

## Minutes

### Present

D. Burger, Chair	T. Holland	S. Robinson
P. Andrade	J. Jamieson	G. Rudanycz
C. Barnet	A. Jewell	M. Sheculski
C. Beemer	D. Lafontaine	N. Thick
D. Cutler	M. MacMillan-Gilkinson	M. Tuomi
R. Davidson	C. Manning	K. Wagg
T. Dion	A. Molloy	D. Walia
C. Egerton	N. Osbourne James	C. Ward
C. Evans	K. Patterson	T. White
A. Fox	T. Perlin	C. Williams
G. Fox	J. Petersen	H. Whittle
D. Graystone	D. A. Prillo	I. Wiltshire-Stoby

### Regrets

C. Woodbury

### Staff

J. Anderson	F. Ismail	K. McCarthy
A. Coghlan	D. Jones	S. Mills
J. Hofbauer, Recorder	B. Knowles	C. Stanford
E. Horlock		

## Agenda

The agenda had been circulated. D. Burger informed Council that appointment of the scrutineers for the election of the Executive Committee will take place at the end of the first day of Council.

## Motion 1

Moved by R. Davidson, seconded by C. Barnet,

That the agenda for the Council meeting of March 21 and 22, 2018 be approved.

CARRIED

Council considered whether to hold a closed session.

## **Motion 2**

Moved by G. Rudanycz, seconded by D. Walia,

That the Council meeting be closed at 9:00 a.m. on Thursday, March 22, 2018 under Section 7(2)e of the *Health Professions Procedural Code* for Council to receive privileged advice from the College's solicitors.

CARRIED

## **Minutes**

Minutes of the Council meeting of December 6 and 7, 2017 had been circulated. A typographical error was identified.

## **Motion 3**

Moved by A. Molloy, seconded by D. Cutler,

That the minutes of the Council meeting of December 6 and 7, 2017 be approved as corrected.

CARRIED

## **Register By-Laws: Protecting Patients Act**

In September, Council approved for circulation amendments to Article 44.1 which sets out the information to be kept on the register. The changes were made to align the College's by-law with changes the legislative requirements for the register made as a result of passage of the *Protecting Patients Act* (Bill 87). Council received a report of the feedback to the proposed by-law amendments.

Council continued to express concern with the new requirement that cautions in person and specified continuing education and remediation programs (SCERPs) remain on the register permanently. It was noted that there are limited and public interest focused legislative provisions to remove information from the register.

It was confirmed that staff are reviewing the wording on the register related to SCERPs and will consider the suggestions from the Ontario Nurses' Association.

D. Burger reminded Council that a 2/3 majority is required for approval of a by-law.

## Motion 4

Moved by H. Whittle, seconded by M. Sheculski,

That Council rescind the existing Article 44.1: Register of By-Law No. 1: General, and replace it with Article 44.1: Register as it appears in attachment 1 to the decision note.

CARRIED

### Follow-up Action

Amend and publish the by-laws.  
Executive Director and CEO

### Register By-Law: Nurse Practitioner prescribing controlled substances

In December, Council supported revision of the by-law related to the register to allow the College to remove the word “restriction” from the register for Nurse Practitioners who are not authorized to prescribe controlled substances. A draft revised by-law was discussed. It was identified that the by-law is intentionally broad and enabling to provide for the possibility of future changes.

## Motion 5

Moved by P. Andrade, seconded by H. Whittle,

That Council approve for circulation to members and other stakeholders, the amendment of Article 44.1.06 of By-Law No. 1: General, to delete paragraph 5.01 and to substitute the following:

*5.01 Where a member holds an extended class certificate of registration as an RN (Nurse Practitioner) but has not met the requirements under the regulations made under the Nursing Act, 1991 to prescribe controlled substances, a notation to that effect.*

CARRIED

### Follow-up Action

Circulate the proposed revision to the register by-law.  
Provide a report of feedback to Council in June.  
Executive Director and CEO

### RN prescribing

D. Burger noted that Council has been discussing and providing direction on RN prescribing over a number of meetings. At this meeting, Council will be asked to provide direction that will support the development of revisions to the College’s regulations.

