



THE COLLEGE OF
VETERINARIANS
OF ONTARIO

Council Meeting

June 24, 2020

Go-To-Meeting – Video Teleconference Call

MINUTES

Presiding Officer: Dr. Susan Warren

Members present: Dr. Patricia Alderson
Dr. Peter Borgs
Dr. Tyrrel de Langley
Ms. Gayle Ecker
Dr. Lorie Gold
Dr. Christine Hickman
Dr. Shannah Kavonic
Dr. Patricia Lechten
Ms. Joy Levison
Dr. Kerry Lissemore
Mr. Donald Mayne
Dr. Paula Menzies
Dr. Alana Parisi
Dr. Jessica Retterath
Ms. Rena Spevack
Dr. Wade Wright

Appointed Officer: Ms. Jan Robinson, Registrar and CEO

Staff attended the call: Ms. Kim Huson, Executive Partner, Communications
Ms. Sarah Kirby, 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, OMAFRA Representative

Observers attended the call: Ms. Aneeta Bharij
Ms. Emily Ewles
Mr. Martin Fischer
Dr. Colette Larocque
Ms. Rose Robinson
Dr. Susan Sabatini
Ms. Lindsay Sproule

1. Call to order

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

Dr. Warren called the meeting to order at 9:07 and welcomed Councillors, guests and observers who were attending via the teleconference call.

Dr. Warren addressed Council recognizing the challenges of the COVID-19 pandemic and the College's commitment to an inclusive, equitable and tolerant culture in light of recent events related to racialized violence.

2. Adoption of Agenda

MOTION: It was moved and seconded,

"That the agenda be adopted as circulated."

CARRIED

It was noted that agenda item 6. would be discussed at the end of the meeting via a separate teleconference call.

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
- 4.6 Ratify Executive Committee Motions

be removed from the consent agenda to be discussed separately.

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

- 4.1 Minutes from the March 24, 2020 meeting
- 4.2 President's Report
- 4.4 Committee Reports
 - 4.4.1 Accreditation
 - 4.4.2 Registration
 - 4.4.3 Complaints
 - 4.4.4 Discipline
 - 4.4.5 Executive
 - 4.4.6 Quality Assurance
 - 4.4.7 Governance, Audit and Risk
- 4.5 National Examining Board Report

MOTION: It was moved and seconded,

"That the Consent Agenda be approved with item 4.3 and 4.6 to be discussed separately."

CARRIED

4.3 Registrar's Report

The Registrar reported that the Future of Veterinary Medicine Symposium report has been finalized. The document will be posted on the College website and the link will be provided to Councillors.

The Registrar reported that a second meeting of the International Veterinary Regulatory Community was held in June with great success.

4.6 Ratify Executive Committee Motions

It was noted by a Councillor that the information provided on a Complaints Committee Appointment was incorrect. After further clarification, it was determined that the information circulated was correct. This will not require any changes.

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario accept agenda item 4.3 and 4.6 as presented."

CARRIED

5. Strategic Alignment

5.1 Evaluation

- March 24, 2020

Dr. Warren reported that the evaluation was provided for information.

5.2 Strategic Plan

5.2.1 Strategy 2023 – Year 1 Tactics

Mr. Don Mayne introduced this agenda item.

The document was provided to Council for information.

5.3 Policy Priorities

The Project Priorities Chart was provided for information.

5.4 Performance Measurement

5.4.1 Risk Framework Review

Risk activities are reported quarterly as a Key Performance Indicator. The Governance, Audit and Risk Committee report provides an update on its activity in this area. Strategic risks are reported to Council semi-annually for debate and consideration.

As many new Councillors have joined Council in the last year, it was determined that a fulsome review of the College's risk management approach would be beneficial. Ms. Shilo Tooze, Associate Registrar, Licensure, provided a presentation.

5.4.2 Key Performance Indicators

Mr. Don Mayne introduced this agenda item.

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

The Associate Registrar, Licensure answered questions posed by Councillors.

Council is provided with a Dashboard on a quarterly basis.

