



Board of Directors In Camera Meeting Agenda

Date: Thursday, April 24, 2025
Time: 9:00am - 12:00pm
Location: Boardroom / Microsoft Teams

Time	Agenda Item	Attachment
10:30	1. Call to Order (Dr. S. Robertson)	
(1 min)	1.1 Confirmation of Quorum	
(1 min)	1.2 Adoption of the agenda	P. 1
(1 min)	1.3 Declaration of Conflict of Interest	
10:33	2. Minutes (Dr. S. Robertson)	
(1 min)	2.1 Approval of previous meeting minutes - February 27, 2025	P. 2-3
(1 min)	2.2 Business arising from minutes	
10:35	3. Matters for Discussion/Decision	
(5 min)	3.1 Foundation Update (Dr. S. Robertson)	
(5 min)	3.2 Credentialing (Dr. L. MacKinnon) 3.2.1 Dr. Ionut Marius Diaconescu (Courtesy - Radiology) 3.2.2 Dr. Jessica Forbes (Courtesy - Microbiology) THAT the Board of Directors approve the appointment of Dr. I. Diaconescu and Dr. J. Forbes to the Professional Staff with Courtesy privileges.	P. 4 P. 5
(10 min)	3.3 Cyber Breach Incident Review (R. Alldred-Hughes)	
10:55	4. Consent Agenda	
(1 min)	4.1 Draft MAC Report THAT the Board of Directors approve and receive all documents as presented in the consent agenda.	P. 6-11
10:56	5. Adjournment (Dr. S. Robertson)	

MINUTES OF THE IN CAMERA MEETING OF THE BOARD OF DIRECTORS

Date	Thursday, February 27, 2025		
Time	9:00-12:00		
Location	Boardroom / Microsoft Teams		
Present:	Dr. S. Robertson, Chair	L. Boyling, Vice-Chair	Dr. R. Cardinal
	F. Wetering	G. McDonald	G. Peters
	H. Salib	F. Desjardins	Dr. G. Raby
	C. Nagy	C. Larocque	W. Rozon
	R. Alldred-Hughes, CEO	K. MacGillivray, CHRO	L. Ramsay, CFO
	R. Romany, CNE	Dr. L. MacKinnon, COS	
Regrets:	None		

Moved By: G. McDonald
 Seconded By: C. Larocque
 THAT the Board enter the in-camera session.

CARRIED

1. Call to Order

Dr. S. Robertson, Chair, called the meeting to order at 9:00.

1.1. Quorum

A quorum was present.

1.2. Adoption of the Agenda

The agenda was reviewed, and an addition of item 3.2 Patient Risk Issue.

Moved By: G. McDonald
 Seconded By: C. Larocque
 THAT the agenda be adopted as amended.

CARRIED

1.3. Declaration of Conflict of Interest

There were no conflicts of interest declared at this time.

2. Minutes

2.1. Approval of the Minutes

The minutes of the last meeting held on January 30, 2025, were presented.

Moved By: G. McDonald
 Seconded By: C. Larocque
 THAT the minutes of the meeting held on January 30, 2025, be approved as presented.

CARRIED

2.2 Business Arising from the Minutes

There was no business arising from the minutes.

3. Education

D. Lorimer presented on Cyber Security, including the hospital's current landscape, barriers, solutions, attack vectors, and Cybersecurity posture.

4. Matters for Discussion/Decision

4.1 Foundation Updates (Dr. S. Robertson)

The hospital requested financial support from the Foundation to help pay for the purchase of the ADU. The Washer Tournament will be taking place on April 5th, 2025. A Foundation Coordinator was hired and will start in March. The website is being revised, and the electronic donor wall will soon be going up.

3.2 Patient Risk Issue

A patient passed away at the hospital two years ago and a review was conducted at the time where family were met with and their questions answered. Following that meeting, the family member of the patient reached out to the Patient Ombudsman of Ontario at which point R. Romany started in her position with the hospital and took over the file. The family stopped responding and the Patient Ombudsman closed the file as there was nothing else to be done. Earlier this week, a letter was received from the family addressed to the CEO and Board Chair as well as the Minister of Health and the Premier. R. Alldred-Hughes reached out to the hospital's legal council who were already aware of the situation from discussion one year ago as the family is requesting to meet again to further discuss. The two-year mark is approaching on Monday. A letter was drafted from the hospital that will be going out to the family this week in which the ask to meet again will not be accepted as this would mean reopening the case. The concern at this time is reputational for the hospital.

