



THE COLLEGE OF
VETERINARIANS
OF ONTARIO

Council Meeting

December 5 and 6, 2019
Council Chamber

MINUTES

Presiding Officer:	Dr. Patricia Lechten
Members present:	Dr. Patricia Alderson Dr. Peter Borgs Dr. Tyrrel de Langley Mr. Andrew Glenny Dr. Lorie Gold Dr. Christine Hickman Dr. Steven Jacobs Dr. Shannah Kavonic Ms. Joy Levison Mr. Donald Mayne Dr. Paula Menzies Ms. Rena Spevack Dr. Sarah Thompson Dr. Susan Warren Dr. Wade Wright
Regrets:	Dr. Alana Parisi
Appointed Officer:	Ms. Jan Robinson, Registrar and CEO
Staff in Attendance:	Ms. Kim Huson, Executive Partner, Communications Ms. Sarah Kirby, Policy and Project Specialist Dr. Kim Lambert, Associate Registrar, Quality Practice Ms. Anita Lovrich, Executive Partner, Policy Ms. Beth Ready, Executive Partner, Corporate Services Ms. Shilo Tooze, Associate Registrar, Licensure
Guests:	Ms. Brandi Deimling, OVMA Representative (day 2) Ms. Agnes Pawelek, OMAFRA Representative (day 2)
Observers:	Ms. Aneeta Bharij Ms. Emily Ewles Mr. Martin Fischer Ms. Rose Robinson Dr. Susan Sabatini Ms. Lindsay Sproule

1. Call to order

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

It was noted that any operational items contained in the Council package are considered confidential and are not public documents.

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
- 4.4.3 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 September 24 and 25, 2019 meeting
- 4.2 President’s Report
- 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 National Examining Board Report

MOTION: It was moved and seconded,

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

CARRIED

4.3 Registrar’s Report

The Registrar provided an update on own use accounts. Council previously made a decision to ensure that all veterinarians are complying with the regulations that require the prescribing, dispensing, and administering and selling of a drug from an accredited facility.

Meetings have been held relating to this and the College's communication on this topic continues. A meeting was held with CDMV and regulators across the country which had positive outcomes.

The Registrar and Councillors who attended the recent Future of Veterinary Medicine Symposium provided their feedback on the event. All who attended found the Symposium to be very positive and engaging. A report will be forthcoming.

The Registrar provided an update on her attendance at the American Association of Veterinary State Boards (AAVSB) conference, the Canadian Council of Veterinary Registrars (CCVR) meeting, and the Institute for Credentialing Excellence (ICE) conference.

The Registrar also provided an update on the Provincial Animal Welfare Services Act, which will come into effect January 1, 2020.

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

The Registrar and Complaints Committee Chair responded to a question regarding mediation cases. This is not a mandatory program – it is voluntary.

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario accept the Complaints Committee Report as presented."

CARRIED

5. Strategic Alignment

5.1 Evaluation

- September 24 and 25, 2019

Mr. Don Mayne introduced this agenda item.

Council reviewed the meeting evaluation from its meeting held on September 24 and 25, 2019.

It was reported that the Governance, Audit and Risk Committee (GAR) reviewed the evaluation form and commented on the positive feedback received, such as: respectful conversations, collegial discussion, and respectful listening. Councillors are encouraged to speak louder and into their microphones. It was also noted that any side conversations taking place at the Council table can be disruptive to others. It was determined that sending out meeting package materials two weeks prior to the scheduled Council meeting is an appropriate target.

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

5.2 Strategic Plan

5.2.1 Strategy 2020 – Year 3 Tactics

Dr. Susan Warren introduced this agenda item.

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

The document was provided to Council for information.

5.3 Policy Priorities

Council reviewed the Project Priorities Chart which outlines current work that has been developed to support decision-making related to new and evolving priorities.

The Project Priorities Chart was provided for information.

5.4 Performance Measurement

5.4.1 Key Performance Indicators

Mr. Don Mayne introduced this agenda item and Ms. Shilo Tooze, Associate Registrar, Licensure, joined the table to answer any questions.

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

The Associate Registrar, Licensure, reviewed the Dashboard and answered questions posed by Councillors.

Council is provided with a Dashboard on a quarterly basis.

5.5 Council Roundtable

Media Trends - Regulatory Trends - Legal Trends – Public Trends

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

Dr. Kim Lambert, Associate Registrar, Quality Assurance, joined the table and provided a brief presentation on a recent survey of Canadian Pet Parents, conducted by Pawzy, in partnership with two marketing services.

