

Minutes



Legacy Council Meeting

September 23, 2024

2-71 Hanlon Creek Blvd.

In-Person Meeting

Presiding Officer: Dr. Wade Wright

Members present:

- Dr. Patricia Alderson
- Dr. Claire Beauchamp
- Dr. Kathleen Day Dunbar
- Ms. Cathy Hecimovich
- Dr. Louise Kelly
- Ms. Catherine Knipe
- Dr. Lena Levison
- Dr. Clayton MacKay
- Dr. Sean Marshall
- Dr. Alana Parisi
- Dr. Sami Qureshi
- Dr. Jessica Retterath
- Mr. Douglas Reynolds
- Ms. Rena Spevack
- Dr. Yashvir Varma
- Dr. Michael Zigler

Appointed Officer: Jan Robinson, Registrar and CEO

Staff attending:

- Ms. Emily Ewles, Principal, Quality Assurance
- Ms. Kim Huson, Director, Communications & Engagement
- Ms. Sarah Kirby, Director, Policy
- Dr. Kim Lambert, Associate Registrar, Regulatory Programs
- Ms. Kali Pieters, Policy & Projects Coordinator
- Ms. Lesley Rankin, Director, People & Resources
- Ms. Shilo Tooze, Deputy Registrar
- Ms. Alice Couto, Executive Assistant

1. Call to Order

A Land Acknowledgement was read aloud by the President.

Dr. Wright called the meeting to order at 9:00 am and welcomed Councillors.

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.

All the following consent agenda items were approved as presented:

- 5.1. Approval of Minutes
June 19, 2024
- 5.2. President’s Report
- 5.3. Registrar’s Report
- 5.4. Committee Reports
 - 5.4.1. Accreditation
 - 5.4.2. Registration
 - 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 as presented.”

CARRIED

6. Strategic Alignment

6.1 Evaluation

Dr. Alana Parisi introduced this agenda item.

Council reviewed the meeting evaluation from its meeting held in June 2024.

6.2 Strategic Plan

6.2.1 Year-2 Tactics Progress Report

Councillors were provided with the Summary from Year-2 Tactics.

The Registrar answered questions from Council members.

6.3 Policy Review and Project Priorities Update

The Policy and Project Tracking Chart was provided for information.

6.4 Performance Measurement

6.4.1 Key Performance Indicators

Ms. Shilo Tooze, Deputy Registrar joined the table.

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

Council is provided with a Dashboard on a quarterly basis.

6.5 Outcomes Focused Regulation

6.5.1 Update

The Policy and Project Tracking Chart was provided for information.

Finance

7.1 Financial Statement ending July 31, 2024

Ms. Lesley Rankin, Director, People & Resources joined the table. Council reviewed the Variance Report, Balance Sheet, and Revenue and Expenses Statement ending July 31, 2024.

The documents are presented as information only.

7.2 Budget 2025

The Registrar provided an overview on the key areas of importance in formulating the proposed 2025 budget.

Ms. Catherine Knipe recommended that independent quotes for staff benefits carriers be conducted due to the projected increase in costs in that area for 2025.

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 discuss budget matters.”

A discussion on budget 2025 staffing matters were discussed in camera. No minutes were taken due to confidentiality.

MOTION: It was moved and seconded,

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

CARRIED

The Registrar responded to additional questions of Councillors regarding a more detailed explanation of certain budget lines and a discussion ensued.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the proposed Operating Budget for the year 2025 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 2025 as presented.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the Special Projects Budget for the year 2025 as presented.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario transfer \$958,000 from the reserves fund to the Transition Council budget.

CARRIED

7.3 Draft Policy – Unrestricted and Internally Restricted Net Assets

The Registrar introduced this topic noting that the Council had discussed the need for a net assets policy to ensure that its good practices are transparent and clear. In June a first draft was introduced for consideration and Council’s request was to have the Registrar review the College’s needs in this area with the auditor before deciding.

Since that time the Registrar has met with the auditor for their advice. The auditor was clear that the College’s current financial position, specifically referencing its assets would not be of concern to the Auditor General. Unrestricted assets are well below annual operating costs and restricted assets are

used regularly. In addition, income from assets is not sufficient to trigger concerns regarding tax levels. The auditor did support having a policy in place for transparency purposes.

Council was provided with a next draft policy for consideration. A discussion ensued and the Registrar answered questions posed by Councillors.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario accept the draft policy as presented with a direction for staff to determine a reserve target for presentation to Council at its December meeting.”

CARRIED

Public Policy

8.1 After Hours Care Task Force Update

Dr. Claire Beauchamp, Councillor and Co-Chair of the After-Hours Veterinary Care Taskforce provided an After-Hours Task Force update. She discussed the meetings that had occurred to date, the role of the RVT, shifts in client and veterinary expectations, linking after hours veterinary care as well as looking at various solutions.

Dr. Beauchamp answered questions posed by Councillors.