4. Consent Agenda

The following were included in the meeting package under consent agenda and reviewed by members prior to the meeting:

4.1 Draft MAC Report

Moved By: C. Larocque

Seconded By: F. Desjardins

THAT the Board of Directors approve and receive all documents as presented in the consent agenda.

CARRIED

6. Closing Remarks & Adjournment

The meeting adjourned at 9:55.

K-L. Massia, Recording Secretary

April 15, 2025

Privileges for New Physician

The Credentials Committee reviewed the application of **Dr. Ionut Marius Diaconescu** for **Courtesy** privileges and deemed that his file is complete and in good standing.

The recommendation was made at the Medical Advisory Committee meeting of April 15, 2025, that **Dr. Ionut Marius Diaconescu** be accepted under the **Courtesy (Medical Imaging)** category until the recertifying period of December 31, 2025.

Moved by: Dr. S. Farmer

Seconded by: Dr. L. MacKinnon

THAT the MAC Committee put forward the recommendation to the Board of Directors for Dr. Ionut Marius Diaconescu, Medical Imaging Consultant, to receive Courtesy privileges.

The Medical Advisory Committee asks that the Board of Directors consider these privileges.

Regards,



Dr. Lisa MacKinnon,
Chief of Staff

April 15, 2025

Privileges for New Physician

The Credentials Committee reviewed the application of **Dr. Jessica Forbes** for **Courtesy** privileges and deemed that her file is complete and in good standing.

The recommendation was made at the Medical Advisory Committee meeting of April 15, 2025, that **Dr. Jessica Forbes** be accepted under the **Courtesy (Medicine-Biochemistry, Transfusion Medicine)** category until the recertification period of December 31, 2025.

Moved by: Dr. S. Farmer

Seconded by: Dr. L. MacKinnon

THAT the MAC Committee put forward the recommendation to the Board of Directors for Dr. Ionut Marius Diaconescu, Medical Imaging Consultant, to receive Courtesy privileges.

The Medical Advisory Committee asks that the Board of Directors consider these privileges.

Regards,



Dr. Lisa MacKinnon,
Chief of Staff

MAC Minutes



MINUTES OF THE MEDICAL ADVISORY COMMITTEE MEETING

March 4, 2025, at 11:30pm

MS TEAMS

Present: Dr. L. MacKinnon Dr. D. Read Dr. S. Farmer
R. Alldred-Hughes, CEO R. Romany, CNE Dr. D. Pepper
Dr. C. McCudden

Absent: None

CALL TO ORDER

The meeting was called to order at 11:32 a.m.

Quorum

A quorum was attained.

Adoption of Agenda

The agenda was adopted as presented.

Motioned by: Dr. S. Farmer

Seconded by: Dr. D. Read

THAT the Medical Advisory Committee approve the agenda as presented.

CARRIED

Declaration of Conflict

No conflict of interest declared.

REPORT OF THE LAST MEETING

Approval of the Minutes

The minutes of the last meeting held on March 4, 2025 were included in the package and approved as presented.

Motioned by: Dr. D. Read

Seconded by: Dr. S. Farmer

THAT the Medical Advisory Committee approve the previous meeting minutes as presented.

CARRIED

STANDING ITEMS

Attendance Summary

The attendance summary provided in the package was reviewed and discussed with no additional changes required.

