



NOTES OF MEETING OF COUNCIL MEMBERS

June 4, 2014 at 9:00 a.m.

Present

A. Verrier, Chair	C. Egerton	A. Plumton
J. Attwood	G. Fox	L. Sanderson
C. Balcom	D. Graystone	N. Sears
J. Balcom	S. Handley	M. Seawright
C. Barnett	M. Hogard	M. Sloan
C. Beemer	J. Jamieson	S. Steele
Y. Blackwood	A. Jewell	M. Tuomi
S. Corkey	M. MacMillan-Gilkinson	K. Voycey
R. Davidson	D. Mattina	C. Williams
L. Duffield	D. Miles	

Regrets

A. Patel	A. Vidovic	A. Wills
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Staff

J. Anderson	J. Hofbauer, Recorder	P. Reinhart
A. Coghlan	K. McGovern	C. Stanford

NATURE OF THE MEETING

The timing of the provincial election affected the appointment of public members. Council has fewer public members than required to be legally constituted and therefore cannot make decisions.

To move the business of the College forward, Council will discuss issues and provide direction. The Executive will make time sensitive decisions in accordance with its role under Section 12(1) of the *Health Professions Procedural Code*.

Decisions that are not time sensitive will be deferred and addressed when Council is constituted.

It was confirmed that legal counsel has advised the College that statutory committees can continue to meet and make decisions.

AGENDA

The agenda for the meeting was distributed.

MINUTES

Minutes of the Council meeting of March 6, 2014 had been distributed for information. Formal approval was deferred until Council is constituted.

ANNUAL REPORT

Council members had received a printed version of the web-based Annual Report. The videos Pride in our Past and Confidence in our Future were previewed.

To facilitate timely publication of the Annual Report, the Executive will make a decision regarding approving the report for publication.

LIABILITY BY-LAW

A. Verrier noted that the current wording of the employer provisions in the professional liability protection by-law does not cover employees of the federal government. A proposed addition to the by-law, to address this gap, was presented for circulation.

It was clarified that the expectation for employees of the federal government is the same as for all other nurses relying on employer coverage. They must be certain that all areas of their nursing practice are covered through the employer coverage.

Since this is time sensitive, the Executive will make a decision about publishing the by-law amendment given the input of Council.

FEES BY-LAW

Council members were reminded that cost-recovery is the philosophy underlying application fees. The changes to application processes that will impact on costs were reviewed.

The National Nursing Assessment Service will begin to function in mid-August. It will carry out some of the assessment functions for international applicants currently done by the College.

P. Reinhart highlighted the proposed changes to the fees and the rationale.

There was discussion about the proposed \$1,000 fee for international applicants who choose to apply directly to the College. Since the College will no longer have the infrastructure to do the work being taken on by the national service, and will not benefit from the economies of scale, the one-off assessments will be costly for the College.

It is hoped the National Nursing Assessment Service will enhance service to applicants and speed up the application process. The College has kept the Office of the Fairness Commissioner updated on the national service and its goals.

Given the discussion, and the need to implement new fees before the College begins receiving applicants who have come through the national service, the Executive will consider publishing the proposed amendments to the Fees By-Law.

EXECUTIVE DIRECTOR UPDATE

In December of 2012, Council approved an additional focused selection as part of the practice and peer assessment of the College's Quality Assurance Program. J. Anderson updated Council members about the quality assurance focused selection.

In 2013, the focused selection included a random selection of:

- nurses working in long-term care; and
- nurses who had been reported to the College in the past by employers.

J. Anderson reviewed the results of the 2013 practice assessment, comparing the results of the general random selection with the two focused groups. By year-end, the results for the general and long-term care assessments were similar. The members who had previously been reported to the College had a significantly different outcome, with 1/3 not compliant with the process.

The limits of one year of data were noted. The College will be using the same groups for focused selection in 2014 and will track results to identify any emerging trends.

There was some discussion about the number of nurses selected for the focused and the general random practice assessment. It was observed that a small number of the College's total members participate. The rationale for the numbers was highlighted. Council was reminded that all members are required to engage in the self-assessment component of the Quality Assurance Program.

Influencing the Future

Council had received the College's response to the Health Professions Regulatory Advisory Council's consultation on the regulation of paramedics and emergency medical attendants under the *Regulated Health Professions Act (RHPA)*. A. Coghlan reminded Council members that the College had recommended that paramedics not be regulated under the RHPA, partly because of the existing regulatory mechanisms.

The Advisory Council is recommending that paramedics and emergency medical attendants not be regulated under the RHPA, in part because of the existing regulatory framework. It was noted that this and other recent decisions regarding regulation signal a change in the climate of health regulation in Ontario. There is more thoughtful application of the criteria for self-regulation. This shift mirrors changes world-wide where there is a shift to smaller models of regulation.

Strategic Collaborations

The College's Strategic Plan recognizes the importance of collaboration.

The Canadian Council of Registered Nurse Regulators has met with the national associations of regulators for physicians and dentists. Opportunities to collaborate on strategies and benefit from synergies created by common work were discussed. It was agreed that it is vital that the regulatory perspective is raised in consultations on federal initiatives. There was a commitment to continue relationship building.

