

# MINUTES OF COUNCIL MEETING

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Held on December 9, 2020 | 9:30 am to 2:50 pm  
Microsoft Teams Videoconference

Chair: Claire Ramlogan-Salanga

Present: Jan Teevan, RM; Lilly Martin, RM; Edan Thomas, RM; Maureen Silverman, RM; Claudette Leduc, RM; Marianna Kaminska; Judith Murray; Don Strickland; Pete Aarssen; Sarah Baker; Karen McKenzie, RM

Regrets: Isabelle Milot

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

Observers: Amy Moland-Osborne, RM; Mel Hartzell, RM; Sarah Kibaalya (MOH)

Recorder Zahra Grant

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

Claire Ramlogan-Salanga, Chair, called the meeting to order at 9:32 and welcomed all present. Three observers were in attendance and were welcomed. Don Strickland, VC (Public) was then introduced and shared a land acknowledgement.

## 2. Declaration of Conflict of Interests

No conflicts of interest were declared.

## 3. Proposed Agenda

MOTION: That the proposed agenda of December 9, 2020 be approved as presented

Moved: Pete Aarssen  
Seconded: Judith Murray  
CARRIED

## 4. Consent Agenda

The consent agenda was approved as presented noting the following typographical errors that will be revised in draft of the September 30, 2020 minutes:

- The Council year for which slate of Council was approved should read 2019-2020 not 2018-2019
- Spelling of staff member name Nadja Gale to be corrected

MOTION: That the consent agenda consisting of:

- Draft Minutes of the September 30, 2020 Council Meeting be approved noting a correction to the motion on agenda item 10 regarding the approval of Council slate correcting the year of approval to 2020-2021.

Quarter 2 Reports of:

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

Moved: Judith Murray

Seconded: Jan Teevan

CARRIED

## 5. Chair Report

The Chair, Claire Ramlogan-Salanga introduced her report providing highlights. A moment was taken to acknowledge the difficulty of the past year from pandemics and social unrest and how these global events have impacted public institutions, the College being no exception. The Chair commended the efforts of the Council, Registrar and College staff in navigating the pandemic and the seamless transition to working remotely. The Chair also emphasized the importance of Council and the College continuing to work on developing various ways to incorporate equity, diversity and inclusion into the work of the College.

The Chair acknowledged that since the pandemic, with almost all business and communications moving to online format it has been hard to forge human connections between members of Council and maintain the synergy of in-person meetings, many Council members echoed these sentiments in their Council evaluation responses. The Chair emphasized that this is an issue that she has reflected a lot on and will speak more to it later in the meeting when presenting on the results on the annual evaluation.

MOTION: That the Council Chair's report be accepted as presented

Moved: Marianna Kaminska

Seconded: Edan Thomas

CARRIED

## 6. Executive Committee Report

The Chair introduced the Executive committee report starting with a presentation giving an overview of the annual Council Evaluations. Eleven responses were received, meaning that a couple members did not participate in the evaluation and the Chair emphasized the importance of all members of Council participating in process to ensure robust, accurate results but also recognized that there may be reasons why a member may not respond, for example if they are very new to the Council. In the future, the survey will include at the very beginning an option to indicate whether or not the survey would be completed, and if not, the reason why. Overall, based on the responses received, Council is functioning well with no major concerns.

A tentative roster of potential trainings based on feedback received from the evaluation was shared with the Council. A new process is also being proposed for training days to include "personal check-ins" as part of each training day agenda. As was highlighted earlier, some of the feedback shared by multiple members of Council was how the online format makes it hard to connect in personal ways with their colleagues. The check-in will be an opportunity for Council members to engage with and get to know each other in a more informal way.

The Chair shared that the College saw an increase of professional non-Council appointments this year. Creating opportunities for professional and public engagement on College committees continues to be a goal of the College and the committee is recommending five new eligible appointments. The College's current two professional and three public non-Council appointees are also being recommended for re-appointment. The committee is also proposing its first non-Council public committee member as Chair of the Investigations, Complaints and Reports committee. The proposed committee composition chart was included in materials for Council reference and review.

The committee concluded its Comprehensive Assessment of the financial audit. It is the first year the Executive committee has embarked on this endeavour and while it had its challenges this year with the completely remote format, the process went well and Hilborn, LLP, the auditing firm, was very engaged throughout the whole process. The committee was able to have all their questions during the process fully and candidly answered. A summary report was included in the materials and the committee is proposing that Hilborn be renewed as auditor and that a general annual assessment be conducted by the committee for the upcoming year.

The Chair advised that the Q2 statement of operations was reviewed and approved by the committee and was included in the report for Council's reference.

The committee is also bringing forward a new policy for approval to address the College's net assets. Carolyn Doornekamp, Director of Operations joined the meeting to answer questions regarding the proposed policy.

