

DECISION OF THE PROFESSIONAL CONDUCT COMMITTEE

PROVINCE OF NOVA SCOTIA HALIFAX REGIONAL MUNICIPALITY

IN THE MATTER OF: The *Regulated Health Professions Act*, S.N.S. 2023, c.15 (“the Act”) and Regulations made thereunder

-and-

IN THE MATTER OF: Richard Popoola, Registrant # 3861 (“the Registrant”)

The Professional Conduct Committee (“the Committee”) met on July 30, 2026 to review the attached Settlement Agreement among the Registrant, the Nova Scotia Pharmacy Regulator, and the Complaints Committee of the Nova Scotia Pharmacy Regulator.

The Committee reviewed the contents of the Settlement Agreement to confirm that the elements itemized at Section 87(2) of the *Act* were included. The Committee concluded that the necessary elements were present.

The Committee next considered whether the proposed Settlement Agreement met the criteria set out in *Regulated Health Professions General Regulation* Subsection 26(1) had been met. The Committee notes its grave concerns regarding the conduct which the Registrant has admitted to undertaking. The Committee also considered the accountability that the Registrant has now accepted for their conduct.

In the Committee’s view, the Settlement Agreement contains sufficient provisions to adequately ensure the protection of the public including stringent remedial steps to be undertaken by the Registrant. Further, the Committee notes the conditions of the disposition including disclosure of the Settlement Agreement to future pharmacy managers associated with the Registrant. Such provisions reduce the risk of future bad behaviour.

In assessing the public interest, the Committee also considered the importance of public access to pharmacy services. The conditions and disposition contained in the Settlement Agreement provide for the Registrant’s potential return to practice, while at the same time addressing public protection.

Based on all of the above, the Committee hereby approves the proposed Settlement Agreement.

Dated at Halifax this 31 day of July, 2026.



Susan Halliday Mahar (Chair)
On behalf of the Professional Conduct
Committee Members:
Desiree Jones and Candice Saccary

Attachment (Settlement Agreement)

IN THE MATTER OF: The *Regulated Health Professions Act*, 2023, c.15

IN THE MATTER OF: Richard Popoola, Registrant #3861

SETTLEMENT AGREEMENT

Richard Popoola, former pharmacy intern in the Province of Nova Scotia and registrant of the Nova Scotia Pharmacy Regulator (**NSPR**), hereby agrees with, and consents to, the following in accordance with section 87 of the *Regulated Health Professions Act* and sections 24 to 32 of the *Regulated Health Professions General Regulations*.

THE COMPLAINT

1. On September 26, 2025, a complaint was filed against Richard Popoola by Leah Hutt, Director of Policy and Registrations with the NSPR.
2. The complaint states that concerns arose during Mr. Popoola's application for licensure as a pharmacist that relate to their capacity, competence and character to safely and ethically engage in the practice of pharmacy. The concerns include:
 - a) Lifesaving Society Standard First Aid with CPR-HCP/AED certificate bearing the dates 2021-02-21 to 2/21/2026 (that Mr. Popoola claims was from a course he took in 2023) appears to be a fraudulent document. Information supporting this assertion includes:
 - i) Lifesaving Society advises the certificate range can be no longer than 36 months.
 - ii) Lifesaving Society has no record of Mr. Popoola doing a course in 2023. There is a record of Mr. Popoola completing a course in 2021.
 - iii) Lifesaving Society advises there were changes to CSA Standards in 2022 which resulted in the course's name changing. This change would have been reflected on any certificate post 2022. It is not reflected on the certificate Mr. Popoola claims was issued in 2023.
 - iv) Since 2022, Lifesaving Society no longer includes information about their socials on the certificate. The socials "like us on Facebook" is on the certificate Mr. Popoola claims is from 2023.
 - v) Mr. Popoola provided the NSPR with a copy of a Dalplex receipt for a 2023 course.
 - vi) Dalplex reviewed the order # on Mr. Popoola's 2023 receipt and advised that it was related to an order for another patron for a course that was not related to First Aid.
 - vii) Dalplex reviewed the list of attendees for the 2023 course Mr. Popoola claims to have attended and advised that Mr. Popoola is not on the list.

