

CBHSSJB Board of Directors Meeting Summary

September 6-7, 2022

MS-Teams Video-Conference

A scenic landscape featuring a calm lake reflecting a soft, pastel sky at dawn or dusk. The shoreline is rocky and covered with low-lying vegetation in shades of brown and orange. In the background, a dense forest of evergreen trees lines the far shore. A large, white, semi-transparent circle is centered over the image, containing the text "OFFICE OF THE CHAIRPERSON" in a bold, dark blue, sans-serif font.

**OFFICE OF THE
CHAIRPERSON**

Elections for Clinical & Non-Clinical Staff Representatives

The Board voted to set November 15, 2022, as date of the election for the Clinical and Non-Clinical Staff representatives to the Board of Directors, and designated Laura Moses, Director of Corporate Services, to serve as the returning officer for this election.

The 3-year mandate of current Clinical Staff Representative, Dr. Robert Tremblay; the current Non-Clinical Staff Representative, Nicholas Ortepi, ends in October 2022.



Report from the Resolution Office

The Board received the report from the Resolution Office for the period from March to September 2022.

The report covered complaints and conflicts addressed by the Resolution Officer in this period, and summarized “Let’s Reflect on Ourselves” trainings held in Waswanipi, Wemindji, and Oujé-Bougoumou. Further trainings are being organized for other communities.

The report notes that more time is needed in each community to provide the “Let’s Reflect on Ourselves” trainings. These trainings were combined with Lateral Violence Lateral Kindness Workshops, the schedule will be revisited.



A scenic landscape featuring a calm lake reflecting a soft, pastel sky at dusk or dawn. The shoreline is covered in low-lying vegetation and rocks. In the background, a dense forest of evergreen trees is visible on a hillside. A large, white, semi-transparent circle is centered over the image, containing the text "COMMITTEES OF THE BOARD" in a bold, dark blue, sans-serif font.

COMMITTEES OF THE BOARD

Governance Advisory Committee: Policy on Security of Information Assets

The Board voted to repeal the existing CBHSSJB Policy on Security of information Assets and to replace it with the revised version. The new version of the policy comes into effect on October 1, 2022.

The policy is concerned with ensuring security in the processing of information. The change was necessary due to an updated legal and administrative framework, including updated directives from the MSSS.



Governance Advisory Committee: Internet Usage Policy

The Board approved a new Internet Usage Policy and will come into effect on October 1, 2022.

The policy defines the appropriate use of the internet by CBHSSJB employees and affiliates. It takes into account measures to mitigate risks to the organization's vital data.



Governance Advisory Committee: Policy on Appointments and Management of Waiting Lists

The Board approved a new Policy on Appointments and Management of Waiting Lists. The policy will come into effect on October 31, 2022.

The policy has been developed in response to a directive from the MSSS asking health care institutions to establish clear procedures for waiting list management. The policy aims to ensure an efficient, effective approach to creating appointments for medical, dental, specialized and other services. The policy applies to appointments through CMCs, Chisasibi Regional Hospital, Regional Specialized Services (including psychiatry), Wiichihiituwin and Maanuhiikuu.

The policy establishes clear parameters for scheduling of appointments and for managing client non-availability, as well as cancellations, postponements and "no-shows."



Vigilance Committee: Quarterly Report

The Commissioner of Complaints and Quality Assurance submitted her Quarterly Report, covering the period from April to June 2022.

The report noted that 31 files were opened, in categories including complaints, requests for assistance, and others.

One complaint was transferred to the medical examiner and resolved.

The report also summarized other activities of the Commissioner's Office, including the ongoing Code of Ethics revisions, participation in the MSSS-Cultural Safety Working Group, and regularly scheduled meetings with the Executive Director and the CHB's Medical Cultural Safety Committee.



Council of Physicians, Dentists and Pharmacists (CPDP): Nomination of Physicians and Pharmacists

The Board approved the nominations of and granted practicing privileges to the following physicians and pharmacists (all effective to December 31, 2024):

- Dr. Sandrine Filiatrault, permanent full-time family physician, Dept of Medicine
- Dr. Laura Elbaz, part-time occasional family physician, Dept of Medicine
- Dr. Linh Tran, status changed to permanent full-time family physician, Dept of Medicine
- Dr. Austin Gagné, status changed to permanent full-time family physician, Dept of Medicine
- Ms. Laurence Hébert, permanent full-time pharmacist



CPDP: Update of Practice Numbers for Three Physicians

The Board voted to update the practice numbers for Dr. Nicolas Scarborough, Dr. Valerie Caldas, and Dr. Noémie Pothier.

