



THE COLLEGE OF  
VETERINARIANS  
OF ONTARIO

## Council Meeting

June 14, 2017

9:00 a.m., Council Chamber

## MINUTES

Presiding Officer: Dr. Marc Marin

Members present: Dr. Tyrrel de Langley  
Ms. Diane Freeman  
Mr. Andrew Glenny  
Mr. Murray Hunt  
Dr. Steven Jacobs  
Dr. Patricia Lechten  
Dr. Richard Liddell  
Dr. Paula Menzies  
Ms. Claudia Newman  
Dr. Sandra Rice  
Dr. Liz Saul  
Dr. Suminder Sawhney  
Dr. Sarah Thompson  
Dr. Susan Warren

Appointed officer: Ms. Jan Robinson, Registrar and CEO

Regrets: Dr. Larry Caven  
Dr. Jennifer Day

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. Katherine Hoffman, OMAFRA Representative  
Ms. Agnes Pawelek, OMAFRA  
Mr. John Stevens, OVMA Representative

Observers: Ms. Aneeta Bharij  
Ms. Stephanie Bongiorno  
Ms. Megan Callaway  
Ms. Ashley Coles  
Ms. Rose Robinson  
Dr. Susan Sabatini  
2 members of the public were in attendance

**1. Call to order**

Dr. Marin called the meeting to order at 9:00 a.m. and welcomed Councillors, observers and guests who were in attendance.

Dr. Marin informed Council that Ms. Katherine Hoffman, Ontario Ministry of Agriculture, Food and Rural Affairs Representative was retiring and that the June Council meeting will be Ms. Hoffman's last meeting. Ms. Agnes Pawelek, who will be replacing Ms. Hoffman, was in attendance.

Dr. Marin reported that the selection process for a public member to replace Mr. Sean Ford is nearing completion. It is hoped that the new public member will attend the September meeting.

**2. Adoption of Agenda**

The following item was added to the agenda:

In-camera session to discuss the Registrar's 2018 goals.

**MOTION:** It was moved and seconded,

"That the agenda be adopted as amended."

CARRIED

**3. Conflict of Interest**

No conflicts were declared.

**4. Consent Agenda**

Dr. Marin informed Council that the two motions made by the Executive Committee would be ratified within the approval of the consent agenda. The two motions made by the Executive Committee were as follows:

"That the Executive Committee approve the draft Terms of Reference for the Prescribing and Dispensing Working Group as presented."

"That the Executive Committee approve the appointment of Dr. Liz Saul as a candidate to sit as an elected member on the Nominating Committee of the Board of Directors of the AAVSB and approve the letter of recommendation to be signed by the President, Dr. Marc Marin."

Councillors reviewed the consent agenda and it was requested that

- 4.2 – President's 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 March 22 and 23, 2017 meeting
- 4.3 Registrar'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
  - 4.4.6 Quality Assurance
  - 4.4.7 Governance, Audit and Risk
- 4.5 Ratify Executive Committee Motions

**MOTION:** It was moved and seconded,

"That the Consent Agenda be approved with item 4.2 to be discussed separately."

CARRIED

#### **4.2 President's Report**

A Councillor asked for clarification of the Leaders' Table Meeting. Dr. Marin reported that the meetings are held on a quarterly basis with the President and Registrar of the College, the President and Chief Executive Officer of the Ontario Veterinary Medical Association and the Dean plus one additional member designated by the Dean. It was reported that the Terms of Reference for the Leaders' Table was included in the March Council package.

**MOTION:** It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario accept the President's Report as presented."

CARRIED

### **5. Strategic Alignment**

#### **5.1 Evaluation**

- March 22 and 23, 2017

Mr. Murray Hunt introduced this agenda item.

Council reviewed the meeting evaluation from its meeting held March 22 and 23, 2017. Mr. Hunt reported that the Governance, Audit and Risk Committee reviewed the evaluation report.

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

##### **5.2.1 Strategy 2020 Tactics**

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

The document was provided to Council for information.

### **5.3 Policy Review and Project Priorities Tracking**

This was provided for information.

