



## **COUNCIL MEETING MINUTES**

April 12, 2024

**Present:** Noël Dunn (Vice President), Kyle Sereda (Past President), Michael Slater, Donna Dohms, Karen Gibbons (Public Representative), Roger Carriere (Public Representative), Joel Gritzfeld (Public Representative), Jacquie Messer-Lepage (Executive Director), Collette Parks (Communications Coordinator), Jennifer Williams (Director of Professional Practice and Research), Rashed Al-Mamun (Senior Policy Analyst)

**Regrets:** Matt McGurk (President), Jason Farago (Fire)

### **1.0 Call to Order**

- Vice President of Council called the meeting to order at 0904.

### **2.0 Land Acknowledgement:**

- I want to acknowledge that in Saskatchewan, we are on treaty land. These treaties serve to govern our relationships with Indigenous people.
- Today the SCoP office is located on Treaty 4 territory, which is the traditional territory of the Nêhiyawak, Saukteaux, Dakota, Lakota, Nakota, and the homeland of the Métis/Michif Nation.
- It is important that we recognize that we all have benefits and responsibilities under these agreements. We acknowledge the harms and injustices of the past and present. We dedicate our efforts to working together in a spirit of collaboration and reconciliation. We are all treaty people.

### **3.0 Declaration of conflict of interest**

- Noël Dunn; manager of provincial programs with Saskatchewan Health Authority

### **4.0 Approval of Agenda**

**MOTION:** To approve the agenda. **Roger/Donna. Carried.**

### **5.0 Approval of Minutes February 8, 2024**

**MOTION:** To approve the minutes from February 8, 2024. **Roger/Michael. Carried.**

## 5.1 Business arising from the Minutes

ACTION ITEM	ACCOUNTABILITY	Status	TIMELINE
1. Create Risk Management Policy for College that references Business Continuity Plan and insurance coverage	JML/Policy Analyst	<b>Underway</b>	

## 6.0 Progress on Strategic Priorities:

### 6.1.1 Strategic Outcomes Update

- Regulatory Effectiveness Update document circulated to Council
- Continue to work on meeting standards
- Council meets regularly
- Launched a cultural safety policy
- Continue to issue licences
- Moving to a cloud-based server
- Developed a new method to determine competency (virtual reality)
- Amendments to Bill 120 are underway in terms of bylaws
- Continue to be pleased with the work that Professional Conduct Committee (PCC) and Discipline Committee (DC) do
- Balanced budget thanks to increase in grant money
- Measuring and reporting – risk assessment, regulatory assessment

### 6.1.2 COPR Update:

#### 6.1.2.1 Transition to New Framework Video:

<https://youtu.be/xQY47eCf2lQ>

#### 6.1.2.2 Explanation of PERRs Competency Profile:

<https://youtu.be/xQY47eCf2lQ?si=X-3C5b5lHeNy2YUo>

#### 6.1.2.3 Exam provider update

- Copy of the letter from COPR regarding the change of exam provider was circulated to Council
- Requesting shorter timelines between finishing exam and receiving results

#### 6.1.2.4 Exam Results

- Reports about the performance of specific institutions have been circulated to educational institutions; will be provided to Council for next meeting

## **8.0 Additional Updates – Executive Director**

### **Committee Reports (Committee Chairs as appropriate):**

#### **8.1 Executive Committee Decision**

- No update to report

#### **8.2 Audit Committee**

##### **8.2.1 Audited Financial Statements**

- Revenues healthy because of grants
- Unqualified opinion (which is good)
- There are limitations on what the College system can report on (manual reconciliations); has been logged with IT company

**MOTION:** To accept the audited financial statements. **Joel (Gritzfeld)/Roger (Carriere) - Motion Carried.**

#### **8.3 Legislation and Bylaws Committee**

- Met on April 12, 2024
- Going through the process of approving bylaw changes
- There will be significant bylaw changes in the fall because of the anticipated introduction of umbrella legislation
- The concept of umbrella legislation is that every regulator operates with the same template; one overarching council would have governance overall health professions; amalgamation of colleges is possible on request of the College.

#### **8.4 Discipline Committee**

- One hearing since last meeting
- No details of individual cases were discussed

#### **8.5 Professional Conduct Committee**

- Slightly backlogged because of large number of 2023 complaints; still waiting to assign 6 or 7 investigations
- At last meeting, made 10 decisions
- Meet every 2 months; longer meetings lately; adding mini meetings every other month to deal with volume
- For 2024, 9 complaints have come in so far; wide range of severity
- Where do we sit compared to other jurisdictions?
  - Saskatchewan is low per capita

- Not every jurisdiction has the flexibility to dismiss complaints, which Saskatchewan does
- Misconduct issues are the vast majority of complaints (80-90%), compared to incompetence
- Average time frame used to be 2-3 months from opening to closing and most are still there; some are 4-6 months total right now because of large number of complaints and complexity, and taking a bit longer to open
  - Can SCoP, Medavie and SHA develop an educational module re: professional responsibility? Good idea
  - Jen speaks to educational institutes when asked; not all agencies ask
  - Article for *The Pulse* newsletter
  - College is revising the Code of Conduct to provide metrics so that members can measure their progress in all areas
  - SCoP will also be developing/adopting standards of practice
- Mediation is currently occurring on some PCC files; also with Bill 120, no longer need the complainant agreement which should shorten decision time
- No details of individual cases were discussed

