



Council Meeting

September 15, 2022

8:30 am to 4:00 pm

Council Meeting Serial #: 2022-04-September

MINUTES

Council Members Present:

Noah Gatzke RN(NP), Chair
Lindsay Mulholland, Public Representative, Chair-Elect (Virtually. From 10:00 am – 2:00 pm)
Cynthia Taylor, RN
Dawn Harris, Public Representative
Irene Hamilton, Public Representative
Kenneth Molloy, Public Representative
Rachel Ingels Bergman RN(NP)
Shakerah Jones-Hall RN
Anish Panicker RN (Virtually)
Martha Ross RN(NP)
Deb Elias RN, CEO/Registrar, Ex-Officio Council Member, non-voting

Council Member Regrets:

Cheryl Link, Public Representative

College Staff Present In-Person:

Leadership Team:

Rhonda Cairns RN, Chief of Quality Practice
Lori Darragh, Sr. Consultant, Policy & Public Initiatives
Diana Waterman, Chief Financial Officer
Suzanne Wowchuk RN, Chief of Regulatory Practices

Staff:

Birgit Dotzlaw, Executive Assistant
Liz Wong, Coordinator, Policy and Public Initiatives

College Staff Present via Zoom:

Marie Allan, Quality Practice Project Manager
Benga Fakanye, Data Strategist
Bryan Buss, Controller
Rebeca Garcia-Derwin, Case Manager
Diana Heywood RN, Quality Practice Consultant
Susan Irwin, Manager of Human Resources
Tracey Legary RN, Manager of Professional Conduct
Martin Lussier, Manager of Communications
Tammy Murdoch RN, Manager of Registration Services
Miranda Noel RN, Registration Advisor
Melva Nordquist, Coordinator, Professional Conduct
Rasheed Olaniyi, Senior Project Manager
Carol Puchailo, RN(NP), Nursing Practice Specialist
Jason Trottier RN, Case Manager

Consultants/Guests Present:

Jeff Hirsch, TDS Law, College Legal Counsel (Virtually. From 8:30 am–11:45 am. In-person from 12:45 pm–3:50 pm)
David Swayze, Meighan Haddad Law (Virtually. From 1:15 pm – 2:50 pm)

Members of the Public Present: None.

Recorder:

Birgit Dotzlaw, Executive Assistant

AGENDA ITEM #	AGENDA TOPIC	RELEVANT COUNCIL POLICY	DESCRIPTION / OVERVIEW	DISCUSSION / COUNCIL DECISION / MOTION	ACTIONS REQUIRED
1.0 CALL TO ORDER					
	Welcome & Roll Call	GP-17 Council Meeting Process and Minutes GP-2 Role of the Council and Council Chair	Noah Gatzke, Chair, called the Open Session of the September 15, 2022 Council meeting to order at 8:35 am and advised that quorum is present. # Council members present: 9 # Voting members: 9 <i>Note: Lindsay Mulholland joined the meeting at 10:00 am to bring the total number of Council members and voting members to 10.</i>		
1.1	Land Acknowledgement Statement		Noah Gatzke, Chair, read the Land Acknowledgement Statement.		
1.2	Adoption of Agenda	GP-17 Council Meeting Process and Minutes		The September 15, 2022 agenda was approved by consensus as presented with the addition of the following agenda item: <ul style="list-style-type: none"> • 3.4 Integrated Registrant Management System 	
1.3	Declarations Regarding Conflict of Interest	GP-3 Council Code of Conduct, Confidentiality and Conflict of Interest		Noah Gatzke advised that he is an educator at the University of Manitoba and asked if Council felt he should excuse himself from any discussion that may be held regarding item 2.9 Education Program Annual Reports. Council consensus was that there is no conflict of interest and Noah Gatzke does not need to excuse himself.	