- viii) Dalplex searched for the username that was listed on the email receipt provided by Mr. Popoola to the NSPR and advised it did not bring up a valid user.
 - ix) Mr. Popoola provided the NSPR with a credit card statement that includes a Dalplex payment for \$172.50 in January 2023.
 - x) Dalplex confirmed that if a refund was issued, the record of the refund would be attached to Mr. Popoola's file.
- b) The information provided on Mr. Popoola's statutory declaration dated September 17, 2025, is undermined by information on the First Aid certificate and provided by two third parties. Mr. Popoola's recollection has changed on a significant matter that one would expect would be unique and thus memorable: specifically, that they were the only person in the course.
 - c) The Intern Declaration of Practice Experience form submitted by Mr. Popoola alleged to be dated/signed on 10/09/2023 by his preceptor appears to be a fraudulent document. The signature and handwriting on this preceptor declaration form are inconsistent with the preceptor's known signature and handwriting, based on the NSPR's observations. The preceptor denies the signature and handwriting on the form are hers.
3. In Mr. Popoola's initial response to the complaint dated October 5, 2025, he admitted to forging his preceptor's signature on the Intern Declaration of Practice Experience form. Mr. Popoola maintained that he did not alter the First Aid certificate that he submitted to the NSPR with his application for licensure.
 4. During the investigation, the following additional concerns were raised:
 - a) that Mr. Popoola administered drugs by injection between February 2024 to May 2025 when he did not have an active First Aid certificate as it expired in February 2024; and
 - b) that Mr. Popoola practiced as a pharmacy intern from January 2025 to May 2025 when he did not have an active licence to practice as he did not renew his intern licence at the end of 2024.
 5. In Mr. Popoola's response to the additional concerns dated December 17, 2025, he stated that:
 - a) he worked in a pharmacy from October 2024 to February 2025 to complete the 500 hours required for remediation to qualify for a fourth attempt at the national pharmacy exam. He stated that 100 of these hours were done in 2025 and he did not understand that he needed to be licensed as an intern for these hours;
 - b) at the time, Mr. Popoola believed he had a valid First Aid certificate; and
 - c) he was very stressed at the time and these errors were not done intentionally.

6. A fulsome investigation was conducted. The complaint was referred by the Registrar of the NSPR to the Complaints Committee pursuant to section 73(1)(f) of the *Regulated Health Professions Act*.
7. On February 18, 2026, Mr. Popoola contacted the NSPR requesting to change his response to the complaint. He admitted that he had altered the First Aid certificate that he submitted with his application for licensure.
8. The Complaints Committee met on April 15, 2026, to review the matter. Mr. Popoola attended the meeting and apologized.
9. Pursuant to section 84(1)(i) of the *Regulated Health Professions Act*, the Complaints Committee referred the complaint to a Professional Conduct Committee for a formal hearing to consider allegations against Mr. Popoola regarding professional misconduct.

MATTERS REFERRED TO PROFESSIONAL CONDUCT COMMITTEE

10. In a decision dated May 25, 2026, and issued by the Complaints Committee, the following matters were referred to the Professional Conduct Committee:
 - a) The Committee's concern that on July 8, 2025, Mr. Popoola submitted to the NSPR an Intern Declaration of Practice Experience form dated September 10, 2023, on which he forged his preceptor's signature.
 - b) The Committee's concern that on July 23, 2025, Mr. Popoola submitted to the NSPR a fraudulent First Aid certificate dated February 21, 2021, to February 21, 2026.
 - c) The Committee's concern that Mr. Popoola altered a valid First Aid certificate, originally dated February 21, 2021, to February 21, 2024, changing the year 2024 to 2026 and claiming that he had attended a 2023 course that he did not actually attend.
 - d) The Committee's concern that Mr. Popoola repeatedly took steps to attempt to cover up the fact that he submitted a fraudulent First Aid certificate with the following actions:
 - i) On August 20, 2025, submitting to the NSPR a second different edited version of the First Aid certificate dated February 21, 2021, to February 21, 2026.
 - ii) On August 20, 2025, submitting to the NSPR a fake invoice purported to be from Dalplex for a February 2023 First Aid course.
 - iii) On August 20, 2025, submitting to the NSPR a fake email purported to be from Dalplex for proof of registration for a February 2023 First Aid course.
 - iv) On September 10, 2025, submitting to the NSPR a fake credit card statement showing a Dalplex charge purported to be for a February 2023 First Aid course.
 - v) In September 2025, contacting the Lifesaving Society by phone and in person numerous times for proof of certification.

