

Notes

Present

S. Robinson, Chair
P. Ankamah
J. Armitage
T. Crowder
D. Cutler
T. Dion
S. Douglas
S. Eaton
K. Gartshore
K. Goldenberg

N. Hillier
M. Hogard
T. Holland
C. Hourigan
A. Jahangir
R. Kaur
D. Lafontaine
R. Lastimoso Jr.
S. Leduc
D. May

F. Osime
J. Petersen
L. Poonasamy
M.E. Renwick
M. Sabourin
M. Sheculski
P. Sullivan-Taylor
N. Thick
D. Thompson

Regrets

A. Arkell
R. Henderson
M. Klein-Nouri

S. Larmour
M. MacDougall

I. McKinnon
J. Walker

Staff

A. Coghlan
F. Garvey
J. Hofbauer, Recorder

E. Horlock
B. Knowles
K. McCarthy

A. M. Shin
C. Timmings

Land Acknowledgment

S. Robinson shared a Land Acknowledgment.

Agenda

The agenda had been circulated and was approved on consent.

Minutes

Minutes of the Council meeting of September 30, 2021 had been circulated.

Motion 1

Moved by M. Hogard, seconded by P. Sullivan-Taylor,

That the Minutes of the Council meeting of September 30, 2021 be approved as circulated.

CARRIED

Finance Committee

Council had received the report of the Finance Committee meeting of November 11, 2021. N. Thick highlighted the report.

Financial statements

Council members had received the unaudited financial statements for the nine-months ended September 30, 2021. N. Thick noted that there is a year-to-date operating surplus of \$5.9M, which is \$7.4M more than the budgeted deficit of \$1.5M.

Motion 2

Moved by N. Thick, seconded by D. May,

That Council accept the unaudited financial statements for the nine-months ended September 30, 2021.

CARRIED

Sub-Committee on Compensation

N. Thick noted that the Finance Committee had received a report from the Sub-Committee on Compensation. She highlighted advice by the Sub-Committee on Compensation that the compensation program proposed for 2022 is congruent with:

- CNO's Compensation Principles and
- best practices in human resource management.

2022 Operating and Capital Budget

N. Thick noted that Council received the same budget package as the Finance Committee. She identified that the package is detailed and clearly explains how it is proposed that resources be allocated in 2022. The budget includes projections to 2025.

S. Mills provided an overview of the budget, including resources to support ongoing operations, key regulatory functions and implementing the Strategic Plan.

N. Thick assured Council that the Finance Committee did its due diligence and is confident that the proposed budget provides the resources CNO needs to meet its regulatory role, implement its strategic plan and support its long-term financial viability.

Motion 3

Moved by N. Thick, seconded by R. Lastimoso Jr.,

That Council approve the 2022 operating and capital budgets.

CARRIED

Nursing Education Program approval

Council had received a decision note, including the outcomes of the program reviews and recommendations regarding program approval.

S. Robinson noted the importance of Council's role in approving nursing education programs. She identified at that this meeting, all programs will be reviewed. K. Dilworth, Manager of Education Program shared a presentation on the program approval process, including the differences between:

- annual reviews
- comprehensive reviews and
- reviews of new programs.

Annual reviews of nursing programs

T. Holland, S. Leduc and M. Sabourin declared conflicts of interest and left the meeting.

Motion 4

Moved by J. Petersen, seconded by N. Hillier,

That the annual monitoring review status of nursing programs be approved as listed in Attachment 1 to the decision note.

CARRIED

T. Holland, S. Leduc and M. Sabourin returned to the meeting.

Comprehensive reviews of nursing programs

K. Gartshore and M. Sabourin declared conflicts of interest and left the meeting.

Motion 5

Moved by A. Jahangir, seconded by M. Hogard,

That the comprehensive review status of nursing programs be approved as listed in Attachment 2 to the decision note.

CARRIED

K. Gartshore and M. Sabourin returned to the meeting.

Reviews of new programs

K. Gartshore declared a conflict of interest and left the meeting.

Motion 6

Moved by R. Kaur, seconded by R. Dunn,

That the preliminary review status of new nursing programs be approved as listed in Attachment 3 to the decision note.

