



THE COLLEGE OF
VETERINARIANS
OF ONTARIO

Council Meeting
March 22 and 23, 2017
9:00 a.m., Council Chamber

MINUTES

March 22, 2017

Presiding Officer:

Dr. Marc Marin

Members present:

Dr. Larry Caven
Dr. Jennifer Day
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 (until noon)
Ms. Claudia Newman
Dr. Sandra Rice
Dr. Liz Saul
Dr. Suminder Sawhney
Dr. Sarah Thompson
Dr. Susan Warren

Regrets:

Mr. Sean Ford

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. Katherine Hoffman, OMAFRA Representative
Mr. John Stevens, OVMA Representative
Dr. Alec Martin, Veterinary Skills Training and
Enhancement program (VSTEP)

Observers

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.

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

- 4.2 – President’s Report
- 4.3 – Registrar’s Report
- 4.4.3 – Complaints 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 November 30 and December 1, 2016 meeting
- 4.4 Committee Reports
 - 4.4.1 Accreditation
 - 4.4.2 Registration
 - 4.4.4 Discipline
 - 4.4.5 Executive
 - 4.4.6 Quality Assurance
 - 4.4.7 Governance, Audit and Risk
- 4.5 Legislative Reform Oversight Advisory Group
- 4.6 National Examining Board (NEB)

MOTION: It was moved and seconded,

“That the Consent Agenda be approved with items 4.2, 4.3 and 4.4.3 to be discussed separately.”

CARRIED

4.2 President’s Report

A Councillor commented that it would be beneficial if the President included any outcomes/learnings related to their attendance at meetings or conferences. The President reported that further discussions would be held during the meeting related to the Ontario

Association of Veterinary Technicians (OAVT) scope of practice and the Growing Forward 2 (GF2) presentation.

MOTION: It was moved and seconded,

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

CARRIED

4.3 Registrar’s Report

The Registrar provided an update on her attendance at the National Metropolis Conference. She reported that she was part of a panel which explained the labour mobility provisions of the Comprehensive Economic and Trade Agreement (CETA) and shared perspectives on what this could mean for the Canadian economy and for the mobility of professionals.

A Councillor inquired about the College regulating veterinary technicians. The Registrar provided clarification and reported that scope of practice is an agenda item that will be discussed later in the meeting.

Clarification was provided to Councillors on the purpose of a consent agenda. The consent agenda groups routine business and reports into one agenda item. The consent agenda can be approved in one action, rather than filing motions on each item separately. Should there be a question of a report on the consent agenda any Councillor can ask to remove that specific report for separate discussion and a separate motion.

MOTION: It was moved and seconded,

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

CARRIED

4.4.3 Complaints Committee Report

A Councillor noted and was pleased to see that four mediation cases were successful.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario accept the Complaint’s 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 accept the report as presented by the Registrar’s Performance Review Panel.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario move out of in-camera.”

CARRIED

Council thanked Ms. Robinson for her outstanding performance over the last year.

6. Strategic Alignment

6.1 Evaluation

- November 30 and December 1, 2016

Mr. Murray Hunt introduced this agenda item.

Council reviewed the meeting evaluation from its meeting held November 30 and December 1, 2016. Mr. Hunt reported that the Governance, Audit and Risk Committee reviewed the evaluation form.

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

6.2.1 Strategy 2017 Tactics

Council reviewed the Strategy 2017 update on third year tactics which included objectives, success indicators and accomplishments. A final report will be prepared pending approval of Strategy 2020. Once approved by the Executive Committee the final report will be posted on the College website.

The document was provided to Council for information.

6.2.2 Strategic Framework 2020

Since March 2016, Council and staff have been developing the College’s next strategic framework. Council has previously helped shape the mission, vision, values and objectives. At its meeting held in December, Council confirmed the 4 key components of the framework and directed staff to develop year one tactics for approval in March.

Council considered the draft Strategy 2020 report, inclusive of year one tactics.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve Strategy 2020 for implementation as presented.”

CARRIED

Council reviewed the year one tactics and provided its feedback.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the report of year one tactics as presented.”

CARRIED

6.3 Policy Review and Project Priorities Tracking

This was provided for information.

6.4 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.

At its meeting held in September 2016, Council adopted the revised Balanced Scorecard for 2016/2017 for implementation.

Council reviewed and discussed the Dashboard and completed Indicators for the first quarter – October, November, and December 2016.