Physician HR Plan

The 2024-2025 Physician HR Plan remains the same with recruitment efforts focused on the following:

MAC Minutes

Key Points:

- *Inpatient Unit:* Two positions (part-time and/or locum) have been reposted with additional wording in position title April 4, 2025: internally, HFO Jobs, HGMH website.
- *Emergency Department:* A part-time position has been reposted with additional wording in position title April 4, 2025: internally, HFO Jobs, HGMH website.
- EDLP was looked into as an option - some concerns with current group. ED covered through June 2025. So far, there is no need to submit the application.
- ROMP Update: Meeting had with HGMH team and ROMP. Meeting had with HGMH, ROMP, and North Glengarry Township regarding efforts for Rural Week in May/June. To date, Dr. Kucherepa has signed up with ERMAP for a student in May, Dr. Read willing to take on a student June 3-6 (would require someone to take the student June 2nd. Working with the physician group looking for one more student placement.
- Dr. MacKinnon attended a conference in Toronto and did some networking to help recruit physicians here.
- S. Laframboise is at the CASPR conference which is about recruitment and how to attend a more targeted reach.
- Discussion ensued around posting on Facebook groups to target physicians and to reach out to universities to get lists of upcoming grads as they will be graduating soon.
- Rural medicine week is coming up and Dr. Read agreed to take on a student. Dr. Kagoma also mentioned he could take a student during his clinic days if that could be of help. Dr. MacKinnon and S. Laframboise sat in on a meeting where recruitment is being done to bring in some US physicians.

ER P4R Patient Flow Update

Dr. S. Farmer reported that March was a busier month, however things went really in March with metrics better than the regional average. K. Duval and Dr. Farmer are in the early stages of looking into whether appointments can be booked in ER for non-urgent issues. This may involve bringing in a Physician Assistant. More information to come on this.

MAID update

Dr. Read reports that process will remain status quo.

BUSINESS ARISING

Rehab Coverage Update

Dr. Read reported that Dr. Isaac has expressed interest in covering for Dr. Kucherepa the end of June and beginning of July. This has yet to be confirmed. It was agreed that physicians covering the inpatient unit do not have to find coverage for themselves when they go on vacation. A coordinated effort should be done to find a locum replacement to help.

MAC Minutes

Physician Recruitment

This was discussed under the Physician HR Plan.

Medical Students & Resident Programs

Dr. MacKinnon reports that work is being done on getting a student for Rural Medicine Week.
Dr. S. Farmer offered a room at her place to offer more of a farm life experience.

EDLP update

Dr. S. Farmer reported that conversations have taken place with those who had concerns about the program. There were no problems with scheduling June and July. August is an issue as several physicians are away. We will have to proceed with EDLP to try and fill these shifts. This will be further discussed at the next ER Physician Meeting. It was agreed that if the two weeks in August can get covered, there shouldn't be any issues in the fall as summer is when most people take vacation.

Update ~ Dr. Rivest-Gaudreault following her own patients

Dr. Read reports that Dr. Rivest-Gaudreault will not be following her own patients.

ITEMS FOR DISCUSSION/DECISION

Pharmacy & Therapeutics

MAC Approval):Formulary Change Request for the temporary addition of Botox.

Recommendation: to approve formulary change request for the temporary addition of Botox as presented.

Motioned by: Dr. S. Farmer

Seconded by: Dr. D. Read

THAT the MAC approves the formulary change request for the temporary addition of Botox as presented.

This is for the Physiatry clinic that we are trying to implement, and the Botox will be for severe spasticity management. This will be low volume, 1-2 patients per week and injections will be done every 6 weeks.

CARRIED

Updated Safety Plan for 2025-2028

Recommendation: to approve the updated Patient Safety Plan as presented.

Motioned by: Dr. S. Farmer

Seconded by: Dr. D. Read

THAT the MAC approves the updated Patient Safety Plan as presented.

R. Romany updated on the updated Patient Safety Plan which is revised yearly.

CARRIED

MAC Minutes

Leave of Absence ~ Maternity Leave Dr. Nadia Sant

Recommendation: to approve the requested maternity leave for Dr. Nadia Sant for the period of March 31, 2025 - May 1, 2026.

*Dr. Jessica Forbes at TOH will replace her as a member of our IPAC committee during her leave.

Motioned by: Dr. D. Read

Seconded by: Dr. S. Farmer

THAT the MAC approves the requested maternity leave for Dr. Nadia Sant for the period of March 31 2025 - May 1, 2026.

