



THE COLLEGE OF
VETERINARIANS
OF ONTARIO

Council Meeting

September 27 and 28, 2021
Video Teleconference Call

MINUTES

Presiding Officer: Dr. Tyrrel de Langley

Members present:
Dr. Patricia Alderson
Dr. Annatasha Bartel
Ms. Gayle Ecker
Dr. Lorie Gold
Dr. Christine Hickman
Dr. Harold Kloeze
Ms. Catherine Knipe
Ms. Joy Levison
Dr. Kerry Lissemore
Dr. Paula Menzies
Dr. Alana Parisi
Dr. Jessica Peatling
Dr. Jessica Retterath
Mr. Amanpreet Sidhu
Ms. Rena Spevack
Dr. Susan Warren
Dr. Wade Wright

Appointed Officer: Ms. Jan Robinson, Registrar and CEO

Staff attending the call:
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

Guests attended the call:
Ms. Agnes Pawelek, OVMA Representative
Ms. Elise Wickett, OAVT
Dr. Shane Bateman
Dr. Karen Ward

1. Call to order

Due to the COVID-19 pandemic the Council meeting was held via a video teleconference call.

Dr. de Langley called the meeting to order at 9:00 a.m. and welcomed Councillors, guests and observers.

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

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
- 4.4.1 Accreditation Committee Report
- 4.4.4 Discipline 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 – June 16, 2021
- 4.2 President’s Report
- 4.4 Committee Reports
 - 4.4.2 Registration
 - 4.4.3 Complaints
 - 4.4.5 Executive
 - 4.4.6 Quality Assurance
 - 4.4.7 Governance, Audit and Risk
- 4.5 National Examining Board (NEB) Report
- 4.6 Ratify Executive Committee Motions

MOTION: It was moved and seconded,

“That the Consent Agenda be approved with item 4.3, 4.4.1, and 4.4.4 to be discussed separately.”

CARRIED

4.3 Registrar's Report

Dr. Lorie Gold, 1st Vice President, provided an update on the two new community reference panels. First meetings have been held and we look forward to their input in future meetings.

The Registrar provided an update on College staff returning to an integrated work space.

4.4.1 Accreditation Committee Report

Clarification was provided relating to a condition of accreditation for a companion animal emergency clinic.

4.4.4 Discipline Committee Report

Clarification was provided on two areas in the report that had incorrect wording.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario accept the Registrar's Report and Accreditation Report as presented and the Discipline Committee Report as amended.”

CARRIED

5. Strategic Alignment

5.1 Evaluation

- June 2021

Ms. Catherine Knipe, Chair of the Governance, Audit and Risk Committee, introduced this agenda item.

Council reviewed the meeting evaluation from its meeting held on March 24 and 25, 2021.

5.2 Strategic Plan

5.2.1 Strategy 2023 – Year 2 Tactics

Councillors were provided with the Year 2 Tactics related to Strategy 2023.

The document was provided to Council for information.

5.3 Policy Review and Project Priorities Update

The Policy and Project Tracking Chart was provided for information.

5.4 Performance Measurement

5.4.1 Key Performance Indicators

Ms. Catherine Knipe, Chair of the Governance, Audit and Risk Committee, introduced this agenda item.

Ms. Shilo Tooze, Associate Registrar, Licensure, reviewed some of the indicators in the Dashboard, and answered questions posed by Councillors.

A discussion ensued with Councillors relating to the timelines of processing a complaint. This is an existing and increasing problem that is created primarily by the inability to alter our panels as they are set in the *Veterinarians Act*. It was discussed that it is important for veterinarians and members of the public to be aware of the current barriers associated with the complaint process. College staff will add additional information on the timelines and challenges associated with the complaint process at this time.

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

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Council is provided with a Dashboard on a quarterly basis.

5.4.2 Strategic Risks

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

The Governance, Audit and Risk Committee, as part of its mandate, reviews leading risks and strategic risks at each meeting. At its August meeting, the Committee reviewed strategic risks identified by staff in the last quarter to determine if there are any in need of elevation to Council. A strategic risk is brought to Council to determine whether Council believes that intervention is required to manage and mitigate the risk and reduce or prevent real or perceived harm.

The Committee did not feel that there were any additional strategic risks in need of mitigation at this time, but the Committee felt it was important to update Council on the status of the past strategic risks that have been provided to Council where additional work was directed.

Council was provided an update on three past strategic risks.

5.5 Outcomes Focused Regulation

5.5.1 General Update

The Registrar reported that the Impact Strategy Unit meets after every Council meeting. There were no new policies to consider for implementation.

The Registrar provided an update on three current initiatives.

5.6 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. Staff answered questions posed by Councillors.

General Trends

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

- veterinary shortage – access to care - increased stress – critical situation
- timelines for receiving complaints decisions from the College – extra stress on veterinarians – it would be helpful for the College to provide information on the current process challenges to all parties
- article in JAVMA news entitled “Are we in a veterinary workforce crisis”
- many conversations relating to mandatory vaccinations – clients and vaccine status
- pet abandonment increasing
- shortage of drug supplies – closure of pharmaceutical companies – as well as a pet food shortage
- article in CBC news – an internationally educated nurse waiting several months to receive her registration in Ontario – especially with the shortage of health care providers

At this time the order of some of the agenda items was adjusted to manage timing.