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:

- the Registrar reported on her attendance at the Canadian Violence Link Conference
 - the Registrar spoke about the Ontario Veterinary Medical Association's SafePet Program (helps women and children leave abusive partners by providing temporary housing and care for their pets) – the College will be advertising the SafePet Program as well
- the proposal in British Columbia to reduce the number of health Colleges from 20 to 5. This change is also to include an oversight agency and an arms length disciplinary board
- a Councillor commented on her attendance at a veterinary college in Punjab – observing students, their teaching methods – very interesting experience
- article in Toronto Star – a New Brunswick physician was found guilty of misconduct in the UK after an online chat with a police officer posing as a teen – physician has been suspended from practicing in New Brunswick for nine months – concerns that New Brunswick regulatory body should have been informed of this by the UK body
- a new US federal ban on animal cruelty – Preventing Animal Cruelty and Torture Act was passed – violations could result in a fine and up to seven years' imprisonment
- a concern that with lack of knowledge of the general public about safe animal husbandry on farm is clear. This lack of understanding may also inadvertently include perceptions about veterinary services on farm
- a veterinary practice in London, ON is working with a women's shelter to shelter animals while they resettle
- a Councillor provided an update on her attendance at the Canadian Network of Agencies for Regulation (CNAR) conference and the Central Canada Veterinary Association (CCVR) conference

At this time a Strategic Planning Session was held in camera. Councillors and some staff members participated in the Session.

6. Finance

6.1 Financial Statements ending October 31, 2019

Council reviewed the Variance Report, Balance Sheet, and Revenue and Expenses Statement, ending October 31, 2019.

These documents are presented as information only.

7. Public Policy

7.1 Code of Ethics

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

On March 1, 2019, the Quality Assurance Committee approved the revised draft Code of Ethics to go to Council for their consideration. The Quality Assurance Committee also recommended a consultation period prior to Council's final approval, since the changes from the current Code of Ethics to the proposed draft version were substantial enough that an opportunity for stakeholder input was warranted.

On March 20, 2019 the proposed revised draft Code of Ethics was reviewed by Council. The decision of Council was to direct the Quality Assurance Committee to continue to work on the draft with particular attention to how the Code may be used by veterinarians who practice with food animals and laboratory animals.

On May 30, 2019 the Quality Assurance Committee reviewed a new draft of the Code of Ethics with revisions reflecting input from veterinarians practicing with food animals and laboratory animals. The Committee approved the revised draft Code of Ethics for Council's consideration.

On June 19, 2019 Council approved the draft Code of Ethics for stakeholder consultation. The consultation took place from July 12, 2019 to August 23, 2019.

On November 19, 2019 the report was presented to the Quality Assurance Committee for their input on any changes to the draft Code of Ethics before going to Council.

Council considered and provided its feedback on a report on the stakeholder consultation, and a proposed, revised Code of Ethics. It was noted that a brief video is in development relating to this topic. Additional support materials will be considered.

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario approve the proposed revised Code of Ethics as presented for publication."

CARRIED

It was noted that staff will determine if any other additional support documents will be included with the Code of Ethics document.

7.2 Briefing Note – Personal Conflicts of Interest in Veterinary Practice

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

In June 2018, Council confirmed a list of key areas of focus to develop resources and supports related to professionalism. Staff began work on the first area of focus:

Relationships with Industry. Since then staff provided the Quality Assurance Committee with updates about the work on this key area of focus.

College legal counsel provided input on this issue. While the key area of focus has been incentives from industry, the issue is conflict of interest and the potential for personal interests to interfere with a veterinarian's decision-making by introducing bias. Also, certain business models are less likely to create a conflict of interest than others, so

there are ways for veterinarians to engage with industry rebates and protect themselves and their colleagues from being in a conflict of interest.

The College currently has a regulatory tool related to conflict of interest in Ontario Regulation 1093 under Part II Professional Misconduct: under paragraph 17(1).25, it is professional misconduct for a veterinarian to have a conflict of interest. Sections 42, 43, and 44 of Regulation 1093 further establish what constitutes a conflict of interest, as well as exceptions. Potential legislative changes to the conflict of interest provisions in Regulation 1093 are being brought for review by Council.