### **5.4 Balanced Scorecard**

Mr. Murray Hunt 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 second quarter – January, February and March 2017.

### **5.5 Council Roundtable**

#### **Media Trends - Regulatory Trends - Legal Trends**

Councillors were provided by staff with the top five trends relating to the media, regulatory bodies and 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:

- pharmacists dispensing to animals
- knowledge level of the public related to ticks and Lyme disease
- Ms. Freeman provided an update on her meetings with the Deputy Minister of Community Safety and Correctional Services
- the Registrar provided an update on her meeting with the Deputy Minister of the Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA)
- the College of Veterinarians of British Columbia announced it would not be pursuing a judicial review of a decision of the Human Rights Tribunal of BC that found the College had engaged in discrimination against a number of Indo-Canadian veterinarians and issued a public apology to the veterinarians involved
- discussions continue on cannabis-based products for pets
- dialogue in the United States – the National Association of Veterinary Technicians regarding a move to establishing the credential of Registered Veterinary Nurse
- continuing interest in the area of telehealth / telemedicine

## 6.1 Financial Statements ending April 30, 2017

Council reviewed the Variance Report, Balance Sheet, and Revenue and Expenses Statement, ending April 30, 2017.

These documents are presented as information only.

## 6.2 Preparation Time Per Diem

At its March 2017 meeting, Council reviewed its current per diems and defeated a motion for any increase or changes to the current amounts, inclusive of preparation time. Council directed staff to further consider options for a preparation per diem that could be anchored against an existing set standard.

It was determined, after reviewing an option for a set standard for a preparation per diem, the only existing markers remain what was previously presented to Council.

The Registrar reported that the College's By-laws are under review. It was suggested that should Council decide to proceed with introducing a preparation per diem that it be introduced in March 2018 when it is anticipated the new By-laws will come in to force.

Council robustly discussed introducing a preparation per diem.

**MOTION:** It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario is in agreement 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."

12 For  
2 Opposed  
CARRIED

## 6.3 Preliminary Budget 2018 Discussion

In order to assist the Registrar with the preparation of the 2017/2018 budget, Councillors were provided with suggested areas of primary allocation for the upcoming year.

The Registrar answered questions posed by Councillors relating to key factors.

## 7. Public Policy

### 7.1 Proposed Facility Accreditation Model

Ms. Aneeta Bharij, Principal, Accreditation, provided a presentation on "Deficiency Trends in Facility Accreditation." Councillors and staff found the presentation to be very informative.

Dr. Sandy Rice introduced this agenda item.

At its September 2016 meeting, Council reviewed a report on a proposed future facility accreditation model inclusive of key features. The proposed facility accreditation model makes an important shift towards a model for veterinary facility accreditation that reflects the services and scope of practice of the facility. This new model permits a veterinarian to define the scope of practice that is provided in association with the facility. Such a model allows for flexibility and nimbleness in facility accreditation as veterinary care and services evolve. By continuing to move forward with a new Accreditation Model, the Accreditation Committee believes it demonstrates the College's commitment to mitigating risks to the public and their animals, and ensuring access to quality veterinary care in a safe and professional environment.

The proposed facility accreditation model was out for public consultation from November 2016 to February 2017.

Council reviewed and discussed the proposed future facility accreditation model, stakeholder feedback, the revised future facility accreditation and inspection model and transitional facility accreditation and inspection model.

**MOTION:** It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario approve the revised Facility Accreditation Model for development."

CARRIED

**MOTION:** It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario approve the Transitional Future Facility Accreditation Inspection Model for development."

CARRIED

## **7.2 Minimum Standards for Veterinary Facilities in Ontario – suggested change**

Dr. Sandy Rice introduced this agenda item.

The Accreditation Committee considers requests received by the Registrar for exemption from one or more facility standards outlined in the *Minimum Standards for Veterinary Facilities in Ontario* (MSVFO). Frequent requests for exemption from a standard may, among other reasons, suggest that the standard does not reflect the current accepted and reasonable practice. The Accreditation Committee keeps track of trends regarding facility standards that are found deficient on a regular basis during inspections to determine if for instance, there are reasonable alternatives for a requirement, or there have been changes in the way veterinary medicine is practiced making an item redundant or obsolete.

