



THE COLLEGE OF
VETERINARIANS
OF ONTARIO

Council Meeting
March 21 and 22, 2018
9:00 a.m., Council Chamber

MINUTES

Presiding Officer: Dr. Steven Jacobs

Members present: Dr. Peter Borgs
Dr. Geoffrey Cochrane
Dr. Jennifer Day
Dr. Tyrrel de Langley
Ms. Diane Freeman
Mr. Andrew Glenny
Dr. Lorie Gold
Mr. Murray Hunt
Dr. Shannah Kavonic
Dr. Patricia Lechten
Dr. Richard Liddell
Dr. Marc Marin
Mr. Donald Mayne
Dr. Paula Menzies
Ms. Claudia Newman
Dr. Sarah Thompson
Dr. Susan Warren

Appointed officer: Ms. Jan Robinson, Registrar and CEO

Staff in Attendance: Ms. Kim Huson, Communications Specialist
Dr. Kim Lambert, Associate Registrar, Quality Practice
Ms. Anita Lovrich, Policy Specialist
Ms. Beth Ready, Executive Partner, Corporate Services
Ms. Shilo Tooze, Associate Registrar, Licensure

Guests: Ms. Agnes Pawelek, OMAFRA Representative
Dr. Manisha Mehrotra
Mr. Doug Raven
Ms. Julie Calvert

Observers

Ms. Aneeta Bharij
Ms. Megan Callaway
Ms. Ashley Coles
Ms. Sarah Ellery
Mr. Martin Fischer
Ms. Rose Robinson
Ms. Lindsay Sproule
Dana Ashworth
Alejandro Mosquera

1. Call to order

Dr. Jacobs called the meeting to order at 9:00 a.m. and welcomed Councillors, guests and observers who were in attendance. Dr. Jacobs thanked Ms. Julie Calvert, OVC student representative, for attending.

It was noted that the Governance, Audit and Risk Committee discussed at its meeting in February that Councillors have been vague in wording related to motions. This was feedback received on the previous Council meeting evaluation. Councillors are asked to state a motion in full for Council consideration.

2. Adoption of Agenda

MOTION: It was moved and seconded,

“That the agenda be adopted as circulated.”

CARRIED

3. Conflict of Interest

No conflicts were declared.

4. Consent Agenda

Councillors reviewed the consent agenda and it was requested that

- 4.3 - Registrar’s Report
- 4.4.6 – Quality Assurance Committee Report

be removed from the consent agenda to be discussed separately.

All of the following consent agenda items were approved as presented:

- 4.1 Minutes from the December 5 and 6, 2017 meeting and the December 5, 2017 Annual Council meeting
- 4.2 President’s Report
- 4.4 Committee Reports
 - 4.4.1 Accreditation
 - 4.4.2 Registration
 - 4.4.3 Complaints
 - 4.4.4 Discipline

- 4.4.5 Executive
- 4.4.7 Governance, Audit and Risk
- 4.5 National Examining Board Report
- 4.6 Ratify Executive Committee Motions

MOTION: It was moved and seconded,

“That the Consent Agenda be approved with item 4.3 and 4.4.6 to be discussed separately.”

CARRIED

4.3 Registrar’s Report

Councillors inquired about the status of the College’s database. The Registrar answered questions posed by Council and provided an update on the progress related to the database.

The Registrar provided clarification on a question relating to the modernization of the *Veterinarians Act*.

It was noted that the Communications Report is a document included with the Registrar’s quarterly Report. Any questions or comments that Councillors have relating to the Communications Report are welcome.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario accept the Registrar’s Report as presented.”

CARRIED

4.4.6 Quality Assurance Report

A Councillor inquired about the feasibility of retrieving information from software programs in veterinary offices to assist with broad data analysis related to patterns in practice. It was noted that though an interesting idea, our quality assurance measures are not yet mandatory making such an initiative a real challenge to provide a meaningful analysis.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario accept the Quality Assurance Committee Report as presented.”

CARRIED

5. Registrar’s Performance Review (in-camera session)

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario move in-camera to discuss the Registrar’s Performance Review.”