R. Jabbour, Strategy Consultant noted that under the legislation, RNs and RPNs can administer medications on the order of a number of practitioners, for example physicians and Nurse Practitioners. There is no provision in legislation allowing RNs or RPNs to administer medications ordered by an RN who is authorized to prescribe.

Council supported providing the authority for RNs and RPNs to administer medications prescribed by RN prescribers in the amendments to the controlled acts regulation. It was identified that this change would support access to safe care.

R. Jabbour described the authorizing mechanisms that support safe practice, including orders, directives and delegation. She noted that to limit risk to the public it is suggested that the College follow its previous practice of restricting the delegation of the controlled acts of communicating a diagnosis and prescribing.

In response to a question it was confirmed that this will not limit access as there are other mechanisms to facilitate care. It was noted that restricting delegation of the new controlled acts for RNs will support Council's vision of safe practice.

Through a show of hands, Council supported the proposals for integration into draft regulation amendments.

#### Professional Liability Protection and RN Prescribing

It has been identified that this change in practice may have an impact on the liability protection that RNs might require. R. Jabbour reviewed the research that has been done by the College and the findings. She noted that consultations are still underway. Council was reminded that employers have a role in providing liability protection. Council supported the approach of monitoring industry standards for this change in scope.

#### Education for RN Prescribing

I. Wu-Lau, Education Consultant provided an update on the work done to date on the education implications of the changes to RN scope. She highlighted the themes that have been identified, including that education for RN prescribing will:

- be built on entry to practice competencies;
- require a nursing degree for entry;
- be provided by post-secondary institutions; and
- be approved by the regulator.

It was confirmed that the education will include a clinical practice component.

It was identified that support at point of care will be important. It was noted that, in addition to education requirements, the College is exploring what requirements will be put in place related to the ongoing competence of RN prescribers. There are a number of expert RNs working in specialized roles that can be accessed to mentor new prescribers. Nurses are accountable to know their competence and take any action needed to be safe practitioners.

The role of employers in providing policies to support safe care and in supporting nurses to be successful in taking on new roles was identified. The College's stakeholder engagement on RN prescribing includes employers.

### **Quality Assurance program of the future**

A. Tong, Strategy Consultant, highlighted the results of stakeholder engagement on the conceptual model for the future Quality Assurance Program. She noted that the public supports that nurses will be expected to demonstrate to the regulator that they are taking steps to continuously improve their practice. She noted an important part of the first step of the future QA program is to sample nurses to select individuals to participate in the next step.

B. Knowles, Director of Analytics and Research provided an overview of statistical sampling techniques. He noted that the numbers being sampled will vary depending on the purpose of the study, the acceptable margin of error and level of confidence sought.

There was discussion about whether there is a need to continue samples from high risk groups. Currently, the College includes samples from nurses who have been reported to the College and nurses working in long term care. B. Knowles noted that if a sample is stratified it is possible to determine if a specific sector performs differently and allows targeted resources to support improvement.

A member noted that, while she previously had concerns about numbers participating in practice review and peer assessment, she is now confident that the random selection meets the program objectives.

### **Program approval: pilot approval**

A.M. Shin and T. Swabey highlighted the program approval methodology and results of the pilot of the new program approval process. It was noted that the pilot schools went through a comprehensive assessment which takes place every seven years. The components included in the comprehensive and annual reviews were highlighted.

D. Burger asked if any members have a conflict of interest with respect to the pilot programs. No conflict was declared.

### **Motion 6**

Moved by C. Egerton, seconded by D. Cutler,

That the approval status of the following nursing education programs be: Approved

<b>Institution Name</b>	<b>Program</b>
<b>Practical Nurse Programs</b>	
George Brown College	Practical Nurse Diploma Program
Georgian College	Practical Nurse Diploma Program

