

Council
Thursday, March 10, 2016 at 9:00 a.m.

Minutes

Present

N. Sears, Chair	G. Fox	A. Plumton
L. Asheri	D. Graystone	D. A. Prillo
C. Barnet	M. Hogard	G. Rudanycz
C. Beemer	J. Jamieson	L. Sanderson
Y. Blackwood	A. Jewell	M. Sloan
D. Burger	R. MacKay	M. Tuomi
S. Corkey	M. MacMillan-Gilkinson	D. Walia
C. Egerton	C. Manning	C. Ward
C. Evans	S. McGeachy	H. Whittle
A. Fox	A. Molloy	C. Williams
	N. Osbourne James	

Regrets

J. Attwood	R. Davidson	D. Mattina
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Staff

J. Anderson	J. Hofbauer, Recorder	S. Mills
A. Coghlan	K. McGovern	C. Stanford

Agenda

The agenda had been circulated. The President flagged that some agenda items might be addressed out of order.

Motion 1

Moved by A. Molloy, seconded by C. Williams,

That the agenda for the Council meeting of March 10, 2016 be approved as circulated.

CARRIED

Closed Session

A closed session is proposed for 1:30 p.m.

Motion 2

Moved by C. Egerton, seconded by H. Whittle,

That the public be excluded from Council at 1:30 p.m. pursuant to clauses 7(2)(b) and 7(2)(e) of the *Health Professions Procedural Code of the Regulated Health Professions Act, 1991* because personal or other matters may be disclosed of such a nature that the harm created by the disclosure would outweigh the desirability of adhering to the principle that meetings be open to the public and further because opinions will be received from the solicitor for the College.

CARRIED

Minutes

Minutes of the Council meeting of December 3, 2015 had been circulated.

Motion 3

Moved by D. Burger, seconded by L. Sanderson,

That the minutes of the Council meeting of December 3, 2015 be approved as circulated.

CARRIED

Confidential minutes of the closed session held on December 3, 2015 had been distributed.

Motion 4

Moved by M. Hogard, seconded by A. Molloy,

That the minutes of the closed session of Council held on December 3, 2015 be approved as circulated.

CARRIED

Bylaw editorial amendment

In December 2015, when approving by-laws related to the removal of cautions in person and specified continuing education or remediation programs, a clarifying editorial change was suggested. Legal counsel confirmed that the edit does not change the intent.

Motion 5

Moved by G. Fox, seconded by A. Jewell,

That the editorial changes to Article 44.1.08 regarding removal of cautions in person and article 44.1.09 regarding removal of specified continuing education or remediation programs, as they appear in attachment 1 to the briefing note, be approved.

CARRIED

Follow-up Action

Amend by-laws and post on cno.org
Executive Director and CEO

Fee increase

In December 2015, the Finance Committee flagged that a fee increase is needed beginning in 2017. A commitment was made to bring options to Council in March.

The Finance Committee is recommending a lump sum increase of \$35 in 2017 followed by smaller increases in 2018 (\$10), 2019 (\$5) and 2020 (\$5). No increase is proposed for 2021.

It was noted that a key decision-making criterion for the Finance Committee was that the increase maintains the College's surplus within the following guideline approved by Council: \leq six months of operating expenses and \geq three months of operating expenses.

The assumptions on which the options were based were highlighted. In response to a question it was confirmed that the assumptions include anticipated savings from the College's participation in the information system consortium and from automation of processes.

It was noted that the proposed fee is the same for RNs, RPNs and NPs. The fee is based on the cost of regulation spread equally across the number of nurses registered with the College. There was a review to determine if different fees were warranted, for example to address the higher cost for quality assurance for Nurse Practitioners. It was determined that a fee differential is not warranted at this time.

There was discussion about whether a large one-time increase would be preferable to a series of increases. Since members can be anticipated to react negatively to fee increases, annual increases might be an ongoing irritant.

The Finance Committee's recommendation is based on the most responsible use of member fees. A smaller lump sum increase followed by annual increases allows the College to collect less money from members overall while remaining within the surplus guidelines.

