

Minutes of the Meeting of the MICs Board of Directors
Wednesday, November 22, 2023 – 18h00
Via Zoom (LMH Lead Site)

ANSON GENERAL HOSPITAL	
	Danielle Delaurier – Chair
	Ann Zsigmond – Vice-Chair
	Fern Morrisette – Treasurer
	Ben Lefebvre – Municipal Representative
BINGHAM MEMORIAL HOSPITAL	
	Oswald Silversen – Chair
	Melissa Laderoute – Vice-Chair
	Christina Jessup – Treasurer
	Dave Dymont – Municipal Representative
LADY MINTO HOSPITAL	
	Pat Dorff – Chair
	Derek Archibald – Vice-Chair
	Denis Clement – Treasurer
	Sylvie Charron-Lemieux – Municipal Representative
MICs GROUP OF HEALTH SERVICES	
X	Paul Chatelain – MICs Chief Executive Officer
X	Isabelle Boucher – MICs Chief Nursing Officer
X	Dr. Joey Tremblay – MICs Chief of Staff
X	Dr. Auri Bruno-Petrina – MICs President of Medical Staff
GUESTS	
X	Tiffany Smith – MICs Executive Assistant (<i>Recording Secretary</i>)
X	Gail Waghorn – MICs Chief Financial Officer

1.0 Call to Order & Chairs Remarks (D. Archibald)

- 1.1 Land Acknowledgement: We would like to acknowledge that we are hosting this meeting from the traditional territory of the Cree, Ojibwe, Ojicree, Algonquin and Métis Peoples of Apitipi Anicinapek Nation and Taykwa Tagamou Nation, located in Treaty 9 Territory. Miigwetch to all indigenous and Métis partners for sharing their land with us.
- 1.2 The chair opened the meeting and welcomed everyone. The Chair then inquired if there were any declarations of conflict of interest. There were none.

2.0 Approval of Agenda (D. Archibald)

The agenda was reviewed.

Motion:

Moved by: O. Silverson

Seconded by: A. Zsigmond

Be it resolved,

THAT the MICs Board of Directors approve the board agenda as presented.

Carried.

3.0 Trustee Education / Presentations (CEO)**3.1 Credentialing 101**

- The CEO presented the Credentialing 101 presentation to the Board.
- Board members were invited to ask questions.

3.2 ONE Hits CEO Update

- The CEO provided an update on the ONE project and confirmed we are on track to meet our go-live date of May 14, 2024.

3.3 ONE Bulletin

- The CNO provided an update on the testing and training. We are about to enter the payroll testing phase.
- Gaps have been identified through the system testing and we are currently doing what we can to resolve the issues.

3.4 ONE Newsletter

- The ONE monthly newsletter was provided under a separate cover for information.
- Board members were invited to ask questions.

4.0 Approval of Minutes (D. Archibald)

- 4.1 Minutes of the MICs Board of Directors meeting held October 25, 2023, were provided for information.

Motion:

Moved by: O. Silverson

Seconded by: S. Charron-Lemieux

Be it resolved,

THAT the MICs Board of Directors approve the minutes of the meeting held October 25, 2023, as presented.

Carried.

5.0 Follow-Up Items (CEO)**5.1 Review of the 2023-2024 Board Work Plan**

- The Board Work Plan was reviewed for the month of November.
- Credentialing 101 education presentation was reviewed tonight.
- Board Orientation is being scheduled; looking into early December to reach the Board's new members.

6.0 MICs Finance (CFO)**6.1 Second Quarter Financial Reports including Capital**

- The operating statements were provided for information.

BMH

- In an operating deficit of (\$672,755)
- Total Operating Revenue: \$4,721,663
- Total Operating Expenses: \$5,394,418
- Hospital Operating Margin -14%
- Consolidated Operating Margin -14%
- Agency nursing \$707,368
- Overtime costs \$106,835
- Sick time costs \$83,609
- Benefits running at 25% of salaries

AGH

- In an operating deficit of \$(348,280)
- Total Operating Revenue: \$6,612,503
- Total Operating Expenses: \$6,960,783
- Hospital Operating Margin of -4%
- Consolidated Operating Margin of -1%
- Agency nursing \$868,374
- Overtime costs \$196,065
- Sick time costs \$50,247
- Benefits running at 22.4% of salaries

