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January 2016

The Honourable Brian Gallant
Premier
Province of New Brunswick
P. O. Box 6000
Fredericton, N.B.
E3B 5H1

Dear Premier:

We are pleased to submit the annual report of the Premier's Council on the Status of Disabled Persons for April 1, 2014 to March 31, 2015.

Respectfully submitted,

Jeff Sparks
Chairperson
Message from 2014-2015 Chairperson and Executive Director

We are pleased to submit the 2014-2015 annual report of the Premier’s Council on the Status of Disabled Persons.

Council’s extensive stakeholder’s connections and requests for assistance continue to increase every year as the population of persons with a disability and older adults increases. This year has certainly been a busy year for Council as we continue to bring awareness and make recommendations to government with the goal of breaking down barriers for persons with disabilities. In order to bring these issues to the forefront, the Council works closely with individuals with disabilities, their families, professionals, community and government at all levels.

Council’s mission is ‘A New Brunswick where all persons are accepted, included and valued.’

One of the main focuses of the Council during 2014-2015, was working on the outcomes of the Council’s strategic plan. Council continues to work on these recommendations with government, which includes a governance review of the Council, Marketing and Communication Strategy, moving to a more accessible location, a research/policy position, and other.

Other highlights during the fiscal year included the release of the status report of the Disability Action Plan for Persons with Disabilities - The time for Action is Now, which was released publicly during Council’s annual event celebrating the United Nations International Day of Persons with Disabilities on December 3rd. Along with many stakeholders who attended the event, we were pleased to have Luca Patuelli as the guest speaker and entertainer. Council also continued to work in partnership to advance recommendations in the Employment Action Plan for Persons with a Disability.

New editions of the Council’s various directories of information, such as the Directory of Services, were released throughout the year. These directories provide information on available programs and services throughout the province related to transportation, education, universal design, barrier-free access and so much more.

Council coordinated the annual Disability Awareness Week in New Brunswick with the theme “The Right Person for the Right Job”.

We would like to take this opportunity to thank all Council members and staff for their expertise and passion towards the work of the Council.

Jeff Sparks,
Chairperson

Christyne Allain,
Executive Director
Council Members 2014-2015

Jeff Sparks  
Chairperson  
Quispamsis Region

Kara Reid  
Vice-Chairperson  
Fredericton Region

Noëlla Hébert  
Secretary  
Moncton Region

Ken Walsh  
Treasurer  
Miramichi Region

Courtney Keenan  
Provincial Association Representative

Andrew Daley  
Provincial Association Representative

Linda Ferrier  
Public-at-Large Representative

Armand LeBlanc  
Public-at-Large Representative

Sheila Rogers  
Bathurst Region

Sandy Meikle  
Fredericton Region

Martin Bélanger  
Restigouche Region

Christine Evans  
Rothesay Region

Michael George  
Saint John Region

PCSDP Personnel 2014-2015

Christyne Allain  
Executive Director

Brian Saunders  
Policy Advisor

Chelsee Pollock  
Assistant Executive Director

Kristin Colwell  
Office Manager

Gabrielle Bernard  
Administrative Assistant
Mandate

The Premier’s Council on the Status of Disabled Persons is a body for consultation, study and information sharing, which was created to advise the provincial government on matters relating to the status of persons with disabilities. The Council reports directly to the Premier of the Province.

During a large provincial conference in the fall of 1981, which involved many persons with disabilities, parents, organizations serving persons with disabilities and government representatives, it was decided that a permanent body was needed to maintain the momentum generated by the International Year of Disabled Persons. The unanimous resolution of the conference prompted provincial legislation to be drafted and passed that created the Premier’s Council on the Status of Disabled Persons in 1982.

The Premier’s Council on the Status of Disabled Persons Act states that the Council shall:

- Advise the Minister on matters relating to the status of disabled persons;
- Bring before the government and the public matters of interest and concern to disabled persons;
- Promote:
  - prevention of disabling conditions,
  - employment opportunities of disabled persons, and
  - access by persons with disabilities to all services offered to the citizens of New Brunswick.