6.5 Council Roundtable

Trends

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

- confusion by clients regarding the elimination of pinch collars
- concerns for veterinarians in not being able to become compliant related to using certain veterinary management practice software
- food animal veterinarians – preparing for upcoming oversight of antimicrobial changes at the federal level
- increasing discussions on cannabis-based products for pets
- increase in cyberbullying among physicians in Ontario
- recent news article on the mistreatment of animals used for testing at a Montreal facility

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.

Presentation

Dr. Alec Martin, Program Manager, Veterinary Skills, Training and Enhancement Program (VSTEP) attended Council to provide a presentation outlining the history of VSTEP and an overview of the program.

Councillors, staff and guests present found the presentation to be very informative.

7.1 Financial Statements ending January 31, 2017

Council reviewed the Variance Report, Balance Sheet, and Revenue and Expenses Statement, ending January 31, 2017.

It was noted that Council does not approve financial statements, they are presented as information only.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario received the financial statement ending January 31, 2017.”

CARRIED

7.2 Fees 2018

Each March Council has requested, prior to budget preparation, that it has an opportunity to discuss any changes to member fees or to Council per diems that might require circulation for consultation.

Council robustly discussed license fees, Councillor per diems and preparation per diems. In reviewing these items Council also brought forward a suggestion to review the current kilometre rate for travel by automobile.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario propose a preparation per diem of \$200 per meeting, other than the Complaints Committee, and \$400 preparation per diem for Council.”

6 For
7 Opposed
2 Abstentions

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct staff to revise the automobile allowance rate as per the Canada Revenue Agency kilometre rate.”

CARRIED

The Registrar noted that the College’s By-Laws are currently under review and will be brought forward to Council in the fall. Any changes will be included in the document and will be circulated to the membership.

In further discussions relating to the preparation per diem rate, it was a decision of Council to further research this area. The Executive Committee will examine other methods that may be able to assist Council and bring any further information back to Council for its review.

8. Public Policy

8.1 Pan Canadian Framework on Veterinary Stewardship

The Registrar introduced this agenda item.

Since the fall of 2015 Council has reviewed a number of versions of the “Pan-Canadian Framework.” A final version of the Framework was released in January 2017.

An analysis paper, prepared by staff, of the final version of the Framework was reviewed by the Executive Committee. The analysis paper provided an examination of the final version of the Framework against the draft Professional Practice Standards on Prescribing and Dispensing Drugs and the Use of Compounded Products in Veterinary Practice to ensure that the College’s policies remain aligned with the intent of the Framework.

The Executive Committee directed that a number of changes be made to the draft Professional Practice Standards in addition to suggested changes for potential inclusion in the anticipated Guides to the Professional Practice Standards on Prescribing Drugs and Dispensing Drugs.

Council was provided a copy of the *Veterinary Oversight of Antimicrobial Use – A Pan-Canadian Framework of Professional Standards for Veterinarians*.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario receive the *Veterinary Oversight of Antimicrobial Use – a Pan-Canadian Framework of Professional Standards for Veterinarians*.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct staff to draft a position statement on veterinary stewardship related to antimicrobial use.”

CARRIED

8.2 Professional Practice Standard – Prescribing Drugs

The Registrar introduced this agenda item and reported that agenda items 8.2, 8.3, and 8.4 are linked together. All three agenda items were discussed and a motion was made relating to all three Professional Practice Standards.

At its March 2016 meeting Council reviewed an amended draft of the Professional Practice Standard on Prescribing Drugs and directed that specific stakeholder feedback be sought. Council reviewed the feedback received during the targeted consultation at

its meeting held in September 2016 and directed staff to circulate the draft Standard to the profession and public for broad consultation. The consultation feedback revealed that questions relating to over-the-counter (OTC) drugs for animals is increasing.

Council considered a revised Professional Practice Standard on Prescribing Drugs including feedback received and provided its feedback.

8.3 Professional Practice Standard – Dispensing Drugs

At its March 2016 meeting Council reviewed an amended draft of the Professional Practice Standard on Dispensing Drugs and directed that specific stakeholder feedback be sought. Council reviewed the feedback received during the targeted consultation at its meeting held in September 2016 and directed staff to circulate the draft Standard to the profession and public for broad consultation.

Council considered a revised Professional Practice Standard on Dispensing Drugs including feedback received and provided its feedback.