7.1 Professional Practice Standard - VCPR

The Registrar introduced this agenda item and Ms. Sarah Kirby, Senior Policy and Project Specialist, joined the table to answer any questions.

The Professional Practice Standard on VCPR was published in July 2016, and no substantial changes have been made to the document since it was published.

In Spring 2021, College staff conducted a targeted review of this Standard for potential revisions to enhance clarity and conciseness.

Council was provided with a draft amended Professional Practice Standard – VCPR. Council robustly discussed and provided its feedback on the amended Standard.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct that the draft amended Professional Practice Standard – VCPR be returned to staff for further review and consideration.”

CARRIED

At this time Dr. Karen Ward and Dr. Shane Bateman joined the Council meeting to provide a presentation on “Social Justice and the Changing Face of Veterinary Medicine.”

Council found the presentation to be very interesting. Drs. Ward and Bateman answered questions posed by Councillors.

6. Finance

6.1 Financial Statements ending August 31, 2021

Council reviewed the Variance Report, Balance Sheet, and Revenue and Expenses Statement ending August 31, 2021.

These documents are presented as information only.

6.2 Budget 2022

The Registrar provided an overview on the key areas of importance in formulating the proposed 2022 budget. The Registrar responded to questions of Councillors regarding a more detailed explanation of certain lines.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the proposed Board Governance Policy 6.3 Expense Procedure – Council/Non-Council Member as amended.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the proposed Operating Budget for the year 2022 as presented.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the proposed Capital Budget for the year 2022 as presented.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the Previously Approved and New Projects Budget for the year 2022 as presented.”

CARRIED

6.3 Per Diems

At its meeting held in June 2021, Council directed that it would like to revisit the per diem rates and to have College staff provide information at the September Council meeting.

Council was provided with information on the current per diem structure as well as using a locum comparator. Council was informed that if a decision was made to change the per

diem rates, Council would have to make a decision if the change would occur in 2021/2022 or 2022/2023 budget year.

An additional option that Council discussed was an annual fixed stipend to the President for activities beyond chairing Council and Executive meetings.

The Registrar reported that as directed, she presented to Council a balanced budget (2021/2022) for its approval. If Council makes a decision to implement the change in the 2021/2022 fiscal year, this would create a deficit budget.

Council robustly discussed all options presented to them.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario adopt the \$600 per day per diem rate as presented.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct that the increase in per diem rate of \$600 per day will be implemented in the 2021/2022 fiscal year.”

16 For
1 Against
CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct that further information be provided relating to a possible annual fixed stipend for the President.”

CARRIED

Information regarding the stipend to the President will be brought forward to Council's meeting in December.

6.4 Update on 2022 Office Move (In-Camera Session)

At this time Council moved to go into an in-camera session. Only Councillors and the Registrar and Executive Partner, Corporate Services attended the in-camera session.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario move to go in-camera to discuss the 2022 office move.”

CARRIED

MOTION: It was moved and seconded,

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

CARRIED

It was noted that the Council meeting adjourned for the day after the in-camera session concluded.

7. Public Policy

7.2 Telemedicine Consultation Update

The Registrar introduced this agenda item.

At its June meeting, Council discussed possible revisions to its existing Professional Practice Standard on Telemedicine. Council decided to consult on its proposed revisions. The consultation was publicly posted in August and will remain open for comment until November.

Council was provided with a comparative chart on the current work and positions of colleagues across the country. As well, Council was provided with feedback that had been received thus far from the consultation.

Council reviewed the documents and provided its feedback. Further information will be provided to Council at its meeting in December.

7.3 Balancing Public Protection and Caveat Emptor

Ms. Sarah Kirby, Senior Policy and Project Specialist, introduced this agenda item. Ms. Kirby provided a brief presentation to Council.

Council was provided with a discussion paper on Balancing Public Protection and Caveat Emptor. Council reviewed and provided its feedback on the paper and next steps.

It was noted that further information, including a draft position statement, will be brought forward to a future Council meeting for discussion.

8. Organizational Policy

8.1 Networking and Representation

The President introduced this agenda item and the Registrar provided a presentation on Networking and Representation: Roles and Perspective.

The brief presentation focused on the breadth of the College network, the role of stakeholders, the definition of partners, and the distinction in the external role of the Registrar and the President. Council found the presentation to be very beneficial in increasing the understanding of the background work of staff and the Executive Committee, and how that fosters decision making at Council.

9. Other Business

The Registrar reported that a special meeting of Council may be called for the purpose of reviewing draft regulation relating to Accreditation. If a meeting is required, an email will be circulated to Council

10. Notice of Motion

No notice of motion was brought forward.

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/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.

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 Meeting

The next regular meeting of Council will be held on December 1 and 2, 2021.

14. Adjourn

MOTION: It was moved,

“That the meeting of Council be adjourned.”

CARRIED

The meeting adjourned at 11:18 am.

Dr. Tyrrel de Langley
President

Jan Robinson
Registrar and CEO

Beth Ready
Recording Secretary