1.4	Introduction of New Council Members and College Staff			<p>Noah Gatzke, Chair, welcomed the new Council members, Cynthia Taylor RN, Dawn Harris, Public Representative, and Kenneth Molloy, Public Representative to their first Council meeting.</p> <p>The Chair also advised that this is the first Council meeting for the new CEO/Registrar, Deb Elias.</p> <p>Noah Gatzke introduced the following new staff members:</p> <ul style="list-style-type: none"> • Rhonda Cairns, Chief of Quality Practice. Rhonda fills the position vacated by Deb Elias when she accepted the role of CEO/Registrar. • Rebeca Garcia-Derwin, Case Manager, Professional Conduct. Rebeca is filling this position while Samantha Cyr is on maternity leave. • Janki Vaja, Administrative Assistant, Quality Practice. Janki now fills the position vacated by Peggy Aitchison when she retired. • Tracey Legary, Manager of Professional Conduct will be retiring on October 3, 2022. Tracey has been with the College for over 13 years. • Denise Nakonechny will be assuming the role of Manager of Professional Conduct and starts with the College on September 19, 2022. 	
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2.0 CONSENT AGENDA

No items were pulled from the Consent Agenda for further discussion.

2.1	June 9, 2022 Council Meeting Minutes	GP-17 Council Meeting Process and Minutes	The minutes were circulated to Council for review and approval.	<p>MOTION # 2022-09-15-01</p> <p>Moved by Kenneth Molloy Seconded by Martha Ross</p> <p>That the CRNM Council approve the Consent Agenda as presented and all the motions therein.</p> <p>All in favour CARRIED</p>	
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2.2	June 10, 2022 AGM Meeting Minutes	GP-17 Council Meeting Process and Minutes	The minutes were circulated to Council for review and approval.		
2.3	August 16, 2022 E-Vote Minutes	GP-17 Council Meeting Process and Minutes	The minutes were circulated to Council for review and approval.		
2.4	August 19, 2022 E-Vote Minutes	GP-17 Council Meeting Process and Minutes	The minutes were circulated to Council for review and approval.		
2.5	Chair's Report	GP-2 Role of the Council and Council Chair	The Chair's Report was circulated for information purposes.	The Chair's Report is filed	
2.6	CEO/Registrar's Report	EE-8 Communication and Support to the Council GP-18 Types of Information Provided to Council	The CEO/Registrar's Report was circulated for information purposes.	The CEO/Registrar's Report is filed.	
2.7	Media Report	EE-8 Communication and Support to the Council	The Media Report was circulated for information purposes.		
2.8	Current Practice Directions – Minor Edits		The briefing report <i>Current Practice Directions – Minor Edits</i> was circulated to the Council for information purposes.		
2.9	Nursing Education Programs Annual Reports		The Briefing Report <i>Nursing Education Programs Annual Reports</i> was circulated to the Council for review and approval.	Recommended Motion: That the CRNM Council accept the annual reports submitted by Brandon University, Red River College Polytechnic, University of Manitoba/University College of the North and Université de Saint-Boniface.	
3.0 ITEMS RELATED TO OFFICER REPORTS					
3.1	2023 Council Meeting Dates		The Briefing Report <i>2023 Council Meeting Dates</i> was circulated to the Council for review and approval.	Council held discussion. MOTION # 2022-09-15-02 Moved by Dawn Harris Seconded by Shakerah Jones-Hall	

			<p>The following meeting dates are proposed for Council meetings in 2023:</p> <ul style="list-style-type: none"> • Thursday, February 16, 2023 (Council Retreat) • Thursday, March 9, 2023 • Thursday, June 8, 2023 • Friday, June 9, 2023 (Annual General Meeting – morning) • Thursday, August 24, 2023 (Education Day) • Thursday, September 14, 2023 • Thursday, December 7, 2023 	<p>That the CRNM Council approve the 2023 Council meeting dates as presented.</p> <p>All in favour. CARRIED</p>	
3.2	Regulation Change – Compliance Order		<p>The Briefing Report <i>Amendments to the College of Registered Nurses of Manitoba General Regulation</i> was circulated to the Council for information purposes.</p> <p>Lori Darrah, Sr. Consultant, Policy & Public Initiatives provided a verbal overview of the report.</p>	<p>Council held discussion.</p> <p>MOTION # 2022-09-15-03</p> <p>Moved by Irene Hamilton Seconded by Martha Ross</p> <p>That the CRNM Council approve in principle the amendments to the College of Registered Nurses of Manitoba General Regulation as presented.</p> <p>All in favour CARRIED</p>	
3.3	Calls to Action Committee – Commitment Statement, Terms of Reference & Next Steps		<p>The Briefing Report <i>Calls to Action Committee – Commitment Statement, Terms of Reference & Next Steps</i> was circulated to the</p>	<p>Council held discussion.</p> <p>MOTION # 2022-09-15-04</p> <p>Moved by Kenneth Molloy Seconded by Rachel Ingels Bergman</p>	

