



Board of Directors In Camera Meeting Agenda

Date: Thursday, May 22, 2025
Time: 9:00am - 12:00pm
Location: Boardroom / Microsoft Teams

Time	Agenda Item	Attachment
11:10	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	
11:13	2. Minutes (Dr. S. Robertson)	
(1 min)	2.1 Approval of previous meeting minutes - April 24, 2025	P. 2-4
(1 min)	2.2 Business arising from minutes	
11:15	3. Matters for Discussion/Decision	
(5 min)	3.1 Foundation Update (Dr. S. Robertson)	
11:20	4. Consent Agenda	
(1 min)	4.1 Draft MAC Report	P. 5-8
	THAT the Board of Directors approve and receive all documents as presented in the consent agenda.	
11:21	5. Adjournment (Dr. S. Robertson)	

MINUTES OF THE IN CAMERA MEETING OF THE BOARD OF DIRECTORS

Date	Thursday, April 24, 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	
	R. Romany, CNE	Dr. L. MacKinnon, COS	Stephane Bussiere
Regrets:	L. Ramsay, CFO		

1. Call to Order

Dr. S. Robertson, Chair, called the meeting to order at 10:30 AM.

1.1. Quorum

A quorum was present.

1.2. Adoption of the Agenda

The agenda was reviewed.

Moved By: F. Desjardins

Seconded By: L. Boyling

THAT the agenda be adopted as presented.

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 February 27, 2025, were presented.

Moved By: H. Salib

Seconded By: Dr. G. Raby

THAT the minutes of the meeting held on February 27, 2025, be approved as presented.

CARRIED

2.2 Business Arising from the Minutes

There was no business arising from the minutes.

3. Matters for Discussion/Decision

3.1 Foundation Updates (Dr. S. Robertson)

A significant contribution from a U.S.-based donor is expected, which will provide substantial support. The donor wall has now been installed and will be maintained by the Foundation Executive Director. We have also been selected as the beneficiary of this month's Smile Cookie campaign, with the Senior Leadership Team scheduled to decorate cookies on Monday. Additionally, Minimax will feature the Foundation branding on a wrap for their trailer, and planning is underway for a roadside billboard.

An event is scheduled for June 5th at Wood Brothers, with further communication to come from the Foundation, which is supporting the event.

The Foundation's current campaign will not specifically focus on CT, as ongoing support is required throughout the year for multiple funding priorities. R. Alldred-Hughes and F. Theoret will continue to monitor the available funds to support the CT initiative.

3.2 Credentialing

3.2.1 Dr. Ionut Marius Diaconescu (Courtesy - Radiology)

3.2.2 Dr. Jessica Forbes (Courtesy - Microbiology)

Moved By: W. Rozon

Seconded By: Dr. R. Cardinal

THAT the Board of Directors approve the appointment of Dr. I. Diaconescu and Dr. J. Forbes to the Professional Staff with Courtesy privileges.

CARRIED

3.3 Cyber Breach Incident Review

R. Alldred-Hughes reported a cyber breach involving CHAMP that was detected within our network environment. However, our systems were not impacted, as our firewalls functioned as intended and provided effective protection. In the event that our systems had been affected, we have reliable backups in place to restore operations. He also shared that other organizations involved praised our IT manager for his support and assistance during the incident.

Currently, the only other organization within our environment is the FHO. Going forward, we would only consider providing back-office support through a separate and isolated network.

Additionally, Louise mentioned receiving an email that appeared to be a phishing attempt. We should all remain vigilant when it comes to phishing emails and report any suspicious messages immediately.

COS Report

Dr. L. MacKinnon reported that the focus remains on physician recruitment with a new focus on recruiting physicians from the United States who want to come to Canada.

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: W. Rozon

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 10:50 AM.

S. Laframboise, Recording Secretary

DRAFT

MAC Minutes



MINUTES OF THE MEDICAL ADVISORY COMMITTEE MEETING

May 6, 2025, at 12:00pm

MS TEAMS

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

Absent: Dr. D. Pepper

CALL TO ORDER

The meeting was called to order at 12:04 p.m.

Quorum

A quorum was attained.

Adoption of Agenda

The agenda was adopted as presented.

ADD: 3.6 High sensitivity Troponin – Dr. McCudden

Motioned by: Dr. D. Read

Seconded by: Dr. S. Farmer

THAT the Medical Advisory Committee approve the agenda as presented with additions.

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 April 15, 2025, were included in the package and approved as presented. A corrected copy was sent out to the group via email today.

Motioned by: Dr. S. Farmer

Seconded by: Dr. D. Read

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

CARRIED

STANDING ITEMS

Attendance Summary

The attendance summary provided in the package was reviewed and discussed with no additional changes required. Attendance at meetings is not ideal, the Chiefs will further discuss plans to promote physician to attendance.