And that the Council in carrying out its functions may:

- Receive and hear petitions and suggestions from individuals and groups concerning the status of disabled persons,
- Undertake research on matters relevant to the status of disabled persons and recommend research areas that can be studied by governments, voluntary associations, private business and universities,
- Recommend programs concerning the status of disabled persons,
- Make referrals to, and consult and collaborate with, government agencies, voluntary associations, private business, universities and individuals on matters which affect the status of disabled persons,
- Appoint committees consisting of members and other persons who are not members of the Council,
- Propose legislation, policies and practices to improve the status of disabled persons,
- Publish the reports, studies and recommendations that the Council considers necessary.

“I also wish to thank the Council members for their hard work and dedication. As Chairperson, I am looking forward to working with Council members and staff, in partnership with government and community stakeholders, to work towards our common objective to ensure full citizenship for all.” – Jeff Sparks, Chairperson
Highlights from 2014-2015

Duty to Accommodate

Duty to Accommodate sessions took place in Fredericton on May 29-30 and in Saint John on June 2-3. Participants in the sessions represented CUPE and individuals who worked in the human resources sector. There were many attendees from the education and health sector. The sessions were co-facilitated by Conni Kilfoil and Wendy Johnston of CUPE. Topics covered over the two-day sessions included: historical and legal context and the changing notions of discrimination and equality, medical information in the accommodation process and how duty to accommodate has impacted the issues of discipline and discharge and absenteeism.

Premier’s Roundtable

The Premier’s Roundtable on Employment for Persons with Disabilities took place on May 12 in Fredericton. Opening remarks were made by the Premier as well as Jack Carr and Jonathan Davenport, who co-chaired the session. Participants around the table represented numerous businesses across the province and government officials. The session featured a presentation from Mark Wafer, owner of Tim Horton franchises in Ontario who employs a number of individuals with disabilities in his stores. Mr. Wafer spoke of his experiences in hiring persons with a disability and that it made good business sense, citing lower turnover rates, lower workplace incident rates and higher productivity. Following Mr. Wafer’s presentation a facilitated discussion took place with members around the table. Participants discussed successes and barriers in hiring persons with a disability and the need to increase employment for persons with disabilities.

Disability Action Plan – The Time for Action is Now (DAP)

The Disability Action Plan (DAP) and its annual update reports focus on the removal of barriers and improving access for persons with disabilities areas such as full citizenship, disability supports, poverty, housing, universal design, transportation, recreation, and education.

The Action Plan is the result of extensive stakeholder consultation and engagement and contains 41 specific action recommendations.

The DAP provides specific insight on disability issues to government and the lead GNB departments responsible for implementing its recommendations. It is a complimentary companion piece to the New Brunswick Employment Action Plan for Persons with a Disability.

There have been a number of similar disability action plans in New Brunswick over the years. The current DAP has a four-year implementation period and it is entering its final year.

The PCSDP uses a tracking tool to monitor the implementation of the DAP and regularly communicates with various GNB departments both individually and collectively on its progress.

In addition to tracking the implementation of all of the DAP recommendations, the PCSDP is also the lead agency on the recommendations related to the annual:
i. New Brunswick Disability Awareness Week and

These two public events draw attention to specific issues of interest for persons with disabilities and recognize the positive progress being made on these issues throughout New Brunswick.

**Disability Awareness Week June 1 – June 7, 2014 – The Right Persons for the Right Job**
The kick-off event was organized by the Canadian Council on Rehabilitation and Work (CCRW) in partnership with the Premier’s Council in Moncton. A province-wide series of activities was organized by PCSDP and the Provincial Disability Awareness Week Executive Committee.

Local groups were encouraged to organize community projects to mark the week throughout New Brunswick. 22 municipalities officially declared Disability Awareness Week. Provincial activities included the annual legislative breakfast and workshop, a media awareness campaign, and walk and roll events where more than 17,000 participants from schools, communities and workplaces took part in local events. Thank you to the Neil Squire Society for partnership with PCSDP on the Walk & Roll campaign. 2014 marked the 27th anniversary of Disability Awareness Week in New Brunswick.

