

Pembroke Regional Hospital

Board of Directors Meeting

Wednesday, January 25, 2023

5:00 p.m.

In-Person Meeting - Best Western Pembroke – Mackay Room

MINUTES

Attendance	P	R/A	Attendance	P	R/A
David Unrau, Chair		✓	Suli Adams	✓	
Rebecca Paulsen, Vice Chair	✓		Daniel Burke	✓	
Dean Sauriol, Vice Chair		✓	Kim Drake	✓	
Richard Wilson, Past Chair	✓		Matthew Neadow	✓	
Amy Sicoli, CHSO Designate	✓		Neil Nicholson	✓	
Sabine Mersmann, President & CEO	✓		Scott Coombes (resource)	✓	
Dr. Thomas Hurley, Chief of Staff	✓		Melanie Henderson (resource)	✓	
Dr. Margarita Lianeri, President of Professional Staff	✓		Carolyn Levesque (resource)		✓
Beth Brownlee VP Clinical and Support Services / CNE	✓		Sarah Mellish (recorder)	✓	
Lisa Edmonds, Foundation Chair		✓			
Diana Gagné, President of Hospital Auxiliary	✓				

Agenda Items	Action
1.0 <u>Call to Order</u> 1.1 Opening Prayer 1.2 Land Acknowledgement	Richard Wilson called the meeting to order at 5:20 p.m. Amy Sicoli led the Board in an opening prayer which was followed by the Land Acknowledgement Statement read by Richard Wilson.
2.0 <u>Adoption of Agenda</u> Motion 1	Moved by Neil Nicholson, seconded by Rebecca Paulsen, that the agenda of the January 25, 2023 Board meeting be accepted as presented.
3.0 <u>Declaration of Conflicts of Interest</u>	A call for declarations of conflicts of interest was made. No conflicts of interest were declared.
4.0 <u>Patient Story</u>	Andrew Keck, Manager of Quality and Risk Management and Patient Relations Delegate provided the Board with an <u>overview</u> of a patient story. Members of the Board noted that they were appreciative of the patient story being told as it was helpful to ground the work they do and it was an excellent example of team work and the patient centered care being provided at the Hospital.
5.0 <u>Accreditation</u>	Kirsten Johnson, Clinical Manager Infection Control, Policy & Procedure, Clinical Placements provided the Board with a detailed <u>presentation</u> on the work being done at the Hospital to prepare for the upcoming Accreditation Survey scheduled for April 3-6, 2023.

6.0 President and CEO's Report

- Sharing Our Patients' Stories

Starting this month, the Board will be welcoming Andrew Keck, Manager of Quality and Risk Management, at the start of some of the Board meetings to share a patient story as part of Board best practices. Each story will be told in a way that protects the patient's identity. Having this narrative will help to ensure the Board's discussions maintain a patient perspective and will help to shed light on some of the health care challenges those in our community face.

- Holiday Staffing Challenges

The ongoing staffing challenges among our physicians, nurses, and allied health staff did not pause over the Christmas holidays. Thanks to the commitment and dedication of our health care team, people pulled together and either found alternative coverage or worked additional shifts so that there were no impacts on health care delivery.

- Accreditation 2023

The Board will be provided with an update on the upcoming Accreditation Survey, the status of the Hospital's preparations and the role the Board will play in the process.

- Equity, Diversity, Inclusion (EDI) Committee Update

The work of the Equity, Diversity and Inclusion Committee has been gaining traction following a second meeting in early December. Some of the initiatives underway include:

- A process to revise intake and admission forms in order to enable individuals to select how they wish to be addressed throughout their hospital experience
- Policy updates to include gender-neutral language
- Development of a video that promotes ways in which the hospital is embracing equity, diversity and inclusion
- Scheduling of staff lunch and learn education sessions that address various populations and how our hospital can be more inclusive with respect to those

- Holiday Season Summary 2022

The Board was provided with a summary of the events and activities that took place during the 2022 Christmas Season.

7.0 Strategic Matters – Generative Discussion

7.1 Announcement from Ministry of Health Regarding Increasing Patient Access to Community Surgical and Diagnostic Services

Sabine Mersmann provided the Board with an overview of the announcement from the Ministry of Health regarding increasing patient access to community surgical and diagnostic services.

This strategy is hoping to address some of the backlog of surgeries and procedures in Ontario so the announcement has received great approval from the public and especially those patients who have been waiting a long time for their surgeries.

Currently, the Ministry is noting that this strategy will include procedures such as endoscopies and cataract surgeries with the goal of moving towards other surgeries such as hip and knee in the future as they are currently day procedures. There have been a lot of discussions with the Ontario Hospital Association and among hospital CEOs on what this means for hospitals. Currently, space has not been a factor in the surgical backlog for Pembroke Regional Hospital. The current issue lies more with health human resources and it has not yet been clarified how this new strategy will deal with that issue.

A discussion was held on the potential risk that if Independent Health Facilities do not require the same commitments from physicians such as on-call requirements that physicians may choose to work outside of hospitals. The Ministry is aware of this concern and is looking to create some rules and regulations regarding this. It was noted that there is not an independent health facility in Renfrew County and that the closest facility would be in Ottawa.