In August 2019, the Quality Assurance Committee reviewed a Briefing Note on Personal Conflicts of Interest in Veterinary Practice.

Council considered a Briefing Note on Personal Conflicts of Interest in Veterinary Practice and provided its feedback.

Council directed staff to proceed with developing a draft policy statement related to personal conflicts of interest.

7.3 Professional Practice Standard - Telemedicine

Ms. Anita Lovrich, Executive Partner, Policy, introduced this agenda item.

In 2015 Council approved a Professional Practice Standard: Telemedicine for publication and directed that a Guide to the Professional Practice Standard: Telemedicine be published to accompany the Standard. Council directed that the Standard should be reviewed annually, as telemedicine is an emerging and rapidly developing practice.

Council also directed that an advisory group, the Innovation and Technology Advisory Group, be struck to assist Council with its ongoing review of this area and in staying abreast of innovation and its effect on the regulation of the profession.

As part of its annual review of its policy on telemedicine, the issue that College staff brought forward to Council for its discussion and decision is the question of whether the College policy should remain that a veterinarian must be licensed in Ontario to provide services to an Ontario animal.

Council considered, and robustly discussed, a Briefing Note on Jurisdictional Questions in Telemedicine.

It was a decision of Council to direct staff to collaborate with the Canadian Council of Veterinary Registrars (CCVR) in terms of its discussion on a national position on telemedicine and jurisdictional issues related to telemedicine. Staff will inform Council of progress on a national position and any further need for review of the Standard.

7.4 Update on New Facility Accreditation Pilot Project

Dr. Lorie Gold, Chair of the Accreditation Committee, introduced this agenda item and Ms. Aneeta Bharij, Principal, Accreditation, joined the table to answer any questions.

Council approved the piloting of the new facility standards to take place in October 2020.

Ms. Bharij provided an update on the status of the pilot project.

The Accreditation Committee and Council will be provided with updates on the pilot project as it progresses.

The Annual Council Meeting began at 2:00 p.m. and adjourned at 2:45 p.m.

At this time the two incoming Councillors, Dr. Jessica Retterath and Dr. Kerry Lissemore, were asked to join the Council table. Dr. Sarah Thompson and Dr. Steven Jacobs, as exiting Councillors, observed the remainder of the meeting.

At this time the Election of the Executive Committee for 2019 – 2020 took place.

Ms. Shilo Tooze, Associate Registrar, Licensure, chaired the Election of the Executive Committee, and Ms. Kim Huson, Executive Partner, Communications, and Ms. Sarah Kirby, Policy and Project Specialist, acted as scrutineers.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario appoint Ms. Shilo Tooze, Associate Registrar, Licensure, as Chair, and Ms. Kim Huson, Executive Partner, Communications and Ms. Sarah Kirby, Policy and Project Specialist, as scrutineers, for the 2019-2020 election of the Executive Committee.”

CARRIED

Ms. Shilo Tooze explained the election process and rules of election. She then opened the floor for nominations.

Dr. Susan Warren was nominated for the position of President. The chair called for nominations three times and, there being no further nominations, declared Dr. Susan Warren elected by acclamation to the office of President.

Dr. Tyrrel de Langley was nominated for the position of 1st Vice President. The chair called for nominations three times and, there being no further nominations, declared Dr. Tyrrel de Langley elected by acclamation to the office of 1st Vice President.

Dr. Shannah Kavonic, Dr. Lorie Gold and Dr. Wade Wright were nominated for the position of 2nd Vice President. The chair called for nominations three times and hearing none, nominations were closed. Dr. Kavonic, Dr. Gold and Dr. Wright provided brief comments on the reasons for running for a position on the Executive Committee. In the first round of secret ballots Dr. Wright was eliminated and a tie was determined between Dr. Kavonic and Dr. Gold. In the second round of secret ballots a tie was determined between Dr. Kavonic and Dr. Gold. In the third round of secret ballots a tie was determined between Dr. Kavonic and Dr. Gold. As per By-Law 6.02 – Election Procedure, in the case of a tie, the Registrar shall break the tie by lot. Dr. Lorie Gold was elected to the office of 2nd Vice President.

Dr. Patricia Lechten was declared elected as Past President.

