

COUNCIL MINUTES

Thursday, May 26, 2022

9:30 a.m. to 3:30 p.m.

ZOOM videoconference

Council Members:

Heidi Ahonen, RP, Professional Member
Andrew Benedetto, RP, Professional Member
Steven Boychyn, Public Member

Shelley Briscoe-Dimock, RP (President)

Kathleen (Kali) Hewitt-Blackie, RP,
Professional Member

David Keast, Public Member

Kenneth Lomp, RP (Vice-President),
Professional Member

Michael Machan, RP, Professional Member

Miranda Monastero, RP, Professional
Member

Judy Mord, RP, Professional Member

Henry Pateman, Public Member

Keri Selkirk, Public Member

Jeffrey Vincent, Public Member

Staff Members:

Deborah Adams, Registrar & CEO

Jo Anne Falkenburger, Director of Operations
& HR

Amy Fournier, Executive Coordinator
(Recorder)

Mark Piore, Director, Professional Conduct &
Deputy Registrar

Regrets:

Sherine Fahmy, Public Member

Radhika Sundar, RP, Professional Member

1. Welcome and Opening Remarks

S. Briscoe-Dimock, President & Chair, called the meeting to order at 9:30 a.m. and welcomed all present. S. Briscoe-Dimock provided a statement condemning the recent acts of violence against racialized communities.

2. Approval of Draft Agenda

The Chair introduced the draft agenda.

MOTION C-26MAY2022 – 01

That the agenda of the May 26, 2022, meeting of Council be approved as presented.

Moved: M. Machan

Seconded: J. Mord

CARRIED

3. Conflict of Interest Declarations

None declared.

4. **Update: Per Diem and Honoraria Remuneration for Council and Committees**

S. Briscoe-Dimock introduced the item and reminded Council members that the changes to the per diem and honoraria remuneration were approved as part of the 2022-2023 annual budget in January 2022. The policy has been revised to reflect the new compensation rates and will be presented alongside the annual budget in the future to align with any revisions that are required.

MOTION C-26MAY2022 – 02

That the revised *Remuneration for Council and Committees* policy be approved as presented.

Moved: K. Hewitt-Blackie

Seconded: K. Selkirk

CARRIED

5. **Council Leave of Absence Policy**

S. Briscoe-Dimock introduced the draft policy and noted that the by-laws direct that failure without reasonable cause to attend two consecutive meetings of Council could be cause for disqualification from Council. The draft policy is intended to provide direction for Council members who wish to take a leave of absence that will result in them missing more than two consecutive meetings. The policy will apply to all professional and public Council members and the goal of the policy is to make reasonable accommodations when required. Council reached consensus to adopt the Council Leave of Absence policy as presented.

6. **Update: Suitability to Practise policy and rescinding Good Character policy**

S. Briscoe-Dimock introduced the item, noting that the policy was brought forward with revisions by the Registration Committee. M. Pioro, Deputy Registrar and General Counsel, briefly described the proposed changes to the Suitability to Practise policy, including updates on terminology and gender-neutral language. It was noted that the Suitability to Practise policy and the Good Character policy contained significant overlap. The draft policy regarding suitability being brought forward by the Registration Committee combines the relevant information from the two policies and the Committee is recommending that Council rescind the Good Character policy.

MOTION C-26MAY2022 – 03

That the revised *Suitability to Practise* policy be approved as presented.

Moved: K. Lomp

Seconded: D. Keast

CARRIED

MOTION C-26MAY2022 – 04

That the *Good Character* policy be rescinded.

Moved: A. Benedetto

Seconded: J. Vincent

CARRIED

7. **Committee Appointments**

7.a. **Committee Chair appointments**

S. Briscoe-Dimock introduced the item, noting that the Executive Committee was recommending the appointment of two committee chairs in order to ensure continuity as A. Benedetto's term will come to an end on May 31, 2022. The Executive recommended that M. Machan be appointed as chair of the Registration Committee and Sherine Fahmy be appointed as chair of the Nomination and Elections Committee.

MOTION C-26MAY2022 – 05

That Michael Machan be appointed as Chair of the Registration Committee for a term of one year.

Moved: K. Selkirk

Seconded: K. Lomp

CARRIED

MOTION C-26MAY2022 – 06

That Sherine Fahmy be appointed as Chair of the Nominations and Elections Committee for a term of one year.

Moved: D. Keast

Seconded: H. Ahonen

CARRIED

7.b. **New Council Member Committee Appointments**

S. Briscoe-Dimock noted that Avni Jain, RP, was acclaimed in the 2022 elections and will begin her three-year term beginning June 1, 2022. Using the competency matrix and upcoming vacancies, the Executive Committee recommended appointing A. Jain to the Registration and Quality Assurance Committees. All members of Council sit on the Discipline and Fitness to Practise Committees for a term of one year.

MOTION C-26MAY2022 – 07

That Avni Jain be appointed to the Registration and Quality Assurance Committees for a term of one year.