The proposed *Internally Restricted and Unrestricted Net Asset Policy* recognizes that the College still projects a few years ahead in which the College will run deficit budgets that are offset by the College's current existing net assets. Projections of annual budgets up to the estimated break-even year were included in the materials but it was reiterated for Council that budgets are approved on an annual basis and it will be revised once the College's new 5-year costed strategic plan has been completed and then it can be determined how deficit projections will be affected and if current assets will continue to fall within the unrestricted net asset range determined in the policy.

The policy was created after researching best practices and reviewing similar organizations' policies. It was also shared with the College's external financial auditor for additional guidance. Especially being an organization where revenue is generated mostly through membership fees, the policy sets the guidelines that will trigger important considerations such as the review of membership fees for instance should the College get to a position where net assets fall in excess of established range.

The policy currently proposes an amount of \$300,000 be internally restricted designed to cover unforeseen expenses related to Investigations and Hearings, in addition to the \$16,000 currently internally restricted for counselling and therapy.

Sam Goodwin of Goodwin Consulting joined the meeting and presented an overview of the Registrar's evaluation process for the upcoming 2020-2021 evaluation cycle. A timeline for this current cycle was shared. Mr. Goodwin presented a detailed review of the current process and what the process will look like with his support, including a clear description of what role he plays in the process.

MOTIONS:

I. That the Executive Committee Report be approved as presented.

II. That the eligible non-Council committee candidates:

Professional

Christi Johnston, RM  
Alexandra Nikitakis, RM  
Maryam Rahimi-Chatrri, RM  
Sabrina Blaise, RM  
Sarah Kirkland, RM  
Kristen Wilkenson, RM  
Jessica Raison, RM

Public

Samantha Heiydt  
Jill Evans  
Sally Lewis

be approved for appointment and that the proposed committee composition for 2021 be approved as presented.

III. That Hilborn, LLP be renewed as auditor for an annual assessment for the following year.

IV. That the Internally Restricted and Unrestricted Net Asset Policy be approved as presented.

V. That the College internally restrict \$300,000 for the Investigations and Hearings Internal Restriction as detailed in the policy

Moved: Judith Murray

Seconded: Jan Teevan

CARRIED

7. Registrar's report

The Registrar, Kelly Dobbin introduced her report and provided highlights.

As reported in the meeting materials, changes to the General Regulation under the *Midwifery Act*, specifically related to amendments to part I, Quality Assurance and the request to rescind Part II, Notice of Open Meetings and Hearings had been signed by the College and was awaiting

cabinet approval. The Registrar updated the Council that since the posting of materials the Quality Assurance regulation had been approved, a great achievement for the College which will allow for more flexibility and evidence-based approaches to the program.

Regarding the proposed changes to the Drug Regulation, which was submitted by the College December 2019, College staff responded to feedback shared by the Ministry which was received during their own consultation on their Regulatory Registry. The College does not anticipate further changes to the regulation in response to the feedback.

On November 26, 2020 the College had a meeting with the Ministry regarding the College Performance Management Framework (CPMF). The College provided an initial first submission reporting on Domain 3: System Partner which details how the College leverages relationships with stakeholders and regulatory partners. A final report must be submitted by March 31, 2021 and will entail a lot of reporting work. The Chair, Claire who was also in attendance at the meeting with the Ministry, added that it should be noted that the College was recognized by the Ministry for their quick action in response to the pandemic, such as the processes documented in the Business Continuity Plan to keep Council and staff safety a priority. In addition, the communication between the College with Association of Ontario Midwives to make sure messaging didn't contradict and that there was a clear delineation of roles prior to the pandemic declaration was recognized by the Ministry a very collaborative process that put the public first.

The Registrar continued with highlights of her report confirming that the General Assessments of the Independent Health Facilities the Ottawa Birth and Wellness Center and the Toronto Birth Centre are completed, and both went well. A complete program summary will be presented to Council in March.

Regarding the Financial Management report, a reminder was given that budget is brought to Council in March. This year, in particular, in light of launching a new strategic planning cycle, a different budget that includes projections for strategic initiatives a costed strategic plan will be proposed.

Some news from the regulatory sector was shared the Canadian Midwifery Regulators Consortium (CMRC) undertook a national project to review and revise the Canadian Competencies for Midwives to align better with best practices and current expectations of entry-level midwives. The project is now in final stages. Once approved, the next step will be looking at the impact the revisions and changes will have on the national exam (CMRE). The Registrar also shared that federal funding had been received to create an online delivery of the CMRE.

Lastly, the Registrar presented revisions being proposed to three of Council's Governance Policies. Proposed changes were made to align with best practices in light of the review by staff of the Ministry's Performance Management Framework which requires an external review of Council performance at least every three years. Revisions were also made regarding timing of delivery of the Registrar's performance review and changes to the start and length of the new strategic plan to align with recent changes.

#### MOTIONS:

- I. That the Registrar Report be approved as presented.