Institution Name	Program
<b>Baccalaureate Programs</b>	
Trent Fleming School of Nursing	Collaborative Bachelor of Nursing Program
Trent Fleming School of Nursing	Compressed Bachelor of Nursing Program
Trent Fleming School of Nursing	Post-RPN Bridging Pathway Bachelor of Nursing Program
<b>Baccalaureate Programs (continued)</b>	
University of New Brunswick at Humber College	Collaborative Bachelor of Nursing Program – Bridge Pathway
University of New Brunswick at Humber College	Collaborative Bachelor of Nursing Program – Regular 4 Year Pathway
University of New Brunswick at Humber College	Collaborative Bachelor of Nursing Program – Second-entry Pathway
<b>Nurse Practitioner Programs</b>	
Queen’s University	Primary Health Care Nurse Practitioner Program
University of Windsor	Primary Health Care Nurse Practitioner Program

CARRIED

### Follow-up Action

Inform the programs of the approval status.  
 Update approval status on website.  
 Executive Director and CEO

### PN Program approval

A. Jewell and T. Holland declared conflicts of interest and left the room.

Council was reminded that, as a result of the strike of College faculty, approvals of Practical Nurse Programs need to be extended to June.

### Motion 7

Moved by N. Thick, seconded by K. Wagg,

That the approval of the Practical Nurse programs listed in attachment 1 to the briefing note be extended from March 2018 to June 2018.

CARRIED

A. Jewell and T. Holland returned.

## Changes to Practice Standards

Council received draft revisions to practice standards needed as a result of changes made by government to the scope of practice of Nurse Practitioners. It was confirmed that additional legislation is needed for some scope changes to come into effect. The College is developing communication to clarify.

## Motion 8

Moved by J. Jamieson, seconded by S. Robinson,

That the new standard statements in the *Nurse Practitioner* practice standard and the *Decisions about Procedures and Authorities* practice standard, as shown in attachments 1 and 2 to the briefing note, be approved.

CARRIED

## Follow-up Action

Update and publish practice standards.  
Executive Director and CEO

## International applicants

S. Vogler provided an update on the impact of the changes that Council made to the assessment process in September 2016. She highlighted some of the initiatives currently underway which may impact on access and timelines, including the College participating in the review of the National Nursing Assessment Service's tool.

## Key regulatory function: Standards

F. Ismail highlighted the standards function. It was confirmed that the College monitors practice enquiries and uses that data to inform standards development and the development of accessible web-based information to address current and evolving practice issues.

Council was informed that staff are exploring the possibility of developing a Code of Conduct for nurses. It was noted that simple, clear expectations would guide nurses and support public understanding of the nursing role. It was suggested that new strategies be used to socialize nurses to the Code so that it supports practice.

## Annual reports of statutory committees

D. Burger flagged the importance of statutory committees in meeting the College's mandate to protect the public. He reminded Council that it is a legislative requirement that statutory committees report to Council.

### Patient relations

D. Burger reported on the increase in the number of sexual abuse matters reported to the College.

### Inquiries, Complaints and Reports

D. Burger noted that there has been a steady increase in the number of investigator appointments for both reports and complaints.

He noted that the committee has a new power to interim suspend or apply terms, limits or conditions on a nurse's certificate of registration at any time following receipt of a matter. Council was informed that the committee has used this new power in 13 cases since June.

### Discipline

G. Fox highlighted the increase in both the number of matters addressed by the Discipline Committee and in the complexity of cases.

There was a question about whether there are categories of individuals where abuse is more prevalent. A. Coghlan informed Council about the College's risk based study of sexual abuse. Staff are reviewing professional conduct data to see if there are risk factors that can be identified. A briefing on this initiative will be brought to Council in the future.

### Fitness to Practice

M. Tuomi presented the annual report of the Fitness to Practise Committee on behalf of C. Williams. She reported an increase in the number of matters considered by the committee, noting that the majority of matters were addressed through agreements.

### Quality Assurance

H. Whittle highlighted the report of the Quality Assurance Committee. She noted that over 80% of nurses who participated in Practice Review were successful.

### Registration Committee

C. Ward highlighted the report of the Registration Committee. She reported on the outcome of appeals to the Health Professions and Appeals Board. She noted that the removal of the three time limit for writing the NCLEX-RN examination has reduced the number of appeals.

