

OPEN SESSION MINUTES OF THE AHI & TDMH JOINT BOARD OF DIRECTORS' MEETING
Wednesday, April 24, 2024
TDMH Boardroom

ATTENDANCE

R = regrets

<p><u>AHI Board Members (with vote)</u> Stephanie Nevins (Co-Chair) Don Campbell Michelle Franklin Tanya Pirie <u>AHI Ex-Officio Members (without vote)</u> AHI Chief of Staff Nadia Facca, President & CEO</p>		<p><u>TDMH Board Members (with vote)</u> Diane Kleer (Co-Chair) Judy Cayford Carrie Lewis Heather Spanjers <u>TDMH Ex-officio Members (without vote)</u> Dr. Clayton Inculet April Mullen, Chief Nursing Executive & VP Clinical Services</p>
<p>Scott Davis Cody Groat vacancy Dr. Arlan Walsh</p>		<p>Susan Goble Hall Stephen Molnar vacancy Dr. Michael Surkont</p>
<p><u>Integrated Ex-officio Members (without vote)</u></p>		

Resources

Mike Bastow, Chief Operating Officer & VP Finance Lisa Dahm, Executive Assistant	Jennifer Row, Chief Quality Officer & VP Human Resources and Risk
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AGENDA ITEM	DISCUSSION/OUTCOME	ACTION PLAN/ TIMEFRAME & RESPONSIBILITY
OPEN SESSION		
1. CALL TO ORDER	Diane Kleer called the open session meeting to order at 5:44 pm.	
1.1 Quorum	A quorum was present for both organizations.	
1.2 Conflict of Interest	There were no conflicts to declare.	

1.3 Approval of Agenda

Revisions or
Requested items to bring forward from the consent agenda to regular agenda:

MOTION:

**Moved by Scott Davis
Seconded by Judy Cayford**

RESOLVED that the agenda be approved, including consent items, as circulated or amended. Carried.

Consent Agenda Items:

- Approval of previous open session minutes – March 27, 2024
Received for Information:
- CNE and VP Clinical Services Report
- COO and VP Finance Report
- Chief Quality Officer, VP Human Resources & Risk
- AHI Joint Health & Safety Minutes – March 26, 2024
- TDMH Joint Health & Safety Minutes – March 20, 2024

Obtain signatures
on meeting
minutes (L.
Dahm)

2. BOARD CONTINUING EDUCATION SESSION

AHI/TDMH Team Education Initiatives 2023/2024

Highlights:

- Education strategy – need for ongoing education and support for professional development
- Current State of nursing in Ontario – 55% (est) of nursing workforce will retire in the next decade; 65-75% of new graduate nurses do not meet the expectations of entry into practice, clinical judgement, lack critical thinking, planning and prioritization skills, and have an inflated self-perception of their actual skill levels
- Funded Initiatives – ED Specialty Training Fund; ED Nursing Education, Retention and Workforce Program; ICCU Critical Care Nurse Training Fund, Critical Care Professional Development and Teamwork

Advancement Program; Palliative program of All-Inclusive Care for Personal support workers, Pallium Learning Essential Approaches to Palliative Care course – Education funding support \$64,573 / Total with capital \$80,549

- Standing Education within the hospital – regular learning events
- Clinical scholar role – great feedback from staff
- Professional Practice – RNAO: Best Practice Guideline Implementation, Palliative Care, Alternative Level of Care & Older Adult Senior Friendly Practices
- Leadership Education – Workshops: topics of interest to leadership team, mix of internal presenters and external providers
- Self-directed Leadership Education
- Tuition Assistance Program – used to the maximum every year (2023/24 – AHI \$2,068 supporting 5 staff, TDMH \$2,816 supporting 12 staff.)

Discussion of how long it takes nursing staff to achieve competency with reference to the Benner's Novice to Expert Model.

Average cost of programs being funded by Tuition Assistance range significantly depending on where the course is from and what it is for. Staff may also receive suggestions for alternate funding sources for their programs.