			<p>Council for review and approval.</p> <p>Deb Elias, CEO/Registrar and Diana Heywood, Quality Practice Consultant, provided a verbal overview of the report.</p> <p>Noah Gatzke asked if any additional Council members would like to participate on the Calls to Action Steering Committee.</p> <p>Cynthia Taylor put name forward for consideration.</p> <p>The motion was amended to include Cynthia Taylor.</p>	<p>That the CRNM Council approve the Commitment Statement as presented</p> <p>All in favour. CARRIED</p> <p>MOTION # 2022-09-15-05</p> <p>Moved by Dawn Harris Seconded by Martha Harris</p> <p>That the CRNM Council approve the draft Terms of Reference in principle as presented</p> <p>All in favour. CARRIED</p> <p>MOTION # 2022-09-15-06</p> <p>Moved by Shakerah Jones-Hall Seconded by Irene Hamilton</p> <p>That the CRNM Council appoint the following Council members to the Calls to Action Steering Committee</p> <ul style="list-style-type: none"> a. Lindsay Mulholland, Public Representative as Co-chair b. Irene Hamilton, Public Representative c. Martha Ross RN(NP) d. Cynthia Taylor RN <p>All in favour. CARRIED</p>	
3.4	Integrated Registrant Management System		<p>Diana Waterman, CFO, provided a presentation on "<i>Integrated Registrant Management System</i>".</p>	<p>Council held discussion.</p> <p>MOTION # 2022-09-15-07</p> <p>Moved by Dawn Harris Seconded by Martha Ross</p> <p>That the CRNM Council approve Management's recommendation to implement Softworks Group Inc's Alinity integrated registrant management system.</p> <p>All in favour. CARRIED</p>	
4.0	ENTERPRISE RISK MANAGEMENT				
4.1	Risk Register Update		<p>The briefing report <i>Enterprise Risk Management – Risk Register Update</i> was circulated to the Council for</p>	<p>No discussion.</p>	

			information purposes Diana Waterman, CFO, provided a verbal overview of the report.		
5.0	PUBLIC BENEFIT POLICY MONITORING				
5.1	PB-1 Public Benefit Policy – Q2 Monitoring Report (2022)	PB-1 Public Benefit Policy	The briefing report <i>2022 Strategic Priorities Scorecard – Quarter 2 Results</i> was circulated to the Council for information purposes. Deb Elias, CEO/Registrar, and members of the Leadership Team (Diana Waterman, Rhonda Cairns and Suzanne Wowchuk) provided a verbal overview.	No discussion.	
5.2	Strategic Planning – Next Steps		The Briefing Report <i>Strategic Planning – Next Steps</i> was circulated to the Council for review and approval. Deb Elias, CEO/Registrar, provided a verbal overview of the report.	<p>MOTION # 2022-09-15-08</p> <p>Moved by Irene Hamilton Seconded by Martha Ross</p> <p>That the CRNM Council approve the Strategic Planning Working Group Terms of Reference as presented.</p> <p>All in favour. CARRIED</p> <p>MOTION # 2022-09-15-09</p> <p>Moved by Shakerah Jones-Hall Seconded by Irene Hamilton</p> <p>That the CRNM Council appoint the following Council members to the Strategic Planning Working Group:</p> <ul style="list-style-type: none"> • Lindsay Mulholland, Chair Elect • Shakerah Jones Hall, RN • Martha Ross, RN(NP) • Kenneth Molly, Public Representative • Dawn Harris, Public Representative 	