CARRIED

All staff, guests and visitors present left the meeting for the duration of the discussion.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario move out of in-camera to receive the Registrar’s Performance Review.”

CARRIED

6. Strategic Alignment

6.1 Evaluation

- December 5 and 6, 2017

Ms. Claudia Newman introduced this agenda item.

Council reviewed the meeting evaluation from its meeting held December 5 and 6, 2017. Comments received were very positive, inclusive of respect for others and differing opinions.

Councillors are encouraged to complete the evaluation form and provide any comments.

6.2.1 Strategy 2020 Year One Tactics

Mr. Murray Hunt introduced this agenda item.

Council reviewed the Strategy 2020 update on first year tactics which included objectives, tactics and accomplishments.

The document was provided to Council for information.

6.2.2. Strategy 2020 Year Two Tactics

Mr. Murray Hunt introduced this agenda item.

It was reported that year one progress of Council’s current Strategic Framework is now complete. The Executive Committee, at its meeting in February reviewed the proposed tactics for year two.

Council reviewed the proposed year two tactics.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the Year-Two Tactics as presented.”

CARRIED

6.3 Policy Priorities

This chart was provided for information.

6.4 Performance Measurement

6.4.1 Balanced Scorecard

Ms. Claudia Newman introduced this agenda item.

Council is provided with a Scorecard Dashboard and completed Indicators Table on a quarterly basis. The Dashboard is a high-level document populated in colour to assist with drawing easy attention to areas that may require deeper examination.

Council reviewed and discussed the Dashboard and completed Indicators for the first quarter – October, November and December 2017.

6.4.2 Key Performance Indicators

Ms. Claudia Newman introduced this agenda item and Ms. Shilo Tooze, Associate Registrar, Licensure led the discussion.

Council has been utilizing key performance indicators or leading risks in the form of a Balanced Scorecard since 2013. Currently the Balanced Scorecard contains 24 leading risks. The intent of the Scorecard is to provide key performance information that assists Council in its role of organizational oversight. The Balanced Scorecard indicators are reviewed annually to ensure that the information is still meaningful.

In September 2017, Council adopted its Regulatory Effectiveness Position Statement. This position statement confirms the College's enhanced focus on risk management and mitigation. As part of the implementation of the Regulatory Effectiveness position statement, staff are completing work to support this position. In particular, a review to identify the key leading risks requiring Council's attention has been conducted. While the current Scorecard is solely focused on leading risks, it provides so much information that it is possible that the areas of highest risk could be overlooked. In addition, much of the information that is reported in the Scorecard is also available to Council in other reports (e.g. Committee reports, Strategic Plan updates, financial reports).

It is proposed that as part of the College's implementation of the Regulatory Effectiveness Position Statement, that Council consider selecting a smaller number of leading risks to focus on. The Governance, Audit and Risk (GAR) Committee reviewed the existing leading risks and suggested that a proposed reduced list be considered by Council.

The Registrar will continue to monitor all risk areas within the organization and any areas of concern will be identified to Council. The Registrar would report on key risks that require risk mitigation in any given quarter. The reduced number of leading risks will focus on areas that are of high risk and are meaningful when reported quarterly.

Council considered and robustly discussed the proposed list to determine whether the list is sufficient to fulfil Council's risk monitoring role.

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario approve the proposed list of leading risks for Council monitoring in 2018."

CARRIED

6.5 Council Roundtable

Media Trends - Regulatory Trends - Legal Trends

Councillors were provided by staff with the top trends relating to the media, regulation and recent legal cases.

Councillors reviewed each category and provided comments.

General Trends

Councillors were given the opportunity to raise any matter that they believe is relevant to the College. Comments included:

