVITIES

Net income	\$331,600
Add: Amortization	<u>12,227</u>
	343,827
Change in non-cash working capital items	<u>41,812</u>
	<u>385,639</u>

INVESTING ACTIVITIES

Capital assets purchased	<u>(68,086)</u>
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INCREASE IN CASH	317,553
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Cash, beginning of period	<u>-</u>
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CASH, END OF PERIOD	<u>\$317,553</u>
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CHANGES IN NON-CASH WORKING CAPITAL ITEM

Prepaid expenses	\$ (6,893)
HST recoverable	(13,216)
Accounts payable and accrued liabilities	<u>61,921</u>

	<u>\$ 41,812</u>
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NOTES TO FINANCIAL STATEMENTS

FOR THE FIFTEEN MONTH PERIOD ENDED MARCH 31, 2010

1. NATURE OF ORGANIZATION

Nova Scotia Health and Community Service Safety Association (“AWARE-NS”) is a not-for-profit organization incorporated under the Nova Scotia Societies Act on March 9, 2009. The organization works with stakeholders and partners to promote and improve safety and health in Health and Community Services workplaces. AWARE-NS receives funding from the Nova Scotia Department of Health. Funding has been secured until December 2011 under the terms of a contract.

As a not-for-profit organization, the organization is exempt from income taxes.

2. SIGNIFICANT ACCOUNTING POLICIES

(a) Amortization

Amortization of capital assets is calculated using the declining balance method at the rate of thirty percent for office furniture, two and one-half years for the website, fifteen and one-half months for the leasehold improvements and three years for office equipment on a straight line method. One half year’s amortization is recorded in the year of acquisition.

(b) Financial Instruments

The new standards require that financial assets and liabilities be classified as held for trading, available for sale, held to maturity, loans and receivables or other financial liabilities.

The following classifications have been made:

Cash	Held for trading
Other assets	Held for trading
Accounts payable and accrued liabilities	Other financial liabilities

Held for Trading

Financial assets and financial liabilities held for trading are investments that were acquired or assumed principally for the purpose of selling or repurchasing them in the near term. They are recognized at fair value determined on the basis of market value. Gains or losses are recognized in the statement of operations in the period in which they occur.

Other Financial Liabilities

Financial instruments classified as other financial liabilities were initially measured at amortized cost and subsequently measured at amortized cost, using the effective interest rate method, which approximates fair market value.

