

Notes

Present

S. Robinson, Chair
A. Arkell
J. Armitage
D. Cutler
S. Douglas
S. Eaton
C. Evans
A. Fox
Kerry Gartshore
K. Goldenberg
R. Henderson

N. Hillier
T. Holland
C. Hourigan
M. Klein-Nouri
D. Lafontaine
B. MacKinnon
C. Manning
I. McKinnon
N. Montgomery
J. Petersen

L. Poonasamy
D. A. Prillo
G. Rudanycz
M. Sabourin
M. Sheculski
P. Sullivan-Taylor
N. Thick
D. Thompson
J. Walker
H. Whittle
J. Wright

Regrets

T. Dion

B. Irwin
M. MacDougall

A. Vidovic

Staff

A. Coghlan
F. Garvey
J. Hofbauer, Recorder
E. Horlock

R. Jabbour
D. Jones
B. Knowles
K. McCarthy

A. McNabb
S. Mills
A. M. Shin
C. Timmings

Agenda

The agenda had been circulated and was approved on consent.

Closure

The Executive recommended closure for Council to receive an opinion from legal counsel.

Motion 1

Moved by H. Whittle, seconded by D. Cutler,

That the Council meeting be closed at 11:30 a.m. on Thursday, December 3, 2020 under Sub-Section 7(2)e of the *Health Professions Procedural Code* because “*instructions will be given to or opinions received from the solicitors of the College*”.

CARRIED

Minutes

Minutes of the Council meeting of September 17, 2020 had been circulated.

Motion 2

Moved by A. Arkell, seconded by M. Klein-Nouri,

That the Minutes of the Council meeting of September 17, 2020 be approved as circulated.

CARRIED

Finance Committee

N. Thick presented the report of the Finance Committee meeting of November 12, 2020. She highlighted the unaudited financial statements for the nine-months ended September 30, 2020.

Motion 3

Moved by N. Thick, seconded by R. Henderson,

That Council accept the unaudited financial statements for the nine months ended September 30, 2020.

CARRIED

Report of Sub-Committee on Compensation

N. Thick informed Council that the Sub-Committee on Compensation had advised the Finance Committee that the compensation programs and policies on which the compensation budget was build are congruent with the Compensation Principles approved by Council and best practices in compensation.

Stipend Policies

Based on a recommendation of the Sub-Committee on Compensation, the Finance Committee is recommending an increase in the daily stipend for nurse Council and committee members. The stipend has not been increased for five years and is no longer aligned with the benchmark.

There was discussion about the difference in stipends for nurse and public members. Public member stipends are paid by the provincial government according to its policies and are the same for all health regulatory colleges.

It was noted that as part of Council's governance vision, CNO would assume all the costs of governance, including stipends for public members. The government has CNO's request for legislative change to implement the vision.

Motion 4

Moved by N. Thick, seconded by G. Rudanycz,

That Council approve the proposed changes to the Stipend Policies as they appear in Attachment 3 to the report, to come into effect on January 1, 2021.

CARRIED

2021 Operating and Capital budgets

Council had received the proposed 2021 operating and capital budgets, along with projections for the following three years. There was discussion about the budgetary provisions for building renovations and for implementation of Strategy 2021-2024.

N. Thick informed Council that the Finance Committee did its due diligence and is confident that the budget provides the resources needed to fulfil CNO's mandate, meet its strategic objectives and is within Council's budget guidelines.

Motion 5

Moved by N. Thick, seconded by J. Walker

That the 2021 operating and capital budgets be approved.

CARRIED

Proposed revisions to the Registration Regulation to establish a baccalaureate degree awarded by a College of Applied Arts and Technology as a requirement for registration as an RN

S. Robinson noted that the provincial government has decided that Colleges of Applied Arts and Technology (CAATs) will be able to grant baccalaureate degrees in nursing. For graduates from those programs to be eligible for registration, CNO's registration regulation needs to be revised.

S. Robinson reminded Council that this was discussed at its September meeting. After Council, CNO received a letter from the Minister asking CNO to present a final regulation to the Minister in December. This required the Executive to act on behalf of Council and approve the regulation for circulation and a shorter consultation timeframe.

While the government has made the decision about the program, Council's role is to be confident that there are regulatory mechanisms in place to ensure that graduates of those programs are safe to enter practice on graduation.

A. McNabb, Strategy Consultant highlighted the history of this issue, the feedback to the consultation, and the regulatory mechanisms to support public safety: CNO's Program Approval process and the NCLEX-RN exam. Despite the shortened consultation timeframe, CNO used its usual consultation process and received a record response.

Motion 6

Moved by N. Hillier, seconded by K. Goldenberg,

That the proposed changes, as shown in Attachment 1 to the briefing note, to Part II, Registration, of Ontario Regulation 275/94: General, as amended, under the *Nursing Act, 1991*, be approved for submission to the Minister of Health.

CARRIED

Follow-up Action

Submit the proposed regulation changes to the Minister of Health.
Executive Director and CEO

Closed session

Council held a closed session under Sub-Section 7(2)e of the *Health Professions Procedural Code* to receive an opinion from legal counsel.

Agenda

S. Robinson informed Council that agenda item 4.3 regarding Modernizing of the Practice Standards will be deferred to the March 2021 Council.

By-Law amendment related to RN prescribing

S. Robinson noted that Council has addressed RN prescribing previously and has submitted a request for a regulatory amendment to government. The proposed by-law amendment is to allow CNO to provide a notation on the register – Find a Nurse – when an RN is authorized to prescribe medications.