8.4 Professional Practice Standard – Use of Compounded Products in Veterinary Practice

The analysis paper relating to the Pan-Canadian Framework included a review of the Framework against the draft Standards on Prescribing and Dispensing and also against the College's current Professional Practice Standard on Use of Compounded Products in Veterinary Practice. It is important to ensure that the College's policies are aligned.

Given the numerous comments raised in the draft prescribing and dispensing consultation which related to compounding and the related references in the final version of the Pan-Canadian Framework, it was suggested that the Professional Practice Standard on the Use of Compounded Products in Veterinary Practice also be brought forward for review and possible updating.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct staff to forward the 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 its review and recommendations, and to prepare a first list of proposed over-the-counter (OTC) drugs.”

CARRIED

8.5 Professional Practice Standard – Telemedicine

Council approved, in October 2015, its first Professional Practice Standard on Telemedicine. Council directed staff to review the Standard annually given the emerging nature of this area of practice.

A revised draft Standard was debated at the December 2016 meeting of Council and several changes were approved for consultation.

Council considered a revised Professional Practice Standard on Telemedicine, including feedback received, and provided its feedback.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario accept the new revised version of the Professional Practice Standard on Telemedicine based on feedback received, and direct that an Advisory Group on Telemedicine be struck to assist Council with its ongoing review of this rapidly advancing area and its impacts on animals, clients and veterinarians.”

CARRIED

8.6 Quality Practice

8.6.1 Update on Peer Advisory Conversation Pilot

Dr. Sarah Thompson introduced Dr. Kim Lambert, Associate Registrar, Quality Practice to speak to this agenda item.

Dr. Lambert provided a presentation on “Peer Advisory Conversation – Showcasing Your Practice: A Conversation with a Peer.”

An update on the Peer Advisory Conversation, Pilot Phase 1 was provided to Council. A feedback summary from the discussions held at the College’s Members’ Forum in January 2017 was reviewed by Council. It was noted that promoting of the participant role has been a challenge. Council provided its feedback related to challenges in moving forward with the program and how can the College engage the profession.

Council appreciated the presentation and thanked Dr. Lambert for providing an update.

8.6.2 Position Statement – Quality Practice

Dr. Sarah Thompson introduced this agenda item.

At its meeting held in November/December 2016, Council reviewed a draft position statement and directed that staff make further revisions. Staff made revisions to the position statement and the Quality Assurance Committee approved it for Council’s consideration.

Council considered a next draft of the Position Statement on the Quality Practice Program and provided its feedback. It was noted that a position statement is not circulated to stakeholders for comment as it is not an expectation or a standard.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the draft Position Statement on Quality Practice Program as presented.”

CARRIED

At this time agenda item 8.8 was discussed.

8.8 Proposed Discipline Policy Opportunities

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

At its meeting held December 2016, Council directed staff to explore opportunities to enhance the College's discipline process after a public discipline case caused the College to reflect on current practices and opportunities for continuous quality improvement. The opportunities were divided into short-term and long-term work. The long-term work is part of the legislative reform initiatives. Council was provided with a document outlining the short-term work that has been undertaken.

Six topics were provided to Council to review and debate.

Use of Remitted Suspensions

The College regularly uses remitted suspensions as part of a discipline order. This means that a portion of the suspension does not need to be served if the member completes the required remedial activities within a specified period of time. If the remedial activities are not completed within the time period, the entire suspension would have to be served.

The use of remitted suspension is not language that is familiar to the general public. This can lead to confusion on the actual length of the suspension when a case is highlighted in the news.

Council discussed this topic and provided its feedback.

It was a decision of Council to discontinue the use of remitted suspensions.

Education for the Public and Members

The College's website contains information on many areas of the Investigations and Resolutions process. The information is factual and provides a good overview of the College's practices in this area. All of the information is written, is largely brief and does not provide a lot of detail.

Information was gathered from other regulatory bodies and many regulator websites were reviewed. Several ideas were gained in order to enhance the College's existing materials.

Council reviewed and discussed ideas for enhancing the information contained on the College's website.

It was a decision of Council to move forward with the suggested enhancements to the College's website.

Education for Discipline Committee Panel Members

The College currently provides orientation for new members of the Discipline Committee prior to each member serving on a panel. A number of resources are available for all Committee members through the College intranet.

A recent survey to Discipline Committee members indicated a desire for additional training. Council discussed the need for enhanced ongoing training. Opportunities for enhancement of ongoing training includes development of annual training opportunities through a teleconference, webinar or face-to-face retreat for Committee members.