**United Nations International Day of Disabled – December 3, 2014**
The Premier’s Council supported the recognition of this special day for persons with disabilities around the world. The slogan chosen for 2014 by the United Nations was: Sustainable Development: The Promise of Technology. The annual observance of International Day of Persons with Disabilities aims to promote an understanding of disability related issues and the rights of persons with disabilities. Highlighting gains to be derived from the full inclusion of persons with disabilities in every aspect of the political, social, economic, and cultural life of their communities. The Premier’s Council and Muscular Dystrophy Canada hosted an event to mark the occasion and used the opportunity to provide public updates on the Disability Action plan and Disability Awareness Week. Luca “Lazy Legz” Patuelli was our guest presenter.

**An Employment Action Plan for Persons with a Disability in New Brunswick (EAP)**
The EAP was launched in the spring of 2012 during Disability Awareness Week. It makes 38 general recommendations comprising 65 specific actions responding to the issues identified during the consultation and engagement process.

The EAP is now in the fourth year of its five-year implementation period. Sixty-four of its 65 recommended actions (98 per cent) are in various stages of progress or have been completed.
The Premier’s Council on the Status of Disabled Persons (PCSDP) has been an active member of the EAP management and monitoring process from the beginning.

The EAP is ambitious, requiring shifts in thinking, policies, programs and services in New Brunswick that will improve literacy, training, education, and employment supports for persons with a disability.

In late 2012, the former Department of Healthy and Inclusive Communities was assigned three tasks in relation to the EAP:

- leading the implementation;
- co-ordinating; and
- monitoring

The provincial government disbanded Healthy and Inclusive Communities on April 1, 2015. The Premier’s Council on the Status of Disabled Persons assumed responsibility for leading implementation and monitoring at that time.

PCSDP also continues work on the 13 recommendations for which it is lead or co-lead, including Recommendation 12 with the launching of a new website in December 2013 that includes an employment and training section. PCSDP continues development of the employment section of its website to create an improved, user friendly usage format.

**Council Strategic Planning**

The Premier’s Council on the Status of Disabled Persons completed the Strategic Plan that was initiated in the 2013-14 fiscal year. PCSDP created a new vision and mission statement during the retreat at the end of May, to give clear direction to the work of the Council as they move towards accomplishing its five (5) goals.

**Vision:** A New Brunswick where all persons are accepted, included and valued.

**Mission:** We provide dynamic leadership to improve the quality of life for all persons affected by disABILITY in New Brunswick.

We accomplish this by:

- Being a strong voice and role model for full community participation;
- Providing research, advice and direction to the Premier and Government;
- Educating and increasing public awareness and the profile of individual rights, abilities and values;
- Building strategic partnerships and networks;
- Facilitating support for individuals, families, caregivers, professionals and communities.

The Council’s five (5) goals are based on increasing capacity, role clarity and increased awareness of PCSDP. These goals will allow PCSDP to enact positive change that will increase the quality of life for persons living with a disability, meet their mandate, mission and vision in NB.
The Council has been working towards identifying required resources to fulfill our new vision and mission as well as identifying strategies that we can start to implement right away.

**Council Board Meetings**
Throughout the 2014-2015 year, Council held quarterly meetings to address a variety of topics relating to persons with a disability, such as:

- The Council’s Strategic Plan;
- Strengthening and developing partnerships across the province;
- Red Cross Equipment Program;
- Assisted Suicide;
- First Nations with Disabilities;
- Disaster Recovery plans for persons with a disability;
- Rehabilitation services;
- Vehicle Retrofit Program;
- Communications Access Now;
- and much more!

The Council had several meetings with the Premier to talk about issues and barriers for persons with a disability. The Council also held information sessions and public forums to gather feedback through the Strategic Plan process.

**Clients**
During the year in question, two PCSDP staff responsible for client navigation, responded to over 500 requests from individuals. These requests were received mostly through telephone and emails although there were also in person meetings as well. PCSDP worked with many individuals with a disability, parents, teachers, rehabilitation professionals and so on. The largest percentage of inquiries came from persons living with a disability or immediate family members of persons with a disability. PCSDP assisted clients in finding the appropriate programs and services to assist in meeting their needs and in exploring and accessing available resources and solutions.