- vi) In September 2025, contacting Dalplex by phone and in person numerous times for proof of course attendance.
- vii) On September 17, 2025, submitting to the NSPR a statutory declaration stating that he did not alter the First Aid certification.
- viii) From August 2025 to February 2026, continuously denying alteration of the First Aid certification.
- e) The Committee's concern that Mr. Popoola practiced as a pharmacy intern from January 2025 to May 2025 when he was not licensed with the NSPR.
- f) The Committee's concern that Mr. Popoola administered drugs by injection from October 2024 to May 2025. He did not have active First Aid certification during this time which is required for his Drug Administration by Injection Permit to be valid. In addition, Mr. Popoola was not registered with the NSPR from January 2025 to May 2025.

STATEMENT OF FACTS

11. In February 2021, Mr. Popoola obtained a First Aid Certificate after completing a Lifesaving Society course held at Dalplex on February 20, 2021, and February 21, 2021. The First Aid certificate was valid until February 21, 2024.
12. In May 2023, Mr. Popoola graduated from the Dalhousie University pharmacy program.
13. In May 2023, Mr. Popoola attempted his national pharmacy exams for the first time.
14. In June 2023, Mr. Popoola started a residency program at the IWK hospital.
15. In July 2023, Mr. Popoola learned that he was unsuccessful in his national pharmacy exams.
16. In October 2023, Mr. Popoola attempted the national pharmacy exams a second time and learned in December 2023 that he was unsuccessful again.
17. In February 2024, Mr. Popoola's First Aid certification expired. Although he held a Drug Administration by Injection Permit for 2024, it is not valid without valid First Aid certification.
18. In May 2024, Mr. Popoola attempted the national pharmacy exams for a third time and learned in July 2024, that he was again unsuccessful. Mr. Popoola then left the IWK residency program.
19. In October 2024, Mr. Popoola began 500 remedial hours of practice experience to qualify for a fourth attempt at the national pharmacy exams. During this time, he administered drugs by injection. Mr. Popoola's Drug Administration by Injection Permit would not have been valid as his First Aid certification had expired in February 2024.

20. On December 31, 2024, Mr. Popoola's intern licence and Drug Administration by Injection permit expired.
21. From January 2025 to May 2025, Mr. Popoola continued to practice as an intern and provide drugs by injection without a valid pharmacy intern licence or a valid Drug Administration by Injection Permit.
22. In February 2025, Mr. Popoola completed the 500 remedial hours of practice experience. He continued to practice as a pharmacy intern while awaiting his fourth and final attempt at the national pharmacy exams.
23. In May 2025, Mr. Popoola attempted the national pharmacy exams a fourth time and learned in July 2025 that he was successful.
24. Mr. Popoola forged his preceptor's signature on his Intern Declaration of Practice Experience Program and submitted it to the NSPR on July 8, 2025.
25. Mr. Popoola registered to write the NSPR Jurisprudence exam on July 30, 2025.
26. On July 16, 2025, Mr. Popoola registered for a July 26, 2025, First Aid course with Lifeshield.
27. Mr. Popoola forged the First Aid certificate that he had received in 2021, altering the expiry date to read February 21, 2026, instead of February 21, 2023. He submitted the forged certificate to the NSPR on July 23, 2025.
28. On July 25, 2025, Mr. Popoola learned that the July 26, 2025, First Aid course he registered for had been cancelled and rescheduled to August 3, 2025.
29. On July 30, 2025, Mr. Popoola wrote the NSPR Jurisprudence exam.
30. On August 3, 2025, Mr. Popoola attended the Lifeshield First Aid course and received the certificate via email on August 5, 2025.
31. On August 8, 2025, Mr. Popoola learned that he was successful on his Jurisprudence exam.
32. On August 20, 2025, after learning that the NSPR Registrations Department had concerns about the First Aid certificate that Mr. Popoola submitted on July 16, 2026, he provided to the NSPR a valid Registration Confirmation document for the 2021 course and a forged Registration Confirmation document for a 2023 course that he did not take. He also submitted copies of the valid 2021-2024 certificate and another version of the forged 2021-2026 certificate.
33. On August 26, 2025, Mr. Popoola submitted to the NSPR an email purchase receipt from Dalplex for the valid 2021 course and a forged email purchase receipt for a 2023 course that he did not register for or attend.
34. In September 2025, Mr. Popoola called and attended Lifesaving Society requesting proof of his attendance at a 2023 First Aid course that he did not attend.

