



	<p>College of Kinesiologists of Ontario Special Meeting to Consider College of Nurses Submission to Minister Minutes</p>
<b>Date/time of meeting</b>	Friday, February 22, 2019 9:00 a.m. – 4:00 p.m.
<b>Chair</b>	Ken Alger
<b>Facilitator</b>	Shenda Tanchak, Magnetic North Regulatory Consulting
<b>Note Taker</b>	Danae Theakston
<b>Present</b>	Ken Alger, Nelson Amaral, Lori Anne Beckford, Jennifer Bushell, Derek DeBono, Chad McCleave, Michelle Meghie, Stefanie Moser, Jennifer Pereira, Graydon Raymer, Ryan Wight, Michelle Young  Staff: Tracey Scott, Eric Bruce, Danae Theakston, Brenda Kritzer, Nancy Leris
<b>Regrets</b>	Nicole DiFilippo, Elwin Lau, Kalen Johnson, Marilyn Bartlett
<b>Staff/guests in Attendance</b>	<b>Staff:</b> Brenda Kritzer, Danae Theakston, Eric Bruce, Tracey Scott, Nancy Leris  <b>Guests:</b> Doug Ross (MOHLTC), Samia Shaheen (MOHLTC), Christine Forsyth, Stuart Moulton, Andres Palomino (ARKO)
<b>Purpose of Meeting</b>	<b>Welcome and Setting Expectations</b>
	<ul style="list-style-type: none"> <li>• Purpose of the special meeting of Council <ul style="list-style-type: none"> <li>○ To determine what, if any, elements of the College of Nurses of Ontario's (CNO) January 8, 2019 submission to the Minister of Health the CKO wishes to support</li> <li>○ To contribute to the upcoming strategic planning by identifying any related activity that might be included in the strategic plan</li> </ul> </li> </ul>
<b>Background of College of Nurses Submission Vision 2020</b>	<b>Review the background and request for support from CNO</b>
	<ul style="list-style-type: none"> <li>• CNO established a governance task force in 2014 to identify and move forward on governance best practices for regulatory agencies</li> <li>• After several years' work, they came up with a series of recommendations</li> <li>• Some of the recommendations may be implemented without legislative or regulatory change but others will require legislative action</li> <li>• The CNO made a submission to the Minister of Health in January seeking to work with government to move forward on their proposed changes</li> <li>• In support of their recommendations, the CNO has asked all of the health colleges in Ontario to write to the Minister and endorse specific elements of</li> </ul>

	the CNO request for legislative change.
<p><b>Detailed Review of Key Recommendations to Minister and CKO Positions</b></p>	<p style="text-align: center;"><b>Review of Key COLLEGE OF NURSES OF ONTARIO Recommendations</b></p> <p>A discussion was held by members of Council regarding the below 6 recommendations brought forward by the CNO. Council members then moved into groups to discuss the six recommendations and their thoughts and opinions.</p> <p>The CNO’s position is that Ontario has not kept pace with other jurisdictions in modernizing self-regulation by professions, noting in particular that other jurisdictions do not necessarily continue to have members of the governed profession directly making decisions such as discipline, etc.</p> <p>Summary of key points in the Submission and Response by the Council of the College of Kinesiologists:</p> <ul style="list-style-type: none"> <li>• <b>Council Size</b> <ul style="list-style-type: none"> <li>○ The governance literature says the best size for boards is 8-10 members.</li> <li>○ A large group could lead to difficulty in having fulsome council discussions.</li> <li>○ CNO working group is proposing a board of 12 members.</li> </ul> </li> <li>• <b>CKO position</b> <ul style="list-style-type: none"> <li>○ CKO is in agreement that a reduced board is more efficient as described in research and current literature.</li> <li>○ Rationale – a smaller board allows for more efficient decision-making,</li> <li>○ Further comments- support for this model is based upon other aspects of the model proposed- specifically CKO Support this under the assumption that the expanded committee structure would be part of the new governance structure for health professions. This expanded Committee structure would be intended to ensure high quality advice from members of the profession and expanded number of committees and membership drawn from outside of the board to ensure sufficient capacity to accomplish the duties of committees.</li> </ul> </li> <li>• <b>Council Composition</b> <ul style="list-style-type: none"> <li>○ Focus on the balance of public and professional members</li> <li>○ CNO recommendation that the membership of the governing body should be at least 50% public members</li> <li>○ CNO noted that a board comprised of more than 50% members of the profession being governed has the potential to undermine public confidence that decisions are always made in the interest of the public and that interests of the profession may be influencing decisions.</li> </ul> </li> <li>• <b>CKO position</b> <ul style="list-style-type: none"> <li>○ Council is <b>in support</b> of 50% public council so long as it does not have an effect on quorum during a transition period, and noting that the percentage is not the most important factor, but rather competency is.</li> <li>○ Support for this recommendation includes Council’s further</li> </ul> </li> </ul>

recommendation that flexibility in implementation be allowed to allow for transition of board members.

