

# MINUTES OF COUNCIL MEETING

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Held on December 11, 2019 9:30 am to 5:00 pm  
Boardroom (21 St. Clair Avenue East)

Chair: Claire Ramlogan-Salanga, RM

Present: Deirdre Brett; Lilly Martin, RM; Lisa Nussey, RM; Susan "Sally" Lewis; John Stasiw; Jan Teevan, RM; Edan Thomas, RM; Maureen Silverman, RM; Marianna Kaminska; Judith Murray; Claudette Leduc, RM; Isabelle Milot, RM;

Regrets:

Staff: Kelly Dobbin; Marina Solakhyan; Johanna Geraci; Carolyn Doornekamp; Nila Halycia

Observers Christine Allen (AOM); Ross Smith, Ministry of Health (attended in PM)

Recorder Zahra Grant

1. Call to Order, Safety, Welcome and Land Acknowledgement

Claire Ramlogan-Salanga, Chair, called the meeting to order at 9:34 am and welcomed all present.

2. Declaration of Conflict of Interests

No conflicts of interest declared.

3. Proposed Agenda

MOTION: That the proposed agenda of December 11, 2019 be approved as presented.

Moved: Lilly Martin

Seconded: Isabelle Milot

4. Consent Agenda

MOTION: THAT THE CONSENT AGENDA CONSISTING OF:

- Draft Minutes of October 9, 2019 Council Meeting

Quarter two reports of:

- Inquiries, Complaints and Reports Committee
- Registration Committee
- Quality Assurance Committee
- Discipline Committee
- Fitness to Practise Committee Report

- Client Relations Committee

Moved: Sally Lewis  
Seconded: Claudette Leduc  
CARRIED

## 5. President's Report

Claire Ramlogan-Salanga presented her first report as Council President highlighting the governance-related activities she has participated in since assuming the role and the various stakeholder meetings that were attended. The opportunity to meet with other regulatory organizations such as the Canadian Network of Agencies for Regulation and the Canadian Midwifery Regulators Council helped bring into perspective an understanding of regulatory frameworks across Canada and contextualized the work at the College.

The President introduced the subject of strategic planning for the College, proposing that a strategic planning working group be constituted to develop the next strategic plan of the College to be reviewed and approved by Council December 2020. A description and overview of the Strategic Planning Committee and how it would function over the course of the year was provided. The committee will meet approximately 3-4 times over the course of the year with the support of College staff. Activities and progress will be reported to the Council at relevant meetings for updates and feedback during the process.

A change in the strategic planning cycle will see the cycle aligning with fiscal year as opposed to the calendar year launching on April 1, 2021; main consideration being that annual budgets align with strategic plan. Composition of the committee would be two professional members, two public members, and the Council Chair. Previous working group members shared their experiences prior to a call-out on the floor for interested Council members to participate in the working group.

MOTION 5a: That the President's Report to Council be approved as presented

Moved: Lisa Nussey  
Seconded: Jan Teevan  
CARRIED

MOTION 5b: That the Strategic Planning Working Group consisting of:

Claire Ramlogan-Salanga, Chair  
Deirdre Brett (public)  
Marianna Kaminska (public)  
Claudette Leduc (professional)  
Isabelle Milot (professional)

And that the Terms of Reference of the working group be approved as presented.

Moved: Maureen Silverman

Seconded: Sally Lewis  
CARRIED

## 6. Executive Committee Report

Claire Ramlogan-Salanga, Chair introduced the Executive Committee report summarizing the recent activities and decisions of the committee. The committee is making a recommendation to Council that a Comprehensive Assessment of the External Auditor be approved by the Council for the 2020 audit, in order to pilot the comprehensive audit tool which has not been used since the introduction of the tool three years ago. It has been estimated that the financial impact will be minimal to none to the College in doing a comprehensive assessment instead of the usual annual assessment.

6.1 MOTION: That the Executive Committee report be approved as presented and that the recommendation that a Comprehensive Assessment of the External auditor be performed in 2020.