5.5 Outcomes Focused Regulation

5.5.1 Impact Strategy Unit Launch

In December 2019, Council adopted an Outcomes Focused Regulation Framework. A staff led Impact Strategy Unit was formed to ensure that approved policies, or policies with identified issues of strategic risk had an intentional review and an implementation strategy aimed at behavioural change and evaluation, not just communication. The Impact Strategy Unit coordinates with the Risk Analysis and Mitigation Unit.

The Impact Strategy Unit has two matters it is considering action on related to impact and outcomes review. The Unit meets quarterly post Council meetings to determine its priorities based on Council direction.

Council will receive reports from the Impact Strategy Unit on a semi-annual basis.

5.5.2 Remedial Undertakings – Outcomes Report

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

In early 2019, the College added the process of conducting assessments before and after the remedial components of its undertakings coming out of the Executive Committee and Complaints Committee and asked that these assessments be added to Discipline Orders from disciplinary panels. The intent of this addition was to assess whether the remedial activities being ordered actually improved the practice of the veterinarian involved.

Remediation costs are generally the responsibility of the veterinarian involved. However, the College decided to pay for these assessments as these are seen as an important tool to demonstrate to the public that the College is in fact meeting its mandate of public protection.

Veterinarians who are engaged with the remediation process are able to demonstrate learnings and improve on practice deficiencies. These improved practices are a demonstration of the College's commitment to public protection and willingness to assist veterinarians to ensure practice standards are met.

The assessment processes allow the College to demonstrate that each case has been evaluated to ensure that the necessary practice improvements have been made and where necessary to take steps to address any ongoing deficiencies. This is a demonstrated link to the College's risk management strategy and is a risk mitigation technique to reduce subsequent complaints about the same practice issues.

The College will continue to pay for the remedial assessments as their value is significant.

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. 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:

- clinics online ordering capacity during COVID-19
- distressing article relating to puppies found dead on a plane that came from the Ukraine – the CVMA has circulated communication on this topic
- intolerance of clients during COVID-19 – may see increase in complaints cases
- veterinarians struggling with mental health issues during COVID-19
- many barriers relating to virtual technology during COVID-19
- more extensive use of telemedicine during COVID-19 for small animals – not so much for large animal medicine – the College will be reviewing the telemedicine professional practice standard in September
- article relating to a discipline panel at the CPSO – the panel rejected a joint submission – joint submissions are typically accepted

6. Registrar's Performance Review

The Registrar's Performance Review was held in camera at the end of the Council meeting.

7. Finance

7.1 Financial Statements ending April 30, 2020

Council reviewed the Variance Report, Balance Sheet, and Revenue and Expenses Statement ending April 30, 2020.

These documents are presented as information only.

7.2 Building Update

Council previously discussed, at its March 2019 meeting, future space needs at the College office. Council's consensus, but not a final decision, supported selling the current building asset and moving to a new space that would be leased not purchased.

Council was provided with an updated report on the College's expected future premises needs. The Registrar addressed Councillors' questions. A final decision will be required in the fall of 2020. Further information will be provided to Council at its September 2020 meeting.

8. Public Policy

8.1 Policy – Forms of Energy (Position Statement & Policy Statement)

Ms. Sarah Kirby, Policy and Project Specialist, introduced this agenda item.

In March 2020, Council reviewed a second iteration of a staff-developed risk report related to the use of forms of energy on animals. The report was centered around key identified forms of energy and sought to categorize the different forms into classes of regulatory oversight based on their associated risks.

Council directed that staff proceed with the development of policy based on the recommendations put forward within the report.

Council considered and provided its feedback on a draft Position Statement – Use of Forms of Energy in the Treatment and/or Care of Animals and a draft Policy Statement – Use of Forms of Energy in the Treatment and/or Care of Animals.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct staff to publish the draft Position Statement on the Use of Forms of Energy in the Treatment and/or Care of Animals as amended.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct staff to publish the draft Policy Statement on the Use of Forms of Energy in the Treatment and/or Care of Animals as amended.”

CARRIED

8.2 Conflicts of Interest in the Practice of Veterinary Medicine

Dr. Shannah Kavonic, Chair of the Quality Assurance Committee introduced this agenda item and Dr. Kim Lambert, Associate Registrar, Quality Assurance and Ms. Sarah Kirby, Policy and Project Specialist were available to answer any questions.

