



Meeting of the Board of Directors

Monday, April 25, 2022

3:30 pm start time

Via WebEx Video/Tele-conference

MINUTES

Call to Order – Jonathan Batch

The reflection was provided by Roy Butler.

1. Full Agenda / Consent Agenda

1.1 Adoption of Full Agenda

It was MOVED and SECONDED the agenda be adopted as circulated. CARRIED.

1.2 Approval of Consent Agenda

M. Gillett and P. Cassidy noted conflicts with the Consent Agenda and abstained from voting.

Request was made to remove item C2 “New Professional Staff Appointments” from the Consent Agenda. The Chair placed this item on the main agenda, under “New Business” as item #4.2.

It was MOVED and SECONDED that the Consent Agenda for the April 25, 2022 Board meeting, consisting of the recommendations and reports found in Appendix 1, having removed item C2 “New Professional Staff Appointments”, be approved and/or received for information by St. Joseph’s Board of Directors. CARRIED.

2. Reports

2.1 Board Chair Remarks

J. Batch informed Members there will be a short online evaluation at the conclusion of the Board meeting. He encouraged Members to participate in the evaluation as it provides helpful information to planning future agendas as well as identifies efficiency opportunities.

2.2 President and Chief Executive Officer

R. Butler responded to questions raised from the written report that had been pre-circulated. In addition, he highlighted areas of current developments related to the COVID pandemic:



2021/22 Membership

VOTING

- Jonathan Batch (Chair)
- Nawaz Tahir (Vice-Chair)
- Peter Cassidy
- Lesley Cornelius
- Brandon de Vries
- *Paul Dugsin, MBA
- Mary Gillett, FCPA, FCA
- Phil Griffin, CPA, CA
- Margaret Kellow, PhD
- Donna Ladouceur
- Don MacDonald, FCPA, FCA
- Stephanie Marentette
- Fr. Frank O'Connor
- Howard Rundle, PhD
- Victoria Smye, PhD (A)
- Gary West, CMA, CPA

NON-VOTING

- *Lulu Bursztyn, MD
- *Roy Butler, PhD
- *Richard Corneil (R)
- *Darren Drosdowech, MD (A)
- Jayne Garland, PhD
- *Karen Perkin, RN, MScN
- *Brian Rotenberg, MD
- *John Yoo, MD (R)
- *ex-officios*

Guests

St. Joseph's Senior Leaders

LHSC

- Jackie Schleifer Taylor, PhD, President & CEO (R)
- Jim Brock, Second Vice-Chair (R)
- Jeff Wright, Lawson Board Chair (R)

Recorder

- Terri-Lynn Cook
- A = absent
- R = regrets

- There is regional variation in waste water results;
- On April 14th, projections were released from the science table related to hospital occupancy and ICU occupancy. Current status charts hospitals below the best-case prediction however it is still early to tell what may transpire over the next few weeks;
- Currently at St. Joseph's there are two units on outbreak, both at Mount Hope (Marian Villa 5th floor and St. Mary's 5th floor). There are ~101 COVID-positive staff across St. Joseph's and 15 COVID-positive patients/residents (14 at Mount Hope; 1 at Parkwood Institute);
- The major impact since the last Board meeting has been on health human resources - staffing has been challenging and staff have been redeployed within their own programs to be able to meet needs;
- Regionally, hospital CEOs have all agreed to stay to continue with current masking and screening protocols.

R. Butler then shared the provincial budget was announced and will be released on the April 28th. Advocacy continues for long-term care regardless of the outcome of the provincial election. He then invited K. Stone to inform the Board on what is known about the nursing retention bonus. She stated it is an incentive for retention and stabilization, but is very short term. Hospitals are to pay a lump sum of up to \$5,000 split into two installments for nurses qualifying with the timelines required to be eligible. There are also attestation pieces to be signed and documented. It was confirmed this incentive has created a number of significant labour relations issues as some nurses qualify for the payment and others do not. In addition to this, the Personal Support Worker (PSW) wage enhancement has been made permanent through the passing of Bill 106. This creates pay equity challenges for St. Joseph's as this role resides under a collective agreement with 28 other non-PSW roles. Hospitals continue to advocate the government fully fund the PSW wage enhancement however the bigger issue does relate to maintaining equity. It is an approximate 12% increase which may create a 12% ongoing budget pressure for other roles if equity is maintained. St. Joseph's continues to seek clarity from the government on both of these pay issues. It was confirmed both of these matters unfolded since completing the 2022/23 budget and therefore is not included. The Finance team is working on revised budget estimates.

R. Butler confirmed the Senior Leadership Team (SLT) continues to work on strategic planning and will bring this back to the Board for the May meeting. SLT has an all-day virtual planning retreat tomorrow in addition to two strategic planning steering committee meetings scheduled with the Board representatives over the next three weeks. Question arose to understand whether environmental social governance is part of the strategic planning discussions. It was confirmed SLT is having conversation around this and the Board will be exploring this from a governance perspective at the Board retreat. It was suggested it could also be a further discussion at Governance Committee.

(b) Dashboard for Reporting Compliance

R. Butler recalled for Members there is an incredible number of reports hospitals are required to submit based on regulation and Ministry requirements. The Ontario Hospital Association created a tool kit for hospitals to use and from that St. Joseph's Governance Committee made a condensed dashboard. This dashboard has been updated and is presented for information.