## **Strategic Performance report**

D. Burger noted that Council and staff have a joint accountability for monitoring the strategic plan. Council received the 2017 performance report. Staff highlighted some key performance indicators, noting the changes from the previous year and highlighting initiatives underway that are anticipated to have an impact on the indicator in the coming year.

Council was informed that it is anticipated that the key performance indicator about moving Council and committee processes online will be positively impacted by the roll-out of a new board and committee portal. The proposed changes will be highlighted in the Executive Director's report.



There was discussion about the 100% targets for some key performance indicators. It was noted that these targets are aspirational. Council was reminded that the current plan will conclude at the end of 2020 and there will be consideration of new key performance indicators as part of the planning process.

### **Scrutineers for the Executive election**

C. Egerton, Chair of the Election and Appointments Committee, drew names for scrutineers.

### **Motion 9**

Moved by G. Fox, seconded by T. White,

That the scrutineers for the 2018 election of the Executive Committee be:  
C. Beemer, K. Wagg and N. Osbourne James.

CARRIED

### **Recess**

Council recessed, to reconvene at 9:00 a.m. on Thursday, March 22, 2018.

**Thursday, March 22**

### **Closed session**

Council held a closed session to receive advice from legal counsel. The minutes of the closed session are in a confidential appendix.

### **Election of Executive**

C. Egerton, Chair of the Election and Appointments Committee, chaired the election of the Executive Committee.

#### **Officer election**

In accordance with the College's By-Laws, the election of officers took place first. C. Egerton highlighted the nominations received in advance:

#### **President**

- C. Barnet
- C. Evans
- G. Fox
- D. Graystone
- P. Andrade

#### **Vice-President, RN**

- S. Robinson
- H. Whittle

#### **Vice-President, RPN**

- C. Manning

C. Egerton requested nominations from the floor. There were no nominations.

### **Motion 10**

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

That nominations be closed.

CARRIED

C. Manning was acclaimed as the Vice-President, RPN.

In accordance with the election process, each candidate for a contested position made a brief statement and there was a question period.

Following the election process as set out in by-law, C. Egerton declared the following candidates as elected:

President: C. Evans  
Vice President, RN H. Whittle

#### Public members for Executive

C. Egerton reported that the following public members had been nominated in advance to serve on the Executive Committee:

M. Sheculski  
C. Ward

C. Egerton informed Council that she received nomination from the floor for N. Osbourne James. M. Sheculski withdrew. No further nominations were forthcoming.

C. Egerton announced the 2018-2019 Executive Committee:

C. Evans, President  
C. Manning, Vice-President, RPN  
N. Osbourne James, public member  
C. Ward, public member  
H. Whittle, Vice-President, RN

### **Motion 11**

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

That the ballots for the 2018-2019 election of the Executive Committee be destroyed.

CARRIED

### **Report of the Governance Workgroup**

D. Jones shared a video and interactive timeline about Vision 2020. She informed Council that these products will be public through the website in the near future.

There was discussion about the continuing use of the term bootcamp for the education that will take place as part of the new appointments process. Council asked for an opportunity to discuss the terminology with more information, and the Workgroup committed to review the issue and bring it back to Council at the next meeting.

D. Brown from Governance Solutions joined Council to present the competencies and attributes that are in development as part of implementation of Vision 2020. He focused on the profile and competencies for the future board of directors.

It was suggested that it be clarified that the profile is aspirational and met through the collective membership of the future board. It was also suggested that clear language be used in describing the profile and the roles to support engagement by a broad range of potential participants.

It was identified that some expertise – for example financial and legal – may not be needed as part of the board but could be provided by staff or external experts. It was pointed out that even experts on the board would be there to provide input from the public interest perspective. It will be important to be clear about the public interest role in the pre-appointment education.

There was a query about whether Council would revisit some aspects of the vision. D. Burger noted that the vision and plan for implementation was approved by Council and that Council also established the Workgroup to move forward with implementation of the approved Vision 2020.