It was noted that following a decision by Council, a communication plan will be developed, including circulation of the proposed fee by-law over the summer.

Motion 6

Moved by C. Barnet, seconded by H. Whittle,

That a by-law proposal for a fee increase be prepared for Council review in June of 2016, based on option 3 as it appears in the table on page 4 of the briefing note.

CARRIED

Follow up action

Prepare draft fee by-law amendment for Council review in June 2016
Executive Director and CEO

Annual report on the Strategic Plan

Monitoring the strategic plan is a joint Council/staff accountability. In 2015, Council provided feedback and input into the new reporting framework and the key performance indicators.

It was noted that key performance indicators provide valid objective measures. They report on outcomes that are measurable, where the College can influence the outcome. They do not report on everything that is done to move forward the strategic objectives.

In some cases, the College has deliberately chosen to report on challenging processes where the indicators reflect a need for focusing resources for improvement. The report identifies the challenges faced and the potential influences the College can have on outcomes.

It was noted that the College is continually improving its ability to collect and leverage data. In the future a more in-depth analysis of the key performance indicators may be possible.

There was discussion about whether the key performance indicator for nurse engagement includes all of the relevant data. It was suggested that consideration be given to inclusion of involvement in the election, participation in the quality assurance program, contacting the College by telephone and accessing the website.

There was discussion about the value of employer commitment to public safety. It was suggested that information on how employers support quality assurance and address complaints might be helpful.

There was also discussion about the low use of the automated annual verification of renewal service available to employers. As it is a public safety issue to ensure only nurses whose registration is current are practising, it was suggested that the College explore strategies to encourage more employers to access this service.

In discussion about opportunities for engaging nurses, it was pointed out that the College is careful in selecting its approaches to ensure that they reflect its public protection mandate. For example, in Nursing Week, the College takes the opportunity to highlight the commitment of nurses and the College to the provision of safe and ethical nursing services to the public.

There was discussion about the number of days taken to register international applicants. The indicator intentionally measures the full process at the College, including aspects over which the College has no control, such as the time taken for applicants and third parties to submit required documentation. It was clarified that the indicator does not include the time taken by processes undertaken by the National Nursing Assessment Service. There was discussion about the time taken at the National Nursing Assessment Service. Council was informed that there are timelines for assessments and the board monitors that information. Information about the National Nursing Assessment Service will be shared with Council in the future.

It was noted that the College is working with a variety of stakeholders, including educators and government, to influence changes that will decrease the time that international applicants require to become registered with the College.

There was discussion about the potential impact of the length of the process on international applicants being able to meet the three year practice requirement. It was noted that the College has shortened the time it takes for an international applicant to be assessed as eligible to take the registration examination.

There was a question about collaboration with the government and educational sector to address the education needed to support international applicants in addressing gaps identified in the assessment. The College has been in discussion with educators and a collaborative has put together a proposal. To date, funding has not been confirmed.

It was pointed out that the dashboard is a very effective tool for governors. It was noted that as the new system is implemented, the College hopes to be able to provide a variety of dashboards.

Council was informed that the government is exploring the concept of consistent indicators across regulators. The College hopes to be involved with that initiative and ensure that the new technology supports the College in collecting and analyzing the needed data.

It was pointed out that there is a significant gap between the current situation and the goal for Council and committee member use of technology. Council members reported that the College has addressed the password issues with the current Council portal.

RN Prescribing

In December, Council was advised that the Minister of Health and Long-Term Care had announced that RN prescribing will be implemented in Ontario. The Health Professions Regulatory Advisory Council was asked by the Minister to recommend a model for RN prescribing. There was a short consultation timeframe. The College circulated its draft response to the Executive Committee for input; however, there was not time for it to be brought to Council. Council members received a copy of the College's response, which identified a number of key regulatory questions.

Council members commended staff for a thoughtful, responsible and comprehensive response. It was clarified that the response is public and can be shared.

The College noted that once a model is selected, Council will need to put in place the regulatory mechanisms to ensure safe prescribing. It was pointed out that any changes regarding RN prescribing will have an impact on the College's quality assurance program.

