

MINUTES OF COUNCIL MEETING

Held on March 25, 2020 | 9:30 am to 4:30 pm
TeamShare Videoconference

Chair: Claire Ramlogan-Salanga, RM

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

Regrets: Lisa Nussey, RM

Staff: Kelly Dobbin; Carolyn Doornekamp; Marina Solakhyan; Joanna Geraci; Nila Halycia
Observers: None

Recorder: Zahra Grant

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

Claire Ramlogan-Salanga, Chair, called the meeting to order at 9:33, welcomed all present and shared a land acknowledgement.

2. Declaration of Conflict of Interests

No conflicts of interests were declared.

3. Proposed Agenda

The proposed agenda was approved as presented noting that an update from the Registrar on the College's strategies amid the ongoing COVID -19 pandemic would be provided during her report.

MOVED: Jan Teevan
SECOND: Claudette Leduc
CARRIED

4. Consent Agenda

MOTION: THAT THE CONSENT AGENDA CONSISTING OF:

- Draft Minutes of December 11, 2019 Council Meeting
- Inquiries, Complaints and Reports Committee Report
- Registration Committee Report
- Discipline Committee Report
- Fitness to Practise Committee Report

- Client Relations Committee Report
- Quality Assurance Committee Report

Moved: Marianna Kaminska
Seconded: Judith Murray
CARRIED

5. President's Report

Claire Ramlogan-Salanga introduced her report providing an overview of the general highlights. It was noted for Council that in light of the current pandemic audit plans have changed and will now be conducted offsite. The Executive Committee will be determining how to best perform their role in their comprehensive assessment of the auditor in light of these changes.

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

Moved: John Stasiw
Seconded: Judith Murray
CARRIED

6. Registrar's Report

Kelly Dobbin, Registrar introduced her report by first providing an update on the COVID-19 pandemic. The College has an increased responsibility during this public health emergency but its role and mandate remain the same. On March 16, 2020 the College began to operate a fully functioning virtual office. The Registrar expressed gratitude to staff and Council for their flexibility in navigating the rapidly changing environment and remains confident in the collective abilities of staff and Council to continue to navigate the work of the College effectively.

The Registrar continues to meet regularly with midwifery stakeholders on issues related to the pandemic. For example, the College is currently seeking clarity from the Ministry regarding the ordering of COVID tests from midwives. Additionally, the national Canadian Midwifery Registration Examination annually scheduled in May has been postponed to the October sitting, meaning the spring 2020 midwifery graduates and internationally educated midwives will be delayed in writing the national exam. It was also noted that continuing competency requirements for registration are being impacted, for example, there are currently no available Emergency Skills courses as all have been postponed or cancelled. The College is working on changes to the registration process to allow access to the profession in a timely manner while ensuring that applicants and midwives re-entering the profession are suitable to practise.

The Registrar also provided updates to the previously submitted Registrar's report. The College has been advised by the Ministry of Health that the Quality Assurance and Drug Regulation are currently on hold until further notice. College programs such as the Quality Assurance Peer and Practice Assessments and Midwifery-Led Birth Centre Assessments have also been postponed. Notice has been provided to immediate parties. In light of the pandemic, the Registrar asked for Council's approval and direction to postpone the professional Council elections until a more appropriate time.

There was a question from a Council member regarding the appointment of a Deputy Registrar in the case of an unplanned absence of the Registrar. The Registrar's report highlighted the

process as per our Governance Policies explaining that both the Director of Operations and Director of Regulatory Affairs to fulfill the required duties.

Another question from Council was asked regarding personal protective equipment (PPE) for midwives. The College pointed to guidance issued by Public Health Ontario as the trusted source for midwives to follow.

Lastly, the Registrar presented the Operational Plan to Council advising that while it may be challenging in light of the pandemic to accomplish every activity, there is no recommendation at this time to make any changes. Council is asked to approve with the caveat that given the circumstances all activities may not be accomplished.

MOTION 1: That the election of professions member to Council be postponed

MOVED: Jan Teevan

SECONDED: Claudette Leduc

CARRIED

MOTION 2: That the Registrar's report and operational plan be approved as presented.

MOVED: Maureen Silverman

Seconded: John Stasiw

CARRIED

7. QAC: Professional Standards Review – Phase 2 Consultation

Lilly Martin, Chair of QAC introduced the Scope of Practice Guide being brought forward to Council for review and public consultation. The guide was developed at the direction of Council following the implementation of the *Professional Standards for Midwives* and upon launching the second phase of College standards review. The Scope of Practice Guide provides guidance to members on their legislated role and activities. The Scope of Practice Guide, the previously published Guideline on Ending the Midwife-Client Relationship and newly proposed changes to the Professional Standards for Midwives together fill all foreseen gaps with the proposed rescinding of the *Consultation and Transfer of Care Standard, When a Client Chooses Care Outside Midwifery Standard* and *Profession and Delegation, Orders and Directives Standard*. Johanna Geraci, Practice Advisor, also shared with Council a presentation that provided context and background to the review.