A. Coghlan highlighted a new project of the Canadian Council of Regulated Nurse Regulators (CCRNR):

The need to meet public expectations that anyone who is a member is competent and able to practice safely is a challenge faced by all regulators.

CCRNR will play a leadership role by using a collaborative approach to addressing this challenge. While previous CCRNR projects have been limited to RN regulators, one of the Council's first steps will involve discussions with the Canadian Council of Practical Nurse Regulators (CCPNR) and Registered Psychiatric Nurse regulators from the western provinces.

CCRNR hopes to shape a project that will meet the needs of all nursing regulators. The challenges are the same and the public will benefit greatly from a consistent approach.

A. Coghlan informed Council members that she is a member of the Reference Group for the Quality Management Partnership. The partnership - between the College of Physicians and Surgeons of Ontario and Cancer Care Ontario - was set up by the Ontario government to address systemic challenges that are raising concerns about public safety. Areas of focus are mammography, colonoscopy, and pathology.

The project is in its early stages. It provides an opportunity for different stakeholders in the system to contribute to quality and patient safety. A. Coghlan will update Council as the project progresses.

Office of the Fairness Commissioner

A. Coghlan highlighted the College's reporting to the Office of the Fairness Commissioner.

Measuring Success – Regulatory Goals and Functions

A. Coghlan highlighted the work being done to strengthen the link between the strategic plan and annual plans. In 2013 the focus was on the core regulatory functions. Multi-year plans have been identified with goals and objectives.

The College is now exploring defining supporting functions and identifying mid-range goals and objectives for those functions.

The goals, objectives and measures will enhance future reporting on strategic priorities.

TRANSPARENCY

Representatives from Pollara presented the results of a survey of the public undertaken on behalf of the Advisory Group for Regulatory Excellence (AGRE), the six regulators involved in the transparency project.

A key finding was that complaints and transparency are not top of mind for Ontarians. Members of the public felt access and communications were more important.

The information of greatest interest to the public included the status of a health professional's registration, criminal convictions and complaints that resulted in referrals to the Discipline Committee.

A key conclusion from the data is that there is time to be thoughtful in approaching transparency. In the interim, regulators can improve information on how to file a complaint since this seemed to be a pervasive barrier. There is also an opportunity to enhance web sites and social media assets to support the public in how to make and proceed with a complaint.

A. Coghlan updated Council members on the transparency project. She highlighted the history of transparency in the legislation. She reviewed the transparency project and the Phase 1 recommendations. The phases of the project and next steps were also reviewed. The project will continue through 2014 and into 2015.

Over the summer, work will be done on a Phase 1 implementation plan with timelines. More information will come to Council in the fall.

It was noted that Phase 2 will address the most challenging issue: what information not currently public should be made public?

A meeting of the six regulators involved in the project will take place over the summer to address issues related to Inquiries, Complaints and Reports Committee information. It will include the Council Presidents, Chairs of ICRC, registrars and the senior staff supporting the Inquiries, Complaints and Reports committees. Recommendations related to Phase 2 will come to Council in the future.

There was some discussion about the search capacity of Find a Nurse and whether the public's ability to find an individual nurse might be enhanced by providing options when the exact spelling of the nurse's name is not known. A. Coghlan will forward this suggestion to staff involved in designing the College's information system.

It was noted that some recommendations related to transparency may require legislative change. The group is not putting up any barriers to considering change but recognizes that some changes may take longer to implement than others.

Many of the findings from Pollara related to communications. The College is implementing a strategic communications plan which includes a component related to communication with the public. The work being done through the transparency project will support this initiative in meeting the information needs of the public.

A. Verrier noted that a formal decision about the Phase 1 recommendations cannot be made at this meeting. Through a straw vote, Council members indicated support for the recommendations.

EXECUTIVE COMMITTEE REPORT

Draft minutes of the Executive Committee meeting of May 28, 2014 had been circulated. A. Verrier noted that the focus of the Executive was on making decisions regarding committee appointments.

FINANCE COMMITTEE REPORT

A. Verrier presented the report of the Finance Committee meeting of May 8, 2014.

She highlighted the audited year-end financial statements as at December 31, 2014. She noted that the statements need to be included with the Annual Report when it is released. For that reason, the Executive will be making a decision about whether to approve the financial statements.

The audited year-end pension plan trust fund statements were also highlighted. They are prepared to meet government filing requirements and do not include the plan liabilities. The statements must be filed with the government before the end of June. For that reason, the Executive will make a decision about approving the statements.

The unaudited financial statements for the three months ended March 31, 2014 were highlighted.

OTHER BUSINESS

Council members were given an opportunity to comment or ask questions. It was identified that some of the presentations were difficult to see. Council members were informed that the audio-visual system in the Council chambers is being significantly upgraded.

Some members expressed an interest in receiving presentations in electronic form for viewing on personal devices such as tablets. A. Coghlan agreed to explore this request with staff.

NEXT MEETING

Council will meet on Thursday, September 18, 2014.

CONCLUSION

Given completion of the agenda, and on consent, the meeting of Council members concluded at 1:15 p.m.

Chair