Statutory committee reports

N. Sears noted that the work of statutory committees is critical to the College's regulatory mandate. The committee reports are an important accountability mechanism. She identified that it is a requirement of Section 11 of the *Health Professions Procedural Code* that statutory committees present reports to Council each year. Members of Council had received the committee reports.

Inquiries, Complaints and Reports Committee

N. Sears noted that a major focus for the Inquiries, Complaints and Reports Committee was to implement the risk framework for assessing cases that was supported by Council in June 2015. In the new framework, each level of risk has specific outcomes.

N. Sears noted that as of December 15, 2015, oral cautions and specified continuing education or remediation programs are included on the register.

Council was informed that 54% of complaints were addressed through resolutions in 2015.

Patient Relations Committee

N. Sears noted that the Patient Relations Committee report highlights the work of the Inquiries, Complaints and Reports and Discipline committees with respect to client abuse and nurse/client boundary violations.

Council was informed that the committee approved funding for a client who had been sexually abused by a nurse.

Discipline Committee

M. Hogard highlighted the report of the Discipline Committee. He noted that fewer cases were completed this past year than in recent years. He reported that the committee held two reinstatement hearings, with one successful applicant.

He reported that the media attended two high-profile hearings related to privacy issues.

Fitness to Practise Committee

M. Tuomi noted that the Fitness to Practise Committee addressed 103 cases in 2015. This is a 10% increase over 2014. She noted that the committee received and granted eight applications for removal of information from the register.

Quality Assurance Committee

A. Jewell reported that 676 randomly selected members participated in the program in 2015. It was identified that there was a significant drop in the number of participants from the general class between 2014 and 2015. This was as a result of resource availability impacted by staff involvement in the College's business transformation project.

Registration Committee

C. Egerton highlighted the report of the Registration Committee. She noted that the committee addressed a significant number of international applicants. Most of the appeals to the Health Professions Appeal and Review Board dealt with language competency issues or applicants who had failed the entry-to-practice examination three times. The Board confirmed the majority of the committee's decisions.

N. Sears thanked the chairs and the members of the statutory committees for the contributions that they make to nursing regulation.

Executive Director Update

A. Coghlan informed Council that at the end of March, the College will be releasing the 2015 NCLEX-RN exam results, including the program specific results, as part of its annual exam report.

It was noted that one of the challenges in monitoring implementation of the new examination was that results were available on a daily basis rather than at the end of each exam writing cycle. This makes the results of analyses 'fluid' and difficult to report in a reliable way during the calendar year. The College now has a full year of results.

B. Knowles previewed some of the data from the 2015 annual exam report. The report for all categories of registration has been enhanced by adding the ultimate pass rate. The ultimate pass rate is the percentage of all candidates who took the exam during the year and passed. Unlike earlier reports, it is not limited to first time writers. The NCLEX-RN ultimate pass rate was 83.8%, which is comparable to the previous examination, with the exception of 2014 results which had a higher than usual pass rate.

The French-language examination has a small number of writers, making analysis of the results difficult to compare reliably across years. Not all graduates of French-language programs choose to write the exam in French.

A. Coghlan outlined the outreach activities that the College has undertaken now that the full year results are available, including meeting with each education program to review the results. There has been extensive communication with government including the Ministries of Health and Long-Term Care; Training, Colleges and Universities and Francophone Affairs.

A. Coghlan informed Council that an independent review of the translation was undertaken by the Translation Bureau of the government of New Brunswick. She reported that the report was just received. Anecdotally, the report is positive. Following further study and analysis, the results will be shared with Council and with the Ministry of Francophone Affairs.

It was confirmed that the information on pass rates by programs will be available to students and to individuals considering a career in nursing when the report is posted on the College's website at the end of March.

It was noted that the RPN entry-to-practice exam is moving to computer based writing in May. It was clarified that this computer based approach is not the same as a computer adaptive examination. The College is hosting teleconferences with educators. An e-learning webcast for students is available on the website along with updates to the frequently asked questions.