Moved: Lilly Martin  
Seconded: Claudette Leduc  
CARRIED

The Executive Committee also presented its recommendations for Chair appointments and committee compositions, including appointment of non-Council committee members.

MOTION: That Jillian Evans and Samantha Heiydt be appointed as public non-Council committee members for a one-year term; that Christi Johnston, Alexandra Nikitakis-Candea be reappointed as professional non-Council committee members for one-year terms; and that the committee composition recommendations for 2020 be approved as presented.

Moved: Claudette Leduc  
Seconded: Jan Teevan  
CARRIED

## 7. Registrar's Report

Kelly Dobbin, Registrar introduced her report to Council. It was noted for Council that the format of the report included in the meeting materials was revised to align with expectations based on the Registrars' job description as well as to aid Council members during their annual review of the Registrar.

The Registrar distributed to Council copies of the public consultation report from the Ministry of Health of British Columbia who had commissioned Harry Cayton, the former CEO of the Professional Standards authority in the United Kingdom to review and present recommendations for the province's health regulatory framework. BC has already taken steps to implement proposed changes.

The report was brought to Council because many of the recommendations may be of interest in terms of governance trends. For example, a change is being made in BC to reduce the number of regulatory health Colleges from 20 to 5. It was noted that the College of Midwives of BC and the College of Nurses of BC would be merging. Currently, there is no indication that Ontario is considering similar changes as recent focus of the Ministry has been on Regulatory Performance Measurement whereby all Colleges will be reporting annually on how they are meeting regulatory objectives.

The Registrar then provided Council with a summary of the annual operational plan with updates on College initiatives and activities related to strategic priorities over the year. Looking ahead at the upcoming year, the Strategic Planning Working Group will work closely with the Registrar and Director of Regulatory Affairs to develop and propose new strategic priorities and a plan to present to Council for approval for the December 2020 meeting.

MOTION: That the Registrar's report be approved as presented.

Moved: Claudette Leduc

Seconded: Jan Teevan

CARRIED

#### 8. IN CAMERA

The Council went in Camera from 10:30 am to 11:15am pursuant to clause 7.2(b) of the Health Professions Procedural Code of the Regulated Health Professions Act, 1991 in that financial personal or other matters may be disclosed of such a nature that the harm created by the disclosure would outweigh the desirability of adhering to the principle that meetings be open to the public.

MOTION 8a: Be it resolved that the Council move in-camera at 10:30am

MOVED: Jan Teevan

SECONDED: Maureen Silverman

CARRIED

MOTION 8b: Be it resolved that the Council move out of In-camera at 11:15 am

MOVED: Lisa Nussey

SECONDED: John Stasiw

CARRIED

#### 9. Drug Regulation

Marina Solakhyan, Director of Regulatory Affairs presented the proposed draft of the Drug Regulation which had been circulated to membership and the general public for a 60-day consultation. A review of the proposed draft including the feedback received during the consultation was discussed in detail by the Council.

The current regulation lists drugs and substances used to provide routine midwifery care, including those used to manage emergencies. It was requested of the College by the Ministry of Health and Long-Term Care, to amend its drug regulation under the Midwifery Act to include categories of drugs and to have it submitted by December 31, 2019. The categories are based on the American Hospital Formulary Service (AHFS) which is a system of drug classification based on a hierarchical numeric structure and the drugs are classified together with other drugs with similar pharmacologic, therapeutic, and/or chemical characteristics. The proposed draft follows this direction.

The major themes of the consultation were shared with the Council, they included:

- Requests for additional drugs and substances
- Concerns that the scope of practice is expanding into high-risk midwifery care
- Midwives need additional education and training
- Midwives need more access to laboratory tests
- Increase in workload and responsibility without compensation

Any requests for additional drugs and substances were considered and instances where it was clear that the drug or substances was part of routine midwifery care or in cases of emergencies that midwives are expected to manage, it was added for inclusion in its relevant category.