- remote areas – continue to be a challenge with the provision of emergency services
- article in Strategy+Business – “Want More Ethical Employees? Give ‘Em a Nudge” – “successful nudging involves a delicate balance of preserving employee autonomy and articulating the benefits of following through”
- interesting study by McMaster University – *Modernizing the Oversight of the Health Workforce in Ontario* – panels convened to examine the challenges in workforce oversight, elements of a potentially comprehensive approach for modernizing it, with key implementation considerations
- CBC article – *Why Ontario’s veterinarian shortage can partly be blamed on millennials*
- have seen an increase in complaints cases
- increase in reported canine influenza cases; this is a new disease vector in Ontario
- recent media coverage on surrendering of animals – ownership issues
- continued discussions relating to cannabis-based products
- changes effective July 1, 2018 relating to immunization against rabies – *Health Protection and Promotion Act*
- new report published by the Professional Standards Authority – *Right-touch reform: A new framework for assurance of professions*
- article published relating to an investigation – the College of Dental Surgeons of British Columbia poorly handled allegations of sexually inappropriate comments that were made – intended to mislead and attempted to “sweep the serious matter under the rug”

7.1 Financial Statements ending January 31, 2018

Council reviewed the Variance Report, Balance Sheet, and Revenue and Expenses Statement, ending January 31, 2018.

These documents are presented as information only.

7.2 Councillors Fees

In March 2017 Council considered daily meeting and preparation per diems of comparative regulatory organizations against the existing per diems at the College. No increase to the daily rate for either was supported, which is consistent with previous consideration in 2015 and 2016. However, in June 2017 the introduction of a

preparation per diem rate for both Council and committee work was revisited. At that time Council did approve a preparation rate of \$400 per meeting of Council and \$200 for a Committee meeting (except Complaints Committee which already has a preparation per diem rate) to be introduced in March 2018 after the new By-Laws come in to force.

An increase to the allowable rate for mileage expenses was also approved for implementation in March 2018, post the passing of the By-Laws.

Council considered the current daily attendance rate.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario proceed with the motion previously made to introduce a preparation per diem rate of \$400 per meeting of Council, and \$200 for a Committee meeting (other than Complaints Committee), to be introduced in March 2018 after the new By-laws come in to force.”

CARRIED

7.3 Building Valuation Report

In 2012, the Registrar initiated a review of the building and property value to assure the accuracy of information to be introduced in the Council's financial reporting system. This valuation was conducted by a third party with expertise in the area.

A new property valuation was completed in September 2017. A summary was provided to Councillors.

The material was provided to Council as information only.

7.4 Future Space Report

The Registrar led the discussion on this agenda item.

With the Council making recommendations to the Minister that would fundamentally reform the regulation of veterinary medicine in Ontario, it is prudent to balance future space needs in any decision related to current building related capital investments. A firm was hired in 2017 to carry out an analysis of office premises options. The study is to assist Council in determining its best course of future action related to its physical space.

The Registrar answered questions posed by Councillors. A more detailed discussion will be held in the fall.

8. Public Policy

Presentation

At this time Dr. Manisha Mehrotra, Director of Human Safety Division at the Veterinary Drugs Directorate of Health Canada, provided a presentation on Antimicrobial Stewardship: Health Canada's Regulatory and Policy Changes for Veterinary Antimicrobials.

The Registrar and CEO, Ms. Jan Robinson, provided a presentation on Provincial Landscape and Antimicrobial Stewardship.

Council and staff found the presentations to be very informative. The presentations provided background information to assist with continuing to develop a full understanding of the new environment related to antimicrobial stewardship.

8.1 Antimicrobial Resistance

In November 2013 Council directed staff to proceed with the establishment of a Prescribing and Dispensing Working Group to review, report on, and provide options for Council's consideration related to activities of prescribing and dispensing in veterinary medicine that are in the public interest and consistent with the regulatory framework and best practices.

At its November 25, 2014 meeting, Council adopted a motion that directed staff to proceed with the drafting of separate Professional Practice Standards for prescribing and dispensing in veterinary medicine, with input provided from the Prescribing and Dispensing Working Group.

Council reviewed drafts of the Professional Practice Standards along with feedback received during a targeted consultation.

At its March 2017 meeting, Council considered revised drafts of the Standards on the prescribing and dispensing of drugs including feedback received. At this meeting Council also considered a review of the newly confirmed *Veterinary Oversight of Antimicrobial Use – A Pan-Canadian Framework of Professional Standards for Veterinarians*.

The Prescribing and Dispensing Working Group was reconvened in 2017. The working group reviewed and analyzed the draft Professional Practice Standard: Prescribing Drugs and Professional Practice Standard: Dispensing Drugs with respect to the public consultation feedback.