In December, Council was informed of the policy work being undertaken to determine whether the three time exam writing limit is required for public safety for the NCLEX-RN. A national review is being undertaken by the Canadian Council of Registered Nurse Regulators. The goal is a national recommendation which will meet the public protection purpose of the examination and promote national consistency to support mobility. The recommendation will be presented to Council in June.

The Ministry of Health and Long-Term Care has expressed interest in this work and has asked the College to consider options for expediting a regulation change. The College usually brings the policy work for a regulation change to a Council meeting for direction and then brings the regulation forward to Council for review at a subsequent meeting. To expedite the process, Council will have a policy discussion in June. The draft regulation will also be provided, should Council support the need for change.

To further expedite the process, the Ministry has signalled that the Minister might be willing to use the provisions of the legislation to shorten the period of time required for consultation regarding a change in the regulation limiting writing opportunities for the RN entry-to-practice exam.

Motion 7

Moved by S. McGeachy, seconded by C. Egerton,

That, in accordance with subsection 95(1.6) of the *Health Professions Procedural Code*, Council requests that the Minister of Health and Long-Term Care abridge the 60-day consultation period referred to in subsection 95(1.4) of the *Code* to 45 days or such lesser period as the Minister may determine for proposed amendments to the registration regulation (Part II of Ontario Regulation 275/94, made under the *Nursing Act*, 1991, as amended), should Council approve the amendments for circulation in June of 2016.

CARRIED

Follow up action

1. Send letter to Minister of Health and Long-Term Care requesting abridged consultation
President
2. Prepare policy paper and draft regulation for Council review in June
Executive Director and CEO

Council was updated on the College's work related to medical assistance in dying.

Executive committee

Council members had received the draft minutes of the Executive Committee meeting of February 23, 2016. It was noted that the focus of the meeting was on preparing materials for Council. There were no questions.

Finance Committee

C. Barnet highlighted the report of the Finance Committee meeting of February 23, 2016. The Finance Committee had reviewed the unaudited financial statements for the year ended December 31, 2015.

She noted that, despite a significant write-off, the year-end surplus of \$184,000 was \$1.1 million more than the budgeted deficit of \$910,000. She noted that the Finance Committee had a robust discussion about the financial statements and the reasons for the variances.

Motion 8

Moved by C. Barnet, seconded by A. Molloy,

That Council accept the unaudited financial statements for the year ended December 31, 2015.

CARRIED

In-camera session

Minutes of the in-camera session are in a confidential appendix to the meeting minutes.

Practical nurse program approval

It was noted that it is Council's accountability, under the registration regulation, to approve nursing education programs.

H. Siu, Entry to Practice Consultant, provided an overview of the current approval process for RPN programs. The process has been designed to provide an unbiased, objective, evidence-based review of all programs.

The President informed Council that to address conflict of interest, decision making about the approval process will take place on a category by category basis.

The President asked that any member of Council involved in a program recommended for category 1 approval declare a conflict. The President noted that she has a conflict and has asked C. Barnett to chair the meeting in her absence. D. Burger and A. Jewell also declared conflicts. D. Burger, A. Jewell and N. Sears left the meeting. C. Barnett assumed the Chair.

Motion 9

Moved by R. MacKay, seconded by M. Hogard,

That the approval statuses of the following practical nurse programs remain Category 1
Approved:

- Colleges with full Diploma programs:
 - Algonquin, Boreal, Cambrian, Canadore, Conestoga, Confederation, Durham, Fanshawe, Fleming, Georgian, Humber, Lambton, Loyalist, Mohawk, Niagara, Northern, Sault, Sheridan, St. Clair, St. Lawrence
- College with specified program for International Applicants
 - Centennial

CARRIED

D. Burger, A. Jewell and N. Sears rejoined the meeting. N. Sears assumed the Chair.

The President called for conflicts of interest with respect to programs being recommended for Category 2 approval. None were declared.

