


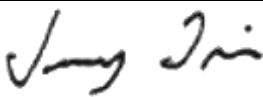
MINUTES

Committee:	HHS Board Committee		
Date:	May 11 th , 2023	Time:	4:06pm-7:01pm
Chair:	Bruce Shaw	Recorder:	Alana Ross
Present:	Jimmy Trieu, Susan Reis, Aileen Knip, Jane Sager, Laura Stire, Anthony Hodzman, Steve Ireland, Dr. Dater, Bob Robson, Bruce Shaw, Heather Hern, Pat O'Rourke, Dr. Nelham, Dr. Natuik, Glen McNeil		
Regrets:	Tara Oke		
Absent:			
Guests:	Mike Niglas, Matt Trovato		
1	Call to Order / Welcome		
1.1	<ul style="list-style-type: none"> Mr. Shaw welcomed everyone and called the meeting to order at 4:06pm 		
2	Education		
2.1	<p><u>Skills Matrix Review:</u></p> <ul style="list-style-type: none"> Mr. Niglas provided a brief history of the Skills Matrix process and a review of the results for this past year <ul style="list-style-type: none"> The Skills Matrix survey was developed based on a SWLHIN version, and has been completed every January by the AMGH Board for the past several years It is an important tool in building a skills-based board, and is used to determine what skills will benefit the Board when members leave/retire and recruiting is in progress Response for 22/23 was very good; 19 members out of 21, including ex-officio, completed the survey; two declined due to pending retirement Did not discuss the change percentage between this year and last year, as there was a significant change in board members with the partnership between AMGH & SHHA; next year's numbers will provide a more accurate picture Areas identified for improvement include: <ul style="list-style-type: none"> Risk Management (68%) <ul style="list-style-type: none"> Governors are responsible to eliminate as much risk as possible; an education session would benefit Communications and media relations (70%) Political savvy (61%) <ul style="list-style-type: none"> Strong scores under personal attributes Financial (61%) <ul style="list-style-type: none"> Finance 101 education session is planned for the Board in the Fall Of note, we do have some community committee member with significant strength in the financial area Information Technology (60%) Legal (60%) Project management (70%) 		
3	Approvals and Updates		
3.1	<p><u>Declaration of Conflict of Interest</u></p> <ul style="list-style-type: none"> Mr. Shaw asked if anyone had a conflict of interest to declare based on information contained in the package <ul style="list-style-type: none"> No conflicts were declared 		
3.2	<p><u>Agenda</u></p> <ul style="list-style-type: none"> Approval / Changes <ul style="list-style-type: none"> None <p><u>MOVED AND DULY SECONDED</u> <u>MOTION: To approve the May 11th, 2023 HHS Board agenda. CARRIED.</u></p>		

3.3	<p><u>Previous Minutes</u></p> <ul style="list-style-type: none"> • Approval / Changes <ul style="list-style-type: none"> ○ None <p><u>MOVED AND DULY SECONDED</u> <u>MOTION: To approve the April 13th, 2023 HHS Board minutes. CARRIED.</u></p>
4	<p>Business Arising from Minutes</p>
4.1	<p><u>HHS Endorsement Letter e HP&A OHT Strategic Plan:</u></p> <ul style="list-style-type: none"> • Further to information provided to the Board members in April, the CEO submitted the endorsement letter of the strategic plan to the HP&A OHT on April 28th
5	<p>Staff Reports</p>
5.1	<p><u>President & CEO:</u></p> <ul style="list-style-type: none"> • Attended Health Care Leadership Summit in Toronto on May 3-5th <ul style="list-style-type: none"> ○ CEO Met with the Minister of Health, who noted that there would be a funding announcement coming at the end of May in regards to a 4% increase to healthcare; HHS % is unknown, however a minimum of 2% is expected • COVID-19 pandemic vaccine policy allowing termination of staff who would not get the vaccine went to arbitration; arbitrator ruled in favour of the employers; AMGH terminated 7 staff at that time • Government Bill passed allowing private clinics to offer certain publicly funded surgeries and procedures in an effort to cut wait times; unsure at this time how this will affect hospital services, i.e., Diagnostic Imaging, cataract procedures, funding, nursing and surgeon recruiting and retention <p><u>MOVED AND DULY SECONDED</u> <u>MOTION: To accept the President & CEO report, as presented. CARRIED.</u></p>
5.2	<p><u>CNE:</u></p> <ul style="list-style-type: none"> • HHS Board of Directors are asked to complete the Accreditation Governance Functioning Tool survey, which will be sent out today via email • AMGH applied for HFO EDLP to fill unassigned ED shifts with locum physicians; risk of ED closures at AMGH & SHHA are increasing • LHSC, etc., are paying nurses double overtime; this is outside of collective agreements and is unachievable at HHS <p><u>MOVED AND DULY SECONDED</u> <u>MOTION: To accept the CNE report, as presented. CARRIED.</u></p>
5.3	<p><u>COO:</u></p> <ul style="list-style-type: none"> • The annual auditing process will be completed at AMGH and then the auditor’s will move to on SHHA; draft financial statements will be available for the next meeting • Bill 124 implementing capped wages for nurses at 1% a year for three years has been ruled unconstitutional by arbitrators, however, wage payments must be paid out and have been accrued at AMGH (\$450K) & SHHA (\$267K) as follows, Y1 at 1.75%, Y2 at 1.75%+1%, and Y3 at 1.75%+1%+1% <ul style="list-style-type: none"> ○ Total impacts are calculated at \$400K (AMGH) and \$200K (SHHA); the anticipated 2% funding increase will not support this ○ Majority of organizations continue to match non-union wages with union wages; conversations are being held currently • At this time, AMGH & SHHA remain on different Health Information Systems (HIS), and HPHA continues to research integration from MediTech into Cerner; decision expected in September <ul style="list-style-type: none"> ○ LHSC is discussing an increase in bandwidth to support this move • HIRF funding has been awarded for an electrical system upgrade at SHHA, and the vendor has been selected <ul style="list-style-type: none"> ○ Project is anticipated to be complete by the summer of 2024 with a savings that can be used for other infrastructure projects; these upgrades will allow for the installment of a CT Scanner • Conversations continue with the Ministry regarding HSAAs • Pocket Health implemented; this is a secure portal where patients can look up their own personal health information and communicate with providers

