

Minutes



Council Meeting

June 21, 2023

2-71 Hanlon Creek Blvd.

Presiding Officer: Dr. Alana Parisi

Members present: Dr. Patricia Alderson
Dr. Claire Beauchamp
Dr. Lorie Gold
Dr. Louise Kelly
Dr. Harold Kloeze
Dr. Lena Levison
Dr. Clayton MacKay
Dr. Jessica Peatling
Dr. Sami Qureshi
Dr. Jessica Retterath
Mr. Douglas Reynolds
Ms. Rena Spevack
Dr. Wade Wright

Appointed Officer: Jan Robinson, Registrar and CEO

Regrets: Ms. Catherine Knipe
Dr. Michael Zigler

Staff attending: Ms. Kim Huson, Executive Partner, Communications
Ms. Sarah Kirby, Senior Policy and Project Specialist
Dr. Kim Lambert, Associate Registrar, Quality Practice
Ms. Beth Ready, Executive Partner, Corporate Services
Ms. Shilo Tooze, Associate Registrar, Licensure

1. Call to Order

The Council meeting was held in person at the College's office building.

A Land Acknowledgement was read aloud by the President.

Dr. Parisi called the meeting to order at 9:00 a.m. and welcomed Councillors.

It was noted that the Council meeting was live streamed. Guests and observers watched the meeting via streaming.

2. Roll Call

A roll call was conducted.

3. Approval of Agenda

MOTION: It was moved and seconded,

“That the agenda be adopted as circulated.”

CARRIED

4. Conflict of Interest

No conflicts were declared.

5. Consent Agenda

Councillors reviewed the consent agenda and it was requested that

- 5.2 President's Report
- 5.3 Registrar's Report
- 5.4.2 Registration Report
- 5.5 National Examining Board Report

be removed from the consent agenda to be discussed separately.

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

- 5.1 Minutes – March 22 and 23, 2023
- Minutes – May 26, 2023
- 5.4 Committee Reports
 - 5.4.1 Accreditation
 - 5.4.3 Complaints
 - 5.4.4 Discipline
 - 5.4.5 Executive
 - 5.4.6 Quality Assurance
 - 5.4.7 Governance, Audit and Risk

MOTION: It was moved and seconded,

“That the Consent Agenda be approved with item 5.2, 5.3, 5.4.2 and 5.5 to be discussed separately.”

CARRIED

5.2 President's Report

Dr. Parisi noted that the Executive Committee has had an increase in very challenging cases relating to boundaries. The Chair of the Quality Assurance Committee informed Council that the Committee is working on a number of priorities related to professional practice, one of which relates to boundaries. Further information will be provided to Council at a future meeting.

5.3 Registrar's Report

The Registrar provided an update on the status of public members. It was noted that a member has been appointed and that the Order should be received shortly. The College is still in need of a 5th public member.

It was reported that College staff are actively engaged in Legislative Reform. It was noted that a Special Meeting of Council will be required. Most likely this meeting will be held on June 29th.

5.4.2 Registration Committee Report

Ms. Shilo Tooze, Associate Registrar, Licensure, joined the meeting to answer questions.

Ms. Tooze noted that the Registration Committee reviewed information at its recent meeting on graduated entry to practice model. The Committee is currently gathering further information and indicated that there is still more work to be completed before forwarding to Council for its consideration.

5.5 National Examining Board Report

Clarification was provided relating to information provided in the report on the decline in overall NAVLE scores.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario accept the President's Report, Registrar's Report, Registration Committee Report and the National Examining Board Report as presented.”

CARRIED

6. Strategic Alignment

6.1 Evaluation

Council reviewed the meeting evaluation from its meeting held March 2023.

6.2 Strategic Plan

6.2.1 Strategy 2026 – Year 1 Tactics

Councillors were provided with the Year 1 Tactics related to Strategy 2026.

The Registrar answered questions posed by Council members. The document was provided to Council for information.