#### **8.6 Paramedic Practice Committee (PPC)**

- Next meeting is May 22
- Approved TXA; include another one for shortness of breath
- Protocol manual is out for review; will be posted by the end of April

#### **8.7 Education Committee**

- Met in March
- Approved oxytocin; reviewed and updated educational requirements for endotracheal intubation
- Next meeting in May

#### **8.8 Nominations Committee**

- Ballots went out March 30
- 250 voters so far
- Two reminders will go out
- Bill 120 will allow for Council and Committee applications and appointment based on competencies instead of voting; Council can also appoint more public representatives; not looking at this right now but the potential exists

- To appoint, the Nominations Committee would create a weighting system and choose individuals based on that system
- To begin, would need to create bylaws to define needs of Council and Committees

## **8.0 Collaboration, Meeting and Training Updates**

### **8.1 Research/Funding Meetings**

#### **8.1.1 Project Proposal Exploring Paramedic Resilience**

- Want to do a longitudinal study on resilience in paramedicine; will apply for funding to assess paramedics when they enter the program, then assess their resilience over time through their first 3-5 years of work; want to know which characteristics affect resilience. Want to partner with University of Regina and Sask Polytech.
- Sask Polytech currently provides tools to assess mental health and then provides education

#### **8.1.2 BLS initiative – verbal update**

- An advisor from Luxsonic reached out to see if the College wants to apply for a grant from Canada Space Agency to create interactive technology for assessing Basic Life Support (BLS) skills both on land and in space; agreed to participate in grant application

#### **8.1.3 Publication w University of Regina: Impact of Virtual Reality**

- University would like to publish an article on the impact of virtual reality; waiting for research ethics approval

### **8.2 VAPOC Project update**

- Done. Looking at roll out and potential uses of modules

## **9.0 Other/New Business**

### **9.1 General Updates**

#### **9.1.1 Umbrella Legislation**

- Already addressed under **8.3**

#### **9.1.2 Citizen Advisory Group (CAG)**

- A group created by NIRO; not all NIRO members are participating
- Will be integral in how regulators vet bylaw changes, scope of practice proposals, etc.

## **9.2 Annual General Meeting:**

### **9.2.1 Draft Agenda**

- Basic updates
- Open forum for questions
- Business meeting; reviewing minutes from last year
- With Bill 120, no vote on resolutions
  - Will also notify those who submitted resolutions that there will be no vote but that they will still present the resolutions
  - Changes will be reviewed by Council, who will confirm which changes go to the Minister for approval

**ACTION ITEM:** Can we ask for questions about resolutions to be submitted in advance? Yes; Resolutions were circulated to Council

- Council reviews resolutions, responds in *The Pulse*, then refer the resolution to Ministry
- Agenda: is there enough time for presentations and questions? If we get a lot of questions, could have another meeting for the membership

## **9.3 Correspondence:**

### **9.3.1 Federal Funding Announcement**

<https://www.canada.ca/en/health-canada/news/2024/03/government-of-canada-signs-two-bilateral-agreements-with-saskatchewan-to-support-initiatives-to-improve-health-care.html>

### **9.3.2 Cultural Humility Training Opportunities**

- List of opportunities circulated to Council
- Proposing revision to the budget
  - Need to re-sign lease agreement in 2025 and expect the rate to go up
  - PCC needs administrative and policy support; would like to bring on a new resource for that plus increase PCC manager hours
  - Still projecting balanced budgets for this year and next year but in future years, would need to re-introduce registration fees increasing annually by Consumer Price Index (CPI) starting in 2025; \$5 or \$10 per year, rather than a large lump sum in the future; would be \$530 for 2025 renewal
  - How will the College navigate this fee change? We will provide notification and explanation; vote is not required

**MOTION:** To approve the new version of the budget. **Noël/Michael. Carried.**

- Surplus this year because of grant money received
- Recommend surplus go directly into a cybersecurity and technology fund; system changes relating to umbrella legislation will be significant
- Why technology instead of contingency? Because we know this money is going to be needed for tech in 2024/25

**MOTION:** To accept the recommendation to put surplus into Cybersecurity and Technology fund. **Noel/Karen. Carried.**

**10.0    \*New\* 3.2.1 Reporting**

**3 Highlights** – very successful renewal; balanced budget; regulatory effectiveness metrics are strong

**2 Challenges** – umbrella legislation and government navigating uncertain future; resources vs increased expectations from Ministry of Health

**1 Hope for the Future** – over the coming year, hoping we can increase the membership's respect for self-regulation and understanding of the role of the College

**10.0    In Camera Session:**

**10.1**    Council Item(s) with ED

**10.1.1**    Update regarding Council members

**10.2**    Council Item(s): ED excused for this portion of meeting

**11.0    Adjournment:** Next Meeting- May 6, 2024, AGM (Virtual)

**MOTION:** To adjourn at 1230