In the approval of nominations at the June 2022 Board meeting, these physicians were listed with their resident numbers. These resident numbers needed to be updated to their formal practice numbers.



Council of Nurses: Quarterly Report

The Council of Nurses' Quarterly Report was deferred and will be deposited at the next special board meeting.



Human Resources (HR) Committee: Management Organizational Structure

The Board voted to approve an updated Management Organizational Structure.

The changes to the previous management organizational structure included 18 new positions created, five changes in reporting structure, eleven job title changes and two instances of changes in both job title and reporting structure.



HR Committee: Ergonomics & Return-to-Work Programs Update

The Board was updated on HR's Ergonomics and Return-to-Work programs.

The past year of the Ergonomics program (16 July 2021 - 17 July 2022) has seen 66 individuals and seven teams request assistance in setting up ergonomic workspaces. Most requests focused on CPU workstations, while others involved other physical or stress-related impediments. Feedback from participants in the program has been very positive.

The Return-to-Work program reported on its last 10 months (Sept 2021-July 2022). The program aims to support employees returning to work after medical leaves. Of 60 new referrals, most concerned mental health, although surgery and other medical issues were also represented. There has been limited feedback to this program so far, but what there is has been positive.



HR: Salary Insurance Statistics Update

The Board was updated on Salary Insurance statistics. This included salary insurance related to COVID-19 absences as well as other reasons for leave. For the most recent period, rates of absence are in line with those from the past five years.

Salary insurances related to Mental Health and Wellness Health represents the highest at 57%. The availability of existing programs in this area will be communicated to all employees.



HR: Quebec Nursing Requirements VS other Provinces

At the request of a Board member, the Board was informed of requirements for practicing as a nurse in Quebec compared to other provinces and of how nurses trained in other provinces can work in Quebec.

As nursing is a regulated profession, each province has its own criteria for qualifying as a nurse. Nurses trained in Quebec require a degree (DEC or Bachelors) from a recognized program and must then pass the OIIQ exam to be registered to practice. Those coming from another province must first complete their degree program and pass their provincial exam, and then pass the OIIQ exam.

Processes are more complex for those coming from outside of Canada, although there are special processes for those coming from France; it does not meet the language requirements in Eeyou Istchee. In all cases, candidates must pass the OIIQ exam.



Council of Midwives: Service Contract

The Board voted to approve a contract for midwifery services for Maude Poulin.

She is now approved to practice on a temporary full-time basis in Eeyou Istchee from October 22, 2022, to October 22, 2023.



Council of Midwives: Annual Report

The Council of Midwives submitted its first Annual Report to the Board. The report covers home births in Chisasibi, the opening of the temporary birthing home, the use of Mihtuugan as a temporary birthing home, the planning of the permanent birthing home, and the Midwifery Education Program.

It also provided an overview of the structure of the Council of Midwives and of midwife contracts.