CARRIED

K. Gartshore returned to the meeting.

Follow-up Action

Inform the education programs of their approval status.
Update the status of programs on cno.org.
Executive Director and CEO

Strategic Plan 2021-2024 - Update

S. Robinson noted that, in approving the 2022 budget, Council has approved resources to continue implementation of Strategic Plan 2021-2024.

A. Coghlan highlighted progress made in implementing the strategic plan in 2021, focusing on CNO's

- response to the pandemic
- work on diversity, equity and inclusion and
- stakeholder engagement.

She highlighted the work on modernizing practice standards, including Council's extensive engagement and input, as an example of moving forward CNO's purpose.

Modernizing Practice Standards

S. Robinson noted that over the past year, Council has been updated on the work being done to modernize CNO's practice standards and has provided input.

C. Tancioco provided an update, including sharing the revisions to the model, plans for stakeholder engagement and the next steps.

In discussion, it was noted that continuing stakeholder engagement is vital to this initiative and CNO will need to be cognizant of other pressures in the health care environment and move forward with purpose balanced with respect for system and stakeholder abilities.

S. Robinson noted that Council will be engaging further on modernizing standards in the coming year.

Key regulatory function: Professional Conduct

As part of ongoing learning related to regulatory functions, C. Gora, Director of Professional Conduct, J. Loosemore Manager of Intake and J. Jadubir, Manager of Investigation highlighted the professional conduct function. The presentation focused on how CNO addresses incoming matters. CNO's long term goal is to address low risk matters as quickly as possible, with a focus on learning. New approaches being implemented to support that goal were highlighted. CNO is considering what data can be collected to determine if early engagement with the regulator reduces recidivism.

Executive Director recruitment

S. Robinson provided an update on the search for a new Executive Director and CEO.

Executive Director Update

A. Coghlan updated Council on:

- the government's summary report on the 2020 College Performance Management Framework, including highlighting where CNO was identified as having best practices
- system partnerships to support patient safety in long-term care
- upcoming changes to the determination of language fluency as part of CNO's approach to modernizing application assessment
- upcoming implementation of the REx-PN, the new entry-to-practice examination for applicants seeking registration as RPNs
- CNO's contribution to community safety through its vaccine policy and
- the progress on renovations to implement CNO's building redesign.

Executive Committee

Council had received the minutes of the Executive Committee meeting of November 11, 2021.

S. Robinson noted that a focus of the meeting was planning for the December Council professional development session and the December Council meeting.

Stipend and expense policies for Council and committee members

S. Robinson noted that, based on the advice of the Sub-Committee on Compensation, the Finance Committee is recommending revised Stipend and Expense policies for Council and committee members. These policies do not apply to public members appointed by government.

S. Mills noted that there are few substantive policy changes. The policies have been restructured so that they are easier to follow and include enhancements – for example how to claim specific expenses.

Motion 7

Moved by D. Cutler, seconded by P. Ankamah,

That the revised Stipend and Expense policies, as they appear in Attachment 1 to the briefing note, be approved to come into effect January 1, 2022.

CARRIED

Confirmation of statutory committee appointment

S. Robinson noted that with the resignation of B. MacKinnon, under Section 12(2) of the *Health Professions Procedural Code*, the Executive had acted on behalf of Council and appointed S. Leduc, runner-up in the election last election, to Council.

In accordance with by-laws, the Executive filled the vacancy on the Quality Assurance Committee created by the resignation. This appointment requires confirmation by Council.

Motion 8

Moved by A. Jahangir, seconded by M. Sabourin,

That Council confirm the appointment of Sylvain Leduc, NP to fill the RN/NP Council member vacancy on the Quality Assurance Committee.

CARRIED

Council's Team Norms – Reflection on 2021

Given that this is the last meeting of 2021, S. Robinson asked Council members to reflect on achievements in 2021. It was confirmed that Council's focus on its culture has been beneficial with members being engaged and confident in raising their perspectives.

Two newly appointed members noted that they had been involved in the past and that, even with the changes to paperless and remote work, there is a sense of inclusion and a strong culture of respect and participation.

Next meeting

Council will meet again on March 2 and 3, 2022.

Conclusion

At 2:10 p.m., on completion of the agenda, Council concluded the meeting on consent.