SCM

- In an operating surplus of (\$175,723)
- Total Operating Revenue: \$3,925,091
- Total Operating Expenses: \$3,749,368

LMH

- In an operating deficit of (\$1,212,039)
- Total Operating Revenue: \$8,780,609
- Total Operating Expenses: \$9,992,648
- Operating Margin of -13.08%
- Consolidated Operating Margin of -11.77%
- Agency nursing \$707,368
- Overtime costs \$330,514
- Sick time costs \$141,862
- Benefits running at 26% of salaries

VM

- In an operating deficit of (\$30,787)
- Total Operating Revenue: \$1,924,346
- Total Operating Expenses: \$1,955,133
- Agency Nursing costs \$97,894
- All Hospitals have had their 2% base increase confirmed.
- Stabilization funding was received.

- For hospitals, ONA Bill 124 funding was received.
- COVID related funding received in the amount of \$265,772.
- Education under budget across all sites.
- Will end the year in a \$5M deficit with a \$3.8M dollar payable for the cash advance received from the Ministry of Health.
- MICs holds an investment portfolio that had a market value of \$3.8 million at the end of Q4.
- Board members were invited to ask questions.

Motion to approve Second Quarter Financial Reports including Capital

Moved by: P. Dorff

Seconded by: S. Charron-Lemieux

Be it resolved,

THAT, the MICs Board of Directors approve the Second Quarter Financial Reports including Capital for Bingham Memorial Hospital, Anson General Hospital, South Centennial Manor, Lady Minto Hospital and Villa Minto as recommended by the Audit and Finance Committee.

Carried.

6.2 Cash Flow Update

- The CFO provided an update on the current cash flow situation highlighting the challenges that exist around cash flow pressures. When factoring in operating deficits, unfunded required capital spend and current repayment terms on our Ministry of Health cash advance, our current cash deficit is estimate to be ~(\$5,000,000) by the end of the fiscal years.
- Board members were invited to ask questions.

7.0 **Presentations/Reports** (D. Archibald)

7.1 Chief Executive Officer Report: (CEO)

- We have received funding for the ONA Bill 124 arbitration wage retro but still waiting for the other union groups. I attended the OHA Small, Rural Northern meeting on November 6, 2023. Funding for increased labour costs remains uncertain at this time.
- The architect is finalizing the working drawings. We are working on the SCM Redevelopment Campaign to raise \$8M over 5 years. We are still waiting for any new funding announcements to the Construction Funding Subsidy.
- The AGH Automatic Transfer Switch continues. BMH Rosedale Expansion and the Window/Door project continues with only a few deficiencies to complete. The Pharmacy Upgrade continues with a change order pending for control work that will add cost to the project in the amount of \$100,000. We are in discussion with the consultant regarding the outcome /strategies for this Change Order to try and lower the cost and keep the project moving forward. The following projects are in progress at LMH; Replacement of Flooring, Door Fob/Alarm System, Cabinet Unit Heaters Replacement, and the Parking Lot Lighting (receptacles).
- We have hired our new Chief Financial Officer who will commence on April 1, 2024.
- The annual Moose FM Radiothon is scheduled for Friday, December 1st, 2023. The proceeds will go towards the purchase of 3 portable ultrasound machines.

- Our Long Term Service Awards are scheduled for:
 - AGH - December 5 (2 pm)
 - LMH - December 6 (2 pm)
 - SCM - December 7 (2 pm)
 - LMH - December 8 (2 pm)
- The CEO presented the new proposed organizational structure that we will implement in April. This includes adding an Executive Lead Facility Services to assist in the transition into our new CFO come June.
- Meeting with Ontario Health in regard to finances of Friday.

7.2 Chief Nursing Officer Report: (CEO)

- Occupancy rates: trending below 50% for Q2 in acute care; ALC trending below 60%
- Nursing Recruitment and Retention: Remains to be a challenge. Negotiated new agreement with nursing agency to reduce costs. Two of MICs Team Members will be attending Laurentian University Fair on January 29th 2024. Have connected with College Boréal to discuss potential placements (PSW, RPNs). We are seeing a lot of lateral movement within which creates constraints on our staffing and finances.
- Pharmacy: Pharmacy RPN has accepted offer-start date to be determined. Pharmacy upgrade-phase I near completion.
- IPAC: COVID outbreak declared at SCM on Nov 13th.
- Meditech Expanse: Completed Integrated Testing.
- Oncology visit – Inspection report is now available, minimal issues to address. Very positive visit.
- Board members were invited to ask questions.