CARRIED

Physician Lead for Antimicrobial Stewardship & IPACC Committee

Dr. Peffer offered to stay on this committee if there is no other interest. Discussion ensued around the process at other hospitals which entails commitment from physicians to cover a certain number of weeks on the inpatient unit and then become assigned a committee lead which has a stipend associated. If there is extra funds available, it was discussed that these should be used to incentivize physicians on the inpatient unit.

Dr. S. Farmer is the physician lead for Epic. While she is on maternity leave, a replacement is needed. S. Laframboise will send an email out to the group with this ask. Dr. S. Farmer intends on tacking 4-weeks off from the Chief position and will get coverage

CREDENTIALS

Evaluations

Dr. Valery Rossbach: 12-month evaluation due in April - Deferred.

Dr. Peter Kagoma: 12-month evaluation due in April – Deferred.

Application for Appointment

Dr. Ionut Marius Diaconescu, has applied for Courtesy, Medical Imaging privileges. Temporary privileges have been granted. Permanent privileges are approved by the credentialing committee and MAC recommends that the Board of Directors approve Courtesy, Medical Imaging privileges.

Motioned by: Dr. D. Read

Seconded by: Dr. S. Farmer

THAT the Medical Advisory Committee recommends that the Board of Directors approve Courtesy, Medical Imaging privileges for Dr. Ionut Marius Diaconescu.

CARRIED

Dr. Jessica Forbes, has applied for Courtesy, Medicine- Biochemistry, Transfusion Medicine privileges. Temporary privileges have been granted. Permanent privileges are approved by the credentialing committee and MAC recommends that the Board of Directors approve Courtesy, Medicine- Biochemistry, Transfusion Medicine privileges.

Motioned by: Dr. D. Read

Seconded by: Dr. S. Farmer

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THAT the Medical Advisory Committee recommends that the Board of Directors approve Courtesy, Medicine- Biochemistry, Transfusion Medicine privileges for Dr. Jessica Forbes.

CARRIED

The Board of Directors have approved Courtesy, Cardiology privileges for Dr. Georgios Tsimiklis as recommended by MAC.

REPORTS

Chief of Staff

Dr. MacKinnon updated the committee on the following key points:

- There is a significant concern with coverage on the inpatient unit. Hopefully recruitment will come to fruition.
- Regional Chief meeting coming up next month.
- There were concerns with Dr. E. Bilodeau who is going through a lot at the moment. Dr. MacKinnon asked for support from the group to help him when needed.

Chief of Emergency

Dr. Farmer provided the committee with the following updates:

- Temporary locum funding was cancelled. Discussions have taken place on what the funding might be, however this has not yet been announced by Ontario Health.
- Intubation checklists are being worked on and should be finalized within the next month
- An ask came forward from the ED physicians to have a fast charger for electric vehicles and to also have dedicated parking space for physicians. The request will be made to have the charger paid for by the PSA. R. Alldred-Hughes advised that a special plug is being installed to charge electric vehicles so this might not be necessary. It was agreed that the space can be made a dedicated parking spot for physicians, however this will not be policed by the hospital.
- Dr. MacKinnon is looking into ED Simulation programs for the physicians

Chief of Inpatient and Ambulatory Care

Dr. Read provided the committee with the following updates:

- Biggest concern at the moment is around scheduling on the inpatient unit. S. Laframboise is in talks with L. Ramsay as to whether an extra stipend can be given. Its being looked into as to what other hospitals do for this. There is no set expectation that the inpatient unit physician will come back, the ER physician covers once the inpatient unit physician leaves. There has been an increase in calls to the ER lately so this might need to be revisited. All inpatient unit physicians have access to view Meditech from home which should eliminate some of the calls. Dr. D. Read will follow up with S. Laframboise to see where things are at with the discussion around stipend. A meeting will take place with Dr. D. Read and Dr. L. MacKinnon to figure out what will be done for the two uncovered weeks this summer.

Professional Staff Association

Dr. Peffer reported that the next meeting will likely be pushed back to May.

MAC Minutes

Date and Time of Next Meeting

The next meeting is scheduled for May 6, 2025, at 12:00 PM.

Adjournment

The meeting was adjourned at 1:00 pm.

K-L. Massia, Recorder

DRAFT