

CONFIRMED MINUTES

OPEN BOARD OF DIRECTORS

At the **Open Board of Directors** on **Sep 26, 2023** these minutes were **confirmed as presented**.

Name:	Temiskaming Hospital
Date:	Tuesday, May 30, 2023
Time:	5:30 PM to 8:17 PM (EDT)
Location:	Boardroom / GoToMeeting, Temiskaming Hospital
Board Members:	Derrick Wardell, Jim Rowe (Chair), Bruce Hawkins, Christine Beeson, Dan Fenety, Dania Johanson, Denise Balch, Jocelyn Moreno, Sandra Perreault, Walter Humeniuk
Attendees:	Carla Porter, Mike Baker, Dr. Stacy Desilets, Rikki Hendrickson, Dr. Peter Hutten-Czapski, Brent Maranzan
Guests/Notes:	Wendy Perry, HR Manager

1. Welcome

1.1 Call to Order

The meeting was called to order at 1730 hours. A welcome was expressed to Dr. Peter Hutten-Czapski, the new President of the Professional Staff.

1.2 Land Acknowledgment

The Chair offered a Land Acknowledgement.

1.3 Declaration of Conflicts of Interest

1.4 Approval of Agenda

The agenda was presented with changes. The cost of living adjustment was removed from the consent agenda and added as item 4.5.

2. Consent Agenda

2.1 Approval of Motions



Consent Agenda

That the consent agenda of May 30, 2023 be approved.

Decision Date: May 30, 2023
Mover: Sandra Perreault
Second: Dania Johanson

Outcome: Approved

2.2 Approval of Previous Minutes - March 28, 2023

Open Board of Directors Mar 28, 2023, the minutes were confirmed as presented.

3. Education Session

3.1 Diversity

Wendy Perry presented on diversity and inclusion, explaining; what it means, advantages of embracing it in the workplace; examples of unconscious biases; how it is incorporated in Human Resources practices; and upcoming initiatives.

A Diversity, Equity, Inclusion (DEI) and Wellness Committee has been established, recognizing there are distinct racialized and marginalized groups that have long been disadvantaged both in employment and health care. The committee will address equality, diversity and inclusion as a top priority, identifying system inequalities with recommendations to create a sustainable environment for everyone.

There is no mechanism, at this time, to report diversity statistics.

Wendy Perry exited the meeting at 1800 hours.

4. Decision

4.1 Motion - Chief Executive Officer & Chief of Staff Goals and Objectives

Mike Baker presented his goals and objectives for 2023-24 which are structured to align with the Strategic Plan pillars and the Annual Operations Plan. In response to an inquiry, Mike commented on stability and financial capacity.

Dr. Stacy Desilets presented her goals and objectives for 2023-24. Similar to last term, there was forward movement in some areas. Goal two will be more of a focus this term.



Motion - Chief Executive Officer & Chief of Staff Goals and Objectives

The the Board of Directors accepts the respective goals and objectives for the President & CEO and Chief of Staff as presented.

10 Supported: Bruce Hawkins , Christine Beeson , Dan Fenety , Dania Johanson , Denise Balch , Derrick Wardell , Jim Rowe , Jocelyn Moreno , Sandra Perreault , Walter Humeniuk

0 Opposed:

0 Abstained:

Decision Date: May 30, 2023
Mover: Bruce Hawkins
Second: Dan Fenety
Outcome: Approved

4.2 Motion - 2022/23 Audited Financial Statements - KPMG Presentation

Christine Beeson reported that KPMG presented the Audited Financial Statements. The hospital ended the year in a deficit of \$3,293,141, previous year was a small surplus of \$18,194.

The financial situation is concerning. Mike Baker explained the position that the hospital is in with the government during this unprecedented situation. OHN is responsive and receptive.



Motion - 2022/23 Audited Financial Statements - KPMG Presentation

That the Board of Directors approves the audited financial statements as presented, the management report and audit findings report for the year ended March 31, 2023.

10 Supported: Bruce Hawkins , Christine Beeson , Dan Fenety , Dania Johanson , Denise Balch , Derrick Wardell , Jim Rowe , Jocelyn Moreno , Sandra Perreault , Walter Humeniuk

0 Opposed:

0 Abstained:

Decision Date: May 30, 2023
Mover: Christine Beeson
Seconder: Sandra Perreault
Outcome: Approved

4.3 Motion -Hsp Service Accountability Agreement (HSAA) + Balance Budget Waiver

Mike Baker highlighted the impact of Bill 124 reopener and the result to reassess the 2023/2024 Hospital Annual Planning Submission (HAPS). Mike addressed signing the new Hospital Service Accountability Agreement (HSAA) since the Finance Committee met. After considering the discussions with Ontario Health and Ontario Health North, the OHA and peers, there were a few different approaches amongst the hospitals. Temiskaming Hospital's approach is comparable to its peers. Ontario Health has offered an extension to June 30, 2023 to sign the HSAA. Mike read the amended motion, and presented a draft letter to accompany the extension letter identifying concerns.