Council provided its feedback on further training.

It was a decision of Council to investigate further training options. The Chair of the Discipline Committee will speak to the Registrar.

Referrals to Police and Other Law Enforcement

Council has previously discussed the need for a policy to define when matters are referred to police and other law enforcement agencies.

Section 56 of Ontario Regulation 1093 allows the College to release confidential information to a law enforcement agency for an investigation upon the approval of the Executive Committee. It is in the interest of the public to continue to cooperate with law enforcement agencies, such as the police, OSPCA and the Alcohol and Gaming Commission of Ontario when the College is approached for information about an ongoing investigation.

Council discussed and provided its feedback relating to the development of a policy.

It was a decision of Council to proceed with developing a policy to determine when to reach out to a law enforcement agency related to concerns about a specific case.

Adjourn:

MOTION: It was moved,

“That the meeting of Council be adjourned.”

CARRIED

The meeting adjourned at 4:00 p.m.



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Dr. Marc Marin

Members present:

Dr. Larry Caven
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Dr. Tyrrel de Langley
Mr. Sean Ford
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

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
Mr. John Stevens, OVMA Representative
Dr. Ken Leslie, GF2 Project Manager

Observers

Ms. Aneeta Bharij
Ms. Stephanie Bongiorno
Ms. Megan Callaway
Ms. Ashley Coles

Mr. Martin Fischer
Dr. Susan Sabatini
5 members of the public were in attendance

Dr. Marin called the meeting to order at 9:00 a.m.

No conflicts were declared.

8.8 Proposed Discipline Policy Opportunities (cont'd)

Zero Tolerance

Council has previously discussed the development of a College position related to the zero tolerance of animal abuse or serious neglect of an animal. Zero tolerance policies generally lay out the unaccepted behaviour and then specify a range of potential penalties when the unacceptable behaviour occurs. Advice from legal counsel indicated that zero tolerance policies are challenging.

Council discussed and provided its feedback related to zero tolerance. It was suggested that the Executive Committee could review the current Animal Welfare Position Statement for possible enhancements.

Requirement for Contested Hearings

Council has discussed requiring that certain types of matters must be addressed through a contested hearing. A contested hearing is one where the parties involved cannot reach an agreement on the facts of the case and the penalty outcomes of the case. Many regulatory bodies were surveyed and not one has a policy to address the issue.

Council discussed and provided its feedback. It was a decision of Council to take no further action on this option.

8.7 Legislative Reform Initiatives

8.7.1 Scope of Practice Model

One component Council directed to be reviewed in a legislative reform process is the existing scope of practice model found in the *Veterinarians Act*. The current *Veterinarians Act* is an exclusive scope of practice model of regulation. This means that no one other than a veterinarian can practice veterinary medicine. The Act does include a definition of veterinary medicine which is more a list of what major procedures are considered to be veterinary medicine.

Council was provided with a copy of a proposed scope of practice model for its consideration. The proposed model included: a definition of veterinary medicine, a list of controlled activities, protection of titles inclusive of the title doctor and registered veterinary technician, a list of exemptions, and risk harm clause which applies to all others not covered by the Act.

The proposed scope of practice model promotes a clearer definition of what veterinary medicine includes and lays out risks related to veterinary activities. The model acknowledges veterinary medicine as a system that includes a co-accountability between a veterinarian and a veterinary technician.

The proposed scope of practice model was circulated for targeted consultation. Feedback received was incorporated into the next version.

Council robustly discussed 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 direct staff to proceed with the Proposed Scope of Practice Model and consult with both veterinarians and veterinary technicians.”

CARRIED

It was noted that the model will be circulated the first week of April for six weeks. Once the analysis of the feedback is complete, the information will be forwarded to the Scope of Practice Working Group, the Oversight Advisory Group, the Ontario Association of Veterinary Technicians and to Council for its consideration.

8.7.2 Council Composition

As part of the legislative reform initiative, the Oversight Advisory Group considered various matters within the *Veterinarians Act* that may be appropriate for revision or modernization given the opportunity.

The Oversight Advisory Group discussed and debated the challenges around ensuring that there are sufficient public and member voices on Council, Committees, and panels. The College has encountered challenges in having sufficient public members available for panels and hearings, specifically with its Complaints Committee.

Council considered information provided including a chart which illustrated which provisions related to Council composition would be included in the Act, regulations and in By-law.

It was a decision of Council to direct that the College move forward on including this concept in its final proposal to the Ministry.