35. In September 2025, Mr. Popoola called and attended Dalplex requesting proof of payment and attendance at a 2023 First Aid course that he did not attend.
36. On September 17, 2025, Mr. Popoola submitted a notarized statutory declaration stating that he did not forge the 2021-2026 First Aid certificate that he submitted.
37. On October 5, 2025, Mr. Popoola submitted a response to the complaint maintaining that he attended a First Aid course in 2023 and did not alter the First Aid certificate that he submitted to the NSPR.
38. In an interview with the investigator on January 6, 2026, Mr. Popoola maintained that he attended a First Aid course in 2023 and did not alter the First Aid certificate that he submitted to the NSPR.
39. On February 18, 2026, Mr. Popoola called the NSPR and admitted that he had altered the First Aid certificate that he submitted to the NSPR and admitted that he did not attend a First Aid course in 2023.

ADMISSIONS

40. Mr. Popoola admits the matters referred to the Professional Conduct Committee, including:
- a) that he forged his preceptor's signature on the Intern Declaration of Practice Experience form submitted to the NSPR on July 8, 2025;
 - b) that he submitted to the NSPR a fraudulent First Aid certificate on July 23, 2025;
 - c) that he did not attend a First Aid course in 2023;
 - d) that he repeatedly took steps to attempt to cover up the fact that he submitted a fraudulent First Aid certificate to the NSPR;
 - e) that he practiced as a pharmacy intern from January 2025 to May 2025 when he was not licensed with the NSPR;
 - f) that he administered drugs by injection from November 2024 to May 2025 during which time he did not have an active First Aid Certification.
41. Mr. Popoola admits his actions constitute professional misconduct as set out in the *Regulated Health Professions Act*.

MITIGATING FACTORS

42. In reaching this Settlement Agreement, the NSPR has taken into consideration the following mitigating factors:
- a) Mr. Popoola has no prior licensing sanctions with the NSPR; and

- b) while initially denying the allegations, Mr. Popoola has now admitted the matters referred to the Professional Conduct Committee and that his actions constitute professional misconduct.

AGGRAVATING FACTORS

43. In reaching this Settlement Agreement, the NSPR has taken into consideration the following mitigating factors:

- a) Mr. Popoola was deceitful on many occasions throughout the investigation and went to great lengths to cover up his deception.

DISPOSITION

44. The NSPR and Mr. Popoola agree to the following disposition and settlement of this matter:

- a) A letter of reprimand shall be placed on the file of Mr. Popoola including the following reprimand:
- *You are hereby reprimanded for engaging in professional misconduct by breaching the Code of Ethics (Value VI, X), and the Regulated Health Professions Act (Section 60(1)(a)) by:*
 - *forging your preceptor's signature on an Intern Declaration of Practice Experience;*
 - *submitting a fraudulent First Aid certificate to the NSPR;*
 - *taking steps to attempt to cover up the fact that you submitted a fraudulent First Aid certificate;*
 - *being dishonest on numerous occasions with the NSPR regarding the fraudulent First Aid certificate;*
 - *practicing as a pharmacy intern when you were not licensed with the NSPR; and*
 - *administering drugs by injection when you did not hold an active First Aid certificate.*
- b) Mr. Popoola shall pay a fine of \$10,000 to the NSPR in minimum monthly installments of \$500. The first monthly installment must be received by the NSPR no later than December 31, 2026.
- c) Mr. Popoola shall pay a portion of the NSPR's costs for this matter to the NSPR, fixed at the amount of \$10,000, in minimum monthly installments of \$500. The first monthly installment must be received by the NSPR no later than December 31, 2026.
- d) Mr. Popoola shall enroll in, undertake, and successfully complete the *PROBE: Ethics & Boundaries Program*, at his cost prior to obtaining a pharmacist practicing licence.

