

Minutes

Council Meeting

June 19, 2024

2-71 Hanlon Creek Blvd.

In-Person Meeting

Presiding Officer: Dr. Wade Wright

Members present: Dr. Patricia Alderson
Dr. Claire Beauchamp
Dr. Kathleen Day Dunbar
Ms. Cathy Hecimovich
Dr. Louise Kelly
Ms. Catherine Knipe
Dr. Lena Levison
Dr. Clayton MacKay
Dr. Sean Marshall
Dr. Alana Parisi
Dr. Sami Qureshi
Dr. Jessica Retterath
Mr. Douglas Reynolds
Ms. Rena Spevack
Dr. Michael Zigler

Regrets: Dr. Yashvir Varma

Appointed Officer: Jan Robinson, Registrar and CEO

Staff attending: Ms. Emily Ewles, Principal, Quality Assurance
Ms. Kim Huson, Executive Partner, Communications
Ms. Sarah Kirby, Executive Partner, Policy
Dr. Kim Lambert, Associate Registrar, Quality Practice
Ms. Kali Pieters, Policy & Projects Coordinator
Ms. Shilo Tooze, Deputy Registrar
Ms. Emily Ewles, Principal, Quality Assurance
Ms. Alice Couto, Executive Assistant

1. Call to Order

A Land Acknowledgement was read aloud by the President.

Dr. Wright called the meeting to order at 9:03 a.m. and welcomed Councillors.

It was noted that the Council meeting was being live streamed, but that due to some technical issues, the live stream may be delayed. Guests and observers watched the meeting via the live stream.

Dr. Wright introduced Dr. Sean Marshall and presented him with the CVO pin.

2. Roll Call

A roll call was conducted.

3. Approval of Agenda

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

CARRIED

4. Conflict of Interest

No conflicts were declared.

5. Consent Agenda

Councillors reviewed the consent agenda, and it was requested that item, 5.4.3 Complaints, be removed from the consent agenda to be discussed separately.

All the following consent agenda items were approved as presented:

- 5.1 Minutes – March 20 & 21, 2024
- Minutes – April 19, 2024
- 5.2 President’s Report
- 5.3 Registrar’s Report
- 5.4 Committee Reports
 - 5.4.1 Accreditation
 - 5.4.2 Registration
 - 5.4.4 Discipline
 - 5.4.5 Executive
 - 5.4.6 Quality Assurance
 - 5.4.7 Governance, Audit and Risk
- 5.5 National Examining Report
- 5.6 Ratify Executive Committee Motions

MOTION: It was moved and seconded,

“That the Consent Agenda be approved with item 5.4.3 to be discussed separately.”

CARRIED

5.4.3 Complaints

Ms. Rena Spevack, Chair of the Complaints Committee, noted there are a lot of open cases in the current backlog and many of these are focused on Covid restrictions. She wanted to reassure Council that the Complaints Committee is working diligently to get through all the cases. She also noted that the navigator role was not in place at the time and is now assisting with providing better customer service to those involved in the process.

Council was encouraged to ask questions and a discussion ensued. The Registrar suggested that the patterns of complaints over the last five years be added to the report for the next Council meeting to demonstrate the impact of the work that has been done on process improvement.

6. Strategic Alignment

6.1 Evaluation

Dr. Alana Parisi introduced this agenda item.

Council reviewed the meeting evaluation from its meeting held in March 2024.

6.2 Strategic Plan

6.2.1 Strategy 2026 – Year 1 Tactics

Councillors were provided with the Summary from Year 1 Tactics.

The Registrar answered questions from Council members. The document will now be posted on the website for public review.

6.2.2 Year 2 Tactics

The Registrar presented a draft of the Year 2 Tactics and elaborated on the following objectives: championing legislative reform to affirm an agile future, partnering for improved access to veterinary services, creating space for innovation and technology, promoting the importance of One Health, and focusing regulation on people and context.

A discussion ensued and the Registrar answered questions from Council members.

MOTION: It was moved and seconded,

“To accept the draft Year 2 Tactics as presented.”

CARRIED

6.3 Policy Review and Project Priorities

The Policy and Project Tracking Chart was provided for information.

6.4 Performance Measurement

6.4.1 Key Performance Indicators

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

Council is provided with a Dashboard on a quarterly basis.

Ms. Shilo Tooze, Deputy Registrar, and the Registrar answered questions from Council members.

6.4.2 New Key Performance Indicator for Facility Accreditation

Ms Shilo Tooze outlined the new key performance indicator for Facility Accreditation. She noted that since the purpose of the key performance indicators is to track risks across the organization, it was proposed that the new Facility Accreditation key performance indicator monitor the number of referrals to the Accreditation Committee. It was proposed that new thresholds be implemented. Details were provided in the Council package.

A discussion ensued and Councillors were given the opportunity to ask further questions of Ms Shilo Tooze.

MOTION: It was moved and seconded,

“That the Key Performance Indicator for Facility Accreditation be adopted as proposed.”

CARRIED

6.5 Outcomes Focused Regulation

6.5.1 Update

Ms. Shilo Tooze provided an update on the outcomes focused regulation report, noting that this report comes from the Impact Strategy Unit.

Council was given the opportunity to ask questions.

Dr. Kim Lambert provided an update of regulatory effectiveness in Facility Accreditation; including inspection deficiencies and facility director engagement, the role of the facility director and the lock label locate campaign.