R. Jabbour, Strategy Consultant highlighted the history of the issue and the responses to the consultation.

It was noted that posting on Find a Nurse is an important public protection mechanism. It allows stakeholders to identify if an RN is authorized to prescribe medications.

S. Robinson reminded Council that a 2/3 majority is required to approve a by-law amendment.

Motion 7

Moved by C. Evans, seconded by J. Petersen,

That Council approve the addition of paragraph 39, below, specifying register information related to RN prescribing, to [Article 44.1.06 of By-Law No. 1: General](#):

39. If a member holds a certificate of registration as an RN in the general class and is authorized to prescribe a drug designated in the regulations under the Act, a notation of that fact.

CARRIED

Follow-up Action

Amend the By-Laws.

Add prescribing authority to Find a Nurse (on government passage of amendments to regulations to authorize RN prescribing)

Executive Director and CEO

Strategy 2021 – 2024 – Looking ahead

S. Robinson noted that last year, Council was engaged with CNO's Leadership Team and consultant support in the development of CNO's new strategic plan. She noted that they had been encouraged to think broadly and recognize the potential to amplify CNO's impact. Council members had received copies of the approved plan.

The three interrelated outcomes that will support meeting CNO's purpose "to protect the public by promoting safe nursing practice" were shared with Council:

- Applicants for registration will experience processes that are evidence-informed, fair, inclusive, and effective, contributing to improved public access to safe nursing care.

- Nurses' conduct will exemplify understanding and integration of CNO standards for safe practice.
- CNO will be recognized as a trusted stakeholder to nurses, employers, and the public.

Council was also informed about development of draft metrics and rationales. In March, Council will receive an update on the outcomes and metrics.

The communication strategy for Strategy 2021-2024 was highlighted, including sharing an early draft of a simple graphic resource about the plan.

There was also discussion about the focus on long-term care. It was noted that CNO is working with its long-term care partners to support safe nursing practice in those environments. It was noted that CNO is trialing some ideas with long-term care facilities that may be broadened if successful.

Interest was expressed about how CNO will integrate its work on diversity, equity and inclusion into implementation of the strategic plan.

It was noted that Council's feedback will support planning for the March Council meeting, considering how to best meet Council's needs in relation to understanding the new strategic plan.

Follow-up Action

Provide measures, baselines and targets to Council in March.
Executive Director and CEO

2011-2020 Strategic Plan: Final Performance Report

It was noted that the current strategic plan will end December 31, 2020. The mission and vision will sunset at that time. Council had received a report: [Achieving Impact: CNO's 2011-2020 Strategic Plan](#).

S. Robinson noted that this is an opportunity to celebrate success. She reported on two areas where Council has made a significant contribution:

- Council's transformative and influential governance vision; and
- Council and committee adoption of technology, particularly receiving virtual meeting packages.

K. McCarthy and B. Knowles shared some highlights from the report. It was suggested that the report be shared with stakeholders.

Ministry of Health – College performance measurement framework

K. McCarthy informed Council about the government's performance measurement framework for health regulators, which was developed collaboratively. He noted that this is an example of the changing regulatory landscape with increasing government oversight.

CNO's 2020 report will come forward to Council in March for review and approval. Following Council's approval, it will be submitted to the Ministry and posted on CNO's website.

It was noted that this tool has been identified as a pilot. Based on the responses of regulators, it is expected to evolve.

Council was informed that CNO is in a good position to report on meeting the regulatory standards in the framework.

Executive Director Update

A. Coghlan updated Council about:

- The state of operations following recovery from the cyber-security attack;
- Preventing harm: CNO videos on intentional harm;
- Evaluation of the Emergency Assignment Class;
- Ongoing impact of Council's governance vision:
 - Tabling of legislation changing governance at the Ontario College of Teacher's; and
 - An article from the Journal of Nursing Regulation about the evidence that informed Council's governance vision; and
- CNO's work on diversity, equity and inclusion, including CNO's organizational goal:
 - CNO is an organization that embraces diversity, equity and inclusion.

A. Coghlan expressed appreciation to Council. She noted that with all the pressures of the pandemic, Council members continued their commitment and participation in regulatory activities. She noted the unique challenges that members who joined Council during the pandemic and identified that CNO looks forward to providing opportunities to further support board development and collegiality.

There was discussion about Council's governance vision and whether CNO has any sense of government plans for legislative change and for transition to the new governance model. CNO has not had any news about pending legislative change from government.

Executive Committee meetings

Council members received minutes of Executive Committee meetings of September 30, 2020 and November 12, 2020. S. Robinson noted that the Executive discussed its role in relation to governance, including supporting the continuing implementation of Council's governance vision and acting as an interim Election and Appointments Committee.

Confirmation of committee appointments

The Executive had made interim committee appointments to fill vacancies.

Motion 8

Moved by J. Walker, seconded by M. Klein-Nouri,

That Council confirm the following committee appointments:

- Marnie MacDougall, public member, to the Discipline and Fitness to Practise committees;
- Natalie Montgomery, public member, to the Conduct Committee; and
- Donna Rothwell, RN to the Inquiries, Complaints and Reports Committee (ICRC) until June 2, 2021.

CARRIED

Conclusion

S. Robinson thanked Council for its engagement and staff for support. She highlighted accomplishments over 2020.

At 4:15 p.m., on conclusion of the agenda and with the consent of Council, the meeting concluded.

Chair