Motion 10

Moved by A. Molloy, seconded by M. Tuomi,

That the approval statuses of the following full diploma practical nurse programs remain Category 2 Approved with Conditions:

- Centennial College
- George Brown College
- Seneca College

CARRIED

The President called for conflicts of interest with respect to the proposed Category 3 program. A. Jewell declared a conflict and left the room. The President noted that there have been changes since posting of the original Council briefing note about program approval, including fruitful discussions with La Cité College. As a result, a new recommendation is proposed.

Motion 11

Moved by R. MacKay, seconded by A. Plumton,

That Council defer the decision on whether to continue to approve La Cité's Practical Nurse Program for the purposes of subparagraph 1(i) of subsection 3(1) of the College's Registration Regulation (being Part II of Ontario Regulation 275/94, as amended, made under the Nursing Act, 1991) until Council's December, 2016 meeting, provided that La Cité continue to voluntarily suspend new admissions to that program.

CARRIED

A. Jewell returned to the meeting.

Follow up action

1. Inform Colleges of approval status and any outstanding action required
2. Include final decision re. approval of La Cité's program on the agenda for the December 2016 Council meeting.

Executive Director and CEO

Content of Council minutes

In December, Council referred the issue of the content and format of the Council minutes to the Governance Task Force. The Task Force is recommending the inclusion of action in the minutes.

There was some discussion about how the action items will be tracked. Council was reminded that an annual plan is one of the quick wins and will be presented in June. One option is to

include the actions and outcomes in the annual plan. It was also suggested that a summary list of actions could be prepared and outcomes tracked.

Motion 12

Moved by J. Jamieson, seconded by C. Beemer,

That, beginning in March 2016, Council minutes include the action arising from Council decisions and direction.

CARRIED

Follow up action

Include decisions in Council minutes, beginning with March 2016.
Executive Director and CEO

Filling a vacancy

The resignation of C. Balcom created a vacancy. A. Jewell declared a conflict of interest and left the meeting.

In accordance with the By-Laws, the Election and Appointments Committee is recommending appointment of the runner up in the election.

Motion 13

Moved by M. Hogard, seconded by C. Egerton,

That Joanne Furletti be appointed to Council until June 2017, to fill the RN Council member vacancy from the Eastern District.

CARRIED

A. Jewell returned to the meeting.

Follow up action

Inform Joanne Furletti of her appointment.
Executive Director and CEO

Scrutineers for the election of officers

S. McGeachy, Chair of the Election and Appointments Committee drew the names of three scrutineers at random.

Motion 14

Moved by A. Molloy, seconded by S. Corkey,

That D. Burger, A. Fox and G. Fox be scrutineers for the election of the Council officers.

CARRIED

Election of Officers

S. McGeachy, Chair of the Election and Appointments Committee, chaired the election of Council officers. She reviewed the candidates who had been nominated:

President:

Cheryl Beemer
Megan Sloan

Vice-President, RN

Cheryl Barnet

Vice-President, RPN

Laura Sanderson

S. McGeachy called for nominations from the floor. There were no nominations.

Motion 15

Moved by R. MacKay, seconded by G. Rudanycz,

That nominations for the election of the 2016-2017 Council officers be closed.

CARRIED

S. McGeachy informed Council that the following have been elected by acclamation:

- Vice-President, RN Cheryl Barnet
- Vice-President, RPN Laura Sanderson

Candidates for President each made a short speech and each answered four questions from the floor.

At the request of the Chair, ballots were distributed to all Council members. After a pause and at the request of the Chair, the scrutineers collected the ballots in the ballot box.

Council broke to allow time to count the ballots.

Election results

After Council reconvened, S. McGeachy informed Council that M. Sloan was elected President. Her term of office will take effect at the June meeting of Council.

S. McGeachy informed the candidates for election as President that they can request the numerical results of the election from her until the end of March.

Motion 16

Moved by C. Williams, seconded by R. MacKay,

That the ballots for the election of the 2016-2017 Council officers be destroyed.

CARRIED

N. Sears returned to the Chair. The newly elected officers briefly addressed Council.

Statutory Committee Chairs

The Executive recommends the Chairs of statutory committees.