NOTES TO FINANCIAL STATEMENTS

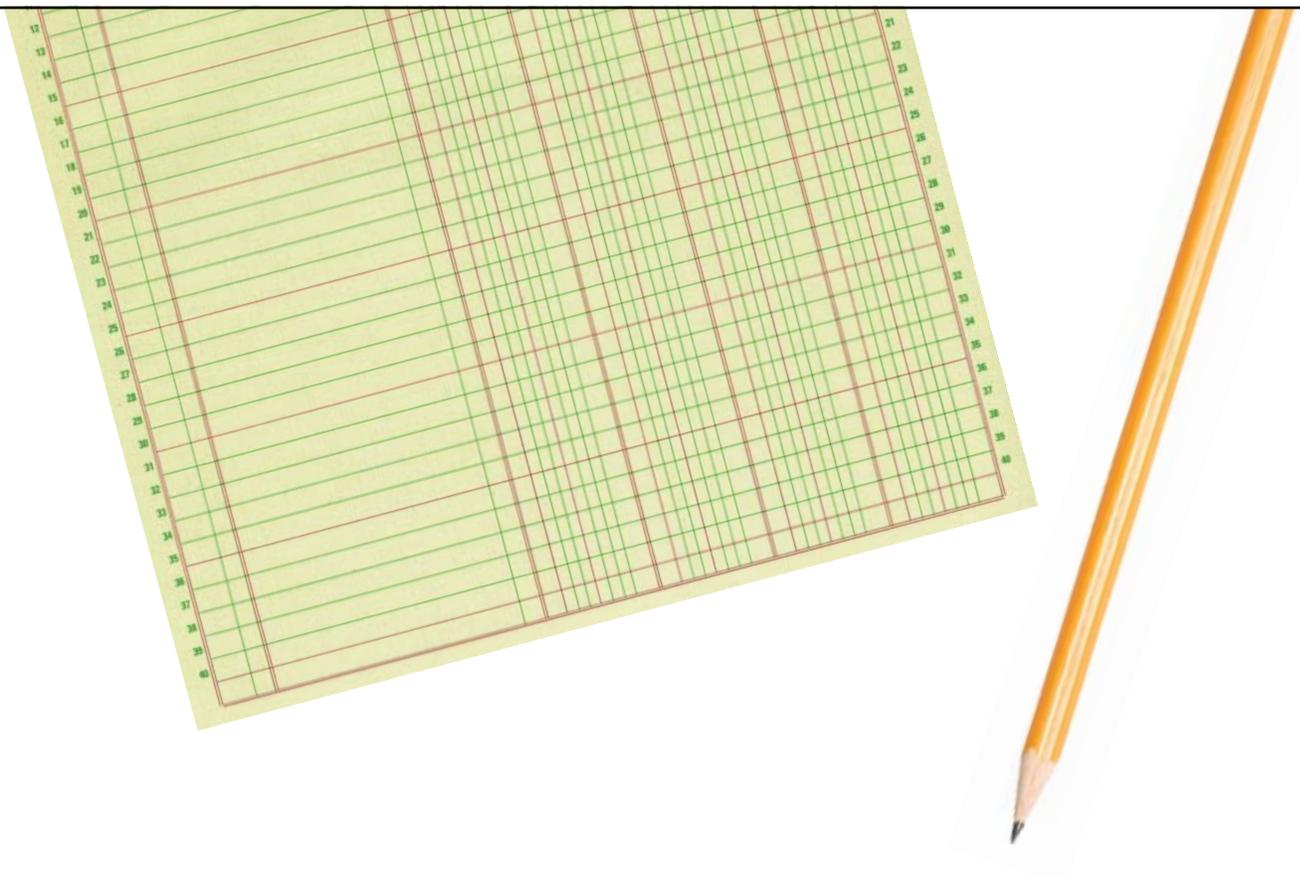
FOR THE FIFTEEN MONTH PERIOD ENDED MARCH 31, 2010

3. CAPITAL ASSETS

	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Net</u>
Website	\$25,506	\$ 5,378	\$20,128
Computer equipment	14,272	2,485	11,787
Leasehold improvements	6,790	930	5,860
Office furniture	<u>21,518</u>	<u>3,434</u>	<u>18,084</u>
	<u>\$68,086</u>	<u>\$12,227</u>	<u>\$55,859</u>

4. LEASE COMMITMENTS

Nova Scotia Health and Community Service Safety Association is committed to lease for office premises for a term of two years commencing May 15, 2009 and terminating May 14, 2011. The lease requires minimum total monthly payments of \$941 and reimbursements of real property tax to the landlord of \$201 from May 15, 2009 to May 14, 2010. Commencing on May 15, 2010 the base rent shall escalate to \$969 and reimbursements of real property tax to the landlord of \$207. There are also information technology commitments as well.



Team

Pam Verge,
Executive Assistant

Jason M. Slaunwhite,
Director, Research & Development

Heather Morrow,
Research & Project Assistant



Board Of Directors

District Health Authorities

Janet Knox
Annapolis Valley District Health Authority
Cathy Lockhart (service until April 23, 2010)
IWK Health Centre
Carrie MacIsaac
Guysborough Antigonish Strait Health Authority

Community Care

Krista Beeler (service until November 25, 2009)
Home Support Nova Scotia Association
Carol Ann Brennan, Chair
Regional Residential Services Society
Caroline Campbell, Vice-Chair
VON
Denise Halloran
Guysborough County Home Support Agency

Facility Based Long Term Care

Betty Mattson
Kings Regional Rehabilitation Centre
Cathy Power
Seaview Manor
Shelley James
Northwoodcare Inc.

Front Line Workers

Sonya Casey (service until March 28, 2010)
Colchester Regional Hospital
Kathy Dauphney
Alderwood Rest Home
Donna Munroe
Northwood Home Support

Member-at-Large

Janet Simm
Health Association Nova Scotia

Labour

Joan Jessome
The Nova Scotia Government & General Employees
Union (NSGEU)

Ex Officio

Judy LaPierre
Nova Scotia Department of Community Services
Keith Menzies
Nova Scotia Department of Health
MJ MacDonald
Workers' Compensation Board of Nova Scotia

AWARE  NS

www.awarens.ca