				All in favour. CARRIED	
6.0	EXECUTIVE EXPECTATIONS POLICY MONITORING				
6.1	EE-5 Asset Protection		<p>The briefing report <i>EE-5 Asset Protection Monitoring Report</i> was circulated to the Council for review and approval.</p> <p>Deb Elias, CEO/Registrar provided an overview of the report.</p>	<p>MOTION # 2022-09-15-10</p> <p>Moved by Kenneth Molloy Seconded by Irene Hamilton</p> <p>That the CRNM Council approves the interpretation of policy criterion 2(c) as presented.</p> <p>All in favour. CARRIED</p> <p>MOTION # 2022-09-15-11</p> <p>Moved by Irene Hamilton Seconded by Martha Ross</p> <p>That the CRNM Council approve EE-5 Asset Protection as a clear and understandable monitoring report, that outlines reasonable interpretations and evidence that shows compliance with policy</p> <p>All in favour. CARRIED</p>	
6.2	EE-11 Use and Protection of Registrant Information		<p>The briefing report <i>Monitoring Report: EE-11 Use and Protection of Registrant Information</i> was circulated to the Council for review and approval.</p> <p>Deb Elias, CEO/Registrar provided an overview of the report.</p>	<p>Council held discussion.</p> <p>MOTION # 2022-09-15-12</p> <p>Moved by Shakerah Jones-Hall Seconded by Rachel Ingels Bergman</p> <p>That the CRNM Council approve EE-11 Use and Protection of Registrant Information as a clear and understandable monitoring report, that outlines reasonable interpretations and evidence that shows compliance with policy.</p> <p>All in favour. CARRIED</p>	
7.0	GENERATIVE DISCUSSION				
7.1	Regulated Health Professions Act – Role of Council and Lessons Learned		<p>Deb Elias, CEO/Registrar, provided a presentation on <i>“The Regulated Health Professions Act – Role of Council and Lessons Learned”</i></p>	<p>Council held discussion.</p>	<p>Consider requesting the ability to establish an External Appeal Panel to manage the inherent risk of a conflict of interest of an Appeal Panel made up of Council members hearing</p>

					appeals regarding Council governance decisions.
8.0 COMMITTEE REPORTS					
8.1	Governance Committee Report				
		GP-4.4 Governance Committee Terms of Reference	The Governance Committee Report was circulated to the Council for information purposes. Lindsay Mulholland, Governance Committee Chair, provided a verbal overview.	The Governance Committee Report is filed.	
8.1.1	EE-11 Use and Protection of Registrant Information		The Briefing Report <i>EE-11 Use and Protection of Registrant Information</i> was circulated to the Council for review and approval.	MOTION # 2022-09-15-13 Moved by Lindsay Mulholland on behalf of the Governance Committee That the CRNM Council repeal policy EE-11 Use and Protection of Registrant information and that revisions to policy EE-10 Public Image be approved as presented. All in favour CARRIED	
8.1.2	GP-1 Council Commitment and Governing Approach		The Briefing Report <i>GP-1 Council Commitment and Governing Approach</i> was circulated to the Council for review and approval.	MOTION # 2022-9-15-14 Moved by Lindsay Mulholland on behalf of the Governance Committee That the CRNM Council approve the revisions to policy GP-1 Council Commitment and Governing Approach as presented. All in favour CARRIED	
8.1.3	GP-24 Council Member Recruitment and Selection Policy		The Briefing Report <i>GP-24 Council Member Recruitment and Selections Policy</i> was circulated to the Council for review and approval.	MOTION # 2022-09-15-15 Moved by Lindsay Mulholland on behalf of the Governance Committee That the CRNM Council approve the revisions to GP-24 Council Member Recruitment and Selections Policy as presented.	


				All in favour CARRIED	
8.1.4	EE-7 Monitoring Report Deferral		The Briefing Report <i>Deferral of EE-7 Monitoring Report</i> was circulated to the Council for review and approval.	MOTION # 2022-9-15-16 Moved by Lindsay Mulholland on behalf of the Governance Committee That the CRNM Council approve the deferral of the monitoring report for EE-7 Interaction with the Public and Registrants to no earlier than December 2023. All in favour CARRIED	
8.1.5	Overview of Strategic Agenda		Lori Darragh, Sr. Consultant, Policy & Public Initiatives provided a verbal overview of the Strategic Agenda and its purpose	Council held discussion.	
8.2	Finance Committee Report				
		GP-4.3 Finance Committee Terms of Reference.	The Finance Committee Report was circulated to the Council for information purposes. Dawn Harris, Finance Committee Chair, provided a verbal overview of the report.	The Finance Committee Report is filed.	
8.3	EE-3 Financial Planning / Execution / Condition (Quarterly Monitoring Report)		The Briefing Report <i>EE-3 Financial Planning / Execution / Condition – Quarterly Monitoring Report for the Period Ended June 30, 2022</i> was circulated to the Council for review and approval. Bryan Buss, Controller, provided a presentation on <i>Q2 2022 Financial</i>	MOTION # 2022-09-15-17 Moved by Dawn Harris on behalf of the Finance Committee That the CRNM Council approve the quarterly EE-3 Financial Planning/Execution/Condition Monitoring Report for the period ended June 30, 2022, as presented. All in favour CARRIED	