In December 2019, Council considered a Briefing Note on Personal Conflicts of Interest in Veterinary Practice. Council directed staff to proceed with developing a draft policy statement related to conflict of interest.

Council considered and provided its feedback on a draft Professional Practice Standard on Conflicts of Interest in the Practice of Veterinary Medicine.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the draft Professional Practice Standard on Conflicts of Interest in the Practice of Veterinary Medicine for stakeholder consultation, as amended.”

CARRIED

8.3 Policy Statement - Wildlife

In September 2019, a first draft of the Policy Statement on Provision of Veterinary Services to Wildlife was presented to Council for its consideration. Council directed that the draft policy statement be circulated for targeted consultation.

The feedback received from the targeted consultation was vast and informative. Following review of the feedback, College staff developed a second draft of the policy statement. The revised statement was circulated for targeted consultation.

Council considered and provided its feedback on a draft revised Policy Statement on Provision of Veterinary Services to Wildlife.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct that the draft Policy Statement on Provision of Veterinary Services to Wildlife, be published, as amended.”

CARRIED

8.4 Legislative Reform

8.4.1 Advertising

Ms. Sarah Kirby, Policy and Project Specialist, introduced this agenda item.

Since 2019, Council has been reviewing proposed regulatory language related to the modernization of the *Veterinarians Act*. Council has approved language related to registration, accreditation, delegation, quality assurance, and professional misconduct.

The staff working group tasked with reviewing the advertising sections of Ontario Regulation 1093 completed its proposed regulatory language for Council's consideration.

Council considered and provided its feedback on the proposed advertising language. Council directed the College to proceed with the proposed regulation language for advertising.

9. Organizational Policy

9.1 2021 Draft Meeting Schedule

Council considered a draft 2021 meeting schedule.

Council reviewed the schedule and will make note of the 2021 dates.

9.2 Governance Policy – Document Security

The College has had a governance policy on document security for several years. In reviewing this, it became evident that some committee members are downloading and saving documents to all different types of devices and the policy is not being followed.

Best practice would encourage one common system in place for downloading documents for use in order to assure the confidentiality and privacy of College documents.

Council considered and provided its feedback on a draft, revised governance policy on document security.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the draft governance policy on Document Security as presented.”

CARRIED

9.3 Draft Governance Policy – Regulatory Sandbox

A regulatory sandbox is a tool designed to allow a regulator to modify specific legal and regulatory requirements to create a safe space to experiment with an innovative idea while mitigating any fallout from failure. It is particularly helpful in identifying where existing regulations hinder innovation and where amended rules might better manage public protection.

The initial thinking on a regulatory sandbox and veterinary medicine came from the College’s international Advisory Group on Innovation and Technology. The group is attempting to determine a positive way to engage the regulatory and innovator communities in the development of new technology for the purpose of health assessment, treatment and monitoring in animals. A next iteration of the Advisory Group, in the form of a Global Veterinary Innovation Network, is in development and includes the concept of sandboxes as a future need.

A first draft of a governance policy on Regulatory Sandbox was provided to Council for its consideration.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the draft governance policy on Regulatory Sandbox as presented.”

CARRIED

10. Other Business

No other business was brought forward.

11. Notice of Motion

No notice of motion was brought forward.

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/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.

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 Meeting

The next regular meeting of Council will be held on September 29 & 30, 2020.

15. Adjourn

MOTION: It was moved,

“That the meeting of Council be adjourned.”

CARRIED

The meeting adjourned at 3:20 pm.

At this time all Councillors, staff, guests and observers exited the teleconference call.

6. Registrar’s Performance Review (in camera session)

Councillors were asked to call in after they exited the Council teleconference meeting to discuss agenda item 6. Registrar’s 2021 Goals. This was an in camera session and only Councillors and the Registrar were in attendance.

Councillors received a report of the Registrar’s 2021 goals.

Dr. Susan Warren
President

Jan Robinson
Registrar and CEO

Beth Ready
Recording Secretary