The working group considered a briefing note on compounding and extra-label drug use; namely, whether the standard on compounding should be incorporated into a broader policy on extra-label drug use. Following a review and discussion on this topic, the working group determined that the policy on compounding should be separate from the one on extra-label drug use.

A number of draft standards were reviewed and revised by the working group. Each standard was provided to Council for its review and consideration at its meeting in March.

8.1.1 Professional Practice Standard – Prescribing

Dr. Susan Warren introduced this agenda item.

When the Prescribing and Dispensing Working Group reconvened in early 2017, one of its objectives was to review and analyze the draft *Professional Practice Standard: Prescribing Drugs* with respect to the public feedback to date, to ensure alignment with relevant statutes and regulations, and consistency with appropriate policies and procedures that inform the activities of prescribing and dispensing across all species groups in veterinary medicine. The working group reviewed the broad public consultation feedback that was received by the College.

The working group reviewed, and discussed many drafts of the Professional Practice Standard. The Standard was also reviewed by other targeted stakeholders and suggestions were considered by the working group.

Council robustly discussed the draft Professional Practice Standard on Prescribing Drugs and provided its feedback.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct staff to circulate the amended Professional Practice Standard on Prescribing Drugs for public consultation.”

CARRIED

8.1.2 Professional Practice Standard – Dispensing

Dr. Susan Warren introduced this agenda item.

When the Prescribing and Dispensing Working Group reconvened in early 2017, one of its objectives was to review and analyze the draft *Professional Practice Standard: Dispensing Drugs* with respect to the public feedback to date, to ensure alignment with relevant statutes and regulations, and consistency with appropriate policies and procedures that inform the activities of prescribing and dispensing across all species groups in veterinary medicine. The working group reviewed the broad public consultation feedback that was received by the College.

The working group reviewed and discussed many drafts of the Professional Practice Standard. The Standard was also reviewed by other targeted stakeholders and suggestions were considered by the working group.

Council robustly discussed the draft Professional Practice Standard on Dispensing Drugs and provided its feedback.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct staff to circulate the amended Professional Practice Standard on Dispensing Drugs for public consultation.”

CARRIED

8.1.3 Professional Practice Standard – Extra Label Drug Use

Dr. Susan Warren introduced this agenda item.

When the Prescribing and Dispensing Working Group reconvened in early 2017, it considered a briefing note on compounding and extra-label drug use; namely, whether the standard on compounding should be incorporated into a broader policy on extra-label drug use. Following a review and discussion on this topic, the working group determined that the policy on compounding should be separate from one on extra-label drug use, while clarifying that compounding is a form of extra-label drug use.

The working group drafted a new standard on extra-label drug use and reviewed and discussed many drafts of the new Standard. The Standard was also reviewed by other targeted stakeholders and suggestions were considered by the working group.

Council robustly discussed the draft Professional Practice Standard on Extra Label Drug Use and provided its feedback.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct staff to circulate the amended Professional Practice Standard on Extra Label Drug Use for public consultation.”

CARRIED

8.1.4 Professional Practice Standard – Compounding

Dr. Susan Warren introduced this agenda item.

At its March 2017 meeting Council considered the *Veterinary Oversight of Antimicrobial Use – A Pan-Canadian Framework of Professional Standards for Veterinarians* and directed that staff forward three Professional Practice Standards (Prescribing Drugs, Dispensing Drugs, and Use of Compounded Products in Veterinary Practice) back to the Prescribing and Dispensing Working Group for a final detailed analysis.

When the Prescribing and Dispensing Working Group reconvened in early 2017, one of its objectives was to review the current *Professional Practice Standard: Use of Compounded Products in Veterinary Practice* with respect to the federal government initiatives related to the use of antimicrobials and provide further clarification on the concept of in-office use of compounded products.

The working group considered a briefing note on compounding and extra-label drug use; namely, whether the standard on compounding should be incorporated into a broader policy on extra-label drug use. Following a review and discussion on this topic, the working group determined that the policy on compounding should be separate from one on extra-label drug use, while clarifying that compounding is a form of extra-label drug use.