6.2.2 Final Report - Strategy 2023

Council was provided with a final report of the accomplishments and outcomes of Strategy 2023. The report will be posted on the College's website.

6.3 Policy Review and Project Priorities

The Policy and Project Tracking Chart was provided for information.

6.4 Performance Measurement

6.4.1 Key Performance Indicators

The performance indicators are intended to assist Council to focus on the risks to the organization and within the practice of veterinary medicine.

Ms. Shilo Tooze, Associate Registrar, Licensure, joined the table to answer questions posed by Council.

Council is provided with a Dashboard on a quarterly basis.

6.5 Outcomes Focused Regulation

6.5.1 Update

The Registrar reported that the Impact Strategy Unit meets after every Council meeting.

Work continues relating to the management of drugs, the role of facility directors, the evaluation of remedial undertakings, improving medical records, understanding the VCPR, and supporting anti-microbial stewardship.

7. Finance

7.1 Financial Statement – April 30, 2023

Council reviewed the Variance Report, Balance Sheet, and Revenue and Expenses Statement ending April 30, 2023.

The documents are presented as information only.

Public Policy

8.1 Professional Practice Standard – Veterinary Dentistry

Ms. Sarah Kirby, Senior Policy and Projects Specialist joined the meeting and introduced the agenda item.

At its March 2023 meeting, Council was provided with a briefing note that contained a wide array of background material, including jurisdictional scans, with a particular focus on the use of radiography in veterinary dentistry. Council directed that the topic be returned to staff for further work.

The Executive Committee reviewed an updated briefing note at its meeting in May 2023. The Executive Committee directed that further amendments be made to the briefing note prior to it being presented to Council in June.

Council reviewed and robustly discussed the updated briefing note on Veterinary Dentistry.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario accept the Professional Practice Standard on Veterinary Dentistry as amended.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct that dental radiographic equipment be recommended relating to the new proposed Facility Accreditation Model.”

CARRIED

8.2 Veterinary Acupuncture Risk Analysis

The Registrar introduced the agenda item and Ms. Sarah Kirby, Senior Policy and Projects Specialist and Ms. Kali Pieters, Associate, Project Research, joined the meeting to answer any questions.

Council has been considering the need for clarity related to the regulatory oversight of veterinary acupuncture since 2016. This work has been focused on risk identification and mitigation related to harm or potential harm to animals and/or the public.

A first report on this topic was presented to Council in December 2022. This first report was informative in nature and did not draw any inherent conclusions or include an in-depth risk analysis. The intention of this report was to illustrate how work on the topic of veterinary acupuncture could be expanded should Council wish to proceed further in its review.

Following review of this first report, Council directed that the topic of veterinary acupuncture be returned to College staff so that a second report with a more in-depth focus on risk analysis could be developed and presented for its further review and consideration.

Council considered and provided its feedback on a second report on veterinary acupuncture in order to consider next steps.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct College staff to move forward with the development of a Position Statement related to veterinary acupuncture.”

CARRIED

8.4 Peer Advisory Conversation – Research Project Proposal

Dr. Patricia Alderson, Chair of the Quality Assurance Committee, introduced this agenda item and Dr. Kim Lambert, Associate Registrar, Quality Practice joined the table to answer any questions.

At its meeting on May 17, 2023, the Quality Assurance Committee reviewed a research project proposal on new graduate veterinarians in Ontario and their participation in the College’s Peer Advisory Conversation. The goal of the research project would be to determine if a new graduate veterinarian who participates in the Peer Advisory Conversation benefits from the support of a peer to identify learning needs.

The College’s Strategic Plan – Strategy 2026 includes a strategic objective which is “partnering for improved access to veterinary services.” The tactics for this objective include considering programs that support new graduate veterinarians to gain confidence in front line practice.

The Quality Assurance Committee was in support of developing the research project on new graduate veterinarians in Ontario and their participation in the College's Peer Advisory Conversation.

The Quality Assurance Committee was seeking Council's direction in moving forward to develop this research project and consider next steps.