Motion 17

Moved by C. Williams, seconded by G. Fox,

That the following be the 2016-2017 Statutory Committee Chairs:

- Discipline M. Hogard
- Fitness to Practise M. Tuomi
- Quality Assurance A. Jewell
- Registration D. Burger

CARRIED

Appointment to committees

Council members had received a report of the process the Election and Appointments Committee used in making committee appointments. The proposed committee membership was reviewed for Council.

There was discussion about the process used in recommending the public members of the Executive. It was decided to review and approve the committee membership separately.

Motion 18

Moved by G. Fox, seconded by A. Plumton,

That Council confirm appointment of the Council and committee members of the 2016-2017 Finance Committee as recommended by the Election and Appointments Committee and set out in appendix 1 to the minutes.

CARRIED

Motion 19

Moved by A. Fox, seconded by M. Hogard,

That Council confirm appointment of the Council and committee members of the 2016-2017 Registration Committee as recommended by the Election and Appointments Committee and set out in appendix 1 to the minutes.

CARRIED

Motion 20

Moved by M. Tuomi, seconded by C. Manning,

That Council confirm appointment of the Council and committee members of the 2016-2017 Quality Assurance Committee as recommended by the Election and Appointments Committee and set out in appendix 1 to the minutes.

CARRIED

Motion 21

Moved by A. Plumton, seconded by S. McGeachy,

That Council confirm appointment of the Council and committee members of the 2016-2017 Inquiries, Complaints and Reports Committee as recommended by the Election and Appointments Committee and set out in appendix 1 to the minutes.

CARRIED

Motion 22

Moved by D. Burger, seconded by D. Walia,

That Council confirm appointment of the Council and committee members of the 2016-2017 Fitness to Practise Committee as recommended by the Election and Appointments Committee and set out in appendix 1 to the minutes.

CARRIED

In reviewing the proposed membership for the Discipline Committee, it was pointed out that one of the proposed members had resigned.

Motion 23

Moved by C. Evans, seconded by C. Manning,

That Council confirm appointment of the Council and committee members of the 2016-2017 Discipline Committee as recommended by the Election and Appointments Committee, as corrected, and as set out in appendix 1 to the minutes.

CARRIED

The current process for selecting the public members on the Executive Committee was highlighted. It was noted that the structure, membership and role of the Executive Committee is under review as a part of the governance review, as is the process for members' appointments to committees.

Motion 24

Moved by C. Manning, seconded by M. Tuomi,

That Council confirm appointment of the following members of the 2016-2017 Executive Committee: Megan Sloan, President; Cheryl Barnet, Vice-President, RN; Laura Sanderson, Vice-President, RPN; Yvonne Blackwood and Debra Mattina.

DEFEATED

Concern was expressed about lack of transparency and opportunity in the current process of appointment of public members to the Executive Committee. Concern was also expressed that the proposed membership does not provide for succession planning as both proposed public members have one more year remaining in their term on Council.

Since the current Executive continues to serve until the new Council has its first meeting in June, it was suggested that appointing the public members of the Executive be deferred and be addressed as the first item on the June Council agenda. The newly elected officers will form a quorum at the June meeting until the appointment. All public members will be provided with an opportunity to express an interest in serving on the Executive.

Motion 25

Moved by J. Jamieson, seconded by R. MacKay,

That appointment of the public members on the 2016-2017 Executive Committee be deferred until the June 2016 Council meeting.

CARRIED

Motion 26

Moved by A. Molloy, seconded by C. Egerton,

That the 2016-2017 Executive Committee be the elected officers and that there be two public member vacancies to be filled in June given due consideration to the recommendation from the Election and Appointments Committee, based on a review of information submitted by public members volunteering to serve on the Executive Committee.

CARRIED

Follow up action

Circulate a request for volunteers to serve on the Executive Committee to all public members. Add appointment of the public members on the Executive Committee to the June Council agenda.

Executive Director and CEO

Election and Appointments Committee

The Executive is recommending the members of the 2016-2017 Election and Appointments Committee.

Motion 27

Moved by C. Williams, seconded by L. Sanderson,

That the following be the Chair and members of the 2016-2017 Election and Appointments Committee: M. Tuomi, Chair; G. Fox, M. Hogard, C. Manning, C. Ward, and H. Whittle.