At this time Dr. Ken Leslie, Project Manager for the Growing Forward 2 (GF2) Project attended Council and provided a presentation on the status of the second GF2 project entitled “Setting an Action Agenda for Veterinary Stewardship of Antimicrobial Use in Ontario.” Councillors found the presentation to be very informative.

8.7.3 Objects of the College

At its meeting held in December 2016, Council considered changes proposed by the Oversight Advisory Group related to provisions in the *Veterinarians Act* regarding the objects of the College. Council directed that the proposed concepts be circulated for consultation.

Council considered information provided including feedback received from the consultation phase.

It was a decision of Council to direct that the College move forward on including this concept in its final proposal to the Ministry.

8.7.4 Mandatory Reporting

At its meeting held in September 2016, Council considered the concept of mandatory reporting of a dismissal or a resignation related to incompetence or incapacity of a licensed member, and directed that the concept be sent for consultation.

Council considered information provided including feedback received from the consultation phase.

It was a decision of Council to direct that the College move forward on including this concept in its final proposal to the Ministry.

8.7.5 Interim Suspension

At its meeting held in September 2016, Council considered the concept of interim suspensions when a case is referred to the Discipline Committee, and directed that the concept be circulated for consultation.

Council considered information provided including feedback received from the consultation phase.

It was a decision of Council to direct that the College move forward on including this concept in its final proposal to the Ministry.

8.7.6 Publicizing Notices of Hearing

At its meeting held in September 2016, Council considered the concept of publicizing notices of hearing, and directed that the concept be circulated for consultation.

Council considered information provided including feedback received from the consultation phase.

It was a decision of Council to direct that the College move forward on including this concept in its final proposal to the Ministry.

8.7.7 Administrative Matters

8.7.7.1 Annual General Meeting

As part of the legislative reform initiative, the Oversight Advisory Group considered minor matters within the *Veterinarians Act* that may be appropriate for revision or modernization given the opportunity. One of these are provisions in the *Veterinarians Act* related to annual general meetings and, more broadly, the applicability of certain sections of the *Corporations Act* to the *Veterinarians Act*.

The College currently holds an annual general meeting. It is not common for regulators to hold annual general meetings of members, although associations do. The Oversight Advisory Group discussed that holding annual general meetings allows for confusion about the College's role and gives members the impression that they actually have an authority in relation to College decision-making at some level.

Within the *Veterinarians Act*, annual general meetings are linked to provisions from the *Corporations Act*. It is very uncommon for a regulatory body to have the *Corporations Act* apply to them.

Council considered information provided including suggested proposed additions to the Act and to the By-laws.

It was a decision of Council to direct that the College move forward on including this concept in its final proposal to the Ministry.

8.7.7.2 Offences and Fines

The Oversight Advisory Group determined that, given the age of the current *Veterinarians Act*, the amount of the fines currently listed in the Act will likely need to be adjusted and updated in order to act as an effective deterrent against violating the provisions in the Act. In addition to updating and modernizing the amount of the fines in the *Veterinarians Act*, the Oversight Advisory Group proposed the addition of a number of new provisions to update the Act, such as including fines for corporate employers, to reflect the realities of current practice and fines for contravening the proposed mandatory reporting provisions.

Council considered information provided including proposed changes to the provisions in the Act related to offences and fines.

It was a decision of Council to direct that the College move forward on including this concept in its final proposal to the Ministry.

At this time Dr. Marc Marin presented a certificate of recognition to Mr. Sean Ford who was departing as Public Member on Council. Council thanked Mr. Ford for his contributions over the past five years.

8.7.7.3 Regulation and By-Law Making

Council reviewed an earlier draft of proposed amendments to the *Veterinarians Act* relating to regulation and by-law making powers at its meeting held in March 2016. The Oversight Advisory Group continued to refine this concept. It has reviewed the regulation and by-law making authorities of several professions in Ontario and other Canadian veterinary regulators to ensure Council's powers remain up-to-date. The College's legal counsel has also provided recommendations for amending and updating this section of the Act.

Council considered information provided including suggested amendments by the Oversight Advisory Group relating to By-law-making powers and Regulation-making powers.

It was a decision of Council to direct that the College move forward on including this concept in its final proposal to the Ministry.

8.7.7.4 Ministerial Powers

The Oversight Advisory Group reviewed Ministerial powers in various pieces of legislation. It discussed the fact that the powers of the Minister, namely, the Minister of Agriculture, Food and Rural Affairs, in the *Veterinarians Act* are perhaps weaker than in other legislation.