**Information Directories**
Released updated editions of key assistance directories:

- *Directory of Services Offered to Persons with Disabilities in New Brunswick* (31st Edition);
- *Directory of Sports, Recreation and Leisure Resources in New Brunswick*;
- *Transportation Services for Persons with Disabilities and Seniors and Vehicle Retrofit Programs*;

**PCSDP Meetings, Presentations, Collaboration with Government**
- Executive Council Office – Council appointments
- Health – contributing member of Mental Health Advisory Committee; Restigouche Hospital Committee; Counseling draft bill.
- Natural Resources – Reviewing body for applications for Disability Hunter Card permits
- Economic and Social Inclusion – Poverty Reduction Plan;
- Premier’s Office – Quarterly Meetings; Review of PCSDP; Council appointments.
• Public Safety – Evacuation procedures for persons with a disability and barrier free regulations;
• Education and Early Childhood Development – Inclusive Education Policy; Dispute Resolution Policy; Inclusive Education Ambassadors Program;
• Post-Secondary Education, Training and Labour – Employer engagement; transportation; LSQ services; Training and Employment Support Services review; Federal changes to Canada Job Grant
• Social Development – rehabilitation services, private nursing homes, and contributing member of Disability Supports Program committee; Stakeholder engagement regarding Community Services for Children with Special Needs Program; Review of Health Services Program; Home First Strategy; Centre of Excellence; Health Services Program; Social Assistance Reform; and Interpreting Services for Deaf and Hard of Hearing;
• Transportation – Vehicle Retrofit Program;
• Human Resources – Duty to Accommodate sessions;
• Government Services – accessible office space;
• Child and Youth Advocate – harm prevention;
• Office of Auditor General – 2014-2015 fiscal year audit;
• Healthy and Inclusive Communities – Inter-Departmental Committee for Persons with Disabilities and Wellness Strategy; Employment Action Plan monitoring and review;
• Federal, Provincial and Territorial counterparts.

**PCSDP Meetings, Presentations, Collaboration with Private and Non-Profit Sectors**

• NB Disability Executive’s Network: CNIB, Canadian Mental Health Association; NB Association of Community Living, Neil Squire Society; Canadian Deafblind Association – NB, Ability NB, Easter Seals NB (CRCD), Saint John Deaf & Hard of Hearing Services, South-East Deaf & Hard of Hearing Services, Learning Disability Association of NB; and Muscular Dystrophy Canada;
• Kerry Rakuson (Consultant);
• NB Association of Social Workers;
• NB Association of Occupational Therapists;
• NB Employers Support Services (NBESS);
• Canadian Red Cross;
• Canadian Council on Rehabilitation and Work (CCRW);
• NB Home Support Association;
• CUPE;
• UNB - Accessibility Committee and Faculty of Nursing;
• First Nations with Disabilities;
• Parkinson Society Chapter;
• Inspire NB;
• Social Inclusion Network;
• Strategy plan led by the Child and Youth Advocate and the Executive Council Office;
• Communication Access Now (CAN);
• Third Age Centre;
• Fredericton Works;
• Fredericton Food Bank;
• Career Development Action Group;
• NB Law Society;
Committees 2014-2015
PCSDP sits on a variety of committees to help move forward issues relating to persons with a disability.

- NB Disability Executives’ Network;
- Network of Offices for Disability Issues and Premier’s Offices;
- UNB Accessibility Committee;
- Mental Health Advisory Committee;
- Education Strategy Advisory Working Group;
- NB Employers Working Group;
- Disability Supports Program Working Group;
- Disability Support Review Working Group;
- Disability Issues Ad Hoc Working Group;
- Inclusive Recreation Committee;
- Inter-departmental and Working Group Committee for the Employment Action Plan;
- ADAPT Steering Committee;
- Dial-a-Bus;
- Provincial Roundtable on Crime and Public Safety;
- Child and Youth Advocate – Harm Prevention Committee;
- Interdepartmental Committee on Aboriginal Issues;
- Interdepartmental Committee on Human Rights;
- Cyberviolence Stakeholder Group;
- Restigouche Hospital Stakeholder Committee;
- Making it Happen Committee;
- Creating Awareness sub-committee (PETL);
Publications and Briefs 2014-2015
PCSDP produces free information to help inform groups and individuals about disability topics, programs and services, including the Directory of Services Offered to Persons with Disabilities in New Brunswick. Information is available in alternate formats and in both English and French.