Mr. Don Mayne was nominated for the position of Public Member. The chair called for nominations three times and, there being no further nominations, declared Mr. Don Mayne elected by acclamation to the office of Public Member.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario appoint Dr. Susan Warren, President, Dr. Tyrrel de Langley, 1st Vice President, Dr. Lorie Gold, 2nd Vice President, Dr. Patricia Lechten, Past President, and Mr. Don Mayne, Public Member, to the Executive Committee for 2019-2020.”

CARRIED

MOTION: It was moved and seconded,

“That all ballots for the election process be destroyed.”

CARRIED

The new President, Dr. Susan Warren, resumed the meeting as Chair.

Dr. Patricia Lechten presented Dr. Susan Warren with a CVO President pin.

At this time Dr. Susan Warren presented incoming Councillors Dr. Kerry Lissemore and Dr. Jessica Retterath with a CVO lapel pin.

The meeting adjourned at 3:35 p.m..

Dr. Susan Warren called the meeting to order at 9:02 a.m. on December 6, 2019.

7. Public Policy

7.5 Legislative Reform – Regulation Changes

Ms. Anita Lovrich, Executive Partner, Policy, introduced these agenda items.

As a result to the recommended amendments to the *Veterinarians Act* which were sent to the Ministry of Agriculture, Food and Rural Affairs last year, it became clear that new regulations would have to be drafted. College staff were tasked with working with relevant College departments to help to shape the proposed regulations and draft suggested regulation language for various parts of the regulations.

Two topics were brought forward to Council's attention – Quality Assurance and Conflict of Interest. Legal counsel provided an analysis of the conflict of interest item.

7.5.1 Quality Assurance

Council was provided with annotated proposed regulation language. As a reference document, to fully understand what the program would look like, Council was also provided with proposed Quality Assurance concepts in the Act.

Council was asked to review the proposed regulation language and provide its feedback.

Council was satisfied with the format and directed staff to proceed with the proposed regulation language regarding the Quality Assurance Program.

7.5.2 Conflict of Interest

Since the adoption of the *Veterinarians Act* and its associated regulation in 1990, the College has overseen matters related to conflict of interest with the use of the prescriptive list-based provisions outlined in Sections 42, 43 and 44 of Regulation 1093.

Veterinary medicine has evolved since the legislation was first adopted as well as the way in which veterinarians work. Veterinarians are employed in a variety of ways that are continuously changing. Corporate management entities, industry, consulting, research, non-for-profits, and pharmaceutical companies have all emerged as veterinary employers, and the professional landscape that once shaped veterinary practice has evolved in such a way that it is no longer recognized in the College's current conflict of interest provisions. This has resulted in a set of provisions that are not reflective, and have not been for some time, of the veterinary practice environment.

The use of prescriptive list-based provisions has also resulted in confusion amongst the profession about licensure requirements when working for an employer that is not specifically mentioned within the provisions. As well, the prescriptive list-based provisions related to conflict of interest create several risks related to the public interest.

Given these issues and risks, the conflict of interest provisions in Regulation 1093 were flagged as an area for review in the College's legislative reform process.

It has been suggested that the issues and risks associated with the current conflict of interest provisions could be addressed with the adoption of a regulatory approach that is more agile and adaptable to both the professional landscape and a veterinarian's professional responsibility to avoid conflicts of interest. A less stringent set of regulatory provisions would allow the College to develop policies and guidelines that could reflect both the clinical and non-clinical workplaces that exist in veterinary practice and allow the College to review and enforce the provisions based on specific circumstances and concerns. The primary benefit of these more modern approaches is that they focus on the underlying principles rather than setting out a legalistic set of rules.

Council considered a legal analysis of the conflict of interest sections of Regulation 1093 and provided its feedback.

Council directed staff to proceed with the development of new proposed regulatory wording that includes conflict of interest as a form of professional misconduct as well as a definition of conflict of interest.

7.6 Policy Statement – Non-Drug Veterinary Products

Ms. Anita Lovrich, Executive Partner, Policy, introduced this agenda item and Ms. Sarah Kirby, Policy and Project Specialist, joined the table to answer any questions.

At its June 2019 meeting, Council considered a proposed Policy Statement on the Sale of Non-Drug Veterinary Products and directed that the proposed draft Policy Statement on Sale of Non-Drug Veterinary Products, as presented, be circulated to the profession and the public for comment.

Individuals were invited to respond to questions via a survey. A survey was also conducted by "Asking Canadians" (an online research community that conducts market research on Canadian consumers).