	<p><u>MOVED AND DULY SECONDED</u> <u>MOTION: To accept the COO report, as presented. CARRIED.</u></p>					
5.4	<p><u>AMGH Chief of Staff:</u></p> <ul style="list-style-type: none"> • Reviewed ongoing ED staffing challenges at AMGH <ul style="list-style-type: none"> ○ Some shifts have been filled by 3rd year UWO Residents in a ‘moonlighting’ capacity; no shifts have been filled through EDLP yet • Facing significant challenges in specialized nursing in all departments, i.e., OR • Dr. Dixon will be starting an Associate position in psychiatry in the Fall, and is anticipated to move to an Active position after 6 months • Mr. Ellis, CEO of LWHA, is the HP&A OHT representative on the SW Region HOCC, which meets every Tuesday; medical staffing concerns are brought to this table for discussion <p><u>MOVED AND DULY SECONDED</u> <u>MOTION: To accept the AMGH Chief of Staff report and 2023-03-29-MAC minutes, as presented. CARRIED.</u></p> <p><u>MOVED AND DULY SECONDED</u> <u>MOTION: To accept the AMGH Credentials report, as presented. CARRIED.</u></p>					
5.5	<p><u>SHHA Chief of Staff:</u></p> <ul style="list-style-type: none"> • Discussed continuing seriousness of funding issues around ED and locum coverage <ul style="list-style-type: none"> ○ EDLP locums cover immediate ED shifts only and the workload of the patients seen is left with the Active physicians at the facilities, however, the increased workload is not reflected in pay ○ EDLP started out covering 1500hrs/month and is now covering 9,000hrs/month • Suggested discussion with Minister of Health around eligibility of EDLP service, i.e., only facilities remaining open 24/7 should be eligible <p><u>MOVED AND DULY SECONDED</u> <u>MOTION: To accept the SHHA Chief of Staff report and 2023-04-13-MAC minutes, as presented. CARRIED.</u></p> <p><u>MOVED AND DULY SECONDED</u> <u>MOTION: To accept the SHHA Credentials Reports, as presented. CARRIED.</u></p> <p><u>MOVED AND DULY SECONDED</u> <u>MOTION: To accept the SHHA Professional Staff By-Laws, as presented. CARRIED.</u></p> <table border="1" style="width: 100%;"> <tr> <td style="width: 50%;"><u>Action:</u></td> <td style="width: 50%;"><u>By whom / when:</u></td> </tr> <tr> <td> <ul style="list-style-type: none"> • Discuss issue with Lisa Thompson, MP • Add Motions to agenda for all reports </td> <td> <ul style="list-style-type: none"> • Trieu / Shaw; May 12th, 2023 • EA; Going forward </td> </tr> </table>		<u>Action:</u>	<u>By whom / when:</u>	<ul style="list-style-type: none"> • Discuss issue with Lisa Thompson, MP • Add Motions to agenda for all reports 	<ul style="list-style-type: none"> • Trieu / Shaw; May 12th, 2023 • EA; Going forward
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5.6	<p><u>AMGH President of Medical Staff:</u></p> <ul style="list-style-type: none"> • Working on instituting a Hospitalist position at AMGH <ul style="list-style-type: none"> ○ Number of patients will not allow this as a joint position between AMGH & SHHA <p><u>MOVED AND DULY SECONDED</u> <u>MOTION: To accept the AMGH President of Medical Staff report, as presented. CARRIED.</u></p>					
5.7	<p><u>Patient Experience Story (SHHA):</u></p> <ul style="list-style-type: none"> • No discussion 					
6	Committee Reports & Previous Minutes					
6.1	<p><u>Governance & Nominating:</u></p> <ul style="list-style-type: none"> • Working on policy alignment and common language of Board member terms, and Terms of Reference for committees; another Ad Hoc Governance meeting is pending <p><u>MOVED AND DULY SECONDED</u> <u>MOTION: To accept the verbal update of the Governance & Nominating Committee, as presented. CARRIED.</u></p>					
6.2	<p><u>Audit & Finance:</u></p> <ul style="list-style-type: none"> • Auditing is underway; no meeting April 					