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario approve the development of the research project under the Quality Assurance Committee's oversight on new licensees in Ontario and their participation in the College's Peer Advisory Conversation."

CARRIED

The Committee was also asked to ensure its Quality Assurance programs continue to develop to include non-clinical roles as well.

10. Organizational Policy

10.1 Policy Direction – Discipline Hearings Format

Dr. Harold Kloeze, Chair of the Discipline Committee, introduced this agenda item, and Ms. Shilo Tooze, Associate Registrar, Licensure, joined the table to answer any questions.

In May 2020, the College adopted a Virtual Hearings Direction to allow discipline hearings to continue during the COVID-19 pandemic. The College has now been functioning for three years conducting virtual hearings. During this time there has been a lot of learnings. Virtual hearings have been able to meet the needs of all parties and continue to be fair and accessible. Many Courts and Tribunals continue to conduct virtual hearings and some are making a permanent change to virtual hearings.

The majority of participants have been satisfied with virtual hearings. Over the last three years, panel members have become increasingly comfortable with virtual hearings.

College staff spoke to the Discipline Committee Chair and brought forward a recommendation for a permanent change to the format of discipline hearings. The recommendation is that going forward, all hearings will be conducted virtually, unless there is a significant reason that a specific matter should be managed in person.

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario support the discipline policy direction that all hearings will be virtual discipline hearings with the option to move to in-person hearings on a case-by-case basis."

CARRIED

At this time the following motion was made:

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario move to go in-camera to review agenda 9. Registrar's 2023-2024 Goals and discuss agenda item 8.5 Regulatory Sandbox Proposal."

CARRIED

8.5 Regulatory Sandbox Proposal – Large Animal Medicine in Northern Ontario

The following staff members were invited to join the in-camera session: Ms. Sarah Kirby, Ms. Kali Pieters, and Ms. Beth Ready.

Ms. Sarah Kirby, Senior Policy and Projects Specialist introduced this agenda item. Ms. Kirby provided a presentation related to the briefing note.

In 2020, Council approved a governance policy related to the concept of an Ontario Veterinary Regulatory Sandbox (“OVRs”). An OVRs permits the exemption of certain regulatory requirements in order to test new products, services, or ways of practising veterinary medicine on a time-limited basis and with appropriate safeguards for public protection.

The College’s Working Group on Veterinary Medicine and the Beef Farming Sector in Ontario has been meeting for several years to help develop potential solutions to the access to care issues that are occurring in rural and remote areas of the province. From these meetings, a smaller collaborative of members has been working towards submitting a proposal to Council for a project they believe is well-suited for an OVRs.

A preliminary overview of the OVRs proposal was presented to the Executive Committee in June 2023. Following discussion, the Executive Committee directed that the proposal be forwarded to Council for its review for potential approval.

Council reviewed and provided its feedback on the Briefing Note - Ontario Veterinary Regulatory Sandbox (OVRs) Proposal – Utilization of Registered Veterinary Technicians in Northern Ontario to Assist in the Provision of Large/Farm Animal Veterinary Services.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct that the Ontario Veterinary Regulatory Sandbox proposal be approved as presented.”

CARRIED

MOTION: It was moved and seconded,

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

CARRIED

8.3 Proposed Accreditation Standards – Post Consultation Review

Dr. Jessica Retterath, Chair of the Accreditation Committee, introduced this agenda item and Dr. Kim Lambert, Associate Registrar, Quality Practice and Ms. Aneeta Bharij, Principal, Accreditation joined the meeting to answer any questions.

In December 2022, Council reviewed the pilot participant feedback and approved the draft standards and proposed amendments to the College’s fee by-law be circulated for stakeholder consultation. The College recognizes the importance of stakeholder relationships and in addition to the broader consultation, the College did reach out to groups of members working with different species.

The draft standards for veterinary facilities in Ontario and the proposed amendments to the College's fee by-law were out for public consultation, as directed by Council from February 8 – April 8, 2023.