Council considered and robustly discussed the revised Policy Statement on Sale of Non-Drug Veterinary Products and the responses received from the survey. Some Councillors found that the Policy Statement continued to be confusing and suggested that a guide be developed to accompany it.

Council directed that staff make further revisions to the Policy Statement and prepare a Guide to be included. It was suggested that these documents should be circulated for a second consultation period. Council will consider revisions at its meeting in March 2020.

7.7 Internationally Educated Veterinarians Report – Next Steps

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

At its meeting in March 2019, Council reviewed the report "Supporting Transitions – Assessing the Needs of Internationally Educated Veterinarians entering into Practise in Ontario". The aim of this report and the associated project was to better understand the supports that internationally educated veterinarians need to transition into practice in Ontario. Council accepted the report and referred it to the Registration Committee for further analysis and action.

The Registration Committee discussed the recommendations at its meeting in May. The Canadian Council of Veterinary Registrars (CCVR) reviewed and discussed the report at its July meeting.

In September 2019, the Registration Committee was updated about the CCVR discussions and the Committee reviewed its previously recorded comments and feedback.

Council considered the Registration Committee's comments and provided its feedback. Council was in support of the Registration Committee developing and implementing recommendations which can be managed within the College's mandate.

At this time the Registrar and CEO provided a presentation on Artificial Intelligence and the Future of Veterinary Medicine. All those in attendance found the presentation to be very informative.

8. Organizational Policy

8.1 Statutory Committee Slates

A slate of nominees, assembled by the Executive Committee, was presented by Dr. Tyrrel de Langley.

Executive Committee

Dr. Susan Warren, President, Dr. Tyrrel de Langley, 1st Vice President, Dr. Lorie Gold, 2nd Vice President, Dr. Patricia Lechten, Past President, and Mr. Don Mayne, Public Member.

Registration Committee

Dr. Paula Menzies, Chair, Dr. Alana Parisi, Dr. Kerry Lissemore, Dr. Hamid Rezaei Koupaei, and Ms. Rena Spevack.

Accreditation Committee

Dr. Patricia Alderson, Chair, Dr. Christine Hickman, Dr. Jessica Retterath, Dr. Sara Untch, and Ms. Joy Levison.

Complaints Committee

Mr. Andrew Glenny, Chair, Ms. Joy Levison (shadowing Mr. Glenny), Dr. Wade Wright, Dr. Ehab Hanna, Dr. Naomi Scromeda, Dr. LeeAnn Sealey, Dr. Lisa Schwarz, Dr. Natalie Soligo, Dr. Louise Kelly, Dr. Kristin Baird, and Dr. Moyra Horner

Discipline Committee

Dr. Patricia Lechten, Chair, Dr. Christine Hickman, Dr. Alana Parisi, Dr. Wade Wright, Dr. Peter Borgs, Dr. Shannah Kavonic, Dr. Lorie Gold, Dr. Tyrrel de Langley, Dr. Patricia Alderson, Dr. Paula Menzies, Dr. Kerry Lissemore, Dr. Jessica Retterath, Mr. Andrew Glenny, Mr. Don Mayne, Ms. Joy Levison, Ms. Rena Spevack, Dr. Martin Appelt, Dr. Angela Forsyth, Dr. Meredith Geldart, Dr. Enna Hughes, Dr. Steven Jacobs, Dr.

Davinder Jassal, Dr. Harold Kloeze, Dr. Lena Levison, Dr. Arif Memon, Dr. Atul Pakhawala, Dr. Ilyas Rasheed, Dr. Ravi Sankar, Dr. Sarah Thompson, Dr. Ines Walther, and Dr. Steve Watts.

Quality Assurance

Dr. Shannah Kavonic, Chair, Dr. Peter Borgs, Dr. Sue Burlatschenko, Dr. Robert Berger, and Ms. Rena Spevack

Registrar's Performance Review Panel

Dr. Susan Warren, Dr. Tyrrel de Langley, Dr. Lorie Gold, Dr. Patricia Lechten, and Mr. Don Mayne

Governance, Audit and Risk Committee

Mr. Don Mayne, Chair, Dr. Patricia Lechten, Dr. Tyrrel de Langley, and Dr. Susan Warren (ex-officio member)

Council was informed that the current College representative to the National Examining Board (NEB) will not be seeking re-appointment. Two candidates indicated interest in this position. Council was provided with a curriculum vitae of each candidate. A ballot vote was held and after the first round of votes Dr. Suminder Sawhney was declared the College representative to the NEB.