### **Executive Committee**

Council received minutes of the Executive Committee meetings of December 6, 2017 and February 28, 2018. In December, the Executive appointed C. Woodbury as a member of the Discipline Committee. In February, the Executive focused on providing input into the agenda and briefing materials for the March Council meeting.

### **Finance Committee**

C. Manning presented the report of the Finance Committee meeting of February 28, 2018. She highlighted the unaudited financial statements for the year ended December 31, 2017.

### **Motion 11**

Moved by C. Manning, seconded by K. Patterson,

That Council approve the unaudited financial statements for the year ended December 31, 2017.

CARRIED

### **Proposed amendments to the Fees By-Law**

In December, when discussing the budget, the Finance Committee flagged that a fee increase will be needed for 2019 to maintain the College's fiscal well-being. C. Manning highlighted the proposed increases to application fees, the Practical Nurse examination and a cancellation fee for the Practical Nurse examination. Through show of hands, Council supported those proposals.

C. Manning noted that the Finance Committee is recommending that the annual membership fee be increased to \$270 in 2019. S. Mills highlighted the reasons for the increased costs and the proposed fee. He shared information on how the proposed fee aligns with that of other Ontario regulators and other Canadian nurse regulators. S. Mills noted that there will be a

robust communication strategy to support understanding of the reasons for the proposed fee increase. Through show of hands Council supported the proposed increase to the annual membership fee.

## Motion 12

Moved by T. White, seconded by C. Egerton,

That Council approve the proposed amendments to By-Law No. 2: Fees, as they appear in attachment 3 to the Finance Committee report, for notice and circulation.

CARRIED

## Follow-up Action

Publish and circulate proposed by-law amendments.

Provide a report on feedback for Council in June.

Executive Director and CEO

## Executive Director Update

A. Coghlan updated Council on amendments from the *Protecting Patients Act* (Bill 87) that are expected to come into force on May 1<sup>st</sup>. The provisions include the change of the criteria for eligibility for funding for therapy for victims of sexual abuse from a Discipline finding of sexual abuse to the filing of an allegation of sexual abuse – either through a complaint or a report.

A. Coghlan also reported on the report of the McMaster Health Forum on Modernizing the Oversight of the Health Workforce in Ontario. The forum was funded by the Ministry of Health and Long-Term Care. She noted that the report flags the inconsistency in public engagement by regulators. She reported that the College is making inroads with consultations on scope changes and a planned public advisory group.

Council was informed that a health reporter from the Toronto Star is doing a series of articles on modernization of regulation and is featuring Council's Vision 2020 in the first article.

A. Coghlan, D. Burger and C. Evans reported on the meeting of the Canadian Council of RN Regulators' Board of Directors and the Presidents/Chairs of provincial Boards/Councils.

Harry Caton, CEO of the United Kingdom Professional Standards Authority presented on trends in governance, including:

- enhanced public credibility when a board is not representative of the profession being regulated;
- separation of discipline from governance; and
- importance of induction, training and appraisal – preparedness for governance and board commitment to ongoing evaluation of its own effectiveness.

David Byers, chair of Principal Nurse Advisors of Canada presented on national discussions among Chief Nurse Advisors on the future of nursing in Canada. He reflected on upcoming changes and identified that there is a collective opportunity for regulators to lead change – for example escalating efforts to harmonize practice across the country and working towards a national framework for RN registration/licensure.

Council was informed that the College has rejoined the Canadian Council of Practical Nurse Regulators. The organization is working towards a new national Practical Nurse examination.

A. Coghlan noted that the entry to practice competencies for RNs were last updated in 2013. A national review is currently underway. The final version will be shared in December.

A. Coghlan reported that the delay of the deadline for payment of fees has resulted in a slight reduction in the number of members suspended for non-payment of fees.

A. Lang, Information Resources Specialist, demonstrated the new board portal – MeetX. She reported that the main reasons for selecting MeetX were its enhanced security features and user friendliness for board members. She highlighted the plans for a measured roll out of the tool.

### **Statutory and Conduct committees**

The Executive recommends the Chairs of the statutory committees and the Conduct Committee.