Moved: D. Keast

Seconded: J. Vincent

CARRIED

8. **Evaluation Framework: next steps**

S. Briscoe-Dimock introduced the item. D. Adams, Registrar, provided information regarding the process for developing the evaluation framework to date. The final component of the evaluation will be to develop a self-reflection intended to support competency development using an individualized education plan as opposed to a traditional performance evaluation. A finalized self-reflection tool will be presented to Council at a future meeting.

9. Risk Register Implementation

S. Briscoe-Dimock introduced the item, noting that the risk register tool has been in development over the last year and is being presented to Council with input from the Executive Committee. M. Piore noted that the tool has been refined since it was last presented to Council including revisions to how complaints will be prioritized. Council will be provided with annual updates regarding how the risk climate is changing and to note any new trends that are emerging in the profession. Council reached consensus to adopt the risk register tool.

10. Stakeholder Engagement

D. Adams introduced the item and summarized the recent stakeholder meetings that have been hosted by CRPO, including highlights from the Education Program meeting (May 9, 2022) and the Pan-Canadian regulators meeting (April 20, 2022). D. Adams also met with the Canadian Institute for Health Information (CIHI), a non-profit organization that provides information on Canada's health systems and the health of Canadians.

11. Diversity, Equity, and Inclusion Initiative

D. Adams provided an update regarding the work that the DEI proto group has been conducting in recent months. The group is scheduled to meet on May 27, where the group will provide input regarding development of a working group terms of reference and possible recruitment strategies. Updates will be provided at the September Council meeting.

12. Election of Officers Update

D. Adams introduced the topic. The election of officers will take place at the June 23 Council meeting in accordance with Schedule 1 of the by-laws. Council members are encouraged to put their name forward for nomination, particularly if they have interest in pursuing leadership positions. The newly elected or acclaimed Executive Committee will officially take office at the conclusion of the September Council meeting. Members elected to the Executive Committee will be invited to observe meetings over the summer as a way of facilitating timely orientation to the work they will assume in the fall.

13. Strategic Planning

S. Briscoe-Dimock introduced the item and directed Council to the background information provided in the meeting materials. D. Adams noted that, since the CRPO's first strategic plan was developed (September 2019), the Ministry of Health has implemented the College Performance Measurement Framework (CPMF), which states that there are a number of elements that must be included in the strategic priorities of every health regulator in the province. Council and committee work plans will be

reviewed and updated to include the CPMF requirements and any refinements that Council wishes to make as part of the next strategic cycle.

Council was asked to consider how to approach the strategic planning cycle, including the scope of the exercise. Council suggested staff develop a visual representation of timelines to assist with work planning.

14. Registrar's Report

D. Adams presented her report to Council and provided additional verbal updates on CRPO registrant numbers and staffing updates.

15. Council Question Period Tip Sheet

S. Briscoe-Dimock introduced the item and informed Council that the tip sheet was developed to support Council in making use of the Council Question Period, a standing item on all Council agendas. The tip sheet will be posted in the Aprio resource library.

16. Consent Agenda

Consent agenda items are non-controversial or routine items that are discussed at every meeting. Council members seeking clarification or asking questions regarding consent agenda items must be directed to the President prior to the meeting. Consent agenda items can be moved from the consent agenda to regular discussion items if required. The consent agenda is approved under one motion.

- Draft minutes of March 31, 2022
- Committee Reports

MOTION C-26MAY2022 – M08

That Council approve the consent agenda as presented.

Moved: J. Mord

Seconded: M. Machan

CARRIED

17. Council Question Period

No questions were raised.

18. EDUCATION: Stakeholder Roles

D. Adams provided a brief presentation entitled "Public Protection and Stakeholder Relationships". The presentation identified CRPO stakeholders, their role within regulated health care and what meaningful engagement looks like.

19. End of Term Acknowledgment

S. Briscoe-Dimock reminded Council members that the May 26, 2022, Council meeting would mark the end of Andrew Benedetto's tenure on Council. A. Benedetto worked with the CRPO since its days as a transitional Council and went on to become an elected professional member, serving on several committees. Most notably as chair of the Registration Committee, member of the Executive Committee

and serving three terms as President. Several Council members spoke to A. Benedetto's contributions to Council and committee work throughout the years.

20. Adjournment

MOTION C-26MAY2022 – M09

That the meeting be adjourned at 2:20 p.m.

Moved: K. Lomp














































































Seconded: A. Benedetto

CARRIED

Conflict of Interest Disclosure Form May 26 2022.pdf

Signatures

 E-Mail |  Summary Report

	Name↓↑	Vote↓↑	Signature↓↑	
	 Ahonen, Heidi		 	
	 Benedetto, Andrew		 	
	 Boychyn, Steven		 	
	 Briscoe-Dimock, Shelley		 	
	 Hewitt-Blackie, Kali		 	
	 Keast, David		 	
	 Lomp, Kenneth		 	
	 Machan, Michael		 	
	 Monastero, Miranda		 	
	 Mord, Judy		 	
	Pateman, Henry		 	
	 Selkirk, Keri		 	
	 Vincent, Jeffrey		 	

Total: 13  0  0  13  0 