The concern regarding scope of practice seems to have been raised because the category approach includes drugs listed that are not necessarily within midwifery scope whereas previously it was a clear delineated list. It was clarified for the Council that even though a specific drug may fall under a category and is listed, if it does not fall within the scope of midwifery care, midwives are not permitted to use it. The scope of practice is defined under that Midwifery Act and is not changing. The approach to emergency drugs is also not changing. Midwives are expected to manage emergencies not high-risk clients.

To communicate changes and making sure midwives have a clear understanding of how to approach the proposed drug regulation, additional education and training will be developed and delivered by the College and will become a condition of registration. Details on this process will be brought to Council in March.

Regarding access to lab tests, Council was reminded that submissions regarding midwives' access to laboratory tests were made to the Ministry in January 2017 and to date is awaiting response.

Lastly, regarding the compensation of midwives, this is not a decision that falls under the mandate of the College, whose duty is to protect public interest through the regulation of competent and engaged midwifery professionals. However, as it relates to professional engagement, compensation is of relevant interest and the College will bring this concern to the AOM. It was noted for consideration that the proposed drug regulation may actually reduce the workload because less time will be taken with consulting for conditions midwives are already competent to manage.

The Council had a thorough discussion of the proposed draft and the feedback of the consultation. Although the proposed regulation is not in the form of broad prescribing as was initially requested by the College's Council in 2017, it was agreed that the direction of the Ministry is still an improvement for midwives to provide effective and efficient midwifery care. The Council also agreed that the results of the consultation show a need for member education on how the changes will impact the profession with clear emphasis that it is not a change of scope.

**ACTION ITEMS:**

- Revisions to Prescribing and Administering Standard
- Clear communication to members
- Development of Scope of Practise Guide (already being drafted by the QAC)
- Approval of mandatory training courses (March Council)
- Deliverance of webinars
- Enforcement and monitoring systems

**MOTION:** That the proposed Designated Drugs and Substances Regulation made under the Midwifery Act be approved as Presented.

**MOVED:** Lilly Martin

**SECONDED:** Maureen Silverman

**VOTE:**

**In Favour (10):** Deirdre Brett; Susan "Sally" Lewis; John Stasiw; Jan Teevan, RM; Edan Thomas, RM; Marianna Kaminska; Judith Murray; Claudette Leduc, RM;

**Against:** None

**Abstentions (2):** Lisa Nussey, RM; Isabelle Milot, RM

**CARRIED**

10. Quality Assurance Peer & Practice Assessment Program

Lilly Martin, Chair of the Quality Assurance Committee provided Council with an overview of the College's redesigned Peer and Practice Assessment Program which is prepared to launch January 2020. Assessors have been hired, trained and have piloted assessment tools. Approximately 10% of membership who are practising in the General or Supervised class are eligible for assessment.

**MOTION:** That the Quality Assurance Peer & Practice Assessment Program be approved as presented.

**Moved:** Jan Teevan

**Seconded:** Claudette Leduc

**CARRIED**

11. Requalification Program Policy

Edan Thomas, Chair of the Registration Committee introduced the Requalification Program Policy which is being proposed to Council for rescinding. The Policy is

redundant as it reiterates requirements already outlined in the regulation. The Registration committee has tools for determining requalification plans when needed and the College fees and remuneration by-laws have a reference to applicant/members bearing all cost of requalification programs.

MOTION: That the Requalification Program Policy be rescinded by Council effective immediately.

MOVED: Edan Thomas

SECONDED: Jan Teevan

CARRIED

#### 12. Criminal Record Screening Policy

Edan Thomas, Chair introduced to the Council amendments being proposed to the Criminal Record Screening Policy to clarify the vulnerable sector check requirements. Specifically, clarifying that the check must be conducted no more than six (6) months prior to submission of a complete application for registration and that the criminal record check be conducted in Canada.

MOTION: That the proposed changed to the Criminal Record Screening Policy be approved for implementation effective January 15<sup>th</sup>, 2020.

MOVED: Maureen Silverman

SECONDED: Marianna Kaminska

CARRIED

#### 13. ADJOURNEMENT

MOTION: THAT THE MEETING BE ADJOURNED AT 3:30 pm.

MOVED: Judith Murray

SECONDED: Jan Teevan

CARRIED