7. Finance

7.1 Financial Statement – April 30, 2024

Council reviewed the Variance Report, Balance Sheet, and Revenue and Expenses Statement ending April 30, 2024

The documents are presented as information only.

It was suggested that the College should consider the College’s reserves from a CRA perspective. The Registrar agreed to speak with auditors to get their perspective on this matter.

A discussion ensued and the Registrar answered questions.

Public Policy

8.1 Legislative Reform

Ms. Sarah Kirby, Executive Partner, Policy and Ms. Kim Huson, Executive Partner, Communication, provided an update on the progress of Bill 171 – Enhancing Professional Care to Animals Act.

Ms. Sarah Kirby provided a legislative reform update elaborating on the transition, noting that the Current College Council will continue to exist as Legacy Council but with a narrowed policy scope. The Legacy Council will be responsible for member matters and operations of the College. She noted that there would be a Transition Council to be formed in Summer 2024 consisting of all members of the current Council and three new appointed RVT members. The Transition Council will be responsible for review of and consultation on proposed regulations, development of by-laws and governance. She outlined the regulation development work that is underway and that it will continue.

Ms. Kim Huson outlined the various communication activities related to legislative reform and shared the Legislative Reform infographic. The Council and staff watched the legislative reform video.

The Registrar thanked the entire staff team for all their work and the Council celebrated with a Royal Assent cake during the coffee break.

8.2 Maintaining Appropriate Boundaries

Dr. Patricia Alderson introduced this agenda item and Dr. Kim Lambert, Associate Registrar, Quality Practice, and Ms. Emily Ewles, Principal, Quality Assurance and Improvement, joined the table. Dr. Alderson referred Council to the materials provided in the package. The Quality Assurance Committee asked that Council consider two main questions. One being, is the current approach of managing boundary violations through the existing professional misconduct regulations and through the professionalism program aligned with right touch regulation; and two, should a policy be developed to set clear expectations around maintaining appropriate boundaries with clients, colleagues, and staff.

A fulsome discussion ensued.

MOTION: It was moved and seconded,

“That the Council elect to direct that a policy on maintaining appropriate boundaries be developed.”

CARRIED

Organizational Policy

9.1 By-Law Changes – Council Election

Ms. Shilo Tooze, Deputy Registrar, introduced this agenda item. At the last meeting in March 2024, Council approved by-law amendment for circulation. She noted that the by-law amendment was in the Council package and reviewed its highlights with Council. The intent of the by-law is to ensure continuity of Council members through the transition period of legislative change.

Proposed By-Law changes require circulation for member and stakeholder feedback for consideration. The proposed change was circulated for 60 days to enable individuals to provide feedback. The feedback is now being provided back to Council to determine how it wishes to proceed. Only a small number of responses were received, and the feedback was generally in favour of the proposed change.

The Ontario Veterinary Medical Association (OVMA) provided feedback on the proposed amendments, and they did not express any concerns with the proposed direction. The letter from OVMA was included in the Council package

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the By-law changes as presented.”

CARRIED

9.2 Draft Governance Policy – Operations Reserve

At the March Council meeting, a Councillor raised the question of whether the Council's approach to its financial reserves should be in a governance policy. While the choice of investment instruments is outlined in an existing governance policy, the decision on the appropriate reserve target for the College, in relation to managing financial risk exposure, has only ever been articulated within annual budget documents. Given the increasing pressure on not-for-profit organizations to only maintain reserves suitable to their projected actual needs, it was timely to place regular good practice into policy in the event of external review.

At Council's direction, staff developed a draft policy for consideration.

It was noted that the costs attached to the projected areas of financial risk exposure would vary annually and would continue to remain a discussion in the budget planning cycle.

The Registrar spoke to the area of uninsured financial risk, including uninsured contested hearings, lawsuits related to conflict of interest/privacy breach, dissolution of the College and displacement of the College premises.

It was recommended that since this is an accounting issue, that the policy be reviewed by the auditor before Council votes on the matter. The Registrar agreed and no motion was made at the time.

10. Council Roundtable

Media Trends, Regulatory, Legal, Public and General

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

Councillors reviewed the trends that were brought forward.

General Trends

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

Team Based Care:

https://www.hqontario.ca/Portals/0/modals/qi/en/processmap_pdfs/resources_links/transfer%20of%20accountability.pdf

Avian Influenza:

https://animaljustice.ca/blog/bird-flu-outbreak-canada?psafe_param=1&utm_source=Ads&utm_medium=Google&utm_campaign=Grant&gad_source=1&gclid=CjwKCAjwydSzBhBOEiwAj0XN4LC-7ZbCn6Uss3N5pahdrEHmpX6Aox091JG4Co7u0WYaXPCyFSCKtRoC6ecQAvD_BwE

11. Other Business

No other business was brought forward.

12. Notice of Motion

No notice of motion was made by any Councillor.

13. 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.

14. 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.

15. Date of Next Meeting

The next regular meeting of Council will be held on September 23 and 24, 2024.

16. Adjourn

MOTION: It was moved,

“That the meeting of Council be adjourned.”

CARRIED

The meeting adjourned at 12:01 pm.

An Education Session, “Stepping into the Future” took place following the Council meeting. Ms. Jan Robinson, Registrar and CEO, and Ms. Shilo Tooze, Deputy Registrar, facilitated the session.

Dr. Wade Wright
President

Jan Robinson
Registrar and CEO

Alice Couto
Recording Secretary