8.2 Outcomes Focused Regulation Framework

Since 2012 Council has become very diligent in its desire to achieve governance excellence within its mandate of profession-based regulation. Council has adopted a variety of tools to ensure alignment with the current public expectation of effective regulation.

In 2012 right touch regulation was adopted to ensure a focus on public interest in every policy debate. This discussion extended in to creating a risk management approach to our regulatory decision making, with a framework introduced in 2017. Similar thinking was also applied to our adjudicative responsibilities, and a "just culture" approach to complaints and discipline was introduced.

Within its current strategic plan, Council has been attentive to the increasingly external pressures for regulators to better demonstrate the public interest impact of their role. The introduction of an outcomes focused regulatory framework was identified as a tactic to assist the College in improving its performance in this area.

After several months of research and consideration, an outcomes focused regulatory framework was developed, which is intended to influence the College's policy development, its language, culture, and performance evaluation.

In reviewing documents, it was determined that revisions should be made to the College's Position Statement on Regulatory Effectiveness to reflect the Framework.

Council reviewed and provided its feedback on the Outcomes Focused Regulation Framework and revisions made to the Position Statement on Regulatory Effectiveness.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario adopt the Outcomes Focused Regulation Framework for internal use.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario accept the revisions to the Position Statement on Regulatory Effectiveness.”

CARRIED

8.3 Governance Policies

8.3.1 Councillor Self Assessment

Mr. Don Mayne, Chair of the Governance, Audit and Risk Committee, introduced this agenda item.

At its March 2019 meeting, Council provided direction to the Governance, Audit and Risk Committee (GAR) to proceed with piloting an individual self-assessment form for Councillors and to seek specific feedback on what process might be viewed as most helpful to achieve the overarching goals of Councillor success and governance excellence.

The draft self-assessment form was piloted, along with a survey on process, in April 2019.

Council reviewed and provided its feedback on the draft governance policy, summary of the survey results and revised Councillor self-assessment tool.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the draft governance policy Councillor Self-Assessment as presented.”

CARRIED

8.3.2 Workplace Respect

Mr. Don Mayne, Chair of the Governance, Audit and Risk Committee, introduced this agenda item.

In late 2018, the Registrar and CEO attended a session related to workplace harassment and governance. The session was sponsored by a legal firm in Toronto and was attended by many other regulatory colleges.

In subsequently reviewing the College’s current governance policies related to this matter, it was determined that some enhancement and alignment with provincial law would be beneficial. The College does have clear workplace harassment policies on the organization side. The Governance, Audit and Risk Committee was directed to review a new policy prior to forwarding to Council. The new policy mirrors both leal expectations and the existing staff policy.

Council reviewed and provided its feedback on the proposed draft policy Workplace Respect.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the proposed draft governance policy Workplace Respect as presented.”

CARRIED

8.3.3 Role of a Councillor Mentor

Mr. Don Mayne, Chair of the Governance, Audit and Risk Committee, introduced this agenda item.

In its work related to assuring the appropriate onboarding (orientation and support) of incoming Councillors, the College has been providing a mentorship opportunity. New Councillors are provided with a name of an experienced Councillor. Both parties are encouraged to connect and develop an informal supportive relationship, if desired. The mentorship relationship is not mandatory.

The Governance, Audit and Risk Committee (GAR) in its work to support the successful participation of all Councillors, identified a potential governance policy gap in the absence of a clear descriptor on the role of a Councillor mentor.

Council reviewed and provided its feedback on a draft governance policy Role of a Councillor Mentor.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the proposed draft governance policy Role of a Councillor Mentor as presented.”

CARRIED

8.3.4 1st and 2nd Vice President Roles

Mr. Don Mayne, Chair of the Governance, Audit and Risk Committee, introduced this agenda item.

In reviewing the orientation of new Councillors and discussing the role of a mentor, the Governance, Audit and Risk Committee (GAR) determined that there was a need to check in with new Councillors periodically during their first year on Council. The check in is not intended to take the place of an appointed mentor, nor steer Councillor decision making. It is intended to be a brief, positive, supportive phone call. It was suggested that a protocol be in place relating to this task. It was determined that this responsibility would be best overseen by the 2nd Vice President.

At its meeting held in August, the GAR Committee considered a revised governance policy on the Role of the 2nd Vice President as well as a draft protocol for “New Councillor Check In.” In reviewing this policy, it was suggested that a minor change also be made on the policy for the Role of the 1st Vice President.