Motion -Hsp Service Accountability Agreement (HSAA) + Balance Budget Waiver

Given that the funding letter for this year has not yet been received; OPSEU and CUPE reopener negotiations are unsettled; and, there is a contradiction between the HSAA and the BBW, where the HSAA does not require a PIP, but the BBW requires a PIP to get finances in order within 2 years, therefor, the Board of Directors approves the signing of the Notice and Extension of Hospital Service Accountability Agreement letter received from Ontario Health North (OHN) and the attachment of the letter of explanation as presented.

10 Supported: Bruce Hawkins , Christine Beeson , Dan Fenety , Dania Johanson , Denise Balch , Derrick Wardell , Jim Rowe , Jocelyn Moreno , Sandra Perreault , Walter Humeniuk

0 Opposed:

0 Abstained:

Decision Date: May 30, 2023
Mover: Walter Humeniuk
Seconder: Dania Johanson
Outcome: Approved

4.4 Motion - Bill 124 Reopener

Mike Baker presented the Bill 124 impact for non union staff, the rationale used and discussion with peer hospitals.



Motion - Bill 124 Reopener

That the Board of Directors approves non-union employees to receive the same arbitrated increases that ONA received in the reopeners of Bill 124, on the basis of employee retention and promotion. This could be subject to review based on pending negotiations for Bill 124 Reopeners for both CUPE and OPSEU. Payout will be deferred until ONA payout in June.

10 Supported: Bruce Hawkins , Christine Beeson , Dan Fenety , Dania Johanson , Denise Balch , Derrick Wardell , Jim Rowe , Jocelyn Moreno , Sandra Perreault , Walter Humeniuk

0 Opposed:

0 Abstained:

Decision Date: May 30, 2023

Mover: Christine Beeson

Seconder: Denise Balch

Outcome: Approved

4.5 Motion - Cost of Living Adjustment (Administration)

Mike Baker explained the cost of living adjustment for the non-union staff which is an annual consideration. The 3% increase was included in the budget, approved in January 2023. OHA advised it would not effect the outcome of ONA negotiations. This excludes Executives.

Dr. Stacy Desilets exited the meeting at 1907 hours.

Comments raised regarding risks, as well as fair, reasonable and comparable increases as other organizations.



Motion - Cost of Living Adjustment (Administration)

Based on the anticipated negotiated settlement for ONA that is currently underway and sent to arbitration (results expected in June), and that the settlement is below the current Ontario inflation rate, the Board of Directors approves a 3.0% increase in administrative compensation, retroactive to April 1, 2023.

10 Supported: Bruce Hawkins , Christine Beeson , Dan Fenety , Dania Johanson , Denise Balch , Derrick Wardell , Jim Rowe , Jocelyn Moreno , Sandra Perreault , Walter Humeniuk

0 Opposed:

0 Abstained:

Decision Date: May 30, 2023

Mover: Denise Balch

Seconder: Christine Beeson

Outcome: Approved

5. Discussion - None.

6. Reports

6.1 Board Chair

Jim Rowe reported that he attended the Health Care Leadership Summit with the CEO from May 3-5, 2023. The main topics were finances and COVID impacts. Jim suggested that next year the Vice Chair attend.

6.2 President & Chief Executive Officer

Pre-circulated for members' review and information was Mike Baker's report, see attached. The operations scorecard for the period ending March 31, 2023 and April 30, 2023 were pre-circulated for members' information. Mike presented highlights.

6.3 Chief Nursing Executive

Rikki Hendrickson's report was pre-circulated for members' information, see attached. The report touched on the following topics: Patient Occupancy and Capacity, ALC Occupancy and Management, Emerging ALC Initiatives, Nursing Recruitment, Surgical Update including Recruitment, COVID-19 Updates including closure of the assessment centre, Patient experience surveys, Trillium Gift of Life Network, and Pharmacy's new Automated Dispensing Units.

6.4 Corporate Services

The report was pre-circulated for members' review, see attached. Mike Baker reported on the corporate services departments.

6.5 Hospital Foundation

Dania Johanson and Mike Baker provided a summary of the meeting discussions which included: 50/50 program, potential fundraiser activities, establishing a policy regarding recognition and naming opportunities for donors.

7. Information / Correspondence

7.1 Newspaper Clippings & Facebook Posts

Pre-circulated for information purposes were:

- o newspaper clippings; and
- o social media posts.

8. In-Camera Business (separate agenda)

8.1 Motion - Move to In-Camera



Move to In-Camera

That the meeting move in-camera at 1934 hours.

Decision Date: May 30, 2023
Mover: Dan Fenety
Seconder: Bruce Hawkins
Outcome: Approved

8.2 Motion - Reconvene Open Meeting



Reconvene Open Meeting

That the Open Board meeting reconvenes at 2017 hours with a report.

Decision Date: May 30, 2023

Mover: Bruce Hawkins
Seconded: Denise Balch
Outcome: Approved

9. Adjournment

9.1 Adjourn the meeting

Next meeting: Open Board of Directors - Sep 26, 2023, 5:30 PM

Signature: _____

Date: _____