April 2014
Communiqué – Spring Edition 2014 (Council Newsletter)

September 2014
Directory of Financial Aid for Persons with Disabilities in New Brunswick

October 2014
Communiqué – Fall Edition 2014 (Council Newsletter)

November 2014
Directory of Sports, Recreation and Leisure Resources in New Brunswick

Transportation Services for Persons with Disabilities and Seniors and Vehicle Retrofit Programs

Directory of Services Offered to Persons with Disabilities in New Brunswick

December 2014

March 2015

Looking Ahead 2015-2016

The next year will include many initiatives and will be very exciting for PCSDP as the Council continues to move forward on the recommendations set by the Council’s Strategic Plan.

PCSDP will continue to facilitate and monitor implementation of the recommendations within the Disability Action Plan – The Time For Action Is Now, and to work with each of the GNB departments involved in the preparation of the final scheduled annual progress report for this Action Plan which will be finalized in December 2015. PCSDP will also now be assuming responsibility for preparation of the annual progress report for the Employment Action Plan for Persons with Disabilities from the former GNB department Healthy and Inclusive Communities. PCSDP also will work with each GNB department involved in implementing the Employment Action Plan and lead in the preparation of the next scheduled annual progress report for this Action Plan due in June 2016.

PCSDP will continue to work closely with key government departments, community stakeholders, employers, and persons with a disability to effectively renew and modernize each Action Plan.
Council will partner with Post-Secondary, Education, Training and Labour to undertake a comprehensive review of the current research literature on service animal best practices and to complete a comprehensive jurisdictional scan of the legislation and regulations governing the use of service animals in the USA and Canada. This project will provide GNB decision makers with quality evidence based advice on development of new legislation, policy, and regulations governing the use of service animals in New Brunswick. This will help in the development of legislation to govern the use of service animals, including access of service animals to public spaces in New Brunswick.

A few other initiatives in the coming year include:

- Working with individuals with a disability, their families, caregivers, community agencies, health care professionals, government and others to identify gaps in services and needed research to inform policy makers, to ensure that individuals with a disability receive the supports required.
- Implementation of the 9 recommendations from the Strategic Planning process, including a secondment from the Department of Healthy and Inclusive Communities for a 5-year term in a new Policy Advisor position.
- The various directories produced by the Premier’s Council will be revamped.
- Continue to work with partners to coordinate the Disability Awareness Week campaign.
- Encourage and monitor government’s compliance with the UN Convention on the rights of persons with disabilities.
- Look at how to improve our disability stakeholder engagement processes to better inform our policy development activities, including looking at how we can better utilize the existing PCSDP contact distribution lists to gather feedback on policy items.
- Continue to regularly prepare briefing notes and so-called “one pagers” on a number of issues. In addition, policy issues occasionally arise that require written correspondence to key government decision makers to raise situational awareness and to propose steps to resolve problems.

PCSDP will continue to work closely with Government Departments and community stakeholders in supporting, advising and advocating in areas such as:

- Research and Policy;
- Inclusive Education;
- Mental Health Services;
- Disability Support Program;
- Social Assistance;
- Affordable and accessible transportation;
- Affordable and accessible housing;
- Vehicle retrofit;
- Building codes;
- Employment;
- Financial Aid;
- Amongst other related topics.
Official Languages

The Premier's Council on the Status of Disabled Persons recognizes its obligations and is committed to actively offering and providing quality services to the public in the public's official language of choice. We are pleased to report that there were no complaints filed with the Office if the Commissioner of Official Languages for the fiscal year ending March 31, 2015.