The working group reviewed, and discussed many drafts of the Professional Practice Standard. The Standard was also reviewed by other targeted stakeholders and suggestions were considered by the working group.

Council robustly discussed the draft Professional Practice Standard on the Use of Compounded Products in Veterinary Practice and provided its feedback.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct staff to circulate the amended Professional Practice Standard on the Use of Compounded Products in Veterinary Practice for public consultation.”

CARRIED

8.1.5 Remote Dispensing

The Registrar and CEO introduced this agenda item.

As part of many initiatives to enhance antimicrobial stewardship in Canada for both humans and animals, the federal government will require veterinary oversight of all antimicrobial prescribing for all animal species as of December 1, 2018.

While current practise in companion animal medicine includes dispensing at either a veterinary facility or a pharmacy, the Livestock Medicines Act has permitted the sale of substances, not on the drug list, (previously penicillin as an example), at outlets across the province. Further, bee supply stores, fish stores, and feed mills have also typically carried antimicrobials for direct purchase by owners. The changes in December to direct supply are of greatest concern to the farmed and large animal community.

The problem requiring a solution is the ease of access by an owner/producer to the drug once a prescription is provided by a veterinarian within a valid veterinarian-client-patient relationship. Many drugs can and will continue to be dispensed directly by a veterinarian, but some drugs (particularly those that are water soluble) require bulk storage and supply.

The Ontario Veterinary Medical Association (OVMA) initiated discussions with the College, along with Veterinary Purchasing, in 2017 to consider solutions to this problem. OMAFRA has also had input. It is clear that a unique solution is necessary.

The proposed solution to facilitate the access to prescribed antimicrobials, particularly bulk supply, in the farmed and large animal sector is an accredited satellite location permitting remote dispensing on behalf of a prescribing veterinarian.

Council considered and provided its feedback on the proposed Policy Statement: Satellite Location – Remote Dispensing and proposed expectations in an agreement between the College and the veterinary managed drug wholesaler, and between the College and an interested facility Director.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the introduction of a satellite location – remote dispensing, with a two-year time limitation related to reporting on its implementation and uptake.”

CARRIED

8.1.6 Bee Medicine

The Registrar introduced this agenda item.

With the introduction of veterinary oversight of all antimicrobial prescribing in animals as of December 1, 2018, several unique circumstances have arisen for consideration of appropriate solutions to ensure public safety and reasonable production management. The care of bees is one such area.

Beekeepers function under their own piece of legislation – the *Bees Act* – and are overseen by the Provincial Apiarist. The primary disease of concern is known as American Foulbrood Disease (AFB). Once contracted, hives must be burned. In Ontario AFB is generally well controlled and it is treated prophylactically in spring and fall – outside of honey production season.

Historically beekeepers have purchased their oxytetracycline at stores dedicated to beekeeping. This will no longer be possible in December, and the need to close the gap between veterinarians and beekeepers to assure a veterinarian-client-patient relationship is paramount.

Discussions have been held with the Ontario Bee Association (OBA), the OVMA, and OMAFRA.

The question then becomes what is the interpretation of the accountability of a veterinarian related to a veterinarian-client-patient relationship and prescribing and dispensing in bee medicine.

After much consideration and consultation, and the receipt of legal advice, Council reviewed and considered an administrative exemption for Ontario:

For the purposes of prescribing antimicrobials for the treatment or prevention of the diseases listed in section 2 of Regulation 57 under the Bees Act, veterinarians are exempt from the requirement in clause 33(1)(b) of Ontario Regulation 1093 under the *Veterinarians Act* to physically examine bees on their premises as long as the other requirements in subsection 33(1) are met. In addition, to satisfy this exemption, a veterinarian must:

- confirm the registration of the beekeeper
- confirm the number of colonies held by the beekeeper
- confirm the production management practices of the beekeeper
- confirm the standard operating procedure/protocol for use in a disease requiring an antimicrobial drug

Considering the College's role related to risk identification and risk mitigation, bee medicine presents as low risk. Its mitigation, however, should still expect similar and consistent standards of assuring public safety. The proposed exemption achieves this purpose.