Given the context of the current pandemic, the proposed motion requesting Council to launch the public consultation for the Scope of Practice Guide immediately after the meeting would be revised to indicate the launching of a consultation 'when appropriate'.

The Council reviewed the guide in depth. It was noted that use of word 'women' in guide is not gender inclusive. Staff advised that the use of the term women is used in the guide is limited to actual references in the legislation where the term is used.

A professional member inquired about the impact of these changes on the Midwifery Education Program. The MEP has been informed of these changes being proposed, and they will have opportunity to comment during consultation. Curriculum changes will be a factor and Council can consider this upon review of feedback.

It was agreed that while there has been some hesitation about these proposed changes, the guide is thorough, helpful and reassuring. A professional member commented that it was a momentous opportunity for the professional regulation of midwives and it squarely aligns with our risk-based approach to regulation in general. The implementation timelines post-consult will be determined by the Quality Assurance Committee and brought back to Council for final approval.

MOTION: That the Council approve for consultation the proposed changes to the Professional Standards, including the new Guide on the Midwifery Scope of Practice for 60-day consultation at a time when deemed appropriate by staff.

Moved: Marianna Kamiska

Seconded: John Stasiw

CARRIED

8. QAC: Proposed Designated Drug Regulation – Mandatory Courses

Lilly Martin introduced the topic of a mandatory course for safe prescribing of controlled drugs and substances. Although the drug regulation is currently on hold, in anticipation of Ministry approval, the QAC is proposing the course as a mandatory training requirement for midwives.

The course being proposed is based online and is offered by the University of British Columbia (UBC) and it meets the criteria for established by the College. The UBC will permit changes to the course, without charge, so that content specific to the regulations and standards for midwives in Ontario are included and those specific to British Columbia removed.

The Council agreed with the proposed motion and had no concerns.

MOTION: That Opioids and Benzodiazepines: Safe Prescribing for Midwives be approved as the required course for midwives prior to prescribing controlled drugs and substances.

MOVER: Marianna Kaminska

SECOND: Claudette Leduc

9. Executive Committee Report

Claire Ramlogan-Salanga introduced the Executive Committee report noting two items that were approved on behalf of Council which were the Q3 statement of operations and the appointment of professional non-Council committee member Christi Johnston to the Registration Committee. Regarding the Q3 statement, which was included in the package, the College remains in a good cashflow position and there are no concerns to report.

The committee brought forward changes to the General By-law for Council to approve for consultation when the College deems appropriate. These changes were proposed at the request of the Ministry as they would be willing to rescind Part II of the General Regulation pertaining to Notice of hearings and meetings, if the College included these requirements in its by-laws.

The proposed annual budget for the upcoming fiscal year was reviewed by the committee and was brought forward for Council's approval. Carolyn Doornekamp, Director of Operations

walked through the details of the budget. Although it was previously anticipated that the loss of the Ministry subsidy would mean operating on a deficit budget until fiscal 2021/22, tight financial management and cost savings has the Colleges in good financial position and projecting close to a break-even year for 2019-2020. This position allows the College to reinstate some of the cuts made to the budget last year to mitigate the risks associated with those cuts, although it is not a complete return to previous operational expenditure. A comparison of operational expenditures year to year of the past three years and the projected year was shared with the Council for reference.

It is not anticipated that the ongoing pandemic impact budget in any significant way.

MOTION:

- I. That the Executive Committee Report be approved as presented.
- II. That the proposed changes to the General By-law be circulated for a 60-day public consultation when deemed appropriate by staff.
- III. That the proposed Budget for the 2020-21 fiscal year be approved.

Moved: John Stasiw
Seconded: Judith Murray
CARRIED

10. Strategic Planning Working Group

Claire Ramlogan-Salanga provided Council with an update from the Strategic Planning Working Group. The group had its first meeting and spent some time reviewing the process from the previous strategic planning working group session. It was decided that there won't be any changes to the Vision, Mission and Guiding Principles but determined that the College's Outcomes could be revised to be more comprehensive.

A review of the College's risk register was completed and the working group discussed all potential risks and determined where the College should allocate its resources accordingly. Many of the identified risks are inter-related and none were considered high risk. The group identified certain risk areas that will require strategies to mitigate. All low risks areas identified will be continually monitored despite no planned action to mitigate further.

The next working group meeting will be in June and staff has been directed to bring initiatives to address risks identified.

11. IN CAMERA

The Council went in-camera to discuss the Registrar's Annual Review process.

MOTION: Be it resolved that Council move in-camera at 12:45pm.

MOVED:
SECONDED:
CARRIED

MOTION: Be it resolved that Council move out of in-camera at 1:15pm.
MOVED:
SECONDED:
CARRIED

12. ADJOURNEMENT

MOTION: THAT THE MEETING BE ADJOURNED at 1:15 p.m.

MOVED:
SECONDED:
CARRIED