



THE COLLEGE OF
VETERINARIANS
OF ONTARIO

Council Meeting
March 23 and 24, 2022
Video Teleconference Call

MINUTES

Presiding Officer:	Dr. Lorie Gold
Members present:	Dr. Patricia Alderson Dr. Annatasha Bartel Dr. Tyrrel de Langley Dr. Harold Kloeze Ms. Catherine Knipe Ms. Joy Levison Dr. Kerry Lissemore Dr. Paula Menzies Dr. Alana Parisi Dr. Jessica Peatling Dr. Sami Qureshi Dr. Jessica Retterath Ms. Rena Spevack Dr. Wade Wright Dr. Michael Zigler
Appointed Officer:	Ms. Jan Robinson, Registrar and CEO
Regrets:	Ms. Gayle Ecker Mr. Amanpreet Sidhu
Staff attending the call:	Ms. Kim Huson, Executive Partner, Communications Ms. Sarah Kirby, Senior Policy and Project Specialist Dr. Kim Lambert, Associate Registrar, Quality Practice Ms. Beth Ready, Executive Partner, Corporate Services Ms. Shilo Tooze, Associate Registrar, Licensure
Guests attended the call:	Ms. Suzanne Conquer, OMAFRA Representative Ms. Agnes Pawelek, OVMA Representative Ms. Elise Wickett, OAVT

1. Call to order

Due to the COVID-19 pandemic the Council meeting was held via a video teleconference call.

A Land Acknowledgement was read aloud by the President.

Dr. Gold called the meeting to order at 9:00 a.m. and welcomed Councillors, guests and observers.

It was noted that the Council meeting was live streamed. All guests and observers watched the meeting via streaming.

2. Adoption of Agenda

MOTION: It was moved and seconded,
“That the agenda be adopted as circulated.”

CARRIED

3. Conflict of Interest

No conflicts were declared.

4. Consent Agenda

Councillors reviewed the consent agenda and it was requested that

- 4.3 Registrar’s Report
- 4.4.2 Registration Committee Report
- 4.4.6 Quality Assurance Committee Report

be removed from the consent agenda to be discussed separately.

All of the following consent agenda items were approved as presented:

- 4.1 Minutes – December 1 and 2, 2021 and Annual Council Meeting minutes
December 1, 2021
- 4.2 President’s Report
- 4.4 Committee Reports
 - 4.4.1 Accreditation
 - 4.4.3 Complaints
 - 4.4.4 Discipline
 - 4.4.5 Executive
 - 4.4.7 Governance, Audit and Risk
- 4.5 Ratify Executive Committee Motion

MOTION: It was moved and seconded,

“That the Consent Agenda be approved with item 4.3, 4.4.2, and 4.4.6 to be discussed separately.”

CARRIED

4.3 Registrar's Report

The Registrar reported that a very positive meeting was held with the Minister of Ontario Ministry of Agriculture, Food and Rural Affairs. The meeting focused on legislative reform and the veterinary shortage. The Minister's office is committed to moving forward with the legislative reform of the *Veterinarians Act*.

4.4.2 Registration Committee Report

The Chair of the Registration Committee reported that the Committee discussed the proposed regulatory amendments to be established under the *Fair Access to Regulatory Professions and Compulsory Trades Act* at its March meeting. It was noted that the Committee's report and the proposed regulatory amendments were included with the circulated Registration Report to Council. A response was submitted to the government for further clarification.

Councillors asked for further information and the Chair of the Committee and the Registrar answered any questions.

4.4.6 Quality Assurance Committee Report

The Chair of the Quality Assurance Committee reported that a licensee wrote a letter to the College thanking Councillors for their work related to veterinary wellness. At its meeting in December 2021, Council approved the Committee's recommendations on the role of the College in veterinary professional wellness. The Quality Assurance Committee will continue its work in this area.

At this time Ms. Krithika Jeyaraman, Community Engagement Coordinator, provided a presentation on "Compassionate Regulation."

Councillors found the presentation to be very informative. Councillors asked questions and Ms. Jeyaraman and the Registrar provided answers.

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario accept the Registrar's Report, the Registration Committee Report and the Quality Assurance Committee Report as presented."

CARRIED

5. Strategic Alignment

5.1 Evaluation

- December 2021

Ms. Catherine Knipe, Chair of the Governance, Audit and Risk Committee, introduced this agenda item.