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario approve the proposal as presented."
CARRIED

8.1.7 Receipt of Growing Forward 2 (GF2) Report

The College has had the benefit of being the recipient of funding from a federal/provincial/territorial initiative known as Growing Forward which provided funds for projects supporting health and growth within the agri-food sector. The College provided leadership to two separate projects related to veterinary antimicrobial stewardship in food animal medicine.

The last project "Setting an Action Agenda for Veterinary Stewardship of Antimicrobials in Ontario" was funded in 2016. It was completed in October 2017.

A presentation was provided at its September Council meeting, but Council did not formally receive the final report.

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario accept the report "Setting an Action Agenda for Veterinary Stewardship of Antibiotic Use in Food-Producing Animals in Ontario" as circulated."

CARRIED

8.2 College By-Laws

Dr. Marc Marin introduced this agenda item.

The By-laws of the College are one of the main foundational documents which set out the rules on which the Council manages its business. To ensure their currency, By-laws require periodic legal review. The existing By-laws of the College had not been reviewed for many years and this task was completed in 2017. This resulted in a complete rewrite and update of the rules. While the spirit of the majority of existing rules remained, many were updated.

At its September 2017 meeting the Council of the College reviewed, in detail, suggested updates to the College's By-laws, inclusive of fees for specific services (licensure, accreditation, and professional corporations). The By-laws were out for public consultation for a 60-day period.

The Executive Committee reviewed the feedback specific to corporation fees at its February 2018 meeting and made a number of suggested amendments.

Council considered and robustly discussed the consultation feedback which was received and proposed amendments to the By-laws. Council in particular discussed the naming requirements for Professional Corporations and the program costs.

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario approve to remove the need for initial application for a Professional Corporation to pay an annual fee in their first year. The application fee will be \$400 instead of the original proposal of \$500."

16 For
1 Opposed
CARRIED

It was noted that any amendments to the professional corporation provisions will be implemented August 1, 2018.

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario approve the proposed By-laws as amended."

16 For
1 Abstention
CARRIED



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March 22, 2018

Presiding Officer: Dr. Steven Jacobs

Members present: Dr. Peter Borgs
Dr. Geoffrey Cochrane
Dr. Tyrrel de Langley
Ms. Diane Freeman
Mr. Andrew Glenny
Dr. Lorie Gold
Mr. Murray Hunt
Dr. Shannah Kavonic
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Dr. Richard Liddell
Dr. Marc Marin
Mr. Donald Mayne
Ms. Claudia Newman
Dr. Sarah Thompson
Dr. Susan Warren

Appointed officer: Ms. Jan Robinson, Registrar and CEO

Staff in Attendance: Ms. Kim Huson, Communications Specialist
Dr. Kim Lambert, Associate Registrar, Quality Practice
Ms. Anita Lovrich, Policy Specialist
Ms. Beth Ready, Executive Partner, Corporate Services
Ms. Shilo Tooze, Associate Registrar, Licensure

Regrets: Dr. Jennifer Day
Dr. Paula Menzies

Guests: Ms. Agnes Pawelek, OMAFRA Representative
Mr. Rory Demetriooff, OAVT

Observers

Ms. Aneeta Bharij
Ms. Megan Callaway
Ms. Ashley Coles
Ms. Sarah Ellery
Mr. Martin Fischer
Ms. Rose Robinson
Ms. Lindsay Sproule

Dr. Steven Jacobs called the meeting to order at 9:00 a.m. Dr. Jacobs welcomed Mr. Rory Demetriooff as a guest from the Ontario Association of Veterinary Technicians.

No conflicts were declared.

8. Public Policy

8.3 Definition of Veterinary Professionalism

Dr. Sarah Thompson introduced this agenda item and Dr. Kim Lambert, Associate Registrar, Quality Practice led the discussion.

Strategy 2020, approved by Council in 2017, addresses professionalism in one of its five key objectives, to “promote professionalism and self-regulation in the practice of veterinary medicine.”

The Quality Assurance Committee has been engaged in work to determine a definition of professionalism for veterinarians in Ontario. At the Council meeting in September 2017, Council considered two conceptual frameworks for competence, ethics, and professionalism. It was a decision of Council to return the documents to the Quality Assurance Committee for further development and dialogue.