8.0 **Medical Staff** (MICs Chief of Staff)

8.1 Chief of Staff Report

- MICs Chief of Staff provided a verbal update on the following:
 - No news on Physician Recruitment; Ottawa recruitment fair was attended at the end of October,
 - Attended Surgical conference in Toronto at the beginning of November; received 3 names and Dr. Tremblay is following up
 - Iroquois Falls Family Health Team held a Board of Directors meeting; Dr. Sepehr Dehkordi was elected as the new lead physician and new Chair for the Board of Directors replacing Dr. Chiang as lead physician and Board Chair.
 - Emergency departments are stable for the holiday season; AGH covered by EDLP
 - NOSM LEG group is seeking two additional members, Dr. Dehkordi and Dr. Fontaine have agreed to join. We will be able to resume ICE 108 and 110 having a student share the training two weeks with each physician.
 - IPAC masking is again a requirement in Long-Term Care; not in acute care unless flagged upon screening.
 - OR will pause for the holidays to provide staffing relief; surgical emergencies will be redirected to Kapuskasing.
- Board members were invited to ask questions.

8.2 Medical Advisory Committee Minutes

- Minutes of the MAC meeting on October 18, 2023 were provided for information.
- Board members were invited to ask questions.

9.0 Ontario Health North / MOHLTC Business (CEO)9.1 OHA Pre-Budget Advocacy

- CEO reviewed key points from the OHA presentation.

10.0 MICs Quality Committee (CNO)10.1 N/A**11.0 Physician & HR Recruitment (CEO)**11.1 Recruitment Fair

- Approval received for financial reimbursement for CEO and CHRO attended the Recruitment Fair in Ottawa on October 27th; 115 Residents visited the booth.
- Board members were invited to ask questions.

12.0 Indigenous and French Language Issues (CEO)12.1 N/A**13.0 Site Business (D. Archibald)**13.1 Anson General Hospital:13.11 SCM Redevelopment Project

- Waiting for a signed development agreement to proceed with the project; need funds to pay the architect fees.
- Delegation meeting with the Town of Iroquois Falls next week.

13.2 Bingham Memorial Hospital:

- N/A

13.3 Lady Minto Hospital:

- N/A

14.0 Partnership Business (D. Archibald)14.1 October 2023 Board Effectiveness Survey Results

- Nine out of 15 surveys were submitted.

14.2 November Board Effectiveness Survey

- The survey will be emailed to the Board members following the meeting.

15.0 In Camera

15.1 Motion to go in camera

Moved by: S. Charron-Lemieux

Seconded by: D. Delaurier

15.2 Approval of Hospital Privileges

15.3 Motion to go out of in-camera

Moved by: P. Dorff

Seconded by: S. Charron-Lemieux

15.4 Approval of Non-Union Salaries

Motion: to approve the recommendation made by the Finance and Audit committee to approve the adjustment to non-union salary increases, excluding executives, at an annual cost of \$370,000 (including benefits) effective December 1, 2023. Retroactive payments will be reviewed at a later date pending funding increases by the Ministry.

Moved by: D. Delaurier

Seconded by: O. Silverson

Be it resolved,

THAT, the MICs Board of Directors approve the recommendation made by the Finance and Audit committee to approve the adjustment to non-union salary increases, excluding executives, at an annual cost of \$370,000 (including benefits) effective December 1, 2023. Retroactive payments will be reviewed at a later date pending funding increases by the Ministry.

Carried.

16.0 MICs News (D. Archibald)

- The November 2023 MICs Newsletter was provided for information.

17.0 Next Meeting Date (D. Archibald)

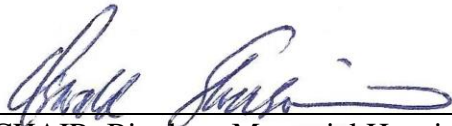
- Wednesday, January 24, 2024, at 6:00 p.m. (BMH Lead Site) via zoom

18.0 Upcoming Meeting Dates

- As per agenda

19.0 Adjournment (D. Archibald)


- There being no further business, the meeting adjourned at 7:54 p.m.



CHAIR, Bingham Memorial Hospital



CHAIR, Anson General Hospital



CHAIR, Lady Minto Hospital



SECRETARY, MICs CEO