2.3 Medical Advisory Committee (MAC) Chair

B. Rotenberg referenced the draft minutes of the April Joint MAC meeting and highlighted MAC is recommending to the Board the first ever appointment of hospital privileges for a Doctor of Osteopathy, Dr. Kristin Lythgoe.

He then recalled for the Board how the MAC had made it a requirement for reappointment of privileges that Professional Staff be vaccinated against influenza. Last reappointment cycle saw 100% compliance. At present, the rate has fallen even though the requirement has not changed. The MAC had a discussion confirming this requirement with Department Chiefs. Currently, there are 11 Professional Staff who have not been vaccinated or submitted an exemption form. There is agreement at the MAC if these 11 Professional Staff do not comply they will not be reappointed. This is being shared with the Board to demonstrate how MAC is upholding this important safety item for staff and patient safety.

B. Rotenberg reported on the work continuing related to medication reconciliation and Code 10. He further advised a meeting was held with the PSO Presidents to review physician wellness issues across the City. The PSO has agreed to take this on as a key initiative. It is in its infancy right now and more will be shared with the Board as it develops.

2.4 Quality Report

(a) Patient, Resident, Caregiver story

As part of the Board's focus on Quality, the Board has been receiving updates/stories from the senior leaders at St. Joseph's. Karen Stone, Vice President Human Resources & Facilities, shared examples of how the entrance screening team, led by Tracy Drenth, has been dedicated to keeping the workplace safe.

2.5 St. Joseph's Health Care Foundation (Foundation)

P. Dugsin informed the Foundation's fiscal year ended March 31st and despite the pandemic environment it was a successful year. Cash donations reached over \$10M and donor gifts reached \$5M. The Dream Lottery raised \$0.5M more than anticipated. In addition, investment markets were positive.

2.6 St. Joseph's Professional Staff Organization (PSO)

L. Burszyn shared there have been many events the PSO has not been able to host because of the pandemic however, June 13th is tentatively scheduled as an in-personal annual meeting. She also reported nominations for the Recognition & Reward Award (R&R Award) will soon be open. This award recognizes individuals in the LHSC and St. Joseph's PSO who "enable exemplary patient care, teaching and research through leadership, collaboration and/or innovation". Also, under way is the election process for the executive roles of the PSO (President, Vice-President and Secretary). L. Burszyn concluded by expressing the PSO's excitement to be involved in physician wellness opportunities in the year ahead.

2.7 Lawson Health Research Institute

D. MacDonald, Vice-Chair Lawson Board of Directors, stated Lawson Board has not met since St. Joseph's last Board meeting and therefore has no report at this time.

2.8 London Health Sciences Centre

No update at this time.

2.9 Western University
No update at this time.

3. Business Arising

Standing agenda item, no business arose.

4. New Business

4.1 Chair updates - Standing Committees of the Board

(a) Stoplight Report from Quality Committee of the Board

L. Cornelius commented although the Frail Senior Strategy falls under “Reaching Out to the People Who Need Us Most” on the strategic plan, it also aligns with “Connecting Care”. She encouraged Members to review the weblink in Stoplight Report to learn more about the program and its impact.

4.2 Added Item: C2 from the Consent Agenda “New Professional Staff Appointments”

J. Batch stated the reason for moving this item to the main agenda was to acknowledge the first ever Professional Staff appointment of a Doctor of Osteopathy to St. Joseph’s and LHSC hospitals and to allow for any additional discussion.

B. Rotenberg confirmed it was an interesting process the City-Wide Credentials Committee, MAC and Schulich went through to consider this appointment. It needed to be confirmed that a Doctor of Osteopathy (DO) is equivalent to a Medical Doctor (MD) in the eyes of the College of Physicians and Surgeons of Ontario and it also needed to be confirmed that a faculty appointment could be offered at Schulich. These nuances were satisfied.

It was MOVED and SECONDED St. Joseph’s Board of Directors approve the New Professional Staff April 2022 report as presented. CARRIED.

5. In-Camera Meeting

It was MOVED and SECONDED the meeting of the Board of Directors move in-camera at 5:37 pm. CARRIED.

The regular meeting of the Board of Directors resumed at 6:29 pm.

Rising from the in-camera meeting, the Chair reported:

- The Board approved new community members on standing committees of the board for the 2022/23 board cycle as follows:
 - i) **Governance Committee:** Paul Dugsin;
 - ii) **Health Care Ethics:** Brenda Sarkany;
 - iii) **People & Mission:** Erin Rankin-Nash and Martin Galcynski; and,
 - iv) **Quality Committee:** Kubet Weston and Felipe Rodrigues.

- The Board approved the returning community members on standing committees of the board for the 2022/23 board cycle as follows:
 - i) **Health Care Ethics Committee:** Hanny Hassan, Sunny Mann and Anne-Marie Sanchez;
 - ii) **People & Mission Committee:** Linda Ballantyne, Anna Hendrikx and Joy Sommerfreund;
 - iii) **Quality Committee:** Katie Big-Canoe and Janet Tufts;
 - iv) **Resource Planning & Audit Committee (RPAC):** Neil Carruthers, Peter McIntosh and Christina Porter; and,
 - v) **Investment Subcommittee of RPAC:** Scott Schofield.

6. Adjournment

The Chair declared the meeting adjourned at 6:31 pm.

Jonathan Batch, Chair

Roy Butler, Secretary