- II. That the proposed revisions to Governance Policies: GP10, GP11 and GP12 be approved as presented.

Moved: Sarah Baker  
Seconded: Edan Thomas  
CARRIED

#### 8. By-Laws

Related to the proposal of the College to the General Regulation under the *Midwifery Act* to rescind Notice of Meetings and Hearings, the Ministry communicated that they would be willing to rescind Part II of the regulation on the condition that the College agrees to add this information to its General By-law. These changes were reviewed and approved by Council for public consultation at the March 2020 meeting. No response from the public was received during the duration of the consultation.

MOTION: That the proposed changes to the General By-law Article 7 be approved as presented.

Moved: Maureen Silverman  
Seconded: Lilly Martin  
CARRIED

#### 9. Strategic Plan

The Chair confirmed that all the feedback provided yesterday during Council strategic planning meeting will be incorporated into the plan and that the motion being brought forward is to approve the strategic plan in principle. In March, when the costed budget of the strategic initiatives comes to Council for approval will be an opportunity for additional review.

MOTION:

- I. That Council approve the strategic framework 2021-2026, including the revised regulatory outcomes and guiding principles to come into effect April 1, 2021.
- II. That Council approve, in principle, the College's 2021-2026 Strategic Plan to come into effect April 1, 2021.

Moved: Judith Murray  
Seconded: Jan Teevan  
CARRIED

#### 10. Standards Review

Lilly Martin, Chair of the Quality Assurance Committee shared with Council an overview of the work of the second stage of the Standards review. This phase included a public consultation soliciting feedback regarding the proposed guiding document on the midwifery scope of practice, as well as proposed changes to the Professional Standards for Midwives in order to rescind the Consultation and Transfer of Care Standard (CTCS), the Delegation, Orders and Directives standard and the When a Client Chooses Care Outside Midwifery Standards of the Profession. Summaries of feedback, responses and revisions to guiding documents were all included in the materials. Johanna Geraci, manager of Quality Assurance also joined the discussion to provide additional clarity on how the proposed motions are in the public interest. The Council approved all proposed motions with an implementation date of June 1, 2021

#### MOTIONS:

- I. That the Consultation and Transfer of Care Standard (CTCS) be rescinded with the implementation of the Midwifery Scope of Practice document.
- II. Approve proposed standard #26 in the Professional Standards for Midwives.
- III. That the Delegation, Orders and Directives Standard be rescinded with the approval of the proposed changes to the Professional Standards for Midwives' standard #31 and revisions to the glossary related to delegation.
- IV. That When a Client Chooses Care Outside Midwifery Standards of the Profession be rescinded upon approval of the proposed changes to the Guideline on Ending the Midwife-Client Relationship

Moved: Maureen Silverman

Seconded: Lilly Martin

CARRIED

#### 11. Registration Committee

Nadja Gale, Manager of Registration presented to Council the recommendations of the registration committee regarding clinical currency. These recommendations were vetted using the Regulatory Impact Assessment tool of the College and was brought to Council for discussion as the committee continues to work on reviewing and revising the Registration Regulation.

Clinical currency requirements for midwives are currently defined by Active Practice Requirements outlined in the Registration Regulation. The Active Practice Requirements only regulate two aspects of midwifery care: primary birth attendance and location of births. Requiring members to attend a certain number of births in various locations as primary midwife, does not address the fact that midwifery practice also involves the provision of care throughout pregnancy, labour, birth and the postpartum period, as well as newborn care. While active practice as defined in the current regulation provides some assurance that the midwife is practising and attending births in various settings, it is problematic for regulating clinical currency as it is only one measure of competence.

The Council reviewed the recommendations for new provisions to be included in the Registration Regulation, which will require the development of policies and tools to specify currency requirements. Moving away from the practice of regulating the number of hospital and

out-of-hospital births, the committee is recommending that clinical currency be demonstrated every two years by a minimum number of hours of clinical practice which will include flexibility for midwives to include care that does not include direct client interaction (e.g. lab work, arranging for physician consultations). Midwives who do not meet the requirements will be required to complete an assessment program approved by the Registration Committee. A competency-based assessment program is still in the process of development and is a project included in the 2021-2026 Strategic Plan.

The biggest question the committee is grappling with is what the set minimum number of hours over the two-year period should be. Various types of data are being collected from different organizations such as the Association of Ontario Midwives (AOM) and the Better Outcome Registry Network (BORN) but there is very little actual practice data available in the province. Midwives will be surveyed in 2021 to help collect some baseline data and will continue to be surveyed annually to monitor if and how responses change.

This item was for discussion only with no motion. The Registration Committee plans to review any additional information at its January 2021 meeting before finalizing any of their recommendations.

## 12. ADJOURNEMENT

MOTION: That the meeting be adjourned at 1:45 PM

Moved: Jan Teevan

Seconded: Lilly Martin

CARRIED