At its meeting in February 2018, the Quality Assurance Committee considered feedback received from members of the Veterinary Network advisory group and further refined the documents. The Committee directed that the definition be provided to Council for its consideration.

Council considered and robustly discussed the proposed definition of veterinary professionalism. Council also reviewed documents on Guidance on Professionalism for Veterinarians and Guiding Principles and Professional Duties. Council provided its suggested changes to the documents.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the proposed definition of Veterinary Professionalism with modifications.”

CARRIED

8.4 Policy – Referral to Law Enforcement

Ms. Shilo Tooze, Associate Registrar, Licensure, introduced this agenda item.

Due to time constraints at its meeting held in December 2017, this item was deferred to the March meeting.

At its March 2017 meeting, Council approved the work plan related to opportunities to enhance the College's discipline process after a public discipline case caused the College to reflect on current practices and consider opportunities for continuous quality improvement. One of the areas that Council directed a review of is related to providing transparency about the College's interactions with law enforcement agencies.

A draft governance policy Law Enforcement Relationships, Referrals and Information Sharing was developed and reviewed by the Executive Committee. The policy is meant to clarify the College's position related to law enforcement referrals, relationships and providing information to assist an investigation of an external law enforcement agency.

Council considered the draft governance policy and provided its feedback.

MOTION: It was moved and seconded,

"That the Council of the College of the Veterinarians of Ontario approve the proposed governance policy on Law Enforcement Relationships, Referrals and Information sharing."

CARRIED

8.5 Boundaries – Relationships with Clients

Ms. Shilo Tooze, Associate Registrar, Licensure introduced this agenda item.

Due to time constraints at its meeting held in December 2017, this item was deferred to the March meeting.

At its November 2016 meeting, Council previously reviewed a Briefing Note focused on professional boundaries and sexual relationships between a veterinarian and a client. At that time, Council directed staff to gather additional information and provide policy options for consideration.

Council considered a revised Briefing Note on Professional Boundaries – Sexual Relationships with Clients and provided its feedback.

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario directed not to pursue any additional work related to professional boundaries and a veterinarian having a sexual relationship with a client. Examples and discussion related to this issue can be managed in the development of the professionalism program. Specific concerns about veterinarians and related inappropriate boundaries behavior will continue to be addressed through the existing professional misconduct regulations."

CARRIED

8.6 Peer Review of Medical Records

Dr. Sarah Thompson introduced this agenda item and Dr. Kim Lambert, Associate Registrar, Quality Practice led the discussion.

Prior to 2007, Peer Review of Medical Records (PRMR) was offered by the College as a voluntary Quality Assurance activity. In 2008, Peer Review of Medical Records was linked to the Accreditation program and piloted in 2009/10 as an enhancement of the facility accreditation renewal process. This relationship increased participation in the process and facilitated the submission of records packages which were picked up by the Accreditation Inspector at the time of inspection.

It has come to the College's attention that veterinarians may be confused about to what extent the two programs are linked. Staff determined that, to prevent future confusion, participation in Peer Review of Medical Records should be separated from the accreditation renewal process. Staff updated information on the College website and communications to participating practices to unlink Peer Review of Medical Records from the accreditation renewal process.

As part of a recent review of the College's authority to inspect medical records for the purposes of Quality Assurance, it was determined that participation in Peer Review of Medical Records could be made mandatory under Section 50 (1) (c) and (d) of Regulation 1093.

It is proposed that the Peer Review of Medical Records be formally established as a mandatory component of the College's Quality Assurance Program by moving oversight of the inspection of records for the purpose of Peer Review of Medical Records from the Registrar to the Quality Assurance Committee. The authority related to individual member decisions related to a PRMR review will remain that of the Registrar as per section 50 of Ontario Regulation 1093.

Council considered this proposal and provided its feedback.

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario approve the formal establishment of Peer Review of Medical Records as a mandatory component of the College's Quality Assurance Program by moving oversight of the inspection of records for the purpose of Peer Review of Medical Records from the Registrar to the Quality Assurance Committee."