8.2 Antimicrobial Stewardship – Next Steps

The Registrar introduced this topic noting that as part of the Legacy Council’s strategic plan and its continuing objectives under One Health, the aim is to determine what the opportunities to support the broader mission of safeguarding antimicrobials for use by animals and humans when needed are.

Based on the College’s work to date, the suggestion would be to launch a new campaign to raise awareness of the current national, high attention on antimicrobial stewardship, and to seek opportunities to shape the prescribing behaviors and choices of veterinarians that best align with the intended government goal of the reduced use of publicly important antimicrobial drugs in animals.

The Registrar further noted that while the project will set its attention on all veterinarians, it will acknowledge the leadership of the food animal veterinary sector in improving and in some cases, eliminating the use of publicly important antimicrobials in the medical care of animals. A suggested set of objectives and resulting deliverables were discussed.

A discussion ensued and the Registrar answered questions posed by Councillors.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario accept the antimicrobial stewardship project recommendations as presented.”

CARRIED

8.3 Embedding IDEA in the Code of Ethics of the Profession

Dr. Patricia Alderson introduced the topic and Dr. Kim Lambert, Associate Registrar, Regulatory Programs and Ms. Emily Ewles, Principal, Quality Assurance joined the table.

Dr. Patricia Alderson referred Council to the current Code of Ethics document and outlined the work of the Quality Assurance Committee. The Quality Assurance Committee recommended revising the Code of Ethics to include adding ethical principals and duties for conduct that support anti-racism, inclusivity and cultural safety in the practice of veterinary medicine.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct the Quality Assurance Committee to revise the Code of Ethics.”

CARRIED

8.4 Regulatory Sandbox (in camera)

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 discuss a Regulatory Sandbox proposal.”

A discussion regarding the regulatory sandbox proposal took place. No minutes were taken due to confidentiality.

MOTION: It was moved and seconded,

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

CARRIED

The regulatory sandbox proposal was approved with additional guidance to the sponsors.

Organizational Policy

9.1 By-Law Review – Non-Councillor Committee Member Terms

The Registrar introduced this topic noting that Council finalized the previous By-Law revision and an election for the 2025 Legacy Council has not been held. The additional intent of Council is to stabilize its committee membership for this same time frame. To that end, the Committee Chairs and senior staff were consulted on the performance of their existing non-Council members and whether they would recommend continuation of their terms, if possible. The survey was completed and most of the individuals currently serving were recommended for continuation. Letters of interest for continuation were sent to the confirmed names seeking their individual interest in remaining with the Committee until proclamation.

While it is projected that full proclamation of the new Act will likely occur within two years,

it was suggested that moving the term length to 9 years from 6 years would provide for some agility should the timing change. This proposed change, would need to be publicly posted for consultation for 60 days before final consideration in December.

A discussion ensued and the Registrar answered questions posed by Councillors.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the By-law changes for consultation as presented.”

CARRIED

9.2 Sunsetting GAR and Community Reference Panels

Dr. Jessica Retterath introduced this topic. She noted that as the College moves towards the launch of the new Veterinary Professionals Act, the work of the Legacy Council is starting to finish up. Two areas of discussion for consideration are the Governance, Audit and Risk Committee (GAR) and the Community Reference Panels.

Dr. Jessica Retterath noted that at both the GAR and Executive Committee meetings discussions around the two remaining areas of work that need to be continued were assisting with the financial audit and monitoring the leading and strategic risks of the College. As policy work winds down, the Executive Committee would have the time to take on these governance areas of work to complement its statutory case matter work. It was agreed that GAR resources (Committee member time, financial resources, staff time) could be better allocated elsewhere. To that end, it was proposed that the GAR complete its work in December 2024 and that the Committee be discontinued beyond that date. Similarly, the Community Reference Panels policy work and advice for the Legacy Council has greatly reduced and as such it was proposed that the Community Reference Panels be discontinued beyond December 2024.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario sunset the Governance, Audit and Risk Committee and the Community Reference Panels in December 2024 and thank all participants for their contributions.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the proposed By-Law changes for circulation.”

CARRIED

10. Council Roundtable

Media Trends, Regulatory, Legal, Public and General

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

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:

United States Congress considers bill helping with costs of veterinary care and pet insurance.
<https://www.avma.org/news/congress-considers-bill-helping-costs-veterinary-care-pet-insurance>

Loving Pets to Debt
<https://www.nytimes.com/2024/07/12/podcasts/the-daily/pets-veterinary-bills.html>

11. Other Business

Dr. Wade Wright, President, asked that Councillors submit their expense reports to meet year-end deadlines.

12. Notice of Motion

No notice of motion was made by any Councillor.

13. 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.

14. 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.

15. Date of Next Meeting

The next regular meeting of Council will be held on December 4-5, 2024.

16. Adjourn

MOTION: It was moved,

“That the meeting of Council be adjourned.”

CARRIED

The meeting adjourned at 12:35 pm



Dr. Wade Wright
President



Jan Robinson
Registrar and CEO



Alice Couto
Recording Secretary