MAC Minutes

Physician HR Plan

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

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, and local Universities.
- *Emergency Department.* A part-time position has been reposted with additional wording in position title April 4, 2025: internally, HFO Jobs, and local universities.
- *EDLP.* Our ED is covered through July 2025 with some vacant shifts in August (hoping will be covered by current group). So far, there is no need to submit the application.
- *Medical Learners :* To date, we have notified ERMAP and ROMP that we are willing to take on 2 students each week May 26-30, and June 2-6. A student schedule is being developed to support ROMP and ERMAP placements. The Township is arranging community vouchers, along with providing breakfast one week and lunch the next for students.
- *HHR Regional Subcommittee.* Dr. MacKinnon and Suzanne are participating in an HHR regional subcommittee focusing on physician recruitment out of province and abroad.
- *Regional Chief of Staff working group* is developing a streamlined process for credentialing packages for physicians relocating to this part of Ontario.
- *Physician Recruitment Networking.* Suzanne has connected with the Canadian Society of Physician Recruiters (CaSPR), Eastern Ontario Physician Recruitment Alliance (EOPRA), and the Lead, Priority Initiatives, Acute and Hospital Based Care, at Ontario Health. This initial networking is assisting us with laying the groundwork that is needed to effectively recruit physicians to this community.
- *Recent Physician Interest.* DR. Farmer has received an email from an emergency doctor who is not CPSO licensed yet but is working on it.
- *Job Postings.* We need to add language in our job posting that will address physician payment structure for ED and Inpatient job postings. Suzanne will ensure our job postings show us as listed as a “24-hour funded model”.

ER P4R Patient Flow Update

Dr. S. Farmer reports that the initiative remains on track, with the schedule shifting to Monday-Wednesday-Friday effective May 2025. She noted that she will be reviewing potential adjustments to the current structure, as the new AFA rate will not support the same number of weekly hours.

When the new AFA agreement details are received, further discussions will be had with the ER physicians including potential PA models. A discussion took place today regarding the recent regulation of Physician Assistants (PAs) in Ontario. The group acknowledged the value that a skilled PA can bring to the clinical team, even though the Most Responsible Physician (MRP) is still required to see the patient in order to bill. It was noted that having a PA manage lower-acuity patients, such as CTAS levels 4 and 5, could still result in significant time savings.

MAC Minutes

MAID update

Dr. Read reports that our process will remain status quo, with Dr. Rossbach remaining as the primary person, if he cannot, he contacts Dr. Read.

Quality/Patient Experience (Quarterly)

Defer to September, Rachel led the discussion in April and will report again in September.

High Sensitivity troponins

Dr. McCudden led the discussion about the plan for high sensitivity troponins at HGMH. Validation should be completed in the next 6 weeks, and next steps will be getting MAC and physicians comfortable with it. Targeted go live date would be July. Dr. McCudden will reach out to S. Laframboise to set up a meeting for us as we get closer to the date.

BUSINESS ARISING

Rehab Coverage Update

Dr. Read reported that we are hopeful that Dr. Isaac will be able to cover Dr. K.'s first week June 23-29, she is to let us know this week. A discussion was had about potentially reaching out to Bruyere to see if they would have anyone interested in helping us with vacation coverage. Any interest in a collaborative medical model for coverage, or in locum coverage?

Another suggestion was to ask Dr. Nadeau and Dr. Lajoie if they are interested in covering rehab vacation coverage.

Physician Recruitment

This was discussed earlier under Physician HR Plan. The recruitment focus is moving towards physicians relocating back to Canada.

Medical Students & Resident Programs

Dr. MacKinnon reports that we are working on a Calendar of Education Activities that will soon be shared with ERMAP and ROMP. We are planning to take on 4 students in total, 2 each week for Rural Medicine Week(s) May 25-30, and June 2-6, 2025, and hoping to expand that to Residents in the future.

Interim Physician Lead Epic

Dr. S. Farmer reported R.J. Jarencio is asking if there is a physician who is willing to step into the EPIC role while she is off on maternity leave. The plan is to meet weekly on Wednesday afternoons for 1-hour. As soon as we have information from D. Lorimer and/or R.J. Jarencio on what the Epic Lead is responsible for, we will send email out to the physician groups.

ITEMS FOR DISCUSSION/DECISION

Inpatient Physician Coverage

Dr. Read reports we still have a few weeks in July and August that remain vacant and a total of 7 vacant weeks July-December 2025. A discussion was had about possible solutions to incentivize our local group, and Dr. Read and Dr. MacKinnon will submit a draft plan to R. Alldred-Hughes for further discussions.

MAC Minutes

ED Return Visit Quality Program (EDRVQP)

Dr. MacKinnon reports that one of our ongoing requirements is to review 40 return visit charts annually. The criteria for chart selection were discussed, and the list of charts will be provided to K. Duval, who will coordinate their distribution for review. This process is expected to generate valuable learning opportunities. It was agreed that this will be added as a standing item on the agenda going forward.

CREDENTIALS

Evaluations

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

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

Date and Time of Next Meeting

The next meeting is scheduled for June 3, 2025, at 12:00 PM.

Adjournment

The meeting was adjourned at 13:34 pm.

S. Laframboise, Recorder