Council reviewed the meeting evaluation from its meeting held on December 1 and 2, 2021.

5.2 Strategic Plan

5.2.1 Strategy 2023 – Year 2 Tactics Progress

Councillors were provided with the Year 2 Tactics related to Strategy 2023.

The document was provided to Council for information.

5.2.2 Strategy 2023 – Proposed Year 3 Tactics

As Council enters year three its aim is to finish its tactical work related to Year 2 and to project its thinking forward to a next year plan. Council was provided with proposed year three tactics.

The Registrar and CEO reviewed the proposed tactics within each objective. Council discussed the tactics and provided its feedback.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the Year Three Tactics as presented.”

CARRIED

5.2.2.1 College Data Plan

Ms. Shilo Tooze, Associate Registrar, Licensure, facilitated the conversation for this agenda item.

There are a number of ways that Council currently receives data about College operations, and through policy work and linked to College strategy. One of the year two tactics in the College’s strategic plan, Strategy 2023, is to enhance aggregate data reporting channels for Council, committee and the profession.

Key areas of focus include: building a culture of curiosity, risk, research and workforce planning and diversity, equity and inclusion.

Councillors were provided with discussion questions prior to the meeting. Councillors provided feedback to assist College staff in determining how best to add value to the work of Council and Committees by providing increased data.

The feedback received will be provided to the Governance, Audit and Risk Committee for the development of next steps.

5.2.3 Proposed Strategic Planning Process for Strategy 2026

Council is currently beginning year 3 of its existing Strategic Plan – Strategy 2023. It is now time for Council to begin planning for its next Strategic Plan – Strategy 2026.

College staff have been researching current strategic planning approaches to formulate a proposed process for Council’s consideration.

Council reviewed and provided its comments on a proposed strategic framework for 2026.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the Strategic Framework 2026 as outlined.”

CARRIED

Council robustly discussed and provided its feedback on issues that they felt that the new strategic plan should resolve.

It was noted that the next phase of the Strategic Planning for 2026 will be held on June 21st in the afternoon.

5.2.4 Review of Animal Welfare Agenda

As part of its last two strategic plans, Council has developed and approved an animal welfare agenda. The College is entering year three of the agenda.

Council was provided with a progress chart outlining the accomplishments of Council and the College. Councillors were encouraged to ask questions on the work in order to assist staff in its next steps.

5.3 Policy Review and Project Priorities Update

The Policy and Project Tracking Chart was provided for information.

5.4 Performance Measurement

5.4.1 Key Performance Indicators

Ms. Catherine Knipe, Chair of the Governance, Audit and Risk Committee, introduced this agenda item.

The performance indicators are intended to assist Council to focus on the risks to the organization and within the practice of veterinary medicine.

The Registrar reported on a College insurance matter.

Council is provided with a Dashboard on a quarterly basis.

5.4.2 Strategic Risks

Ms. Shilo Tooze, Associate Registrar, Licensure, introduced this agenda item.

The Governance, Audit and Risk Committee, as part of its mandate, reviews leading risks and strategic risks at each meeting. At its February meeting, the Committee reviewed strategic risks identified by staff to determine if there are any in need of elevation to Council.

The Committee determined that the *Working for Workers Act* and its proposed changes to the *Fair Access to Regulated Professions and Compulsory Trades Act* (FARPACTA) is a strategic risk but determined that it made sense that the issue be raised in the report of the Registration Committee.

The Committee did not feel that there were any additional strategic risks that have not previously been discussed in need of mitigation.

5.5 Outcomes Focused Regulation

5.5.1 Overview

The Registrar reported that the Impact Strategy Unit meets after every Council meeting. There were no new policies to consider for implementation.

Work continues relating to the management of drugs, the role of facility directors, and the evaluation of remedial undertakings. An outline of new projects emerging for the Impact Strategy Unit was provided.

6. Finance

6.1 Financial Statements ending January 31, 2022

Council reviewed the Variance Report, Balance Sheet, and Revenue and Expenses Statement ending January 31, 2022.

These documents are presented as information only.

6.2 Revenue Review for 2023

In 2020 the College Council decided to sell its office building and proceed to lease new space. Council has agreed that a portion of the sale of the building will be used to offset a fee increase, an increase of revenue is necessary beginning in the 2023 fiscal year.

In 2021 College Council also approved an increase in per diem rate for Councillors and non-Councillors. In December of 2021, Council decided to provide its President with an annual stipend for service beyond regular meeting attendance and preparation.