	<ul style="list-style-type: none"> Financial education session for the Board is being planned for September <p><u>MOVED AND DULY SECONDED</u> <u>MOTION: To accept the verbal update of the Audit & Finance Committee, as presented. CARRIED.</u></p>								
6.3	<u>Executive & Resources:</u> <ul style="list-style-type: none"> No discussion 								
6.4	<u>Quality Assurance:</u> <ul style="list-style-type: none"> Updated Terms of Reference for Quality Assurance was passed with the addition of Heather Klopp, Manager of Patient Relations, Patient Registration, Privacy and Health Records 2023-01-08 and 2023-04-19 Quality Assurance minutes circulated Reviewed the 2023/24 Quality Improvement Plan (QIP) and the requested a change from the ‘Pay at Risk’ model to the ‘Pay for Performance’ model; pay for both models is released or not released based on review and recommendation of Quality Assurance and Executive & Resources Committees <ul style="list-style-type: none"> ‘Pay for Performance’ model and compensation will be discussed in-camera; any motions will be brought out of in-camera The QIP is based on Health Quality Ontario (HQO) guidelines and is a hybrid of mandatory and chosen indicators; indicators are listed in the 2023-04-19-QA minutes <p><u>MOTION: To accept the verbal update of the Quality Assurance Committee, 2023-01 & 2023-04-Quality Assurance minutes, as presented. CARRIED.</u></p> <table border="1"> <tr> <td><u>Action:</u></td> <td colspan="2"><u>By whom / when:</u></td> </tr> <tr> <td> <ul style="list-style-type: none"> Move discussion to In-Camera and bring out motions, as needed Add Recruitment & Retention to next Agenda </td> <td> <ul style="list-style-type: none"> Shaw; Today EA; June </td> <td></td> </tr> </table>			<u>Action:</u>	<u>By whom / when:</u>		<ul style="list-style-type: none"> Move discussion to In-Camera and bring out motions, as needed Add Recruitment & Retention to next Agenda 	<ul style="list-style-type: none"> Shaw; Today EA; June 	
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7	New and Other Business								
7.1	<u>Governance Functioning Tool Survey for Board Members:</u> <ul style="list-style-type: none"> Survey sent <p style="text-align: right;"><i>Mr. Trovato, Mr. Niglas and EA left at 5:58pm</i></p> <table border="1"> <tr> <td><u>Action:</u></td> <td colspan="2"><u>By whom / when:</u></td> </tr> <tr> <td> <ul style="list-style-type: none"> Send Survey </td> <td> <ul style="list-style-type: none"> EA; Today (done) </td> <td></td> </tr> </table>			<u>Action:</u>	<u>By whom / when:</u>		<ul style="list-style-type: none"> Send Survey 	<ul style="list-style-type: none"> EA; Today (done) 	
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8	In-Camera Session								
8.1	<u>Move into In-Camera</u> <ul style="list-style-type: none"> Human Resources <p><u>MOVED AND DULY SECONDED</u> <u>MOTION: To move into In-Camera at 6:00pm. CARRIED.</u></p>								
8.2	<u>Move out of In-Camera</u> <p><u>MOVED AND DULY SECONDED</u> <u>MOTION: To move out of In-Camera at 7:00pm. CARRIED.</u></p>								
8.3	<u>Motions to be Moved out of In-Camera</u> <p><u>MOVED AND DULY SECONDED</u> <u>MOTION: To accept the recommendation of the Quality Assurance Committee that Executive Compensation move from the ‘At Risk’ model to the ‘Pay for Performance’ model as reflected in the proposed Quality Improvement Plan. CARRIED.</u></p>								
9	Round Table								
10	Next Meeting & Adjournment Regrets to alana.ross@amgh.ca								
	Date	Time	Location						
	June 8 th , 2023	4:00pm-6:00pm	SHHA Boardroom / MS Teams available						
	<u>Motion to Adjourn Meeting</u> <p><u>MOVED AND DULY SECONDED</u> <u>MOTION: To adjourn the May 11th, 2023 meeting at 7:01pm. CARRIED.</u></p>								

Signature	
	
Mr. Bruce Shaw, Board Chair	Jimmy Trieu, President & CEO