CARRIED

Sub-Committee on Compensation

The Finance Committee recommends the members and the Executive recommends the Chair of the Sub-Committee on Compensation.

Motion 28

Moved by H. Whittle, seconded by C. Egerton,

That the following be the Chair and members of the 2016-2017 Sub-Committee on Compensation: Pam Hubley, Chair, Ella Ferris, and Dennis Stapinsky.

CARRIED

Conclusion

At 5:00 p.m. it was,

Motion 29

Moved by A. Plumton, seconded by S. McGeachy,

That Council conclude.

CARRIED

Chair

Appendix 1
2016-2017 Committee Members
(Term begins June 9, 2016)

Executive Committee

Megan Sloan, RPN, President
Cheryl Barnet, NP, Vice-President - RN
Laura Sanderson, Vice-President - RPN
2 public member vacancies

**Inquiries, Complaints and Reports
Committee:**

Megan Sloan, RPN, Chair
Pedro Andrade, RN
Shana Anjema, RN*
Cheryl Barnet, NP
Laura Black, RPN*
Yvonne Blackwood, PM
Dalton Burger, PM
David Head, RPN*
Debra Mattina, PM
Kyle Nielsen, RN*
Nicole Osbourne James, PM
Sandra Robinson, RN
Katharina Skrzypek, RN*
Laura Sanderson, RPN
2 public member vacancies

Discipline Committee

Michael Hogard, RPN, Chair
Dawn Cutler, RN
Renate Davidson, PM
Samantha Diceman, RPN*
Spencer Dickson, RN*
Tanya Dion, RN
David Edwards, RPN*
Catherine Egerton, PM
Cheryl Evans, RN
Grace Fox, NP
Tammy Hedge, RPN*
Terry Holland, RPN
Shiraz Irani, RN*
Lina Kiskunas, RN*
Karen LaForet, RN*
Rob MacKay, PM
Mary MacMillan-Gilkinson, PM
Ashleigh Molloy, PM
Winsome Plummer, RN*
Desiree-Ann Prillo, RPN
Susan Roger, RN*
Donna Rothwell, RN*
George Rudanycz, RN
Heather Stevanka, RN*
Margaret Tuomi, PM
Devinder Walia, PM
Cathy Ward, PM
Chuck Williams, PM
Ingrid Wiltshire-Stoby, RN

* Appointed committee member

Fitness to Practise Committee

Margaret Tuomi, PM, Chair
Candace Bretzer, RPN*
Renate Davidson, PM
Cathy Egerton, PM
Ashley Fox, RPN
Barbara Frayne, RN*
Fotyne Georgopoulos, RPN*
Deborah Graystone, NP
Michael Hogard, RPN
Mary MacMillan-Gilkinson, PM
Christine Miller, NP*
Christine Noels, RN*
David Remy, RN*
Sheelagh Rutherford, RN*
Sarah Schell, RPN*
Fern Tarzia, RN*
Chuck Williams, PM

Finance Committee

Cheryl Barnet, NP, Vice President - RN, Co-Chair
Laura Sanderson, Vice-President - RPN, Co-Chair
Megan Sloan, RPN, President
Catherine Egerton, PM
Ashley Fox, RPN
Pam Hubley, RN*
Andrea Jewell, RN
Cathy Ward, PM

Quality Assurance Committee

Andrea Jewell, RN, Chair
Kevin Boake, RPN*
Sarah Flogen, RN*
Joe Jamieson, PM
Debra Mattina, PM
Rob MacKay, PM
Janice McCallum, RN*
Desiree-Ann Prillo, RPN
Devinder Walia, PM
Heather Whittle, NP

Registration Committee

Dalton Burger, PM, Chair
Cheryl Beemer, RN
Sabrina Cestola, RPN*
Cathy Egerton, PM
Carrie Heer, NP*
Connie Manning, RPN
Ashleigh Molloy, PM
Maureen Ralph, RN*
Sara Salah, RN*
Cathy Ward, PM

* Appointed committee member