Council reviewed and provided its feedback on a draft revised governance policy on the Role of the 2nd Vice President, a draft protocol on New Councillor Check-In and a draft revised governance policy on Role of the 1st Vice President.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the draft revised governance policy Role of the 2nd Vice President, draft protocol New Councillor Check In, and the draft revised Role of the 1st Vice President, as presented.”

CARRIED

9. Other Business

No other business was brought forward.

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.

14. Date of Next Meeting

The next regular meeting of Council will be held on March 24 and 25, 2020.

15. Adjourn

MOTION: It was moved,

“That the meeting of Council be adjourned.”

CARRIED

The meeting adjourned at 11:50 a.m.

Dr. Patricia Lechten
President 2018/2019

Dr. Susan Warren
President 2019/2020

Jan Robinson
Registrar and CEO

Beth Ready
Recording Secretary



THE COLLEGE OF
VETERINARIANS
OF ONTARIO

Annual Council Meeting

December 5, 2019
2:00 p.m., Council Chamber

MINUTES

Presiding Officer: Dr. Patricia Lechten

Members present: Dr. Patricia Alderson
Dr. Peter Borgs
Dr. Tyrrel de Langley
Mr. Andrew Glenny
Dr. Lorie Gold
Dr. Christine Hickman
Dr. Steven Jacobs
Dr. Shannah Kavonic
Ms. Joy Levison
Mr. Donald Mayne
Dr. Paula Menzies
Ms. Rena Spevack
Dr. Sarah Thompson
Dr. Susan Warren
Dr. Wade Wright

Regrets: Dr. Alana Parisi

Appointed officer: Ms. Jan Robinson, Registrar and CEO

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

Observers: Ms. Aneeta Bharij
Ms. Emily Ewles
Mr. Martin Fischer
Ms. Rose Robinson
Dr. Susan Sabatini
Ms. Lindsay Sproule

Guests: Ms. Donna Mehta

A Territorial Acknowledgement was provided by the President.

1. Call to order

Dr. Lechten called the meeting to order at 2:03 p.m.

2. Adoption of Agenda

MOTION: It was moved and seconded,

“That the agenda be adopted as circulated.”

CARRIED

3. Annual Reports of Committees

Written reports for each Committee were provided in the Council package.

3.1 Accreditation

Dr. Lorie Gold, Chair of the Accreditation Committee, provided an oral report.

3.2 Registration

Dr. Paula Menzies, Chair of the Registration Committee, provided an oral report.

3.3 Complaints

Mr. Andrew Glenny, Chair of the Complaints Committee, provided an oral report.

3.4 Discipline

Dr. Steven Jacobs, Chair of the Discipline Committee, provided an oral report.

3.5 Executive

Dr. Patricia Lechten, Chair of the Executive Committee, provided an oral report.

Non-Statutory Committees

3.6 Quality Assurance

Dr. Sarah Thompson, Chair of the Quality Assurance Committee, provided an oral report.

3.7 Governance, Audit and Risk Committee

Mr. Don Mayne, Chair of the Governance, Audit and Risk Committee, provided an oral report.

4. Audited Financial Statements

Ms. Donna Mehta of Cowperthwaite Mehta, Chartered Accountants presented the draft Audited Financial Statements for 2018-2019.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario accept the draft audited financial statements for 2018/2019, as presented.”

CARRIED

5. 2019 Annual Report of the College of Veterinarians of Ontario

The draft Annual Report was distributed at the meeting. The Report will be finalized and made available to all stakeholders including veterinarians.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario receive the draft 2019 Annual Report of the College of Veterinarians of Ontario as presented.”

CARRIED

6. President’s Remarks

Dr. Patricia Lechten addressed Council. She thanked Councillors and staff for their support during the past year.

7. Recognition

Dr. Patricia Lechten presented a certificate of recognition to Dr. Sarah Thompson and Dr. Steven Jacobs who were departing as Council representatives.

Dr. Susan Warren presented outgoing President Dr. Patricia Lechten with a certificate and a gift of recognition.

Adjournment

MOTION: It was moved and seconded,

“That the Annual Council Meeting be adjourned at 2:45 p.m.

CARRIED

Patricia Lechten, DVM
President

Jan Robinson
Registrar and CEO

Beth Ready
Recording Secretary