- **Council Member Selection Process**

- Elections based on regions are not, for the most part, aimed at selecting people whose skills match the needs of the board. While some people who pursue a seat on Council have many skills that are very relevant to the governance role, it is not assured.
- A process which determines and appoints council members based on competencies for the role of governance would ensure that councils have people at the table with the necessary skills for their role in governing the profession.

CKO position

- CKO Council is **in support** of the recommendation that the election of Council members cease and that Council members be selected based on the competencies needed to support and achieve sound decision-making in the public interest.

- **Executive Committee**

- The CNO has proposed that an executive committee be optional for each College based on preference. Currently the RHPA requires an Executive Committee to act on behalf of Council between meetings, on critical matters. With a smaller board, achieving quorum should be easier relieving the need for an Executive Committee.
- This model would re-inforce the role of the board making all critical decisions, would help to reduce costs and would allow appointees to focus on other priorities.

CKO position

- CKO Council is **in support** of having the option for College Councils to have an executive committee or not.
- Rationale – it was agreed that achieving quorum with a smaller Council would allow a meeting of council to be called as needed. In addition this would ensure greater transparency as all council decisions would be made in open, publicly accessible meetings. In turn this would increase public confidence as the decisions and opinions of all Council members would be brought to bear on all issues.

- **Committees could be comprised of appointees that do not include members of Council.**

- CNO is suggesting that committees are able to be comprised without Council members.
- This would reduce the demands on Council members. In turn the reduction in workload for Council members would allow more qualified people to participate as there would be less interference with meeting personal and professional demands.

CKO position

- CKO is **in support** of flexibility to constitute committees without having Council members on every Committee or Panel. At the same time, the CKO would like to retain the ability to appoint council members to positions on committees where their competencies can

	<p>enhance the work of the committee. Appointments to committees should be competency-based and Council members should be allowed to participate in the work of committees as determined by Council.</p> <ul style="list-style-type: none"> <li>○ Rationale – it is important that council be able to determine the expertise required for committees and how to meet those requirements. In some instances a Council member may be able to facilitate communication and share with committee important information relating to the concerns and directions of council.</li> </ul> <ul style="list-style-type: none"> <li>● <b>Public Member Compensation</b> <ul style="list-style-type: none"> <li>○ Colleges are currently not allowed to pay public members</li> <li>○ CNO is proposing that Colleges pay public members</li> </ul> </li> </ul> <p>CKO position</p> <ul style="list-style-type: none"> <li>○ <b>This concept was not supported by council.</b></li> <li>○ Rationale – funding model proposed by the CNO does not take account of the very limited resources of some regulators. Other aspects of the proposal from CNO already provide for reductions in the cost of governance, with a smaller Council and fewer appointments, and reduced demands on the time commitments of council members.</li> <li>○ The College would recommend that per diems to public appointees be increased. Current levels discourage participation and do not reflect the competencies expected and the many demands made of members of council.</li> <li>○ The Council also noted the significant inequities that are likely to exist in a model where individual colleges paid the per diems of public members. Clearly if the CPSO were to pay public appointees at the same level as professional members, for example, their per diems would exceed by a significant amount what other college would be able to afford, without increasing registrant fees.</li> <li>○ In addition the council felt that there were many other implications to this recommendation which require further exploration.</li> </ul>
<p><b>Next Steps</b></p>	<p style="text-align: center;"><b>Determine next steps, if any, for further governance discussions</b></p> <p>How important is the issue of foundational change (governance reform)?</p> <p>What part, if any, will the discussions and decisions of the day play in the upcoming strategic planning?</p> <p>It was agreed that;</p> <ul style="list-style-type: none"> <li>● There is a tremendous amount of agreement on what the topics are for governance reform for our College and the readiness to move forward is apparent.</li> <li>● The topic of governance will be a central focus of the Strategic Planning Workshop.</li> <li>● A letter to the MOHLTC of general support (with some specific comments) will be drafted by the College Registrar and President and brought forward to the April council meeting.</li> </ul>