Since 2012, the Compendium of Pharmaceuticals and Specialties (CPS) has been found deficient many times. Suggestions that were brought forward indicated that the requirement of the CPS may not reflect the current standard of practice and whether there is an opportunity to review this standard within the MSVFO.

Council considered information provided regarding a modification to the MSVFO.

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the circulation of the suggestion made by the Accreditation Committee regarding the modification to the MSVFO to stakeholders:

- a) removal from Titles 1-12 under the Library Section of the Minimum Standards for Veterinary Facilities in Ontario the standard which states that the facility must contain a Compendium of Pharmaceuticals and Specialties published within the last three years, and
- b) adding to Titles 1-12 under the Library Section of the Minimum Standards for Veterinary Facilities in Ontario the standard which states that the facility must contain a human pharmaceutical reference that is relevant to the Canadian context (hard copy or internet access is acceptable).

CARRIED

Following the consultation process, the Accreditation Committee will review the feedback from the consultation and forward a report to Council for its consideration and approval.

At this time the Registrar provided a presentation on “The Odyssey of the Mutual Recognition Agreement: A Regulator’s Tale.” Councillors and staff found the presentation to be very informative.

At this time the President, Dr. Marc Marin, presented Ms. Katherine Hoffman with a gift from the Council. Dr. Marin thanked Ms. Hoffman for the many years she attended Council meetings as the Ontario Ministry of Agriculture, Food and Rural Affairs representative.

### **7.3 Legislative Reform Initiatives**

#### **7.3.1 Scope of Practice**

At its September 2016 meeting, Council directed that the proposed model be circulated for targeted consultation with key stakeholders, which assisted with informing the details of a close to final proposal to be circulated to the profession and the public more generally. This later proposal was approved for circulation in March 2017.

The consultation plan for the scope model was coordinated with representation from both the College and the Ontario Association of Veterinary Technicians. An external consultant assisted in the formulation of the questions and analysis of the responses that were received. A final consultation survey report was provided to both organizations.

Council considered the summary consultation report, and both the overall feedback and specific feedback received. Council robustly discussed the current draft version of the proposed scope of practice model and provided its feedback.

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve consultation on the definition of veterinary medicine in the proposed scope of practice model.”

CARRIED

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve consultation on the authorized activities in the proposed scope of practice model.”

CARRIED

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve consultation on the title protection in the proposed scope of practice model.”

CARRIED

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve consultation on the exemptions in the proposed scope of practice model

CARRIED

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve consultation on the restrictions on delegation as amended, and subset of activities authorized to veterinary technicians in the proposed scope of practice model.”

CARRIED

### **7.3.2 Proposed Concept Paper**

Council considered a draft concept paper titled “Achieving a Modern Approach to the Regulation of Veterinary Medicine in Ontario.” Council previously reviewed all concepts that were proposed in the draft paper. Most of the concepts have had public consultation and feedback received has been reviewed in detail and revisions approved. Council commented that they found the draft paper to be clear, concise, cogent and compelling.

Council discussed each concept separately.

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario proceed with public consultation on Objects of the College.”

CARRIED



**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario proceed with public consultation on Council Composition.”

CARRIED

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario proceed with public consultation on Statutory Committees & Panel Composition.”

CARRIED

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario proceed with public consultation on Ministerial Powers.”

CARRIED

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario proceed with public consultation on Regulation & By-law Making Powers.”

CARRIED

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario proceed with public consultation on Mandatory Quality Assurance Program.”

CARRIED

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario proceed with public consultation on Screening Model.”

CARRIED

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario proceed with public consultation on Mandatory Reporting.”

CARRIED

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario proceed with public consultation on Investigator Appointments.”

CARRIED

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario proceed with public consultation on Investigator Powers.”

CARRIED

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario proceed with public consultation on Interim suspensions.”

CARRIED

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario proceed with public consultation on Publicizing Notices of Hearings.”

CARRIED

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario proceed with public consultation on Expanded Public Register.”