“Our government is focused on creating jobs, improving our province's finances, and helping families in our communities. Improving the quality of life of persons with disabilities will help all New Brunswickers contribute to our economy to their full potential and will support many families in our province.” – Premier Gallant
FINANCIAL STATEMENTS

PREMIER’S COUNCIL ON THE
STATUS OF DISABLED PERSONS
31 MARCH 2015
INDEPENDENT AUDITOR’S REPORT

To the Chairperson and Members of the
Premier’s Council on the Status of Disabled Persons

I have audited the accompanying financial statements of the Premier’s Council on the Status of Disabled Persons, which comprise the statement of financial position as at March 31, 2015, and the statements of operations and change in accumulated surplus, change in net financial assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management’s Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor’s Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I comply with ethical requirements and plan and perform the 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 statements. The procedures selected depend on the auditor’s judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity’s preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity’s internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements present fairly, in all material respects, the financial position of the Premier’s Council on the Status of Disabled Persons as at March 31, 2015, and the results of its operations, change in its accumulated surplus, change in net financial assets, and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Kim MacPherson
Kim MacPherson, CPA, CA
Auditor General
Fredericton, NB
October 3, 2015
# Statement of Financial Position

## As at 31 March 2015

### Financial Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$13,366</td>
<td>$43,532</td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>1,240</td>
<td>14,227</td>
</tr>
<tr>
<td></td>
<td><strong>14,606</strong></td>
<td><strong>57,759</strong></td>
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### Liabilities

<table>
<thead>
<tr>
<th>Description</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable and accrued liabilities</td>
<td>7,475</td>
<td>12,758</td>
</tr>
<tr>
<td></td>
<td><strong>7,475</strong></td>
<td><strong>12,758</strong></td>
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</tbody>
</table>

### Net Financial Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Financial Assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>2,684</td>
<td>2,318</td>
</tr>
<tr>
<td>Accumulated Surplus</td>
<td><strong>$9,815</strong></td>
<td><strong>$47,319</strong></td>
</tr>
</tbody>
</table>

Approved by the Council

<table>
<thead>
<tr>
<th>Chairperson</th>
</tr>
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<tbody>
<tr>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Member</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
</tbody>
</table>

The accompanying notes are an integral part of these Financial Statements.
PREMIER’S COUNCIL ON THE STATUS OF DISABLED PERSONS
STATEMENT OF OPERATIONS & CHANGE IN ACCUMULATED SURPLUS
FOR THE YEAR ENDED 31 MARCH 2015