### **Motion 13**

Moved by M. Tuomi, seconded by D. Prillo,

That the following be the 2018-2019 committee chairs:

- Discipline                      G. Fox
- Fitness to Practise        C. Williams
- Quality Assurance        J. Jamieson
- Registration                C. Ward
- Conduct                      I. Wiltshire-Stoby

CARRIED

### **Committee appointments**

C. Egerton presented the report of the Election and Appointments Committee and its recommendations on committee appointments (attachment 1 to the minutes). She highlighted the process used by the committee and the rationale for volunteers recommended as appointed committee members.

A Council member expressed concern about assignment to a new committee and requested that a change be considered. Following explanation of the Election and Appointment Committee's rationale for the change, the member withdrew the request for review.

## Motion 14

Moved by C. Egerton, seconded by R. Davidson,

That Council and committee members be appointed to statutory committees, the Conduct and Finance committees, effective June 6, 2018, in accordance with the list of committee appointments presented by the Election and Appointments Committee (attachment 1 to the minutes).

CARRIED

## Election & Appointments Committee

The Executive had recommended the members and chair

## Motion 15

Moved by A. Molloy, seconded by D. Cutler,

That, effective June 6, 2018, the following be the Chair and members of the 2018-2019 Election and Appointments Committee:

C. Egerton, Chair; C. Barnet, A. Fox, T. Holland, D. Graystone and D. Walia.

CARRIED

## Sub-Committee on Compensation

The Finance Committee recommends the members of the Sub-Committee on Compensation. The recommendations this year are based on competencies approved by Council.

## Motion 16

Moved by A. Jewell, seconded by D. Walia,

That the following be appointed as members of the Sub-Committee on Compensation, effective June 6, 2018, for the terms of office set out below:

- Ella Ferris 1 year term
- Joseph Nunes 2 year term
- Craig Halket 3 year term

CARRIED

## Sub-Committee Chair

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

## Motion 17

Moved by K. Wagg, seconded by K. Patterson,

That Ella Ferris be the Chair of the 2018-2019 Sub-Committee on Compensation.

CARRIED

## Expense policy

Changes to the expense policies for RN and RPN Council and committee members were recommended based on advice from the College's insurers.

## Motion 18

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

That the expense policies for Council and committee members who are nurses be revised, effective April 1, 2018 as they appear in Attachment 1 to the briefing note to:

- clarify in Specific Policy 1 that the College will not reimburse members for staying in short-term rental accommodation overnight; and
- remove ride sharing from Specific Policy 2 b re. intra-urban travel.

CARRIED

## Follow-up Action

Revise policies.  
Send revised policies to Council and committee members.  
Executive Director and CEO

## Discussion items added by Council members

Update on registration times before and after establishment of the National Nursing Assessment Service (National Service)

D. Graystone added this item to the agenda. She identified that the presentation earlier in the day reflected an improvement and also identified measures being implemented to further enhance efficiencies, fairness and access.

In response to a question, it was clarified that there is an ongoing national collaborative review of the National Service tool.

## Registered Psychiatric Nurse Category

C. Beemer added this item to the agenda. She noted that this issue has arisen at the Registration Committee where Registered Psychiatric Nurses from western provinces are not



eligible for registration in Ontario. She asked that Council consider adding a new category of Registered Psychiatric Nurse in Ontario to support labour mobility and meet the need for mental health care in Ontario.

A. Coghlan highlighted the history of this issue. She noted that in Ontario, the model for RN and RPN registration is a generalist model. All applicants must have foundational knowledge in the full range of competencies. Following entry to practice there is specialization. She reported that this issue has been discussed with the Ministry and they have indicated that they are not currently interested in adding a new role in the province.

Council was reminded that the Ministry is exploring the future of health regulation. There may be a different model that leverages expertise across professions.

Council did not support addressing this issue further.

### **Evaluation of the meeting**

Council debriefed on the meeting.

### **Conclusion**

At 4:00 p.m., it was

### **Motion 19**

Moved by D. Walia, seconded by G. Rudanycz,

That Council conclude.