The Oversight Advisory Group suggested a number of amendments aimed at strengthening the College's accountability, bolstering oversight of the College, and ensuring public protection. The most notable amendment is the ability to appoint a College supervisor, which would allow for greater accountability by the College in circumstances where Council or the College is not complying with its duties.

Council considered information provided including proposed provisions in the *Veterinarians Act*.

It was a decision of Council to direct that the College move forward on including this concept in its final proposal to the Ministry.

8.7.7.5 Powers of the Investigator

One of the matters reviewed and considered by the Oversight Advisory Group as a part of the legislative reform initiative are powers of the College investigator, in order to ensure that these provisions remain current.

The Oversight Advisory Group reviewed provisions from various pieces of legislation that would ensure that the *Veterinarians Act* remains current and that would strengthen the investigator's powers to perform his or her duties effectively.

Council considered information provided including proposed additions to the provisions related to the powers of the investigator.

It was a decision of Council to direct that the College move forward on including this concept in its final proposal to the Ministry.

8.9 Policy Statement – Ownership and Identification of Companion Animals

Dr. Steven Jacobs introduced this agenda item.

The College's practice advisors regularly receive questions related to the ownership and identification of companion animals, which prompted staff to propose a policy to guide veterinarians in situations where they can assist in accurately identifying and determining the ownership of companion animals.

The draft policy statement is intended to assist veterinarians in ensuring that they understand the law around this issue, as well as providing useful guidance on best practice when faced with challenging ownership and identification issues.

The Executive Committee reviewed the draft policy statement at its February 2017 meeting, and recommended a number of amendments which were incorporated into the document. The Executive Committee directed that a revised draft document be sent to Council for its consideration.

Council considered the draft Policy Statement on Ownership and Identification of Companion Animals and Briefing Note. After discussion, it was determined that further clarification was required.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct staff to make revisions to the draft Policy Statement on Ownership and Identification of Companion Animals, and return to Council at a future meeting date.”

CARRIED

9. Organizational Policy

9.1 Workplace Harassment

The Registrar provided a presentation relating to Workplace Harassment.

As an employer, the College of Veterinarians of Ontario is committed to providing a work environment in which all individuals are treated with respect and dignity.

Harassment in the workplace is a form of discrimination. It is unwelcome and unwanted. It affects the individual's ability to learn and work. It can also be an expression of abuse of power, authority, or control and is coercive in nature.

This item was brought forward to Council's attention as it applies to all employees, appointees (which include elected and appointed committee members, members appointed by Cabinet) and agents. It is important to know that the College would take any allegations of workplace violence and harassment, sexual harassment and discrimination very seriously.

9.2 OVC and Effective Student Engagement

Dr. Steven Jacobs introduced this agenda item.

Over the past several months the Registrar has sought guidance from the Executive Committee regarding discussions with the Ontario Veterinary College (OVC) related to effectively engaging students in self-regulation. The College's interests are how to best involve students early on in the concepts of self-regulation, licensure, and professionalism.

Council considered a Briefing Note and chart which outlined the current and proposed involvement opportunities.

It was a decision of Council to move forward with the opportunities as suggested by staff.

9.3 Capacity Building of Council

Mr. Murray Hunt introduced this agenda item.

Included within the terms of reference of the Governance, Audit and Risk Committee (GAR) is the responsibility of supporting Councillors in continuous learning related to their role and the functions of Council. Attentiveness to building the capacity of Council to debate and determine strong public policy is central to achieving governance excellence.

While the College over the last few years has built a strong program intended to assist both new and experienced Councillors, there has been no formal description of a program.

The GAR has had discussions on how to articulate current capacity building initiatives and improve the existing program.

Council considered an overview of the suggested program elements including an annual cycle, specific topics, and skill strengthening areas, as well as an annotated version of the program providing descriptors of each element.

It was a decision of Council to move forward with the suggested program as outlined in the documents presented.

10. Other Business

None

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 Meetings

The next regular meeting of Council will be held on June 14, 2017 at 9:00 a.m.

15. Adjourn

MOTION: It was moved,

“That the meeting of Council be adjourned.”

CARRIED

The meeting adjourned at 2:20 p.m.

Marc Marin, DVM
President

Date

Jan Robinson
Registrar and CEO

Date

Beth Ready
Recording Secretary

Date