- e) Once the *PROBE: Ethics & Boundaries Program* has been completed, but in no case earlier than September 1, 2026, (representing a period of one year from the date he would have been eligible to apply for a pharmacist practicing licence if not for this complaint), Mr. Popoola is permitted to apply for a pharmacist practicing licence in Nova Scotia. For clarity, Mr. Popoola is not permitted to apply for a pharmacist practicing licence until the later of September 1, 2026, and the date he completes the *PROBE: Ethics & Boundaries Program*.
- f) Mr. Popoola is permitted to apply for a licence to practice pharmacy as an intern in Nova Scotia on the date this Settlement Agreement is approved by the Professional Conduct Committee appointed to hear the matter.
- g) Mr. Popoola shall complete and submit to the NSPR a criminal background check each year for the first five years he holds a pharmacist practicing licence with the NSPR. This shall be submitted between September and December of each calendar year.
- h) Mr. Popoola shall not hold the title of Pharmacy Manager or perform the services of a Pharmacy Manager for a period of five years commencing from the date he obtains a pharmacist practicing licence. Following this five-year period, this Settlement Agreement must be provided to the owner of any pharmacy where Mr. Popoola intends to hold the title of Pharmacy Manager, prior to him assuming the role.
- i) Mr. Popoola shall notify the NSPR of all future employers in the pharmacy profession, for the first five years he holds a pharmacist practicing licence, and the NSPR shall provide each pharmacy manager with a copy of this Settlement Agreement.

PUBLICATION

45. A summary of the Professional Conduct Committee's decision accepting this Settlement Agreement shall be made public in accordance with section 114 of the *Regulated Health Professions Act*, subject to any publication bans ordered by the Professional Conduct Committee.

INDEPENDENT LEGAL ADVICE

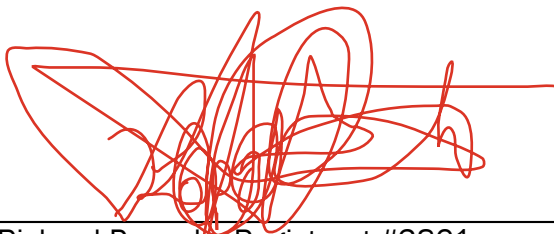
46. Mr. Popoola acknowledges that he has consulted with independent legal counsel, or has had the opportunity to do so, prior to signing this Settlement Agreement. Mr. Popoola acknowledges that he has read, understands, and voluntarily consents to the terms of this Settlement Agreement.

EFFECTIVE DATE

47. This Settlement Agreement shall only be effective and binding when it has been recommended for acceptance by the Complaints Committee and approved by the Professional Conduct Committee appointed to hear the matter. The date of this Settlement Agreement shall be deemed to be the date of approval by the Professional Conduct Committee.

DATED at Halifax, Nova Scotia, this 2 day of July, 2026.

CONSENTED TO:

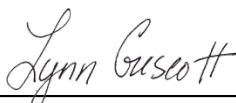


Richard Popoola, Registrant #3861



Beverley Zwicker, CEO and Registrar,
Nova Scotia Pharmacy Regulator

RECOMMENDED BY:



Lynn Guscott, Vice Chair, Complaints Committee
Nova Scotia Pharmacy Regulator
Date: June 18, 2026

APPROVED BY:



Susan Halliday-Mahar
Vice-Chair, Professional Conduct Committee
Nova Scotia Pharmacy Regulator
Date: July 31 2026