Council considered and provided its feedback on the consultation feedback report, draft changes to the Standards for Veterinary Facilities in Ontario and By-law changes to the accreditation fees.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario accept the proposed draft standards for veterinary facilities in Ontario to be circulated for a second targeted consultation.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario accept the proposed By-law changes to accreditation fees for implementation as of October 1, 2023.”

CARRIED

10. Organizational Policy

10.2 Proposed By-law Changes

10.2.1 Election of Officers

At the March meeting of Council, Dr. Lorie Gold presented a motion to seek changes to the By-laws that would provide for a more robust procedure in the breaking of a tie between two candidates running for the same position on the Executive Committee during the annual Council election process.

Council reviewed and provided its feedback on a proposed By-law amendment.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the suggested wording to section 6 (Election of Officers) of the College's By-laws as presented and circulate to licensed members prior to final approval.”

CARRIED

10.2.2 Annual General Meeting of Licensed Members

In Council's recommendations to government in 2018 for legislative change, the removal of the College's affiliation with the Corporations Act was recommended thereby eliminating the need for annual member meetings. The College's legal counsel uncovered that the College's requirement to hold annual meetings of members was removed in the Corporations Act in 2021 as part of red tape reduction. There is statutorily no obligation on the College to hold the meeting of members any longer.

In consideration of this change, it was noted that the College will develop new methods of interaction with licensed members.

The Annual General Meeting of Licensed Members Meetings is contained in the College By-laws under Section 22.

Council reviewed and provided its feedback on the proposed By-law amendment.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the suggested amendments to the College’s By-laws as presented and circulate to licensed members prior to final approval.”

CARRIED

10.3 Governance Policy – Individual Councillor Essential Competency Profile

The Governance, Audit and Risk Committee (GAR) has been reviewing documents relating to the competencies of a Councillor and composition of Council.

At its meeting held in May, the GAR Committee reviewed the Board Governance Policy 1.3 Councillor Essential Competency Profile. The policy was revised to highlight individual competencies. The GAR Committee was satisfied with the suggested revisions and indicated that the policy will be forwarded to Council in June for its consideration.

Council reviewed and provided its feedback on proposed revisions to the Board Governance Policy.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the suggested revisions to Board Governance Policy 1.3 Individual Councillor Essential Competency Profile as amended.”

CARRIED

10.4 Risk Management Policy

At its meeting in March 2023, Council approved amendments to the College’s Risk Management Framework. As part of the implementation of the new framework, a review of Council’s Risk Management policy was undertaken. The Governance, Audit and Risk Committee discussed the policy at its meeting on May 29, 2023, and proposed some changes to the policy and its appendices.

Council reviewed and provided its feedback on the proposed changes.

MOTION: it was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the Board Governance Policy 4.1 Risk Management as presented.”

CARRIED

10.5 2024 Draft Meeting Schedule

Council considered a draft 2024 meeting schedule.

Council reviewed the schedule and will make note of the 2024 dates.

11. Council Roundtable

Trends – Media, Regulatory, Legal, and Public

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

Councillors reviewed the trends that were brought forward.

General Trends

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

- concept of moral injury – recent article in the New York Times – in the US seeing this with physicians – article published this year relating to veterinarians – very early studies on this in veterinary medicine indicate that symptoms are similar to post-traumatic stress disorder

12. Other Business

No other business was brought forward.

13. Notice of Motion

No notice of motion was brought forward.

14. 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/strategic alignment documents are not to be shared outside of the meeting as these documents are working documents of Council and not public material. Any inquiries regarding the package can be directed to the website where the public package is posted.

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

15. 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.

16. Date of Next Meeting

The next regular meeting of Council will be held on September 25 and 26, 2023.

17. Adjourn

MOTION: It was moved,

“That the meeting of Council be adjourned.”

CARRIED

The meeting adjourned at 2:55 pm.



Dr. Alana Parisi
President



Jan Robinson
Registrar and CEO

Beth Ready

Beth Ready
Recording Secretary