CARRIED

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario proceed with public consultation on Confidentiality and Immunity.”

CARRIED

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario proceed with public consultation on Annual General Meetings.”

CARRIED

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario proceed with public consultation on Offences and Fines.”

CARRIED

Council approved the complete report for public consultation starting in the summer of 2017. Council will receive the final feedback on the concept paper at its December 2017 meeting.

At this time an in-camera session was held to review the Registrar's 2018 goals.

**MOTION:** It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario move in-camera to discuss the Registrar's 2018 goals."

CARRIED

All staff, guests, and visitors present, left the meeting for the duration of the discussion. The Registrar remained in the meeting for the discussion.

**MOTION:** It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario discussed the Registrar's 2018 goals."

CARRIED

#### **7.4 Terms of Reference – Telemedicine Advisory Group**

Council at its March 2017 meeting, directed that a new advisory group be formed to assist the College in staying abreast of innovation and its effect on the regulation of the profession.

Council considered a draft terms of reference. It was suggested that a public member should be included on the advisory group.

**MOTION:** It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario approve the amended Innovation and Technology Advisory Group Terms of Reference."

CARRIED

#### **7.5 Animal Welfare**

##### **7.5.1 Animal Abuse**

The Committee was reminded of a recent discipline case that received a great deal of public attention which prompted Council to consider opportunities for improvement to the College's regulatory tools and standards. One suggestion was to move to a zero tolerance policy. This option was not feasible, but Council was clear that animal abuse will not be tolerated.

At its March 2017 meeting, Council directed staff to craft language that might be added to its existing position statement on Animal Welfare. The Registrar reported that staff reviewed existing documents, including the Animal Welfare Position Statement, to include language relating to animal abuse. It was determined that the current documents would not be appropriate for additional language.

The Registrar provided a presentation to Council on the various elements that have informed proposed potential next steps.

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct staff to proceed to define animal abuse in relation to professional misconduct inclusive of potential mandatory penalties.”

CARRIED

It was noted that further information will be brought forward to a future Council meeting for its consideration.

### **7.5.2 Animal Welfare Agenda**

As part of Strategy 2020, the year 1 tactics include establishing an agenda related to animal welfare. The agenda must be linked to the Council’s position statement on Animal Welfare. The College’s agenda must tie in with its primary mandate – licensure, accreditation, quality assurance and setting standards of practice.

Council considered a draft three year animal welfare agenda.

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve an amended three year animal welfare agenda.”

CARRIED

## **8. Organizational Policy**

### **8.1 2018 Draft Meeting Schedule**

Council considered a draft 2018 meeting schedule.

Council received the schedule and will make note of the 2018 dates.

### **8.2 Appointment of Complaints Committee Members**

Two recommendations of names were brought forward to fill upcoming vacancies on the Complaints Committee. One term will be completed June 22, 2017, and the other November 3, 2017.

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario appoint Dr. Allan Corber to the Complaints Committee effective June 23, 2017, and appoint Dr. Lee Ann Sealey to the Complaints Committee effective November 4, 2017.”

CARRIED

## **9. Other Business**

None

**10. Notice of Motion**

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

A Notice of Motion is a standing item on the Council Agenda. At the appropriate time, a Councillor who so wishes, may state an intent to make a motion at the next meeting on a matter. The matter will then be included on the next meeting's Agenda. The Councillor making the original notice will speak to the matter and a majority vote will be needed to proceed with adding the item to Council's regular order of business and directing next steps to staff.

Mr. Murray Hunt made the following statement of intent to make a motion at the next Council meeting:

That the College of Veterinarians of Ontario address graduated licensing.

**11. 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.

**12. 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.

**13. Date of Next Meetings**

The next regular meeting of Council will be held on September 27 and 28, 2017 at 9:00 a.m.

**14. Adjourn**

**MOTION:** It was moved,

"That the meeting of Council be adjourned."

CARRIED

The meeting adjourned at 3:55 p.m.

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Marc Marin, DVM  
President

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Date

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Jan Robinson  
Registrar and CEO

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Date

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Beth Ready  
Recording Secretary

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Date