<table>
<thead>
<tr>
<th></th>
<th>2015 Budget (Note 4)</th>
<th>2015 Actual</th>
<th>2014 Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUE</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants- Province of New Brunswick</td>
<td>$284,000</td>
<td>$284,000</td>
<td>$284,000</td>
</tr>
<tr>
<td>Miscellaneous revenue (Notes 2 &amp; 3)</td>
<td>5,000</td>
<td>7,070</td>
<td>4,520</td>
</tr>
<tr>
<td></td>
<td>289,000</td>
<td>291,070</td>
<td>288,520</td>
</tr>
<tr>
<td><strong>EXPENSE</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries and employee benefits (Note 2)</td>
<td>230,000</td>
<td>248,245</td>
<td>218,314</td>
</tr>
<tr>
<td>Honoraria</td>
<td>6,000</td>
<td>6,925</td>
<td>5,875</td>
</tr>
<tr>
<td>Staff &amp; Council expenses including travel, meals, hotel and Council meetings</td>
<td>18,000</td>
<td>11,590</td>
<td>17,446</td>
</tr>
<tr>
<td>Parking</td>
<td>1,000</td>
<td>1,775</td>
<td>2,832</td>
</tr>
<tr>
<td>Telephone</td>
<td>5,500</td>
<td>3,061</td>
<td>5,686</td>
</tr>
<tr>
<td>Office Supplies</td>
<td>2,500</td>
<td>1,141</td>
<td>2,467</td>
</tr>
<tr>
<td>Insurance</td>
<td>1,000</td>
<td>1,087</td>
<td>659</td>
</tr>
<tr>
<td>Equipment</td>
<td>2,000</td>
<td>1,513</td>
<td>1,125</td>
</tr>
<tr>
<td>Library &amp; Subscriptions</td>
<td>-</td>
<td>-</td>
<td>115</td>
</tr>
<tr>
<td>Postage</td>
<td>2,500</td>
<td>585</td>
<td>1,712</td>
</tr>
<tr>
<td>Translation &amp; Interpretation</td>
<td>10,000</td>
<td>6,070</td>
<td>10,844</td>
</tr>
<tr>
<td>Printing</td>
<td>7,500</td>
<td>1,386</td>
<td>9,394</td>
</tr>
<tr>
<td>Furniture &amp; Equipment</td>
<td>-</td>
<td>-</td>
<td>756</td>
</tr>
<tr>
<td>IT &amp; Web</td>
<td>5,500</td>
<td>1,965</td>
<td>10,120</td>
</tr>
<tr>
<td>Training &amp; Professional Development</td>
<td>2,500</td>
<td>976</td>
<td>1,855</td>
</tr>
<tr>
<td>Employment Action Plan</td>
<td>2,500</td>
<td>7,699</td>
<td>-</td>
</tr>
<tr>
<td>Disability Action Plan</td>
<td>2,000</td>
<td>3,675</td>
<td>3,393</td>
</tr>
<tr>
<td>Strategic Planning</td>
<td>15,000</td>
<td>23,824</td>
<td>777</td>
</tr>
<tr>
<td>December 3rd UN Day (Note 3)</td>
<td>5,000</td>
<td>5,928</td>
<td>6,318</td>
</tr>
<tr>
<td>Bank charges and Miscellaneous</td>
<td>1,500</td>
<td>1,129</td>
<td>1,592</td>
</tr>
<tr>
<td></td>
<td>320,000</td>
<td>328,574</td>
<td>301,280</td>
</tr>
<tr>
<td><strong>ANNUAL (DEFICIT) SURPLUS</strong></td>
<td>$(31,000)</td>
<td>(37,504)</td>
<td>(12,760)</td>
</tr>
<tr>
<td><strong>ACCUMULATED SURPLUS, BEGINNING OF YEAR</strong></td>
<td>47,319</td>
<td>60,079</td>
<td></td>
</tr>
<tr>
<td><strong>ACCUMULATED SURPLUS, END OF YEAR</strong></td>
<td>$9,815</td>
<td>$47,319</td>
<td></td>
</tr>
</tbody>
</table>

The accompanying notes are an integral part of these Financial Statements.
PREMIER’S COUNCIL ON THE STATUS OF DISABLED PERSONS
STATEMENT OF CHANGE IN NET FINANCIAL ASSETS
FOR THE YEAR ENDED 31 MARCH 2015

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>NET FINANCIAL ASSETS, BEGINNING OF YEAR</td>
<td>45,001</td>
<td>58,150</td>
</tr>
<tr>
<td>ANNUAL (DEFICIT) SURPLUS</td>
<td>(37,504)</td>
<td>(12,760)</td>
</tr>
<tr>
<td>NET CHANGES IN PREPAID EXPENSES</td>
<td>(366)</td>
<td>(389)</td>
</tr>
<tr>
<td>NET FINANCIAL ASSETS, END OF YEAR</td>
<td>$7,131</td>
<td>45,001</td>
</tr>
</tbody>
</table>

The accompanying notes are an integral part of these Financial Statements.
PREMIER’S COUNCIL ON THE STATUS OF DISABLED PERSONS
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2015

Cash and cash equivalents generated by (used in):

<table>
<thead>
<tr>
<th>Operating Activities</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual (deficit) surplus</td>
<td>(37,504)</td>
<td>(12,760)</td>
</tr>
<tr>
<td>Changes in non-cash working balances:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>(12,987)</td>
<td>(12,965)</td>
</tr>
<tr>
<td>Accounts payable and accrued liabilities</td>
<td>(5,283)</td>
<td>(3,000)</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>(366)</td>
<td>(389)</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>(Decrease) Increase in cash:</td>
<td>(30,166)</td>
<td>29,114</td>
</tr>
<tr>
<td>Cash beginning of year</td>
<td>43,532</td>
<td>72,646</td>
</tr>
<tr>
<td>Cash end of year</td>
<td>13,366</td>
<td>43,532</td>
</tr>
</tbody>
</table>

The accompanying notes are an integral part of these Financial Statements.
1. Premier’s Council on the Status of Disabled Persons

The Premier’s Council on the Status of Disabled Persons (the Council) is a body for consultation and study which was created to advise the provincial government and the general public on matters relating to the status of persons with disabilities. The Council reports directly to the Premier of New Brunswick.