CARRIED

8.7 Licensure Categories

Mr. Murray Hunt introduced this agenda item and Ms. Shilo Tooze, Associate Registrar, Licensure, and Ms. Lindsay Sproule, Principal, Licensure and Professional Corporations, led the discussion.

Ontario Regulation 1093 describes the College's seven different licensure categories. As a result of the many licensure categories and differing requirements for each licensure category there is confusion amongst applicants and the public about what is required to attain a licence. In addition, the College receives many requests for licences from those who wish to limit their scope of practice, which may be reasonable, but the Registration Committee is challenged on how to assess their specific competency.

In September 2017, the Registration Committee identified and discussed emerging issues with the current categories of licensure. It was indicated that the Committee would like to conduct a formal review of the licensure categories.

Council considered a Briefing Note on Licence Category Review and provided its feedback.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct the Registration Committee to conduct a licence category review and report its findings back to Council.”

CARRIED

8.8 Criminal Records Screening

Mr. Murray Hunt introduced this agenda item and Ms. Shilo Tooze, Associate Registrar, Licensure, and Ms. Lindsay Sproule, Principal, Licensure and Professional Corporations, led the discussion.

A requirement for initial registration is that an applicant’s past history affords reasonable grounds for believing that he or she will practise veterinary medicine with honesty or integrity.

Good character remains an ongoing expectation of licensed veterinarians who submit declarations about their conduct to the College as part of the annual licence renewal process. Members of the profession are assumed to be of good character unless and until evidence demonstrates otherwise.

Criminal record screening is not currently a part of the licensure process for veterinarians, either at application or licence renewal. However, in recent years many professions have introduced the requirement of a criminal record check in order to be issued a licence. The College’s legal counsel has recommended a move to requiring criminal record checks in order for the College to comply with its public protection obligations.

The Registration Committee indicated that an in-depth study of the appropriateness why introducing criminal record screening is important.

Council considered a Briefing Note on Criminal Record Screening and provided its feedback.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct the Registration Committee to study criminal record screenings and report its findings back to Council.”

CARRIED

9. Organizational Policy

9.1 Notice of Motion

A Notice of Motion is the way in which a Councillor can request Council take action on an issue, as per Robert’s Rules.

At its meeting held December 2017, Dr. Lorie Gold made the following statement of intent to make a motion at the next Council meeting:

That the College of Veterinarians of Ontario address changes in continuity of care - sharing medical records.

Dr. Gold spoke to the matter indicating his concerns and challenges. Council provided its understanding on the topic. It was determined that a legal opinion should be sought which would include areas of law that intersect relating to this topic e.g. privacy and property laws.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario seek a detailed written legal opinion on the legal status of the relationship between the privacy legislation in existence and the *Veterinarians Act*, as well as attain legal advice on what steps can be taken moving forward to correct the currently perceived blockade to continuity of care.”

CARRIED

10. Other Business

The President informed Council that Mr. Murray Hunt’s term as a public member of Council is ending May 7th. Mr. Hunt was presented with a letter and citation for his past six years of service as a Council member of the College. Council wishes Mr. Hunt all the best in his future endeavors.

Mr. Hunt thanked Council and staff and expressed that it has been a privilege to serve as a public member on the Council.

Ms. Agnes Pawelek, OMAFRA representative, presented Mr. Hunt with a gift.

11. Notice of Motion

None

12. Confidentiality

Councillors were reminded that Council meetings are public meetings.

Information discussed in in-camera sessions must be kept confidential by all in attendance. All budget/financial documents are not to be shared outside of the meeting as these documents are working documents of Council and not public material.

Minutes of the Council meeting are not approved until its next meeting.

13. Evaluation Form

The Council meeting evaluation form will be forwarded for completion electronically via Survey Monkey. Councillors are encouraged to complete the evaluation which is helpful in continually improving future Council meetings.

14. Date of Next Meeting

The next regular meeting of Council will be held on June 13, 2018 at 9:00 a.m.

15. Adjourn

MOTION: It was moved,

“That the meeting of Council be adjourned.”

CARRIED

The meeting adjourned at 11:30 a.m.

Steven Jacobs, DVM
President

Jan Robinson
Registrar and CEO

Beth Ready
Recording Secretary