

Summary of Professional Conduct Committee Decision Approving Settlement Agreement

published pursuant to section 114(2) of the Regulated Health Professions Act (RHPA)

Registrant:	Emily Hatcher	License:	Pharmacist – Practicing
Registration:	#3349	Status:	Active
Date of Decision:	November 15, 2025		

Summary

On November 15, 2025, the Professional Conduct Committee issued a decision accepting a proposed Settlement Agreement between the Nova Scotia Pharmacy Regulator (**NSPR**) and Emily Hatcher, pursuant to section 27(1) of the *Regulated Health Professions General Regulations (Regulations)*.

Procedural Background

The NSPR received a complaint against Ms. Hatcher, Pharmacy Manager at Lawtons Drugs #136, on October 9, 2024. The complaint alleged that, following an investigation, it had been determined that Ms. Hatcher knowingly breached the company code of conduct and business ethics by removing products from the pharmacy without payment.

The complaint was investigated by the Investigation Committee pursuant to the then-governing *Pharmacy Act*.

In her response to the complaint, Ms. Hatcher stated that she was never made aware that there was an outstanding charge for the products in question and she was not aware that the products had been utilized without proper payment.

Pursuant to section 50(4)(c)(iii) of the then-governing *Pharmacy Act*, the Investigation Committee referred the matter to a Hearing Committee on May 30, 2025. Upon the repeal of the *Pharmacy Act* on June 30, 2025, the Hearing Committee carried on as the Professional Conduct Committee under the RHPA.

Pursuant to section 87 of the RHPA, the Registrar and Ms. Hatcher mutually agreed to a proposed Settlement Agreement in advance of a hearing. The Settlement Agreement was approved by the Complaints Committee and is now approved by the Professional Conduct Committee pursuant to section 27(1) of the Regulations.

Agreed Facts

The parties agreed to the following relevant facts in the Settlement Agreement:

- In July 2024, Ms. Hatcher received products from the pharmacy which were not paid for. On two occasions, the items were scanned out of the cash register as if payments had been received when they had not. The total value of the products was \$1,501.04.
- Ms. Hatcher received and personally utilized the products.
- Ms. Hatcher repaid Lawtons the full amount of \$1,501.04.
- Ms. Hatcher's employment with Lawtons was terminated following an internal investigation.

Allegations and Admissions

Ms. Hatcher made the following admissions in the Settlement Agreement:

- Ms. Hatcher admitted that she utilized but did not provide payment for products totaling \$1,501.04. Ms. Hatcher admitted that she knew or ought to have known that the products had not been paid for. Ms. Hatcher admitted that her conduct constituted conduct unbecoming and a breach of the *Code of Ethics* and thus professional misconduct.

Disposition

As a result of her professional misconduct and conduct unbecoming, Ms. Hatcher agreed to, and the Professional Conduct Committee approved the following disposition:

- A letter of reprimand will be placed on Ms. Hatcher's file for engaging in professional misconduct and conduct unbecoming the profession by breaching the *Code of Ethics*.
- Ms. Hatcher shall pay a fine of \$1,500 to the NSPR.
- Ms. Hatcher's licence to practice pharmacy shall be suspended for a period of one week.
- Ms. Hatcher shall enroll in, undertake, and successfully complete, an ethics course, at her cost, approved by the Registrar of the NSPR.
- Ms. Hatcher shall pay a portion of the costs incurred by the NSPR with respect to the matter in the amount of \$5,000.

Professional Conduct Committee Reasons

In its reasons, the Professional Conduct Committee determined that the necessary elements of section 87(2) of the RHPA were included in the Settlement Agreement.

The Professional Conduct Committee next considered whether the proposed Settlement Agreement met the criteria set out in section 26(1) of the Regulations. The Professional Conduct Committee considered whether the disposition contained in the Settlement Agreement ensured the protection of the public and whether it appropriately remedied and addressed the Registrant's offending conduct. The Professional Conduct Committee also considered whether the Settlement Agreement was in the best interests of the public.

The Professional Conduct Committee concluded that the Settlement Agreement fulfills the criteria set out in section 26(1) of the Regulations. The Committee concluded that the outcome achieved by the parties to the Settlement Agreement was reasonable. The Professional Conduct Committee agreed that the proposed disposition was proportionate to the conduct engaged in by the Registrar.

The Professional Conduct Committee also considered the principles of denunciation, deterrence (specific and general) and remediation of the member.

The Professional Conduct Committee ordered that certain portions of the Settlement Agreement be redacted from this summary for publication.