2. Summary of significant accounting policies

General

These financial statements are prepared by management using the Premier’s Council on the Status of Disabled Person’s accounting policies stated below, which are in accordance with Canadian public sector accounting standards (PSAS) as issued by the Public Sector Accounting Board.

Revenue recognition

Revenue is recorded on the accrual basis. Government transfers are recognized in the period during which the transfer is authorized and all eligibility criteria are met, except when and to the extent that the transfer stipulations give rise to an obligation that meets the definition of a liability.

Pension contributions

Effective January 1, 2014, the Public Service Superannuation Plan (PSSA) was converted and replaced by the Public Service Shared Risk Plan (PSSRP). The PSSRP is a shared risk pension plan in accordance with the New Brunswick’s Pension Benefits Act. Certain employees of the Council are entitled to received pension benefits under the PSSRP. This converted plan requires all employees classified as full-time employees to participate in this new plan, which is funded by both the employee and the employer. The Council is not responsible for any unfunded liability nor does it have access to any surplus with respect to its employee pensions.

Retirement allowances

Certain long serving employees receive a retirement allowance upon retirement from public services. The plan is funded by the Province of New Brunswick. The Province made changes to its retirement allowance program during the 2013-14 fiscal year where management and non-union employees of the Council will no longer accumulate retirement allowance credits. Employees who were participating in this program were offered a choice of pay-out in lieu of a retirement allowance or, for those with more than five years of service, an option to defer the pay-out until retirement. Payouts provided to Council employees by the Province during the year were approximately $64,000.

Financial instruments

The Council’s financial instruments consist of cash and cash equivalents, accounts receivable and accounts payable and accrued liabilities. It is management’s opinion that the Council is not exposed to significant interest, currency or credit risk arising from these financial instruments. Carrying value is assumed to approximate fair value because of their short term to maturity.
2. Summary of significant accounting policies - continued

Asset classification

Assets are classified as either financial or non-financial. Financial assets are assets that could be used to discharge existing liabilities or finance future operation and are not to be consumed in the normal course of operations. Non-financial assets are acquired, constructed or developed assets that do not provide resources to discharge existing liabilities but are employed to deliver government services, may be consumed in normal operations and are not for resale. Non-financial assets include prepaid expenses.

Measurement uncertainty

The preparation of financial statements in accordance with PSAS requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. The most significant area requiring the use of management estimate relates to the decision not to capitalize fixed asset additions. Actual results could differ from those estimates.

Capital assets

It is the policy of the Council to charge all capital assets purchased to expense in the period in which the expenditure is incurred.

3. Other activities

The Council acts as a co-ordinator for Disability Awareness Week (DAW). The Council also maintains the accounting records for the DAW Executive Committee. The role of this Executive Committee is to oversee DAW and make key decisions regarding its operations. In return for administration costs incurred on behalf of DAW during the year, the DAW Executive Committee paid $4,500 to the Council, which is included in miscellaneous revenue on the financial statements. Should this Committee not receive sufficient funding in the year to cover its costs, the Council is responsible for the additional expenditures.

The Council has an annual event to celebrate the UN International Day of Persons with Disabilities on December 3rd of each year. This event may be coordinated with other partnership(s). Partial expenses may be reimbursed back to the Council by other parties involved.

The Council hosted a “Duty to Accommodate” workshop during the fiscal year. Participants paid a session fee which offset the costs paid by the Council to host the workshop.

4. Budget

The budget figures as shown in the statement of operations have been derived from the estimates approved by the members of the Council. These figures have been prepared on the cash basis and have not been audited.
5. Economic dependence

The Premier’s Council on the Status of Disabled Persons is economically dependent on the Province of New Brunswick as it receives a significant portion of its funding from the Province.

The Province of New Brunswick pays rent for office space used by the Council, the amount for which cannot be reasonably determined. The Province also provides support for IT infrastructure, policy analysis and other related activities totalling $12,600. These expenses and the related asset / liability balances are not presented in these financial statements.