It was asked if there has been any discussion on incorporating the independent health facilities into the Ontario Health Teams and it was noted that this is a strategy outside of the development of the OHTs at this time.

A question was raised as to what oversight the independent health facilities will have over the care of the patient. It was noted that the plan from the Ministry is that they will need to meet the same health and safety practices as a hospital.

8.0 **Business / Committee Matters – Generative Discussion**

8.1 True North Metrics – Update on Provider Experience

Beth Brownlee provided a detailed presentation on the Provider Experience – Staffing Innovation Driver.

A discussion was held on if there has been any consideration by the College of Nurses on expanding the scope of practice for RNs and RPNs. It was noted that micro-credentialing is a new strategy aimed at providing nurses with training for specific skills at a faster pace. PRH is also part of a partnership with Nipissing University for RPNs to become RNs. This is a 5-year process and PRH has had a few nurses participate who will be graduating soon.

It was asked if the Hospital received any resistance from the unions on the staffing and scheduling changes and it was noted that there is a very good relationship between the unions and the Human Resources Department and they work very transparently with each other and the unions understood the need for any changes made.

8.2 Board Formation - CHSO Care For All Webinar: “Compassion Matters: Advancing Health and Wellness for Our Teams”

The Board was reminded that as part of our Board Formation education, the Catholic Health Sponsors of Ontario (CHSO) have been hosting webinars as part of their new “Care for All” series. The most recent offering was titled “Compassion Matters: Advancing Health and Wellness for Our Teams”.

Mrs. Mersmann noted that a key message from this webinar was how to enable team members to deliver compassionate care, even when they may be stressed, and how to integrate mindfulness into your daily life. Discussions were also held on how compassion is important for patient recovery and resilience.

The next session is scheduled for February 21, 2023 and the topic is “The Intersection Between Health & Climate Change: Why we must care for our common home”. All Board members are welcome to participate in these sessions.

Amy Sicoli, CHSO Designate, noted that the CHSO is looking for feedback on the sessions so she will include any feedback from the Board in her reports to them.

9.0 Consent Agenda

- Verified the Board Minutes of November 30, 2022
- Received the Medical Advisory Committee Minutes of December 21, 2022 and January 18, 2023 and approved the following motions:
 - that the Board of Directors accepts the recommendation of the Medical Advisory Committee and approves the following applications:


New Term Applications
Dr. Akram Arab – Critical Care/ICU
Dr. Nicholas Federman – Critical Care/Emergency Medicine
Dr. Jennifer Hunter – Surgery (Orthopedics)
Dr. Jean-Grégoire Leduc – Critical Care/ICU
Dr. Judith Martel – Emergency Medicine
Dr. Mina Rizk – Critical Care/ICU
Dr. Megan St-Aubin – Family Medicine (ED/Hospitalist/SA)
 - that the Board of Directors accepts the recommendation of the Medical Advisory Committee and approves the following application:

New Courtesy Applications
Dr. Lisa Duffett – Hematology
Dr. Manika Gupta – Hematology
- Received the minutes of the Board Governance Committee meeting held January 11, 2023
- Received the minutes of the Board Quality and Patient Safety Committee meeting held January 17, 2023
- Received the minutes of the Resource and Audit Committee meeting held December 8, 2022 and the motion sheet from the meeting held January 19, 2023 and approved the following motions:
 - that the Board of Directors approves the recommendation from the Resource and Audit Committee to procure the Automated Dispensing Units with an

		<p>estimated procurement value of \$2.2 million.</p> <ul style="list-style-type: none"> that the Board of Directors approves the recommendation from the Resource and Audit Committee and approves the 2023-24 Hospital Annual Planning Submission with a deficit of \$4.3 million. that the Board of Directors approves the recommendation from the Resource and Audit Committee and approves the 2023-24 Community Annual Planning Submission with an expense budget of \$10.7 million. Received the minutes of the Board Nominating Committee meeting held January 19, 2023 and approved the following motion: <ul style="list-style-type: none"> that the Board of Directors accepts the recommendation of the Resource and Audit Committee and approves that Dr. Rosemarie Gilbert be elected as a Community Representative on the Board Nominating Committee for the 2023 year or, alternatively, should Dr. Gilbert not be available, Sheila Clarke or Frank Christinck be elected to fill the position. Received the Foundation Report
10.0	<u>Open Forum</u>	There were no items brought forward for discussion during the open forum.
11.0	<u>Next Meeting</u>	<i>Next Board Meeting on Wednesday, March 29, 2023 at 5:00 p.m. – Location TBC</i>
1 12.0	<u>Adjournment</u>	<p>Motion 2</p> <p>Moved by Rebecca Paulsen, that the meeting be adjourned at 7:16 p.m.</p> <p style="text-align: right;">CARRIED</p>
13.0	<u>Brief Meeting Without Management</u>	A brief meeting with only the CEO was held followed by the meeting without management.



D. Unrau, Board Chair



S. Mersmann, President & CEO