			<i>Condition Update – Sep 15, 2022.</i>		
8.4	Compensation Commitment Greater than \$150,000	EE-3 Financial Planning / Execution / Condition	<p>The briefing report <i>Compensation Commitment Greater than \$150,000</i> was circulated to the Council for review and approval.</p> <p>Bryan Buss, Controller, provided a presentation on <i>Compensation Review Update – Sep 15, 2022.</i></p>	<p>MOTION # 2022-09-15-18</p> <p>Moved by Dawn Harris Seconded by Shakerah Jones-Hall</p> <p>That the CRNM Council approves a \$180,000 unbudgeted increase to the College’s Salary commitments to reflect the results of the 2022 compensation market assessment.</p> <p>The effective date for the increase will be January 1, 2022.</p> <p>This will be the budgeted salary grid for 2023.</p> <p>All in favour. CARRIED</p>	
9.0 COUNCIL SELF – MONITORING					
9.1	GP-24 Council Member Recruitment and Nominations	<p>GP-6 Council Planning Cycle and Strategic Agenda</p> <p>GP-28 Council Policy Development / Updating / Approval</p>	<p>The briefing report <i>GP-24 Council Member Recruitment and Selections Policy – Interpretation and Monitoring Report</i> was circulated to Council for review and approval.</p> <p>Anish Panicker provided an overview of the report.</p>	<p>MOTION # 2022-09-15-19</p> <p>Moved by Cynthia Taylor Seconded by Martha Ross</p> <p>That the CRNM Council approve the monitoring report for GP-24 Council Member Recruitment and Selections Policy as showing reasonable evidence of partial compliance with policy.</p> <p>All in favour CARRIED</p>	
		<p>GP-6 Council Planning Cycle and Strategic Agenda</p> <p>GP-28 Council Policy Development / Updating / Approval</p>	<p>The briefing report <i>Council Self-Monitoring Schedule</i> was circulated to Council for review and approval.</p> <p>Lori Darragh, Sr. Consultant, Policy & Public Initiatives gave a verbal overview.</p>	<p>MOTION # 2022-09-15-20</p> <p>Moved by Irene Hamilton Seconded by Kenneth Molloy</p> <p>That the CRNM Council approve the monitoring schedule for GP and CR policies as proposed.</p> <p>All in favour. CARRIED.</p>	

10.0 CLOSED SESSION					
		GP-17 Council Meeting Process and Minutes	The Council held a Closed Session from 2:10 pm to 3:05 pm Council held the Closed Session to discuss the following topics: <ul style="list-style-type: none"> • Compliance Order – Labour Mobility • Legal Matters Update • CEO/Registrar 90 Day Plan 	MOTION # 2022-09-15-21 Moved by Martha Ross Seconded by Shakerah Jones-Hall That the CRNM Council move into a Closed Session. All in favour CARRIED	
10.1	Decisions from Closed Session			There were no decisions from the Closed Session to bring forward to the public minutes.	
<i>Staff members and legal counsels were excused from the Closed Session prior to the start of the Restricted In-Camera Session</i>					
11.0 RESTRICTED IN-CAMERA SESSION					
		GP-17 Council Meeting Process and Minutes	The Council held a Restricted In-Camera Session from 3:10 pm – 3:52 pm Council held the In-Camera Session to discuss the following topic: <ul style="list-style-type: none"> • CEO/Registrar Salary Compensation • Council Meeting Evaluation 	MOTION # 2022-09-15-01-Restricted IC Moved by Martha Ross Seconded by Shakerah Jones-Hall That the CRNM Council move into a Restricted In-Camera Session. All in favour CARRIED	
11.1	Decisions from the Restricted In-Camera Session	GP-17 Council Meeting Process and Minutes	There were no decisions from the Restricted In-Camera Session to bring forward to the public minutes.		
12.0 ADJOURNMENT					
			Noah Gatzke, Chair, adjourned the September 15, 2022 Council Meeting at 4:00 pm		

APPROVAL OF September 15, 2022, COUNCIL MEETING MINUTES

Approved by
Council on
December 8, 2022



Noah Gatzke, Council Chair



Deb Elias, CEO/Registrar

Use of electronic signatures have been approved.