Kudos to April and Jennifer on a great report.

Further discussion of the current state of nursing and how community colleges are balancing the need for increased enrolment (graduates to work) with increased need for supervisors while ensuring the quality of education. It seems to be the responsibility of the current nurses to fill in the knowledge gaps, rather than clinical instructors.

Discussion of programs that support keeping student nurses in underserved areas after graduation, and ways to encourage high school students to pursue career paths where there is need.

3. BUSINESS ARISING FROM CONSENT AGENDA

There is no business arising from the consent agenda.

4. MATTERS FOR DECISION/DISCUSSION/INFORMATION

4.1 President and CEO Report

After National Volunteer week last week, extending thanks to all Board members for their volunteer service.

Happy Administrative professionals' day and thanks to the great admin team at the hospitals. Kudos to Lisa Dahm in her role as supporting our Boards and the executive team. Thank you Lisa!

Report was pre-circulated for review.

Highlights:

- ONCA Compliance with existing corporate and professional staff by-laws
- Phase II Integration – May Board meeting is very important
- Clinical Services Planning progress
- QIP update
- OHT update
- Funding received for 191 hip/knee surgeries in 2023/2024; one-time funding for CT scans received
- Year-end inventory counts were exceptional!
- Cafeteria updates – increased prices, new food selections
- Health Care Professional Recruitment Coordinator interviews underway
- AHI & TDMH honours for commitment to “Your Health Space”
- Peer to Peer Crisis Incident Stress Management (CSIM) team – Kudos to April Mullen for renewing and re-launching this team.
- CEO Snack, Chat & Stay on Track sessions continue
- AHI Foundation - OneChart campaign; June 6 Gala event
- TDMH Foundation event March 28; upcoming Taste of Summer June 1

Board member re-affirmed support for the upcoming Community Engagement session and encouraged each other to attend in support. Directors are encouraged to re-read the talking points to know what they're speaking to. If there are questions that they are uncomfortable answering, direct the individual to another Board member, Board Chair, or an executive. Note that while this event is listed as an hour long, people won't be shut out immediately at the hour if the discussion is productive. The survey is intended to gauge community knowledge in advance of the event, so that we can acknowledge where the focus needs to be during the presentation.

Discussion of the change in OHT: "designated" versus "approved". What does that mean? Why this change? How does this work? What does it mean in the future? Direction is still expected from the MOH/OH. There has been a primary care physician join the OHT who seems very excited to be at the table to help build the primary care network.

4.2 Governance Steering Committee – April 9, 2024

Minutes were pre-circulated for review.

Highlights:

- Joint Board meeting evaluation – upcoming education re: use of Board portal
- OHT update
- EDI committee
- No smoking policy improvement
- Strategic plan update
- Clinical services planning
- Team communication survey update

There was a question about who writes media releases and whether the information is easily accessible, understandable by the general public.

A note was made that while the intent of the community engagement event may be to talk about integration and clinical services planning, the public may have other issues that are top of mind in regard to the hospital. There will have to be an effort made to keep to the topic at hand, without making the community feel shut down. There will be a set agenda, and other topics can be directed to the leadership team for discussion after the meeting, or to the available patient services hotline or email.

4.3 Corporate Planning and Finance Committee – April 15, 2024

Minutes were pre-circulated for review.

Highlights:

- Cybersecurity Scorecard
- Strategic plan - Goals and objectives

5. NEW BUSINESS

There is no new business to address.

6. MOTION TO MOVE TO IN-CAMERA SESSION

MOTION:

**Moved by Stephanie Nevins
Seconded by Carrie Lewis**

**RESOLVED to move into the in-camera session at 6:52 pm to receive reports on items pursuant to the Board of Director’s In-camera policy.
Carried.**

The meeting terminated at the completion of the closed session.



Nadia Facca,
President and CEO



Diane Kleer,
TDMH Joint Board Co-Chair