CARRIED

---

Chair

**Attachment 1**  
**2018-2019 Committee Members**  
(Term begins June 6, 2018)

**Executive Committee**

Cheryl Evans, RN, President  
Connie Manning, Vice-President, RPN  
Nicole Osbourne James, PM  
Cathy Ward, PM  
Heather Whittle, NP, Vice-President, RN

**Inquiries, Complaints and Reports  
Committee:**

Cheryl Evans, RN, Chair  
Shana Anjema, RN\*  
Cheryl Barnet, NP  
Laura MacMillan, RPN\*  
Connie Manning, RPN  
Kyle Nielsen, RN\*  
Nicole Osbourne James, PM  
Sandra Robinson, NP  
Maria Sheculski, PM  
Sherry Simo, RPN\*  
Katharina Skrzypek, RN\*  
Cathy Ward, PM  
Heather Whittle, NP

**Discipline Committee**

Grace Fox, NP, Chair  
Laura Caravaggio, RPN\*  
Margarita Cleghorne, RPN\*  
Dawn Cutler, RN  
Renate Davidson, PM  
Tanya Dion, RN  
David Edwards, RPN\*  
Catherine Egerton, PM  
Carly Gilchrist, RPN\*  
Debbie Graystone, NP  
Terry Holland, RPN  
Carolyn Kargiannakis, RN\*  
Lina Kiskunas, RN\*  
Dale Lafontaine, PM  
Mary MacMillan-Gilkinson, PM  
Ashleigh Molloy, PM  
Linda Marie Pacheco, RN\*  
Honey Palalon, RN\*  
Tania Perlin, PM  
Desiree-Ann Prillo, RPN  
Heather Riddell, RN\*  
George Rudanycz, RN  
Michael Schroder, NP\*  
Heather Stevanka, RN\*  
Sherry Szucskobedard, RN\*  
Devinder Walia, PM  
Terah White, RPN  
Chuck Williams, PM  
Ingrid Wiltshire-Stoby, RN  
Chris Woodbury, PM

\* Appointed committee member

### **Fitness to Practise Committee**

Chuck Williams, PM, Chair  
Tina Colarossi, RN\*  
Renate Davidson, PM  
Tamara Dube, RPN\*  
Cathy Egerton, PM  
Ashley Fox, RPN  
Barbara Frayne, RN\*  
Fotyne Georgopoulos, RPN\*  
Mary MacMillan-Gilkinson, PM  
Jennifer Mitton, RN\*  
Kathleen Patterson, RPN  
David Remy, RN\*  
Fern Tarzia, RN\*  
Naomi Thick, RN  
Kari Van Camp, NP\*  
Jody Whaley, RPN\*  
Chris Woodbury, PM

### **Finance Committee**

Connie Manning, Vice-President - RPN, Co-Chair  
Heather Whittle, Vice President - RN, Co-Chair  
Cheryl Evans, RN, President  
Catherine Egerton, PM  
Ella Ferris, RN\*  
Tania Perlin, PM  
Kimberly Wagg, RPN  
Ingrid Wiltshire-Stoby, RN

### **Quality Assurance Committee**

Joe Jamieson, PM, Chair  
Pedro Andrade, RN  
Sarah Flogen, RN\*  
Dana Hardy, RN\*  
Andrea Jewell, RN  
Dale Lafontaine, PM  
Desiree-Ann Prillo, RPN  
Anneke (Janna) Schroder, RPN\*  
Maria Sheculski, PM  
Devinder Walia, PM

### **Registration Committee**

Cathy Ward, PM, Chair  
Linda Bishop, RPN\*  
Marzena Cran, RN\*  
Cathy Egerton, PM  
Carrie Heer, NP\*  
Ashleigh Molloy, PM  
Judy Petersen, PM  
Maureen Ralph, RN\*  
Andrea Vidovic, RN  
Kimberly Wagg, RPN

### **Conduct Committee**

Ingrid Wiltshire-Stoby, RN, Chair  
Dawn Cutler, RN  
Mary MacMillan-Gilkinson, PM  
Tania Perlin, PM  
Kimberly Wagg, RPN

\* Appointed committee member