As a result, a fee increase will be required to cover additional costs related to the lease and to the increase in per diems.

If Council determines that an increase is necessary, this will occur in the form of a By-law change. A By-law change does require consultation of licenced members. If approved, in principle, the By-law would be circulated for consultation and returned to Council for confirmation at its meeting in June.

Council robustly discussed the proposed fee increase and provided its feedback.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the By-law changes of a fee increase of \$85.00, in principle, for circulation to licenced members.”

CARRIED

6.3 Special Reserve Project – Complaints Process

Ms. Shilo Tooze, Associate Registrar, Licensure, introduced this agenda item.

Council has previously discussed that the College's complaints process is struggling under the outdated process as it is laid out in the *Veterinarians Act*. The College lacks the ability to make substantive changes to the complaints process due to the prescriptive nature of the requirements laid out in the Act. The legislation does not allow to increase the number of Complaints Committee members.

College staff, in collaboration with the Complaints Committee, have been exploring alternative ways to support the process that do not involve legislative change.

Council was provided with information outlining a number of strategies to improve the complaints process while awaiting legislative changes. An 18 month pilot was proposed to assess the proposed strategies in order to determine if meaningful improvements are made to the process. Council also reviewed costs associated with moving forward with the proposed changes.

Council robustly discussed the proposed strategies and provided its feedback.

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario approve the proposed budget for the special project – complaints process."

CARRIED

7. Public Policy

7.1 VCPR Consultation Update

Ms. Sarah Kirby, Senior Policy and Project Specialist, introduced this agenda item.

In December 2021, the Professional Practice Standard on VCPR was returned to Council with additional revisions for consideration. Council determined that the revised draft standard should be circulated for public consultation before returning to Council for further consideration.

In addition to the public consultation, other conversations were held with the Access to Care Working Group, the Public Community Reference Panel, and the Veterinary Practice Community Reference Panel.

Council was provided with a report on the consultation feedback, resources related to the VCPR, Regulation 1093 sections of the VCPR, and a proposed updated draft Professional Practice Standard.

After significant discussion and due to timing, further debate on this item was tabled to day 2 of the Council agenda.

Council ended its meeting for the day and went into an in camera session. All guests, and observers exited the Council teleconference meeting.

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario move to go in camera to discuss the Registrar's Performance Review."

CARRIED

8. Registrar's Performance Review (in camera session)

Councillors were asked to call in after they exited the Council teleconference meeting to discuss agenda item 8. Registrar's Performance Review. This was an in camera session and only Councillors were in attendance.

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario receive the Registrar's Performance Review report as presented."

CARRIED

The morning of day 2 the following motion was made:

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario move to go out of in camera."

CARRIED

7. Public Policy

7.1 VCPR Consultation Update (cont'd)

Council continued its discussion from the previous day on the VCPR Consultation Update.

Council robustly discussed and provided its feedback on the proposed updated draft Professional Practice Standard.

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario direct that the Professional Practice Standard: VCPR be returned to staff for further review and consideration."

CARRIED

It was noted that having two or three Councillors to assist with the development of the Guide to the Standard would be of great value. The document will also be circulated to the two Community Reference Panels for their feedback.

7.2 Recommendations of the Standard of Care Working Group

The Registrar introduced this agenda item, and Ms. Sarah Kirby, Senior Policy and Project Specialist, joined the table to answer any questions.

The College implemented the formation of a Working Group focused on the concept of standard of care. The Working Group was formed in February 2021.

The Working Group was guided by terms of reference that outlined its task of considering the terms "standard of practice" and "standard of care" and how they are understood and applied within the veterinary profession.

At its meeting in February, the Executive Committee conducted a preliminary review of the recommendations and provided its feedback.

Council reviewed and provided its feedback on suggested recommendations from the Working Group.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario accept the Standard of Care Working Group’s recommendations as presented.”

CARRIED

7.3 Recommendations of the Working Group on Veterinary Medicine and the Beef Farming Sector in Ontario

The Registrar introduced this agenda item, and Ms. Sarah Kirby, Senior Policy and Project Specialist, joined the table to answer any questions.

The College implemented the formation of a Working Group to discuss potential strategies for increasing access and availability of veterinary services for the beef sector, especially in rural and remote areas. The Working Group was formed in September 2020.

Council reviewed and provided its feedback on suggested recommendations from the Working Group as well as its thoughts related to the College’s potential continuing involvement.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario endorse the Working Group on Veterinary Medicine and the Beef Farming Sector in Ontario recommendations and the College’s ongoing participation in the Working Group.”

CARRIED

7.4 Recommendations of the Working Group on Public Health and Veterinary Medicine in Ontario

The Registrar introduced this agenda item, and Ms. Sarah Kirby, Senior Policy and Project Specialist, joined the table to answer any questions.

The College implemented the formation of a Public Health and Veterinary Medicine Working Group to help move forward with work in this area. The Working Group was formed in February 2021.

The concept of One Health and the promotion of the role of veterinary medicine within it is part of the College’s overall strategic outlook. Council has confirmed its commitment to the work on several occasions over the past six years.

Council reviewed and provided its feedback on suggested recommendations from the Working Group as well as its thoughts related to the College’s potential continuing involvement.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario endorse the recommendations and the College’s ongoing participation in the Working Group on Public Health and Veterinary Medicine in Ontario.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the allocation of the requested funds as presented.”

CARRIED

9. Presentation

At this time Harmony Johnson, Vice President, Indigenous Wellness & Reconciliation, provided a presentation on “Building a Shared Language.”

Councillors and staff who were watching found the presentation to be very informative and a powerful presentation.

10. Organizational Policy

10.1 Board Governance Policy – Expense Procedure – Council/Non-Council Member

At its meeting held in December, Council approved an annual fixed stipend for the College President and also approved it being reviewed, along with the College per diems, every two years.

Council was provided with a revised governance policy (6.3 Expense Procedures – Council / Non-Council Member) to include the President’s Stipend.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the revised Governance Policy 6.3 – Expense Procedures – Council/Non-Council Member as presented.”

CARRIED

11. Council Roundtable

Trends – Media, Regulatory, Legal, and Public

Councillors were provided by staff with the top trends relating to media, regulation, recent legal cases, and public.

Councillors reviewed the trends that were brought forward and provided additional feedback.

General Trends

Councillors were given the opportunity to raise any matter that they believe is relevant to the College and its activities. Comments included:

- other regulatory bodies facing similar issues as veterinarians – the OMA appeared before the House of Commons’ Standing Committee on Health to inform its study of how the federal government can facilitate recruitment and retention of health-care professionals in the wake of substantial burnout
- OMA article – “It’s time to prepare for the next pandemic now” – notable weaknesses were exposed that have yet to be fully addressed – strengthening the public health system requires increased investment and more efficient sharing of information
- residents in specific areas of Toronto are allowed to have urban hens – veterinarians would have to obtain a mobile in order to provide veterinary care
- CBC article on the regulator for Ontario doctors slow to act as more complaints about a Toronto doctor come forward – patients wondering if the College is acting to protect patients or the doctors they are supposed to be regulating – complaints were filed over one year ago
- the use of apps to help share after hours calls and provide staff for facilities with high absenteeism
- a veterinary drug, xylazine, creeping into Canada’s illicit drug supply – causing concern in the United States causing fatal overdoses
- increase in public scrutiny on sport of horse racing – use of performance enhancement drugs

12. Other Business

No other business was brought forward.

13. Notice of Motion

Dr. Wade Wright brought forward the possibility of an electronic version of the College’s Annual Report vs. hard copies.

The Registrar noted that the Annual Report is in a digital format. The College does provide hard copies to Council, key stakeholders and the Ministry.

14. Confidentiality

Councillors were reminded that Council meetings are public meetings.

Information discussed in in-camera sessions must be kept confidential by all in attendance. All budget/financial/strategic alignment documents are not to be shared outside of the meeting as these documents are working documents of Council and not public material. Any inquiries regarding the package can be directed to the website where the public package is posted.

Minutes of the Council meeting are not approved until its next meeting.

15. Evaluation Form

The Council meeting evaluation form will be forwarded for completion electronically via Survey Monkey. Councillors are encouraged to complete the evaluation which is helpful in continually improving future Council meetings.

16. Date of Next Meeting

The next regular meeting of Council will be held on June 22, 2022. A strategic planning session will take place on June 21 from 1:00 to 4:30.

17. Adjourn

MOTION: It was moved,

“That the meeting of Council be adjourned.”

CARRIED

The meeting adjourned at 2:28 pm.

Dr. Lorie Gold
President

Jan Robinson
Registrar and CEO

Beth Ready
Recording Secretary