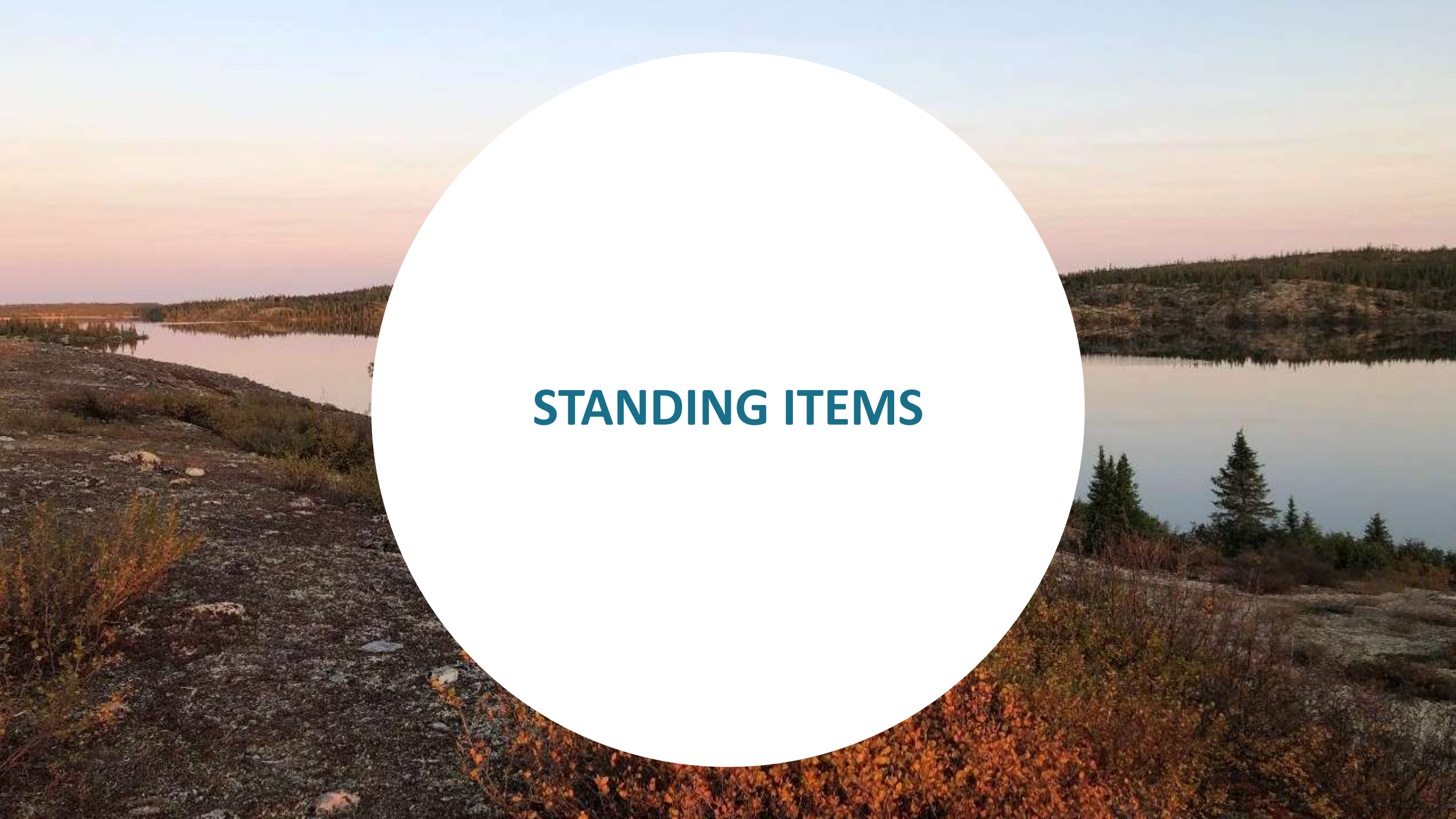
Work in progress includes the guidelines for applications of CNESST for midwives, a contract attribution policy for midwives, and a mechanism for complaints and disciplinary measures.



Risk Management Committee

The Risk Management Committee presented information on clinical risk indicators, a complete update will be provided at the next regular board meeting.



A landscape photograph of a lake at sunset. The sky is a mix of soft pinks, oranges, and blues. The lake's surface is calm, reflecting the colors of the sky. The shoreline is rocky and covered with low-lying vegetation, some of which has turned orange and yellow. In the background, there are forested hills. A large, solid white circle is centered over the image, containing the text "STANDING ITEMS" in a bold, dark blue, sans-serif font.

STANDING ITEMS

Working Together to Empower Youth & Families Pilot Project

The Board was updated on the “Working Together to Empower Youth and Families” pilot project in Mistissini. The project has three focus areas: strengthening front lines, implementing the recommendations of the youth Protection audit, and community development. The update presented information on the third focus area, community development, where priorities are to nurture and support healthy parenting skills and to work with the Cree School Board to initiate an effective and enriching after school program, Open Spaces.



Working Together to Empower Youth & Families Pilot Project

To support the objectives of the Empowering Youth and Families pilot project, the Board also voted to approve a fourth and final visit for Cree health Board delegates to the Harlem Children's Zone in Harlem, New York.

The CBHSSJB has drawn on the insights and knowledge gained from three previous visits to HCZ in launching the Empowering Youth and Families pilot, and in creating programs for children, youth, & families, including Open Spaces.



Limitation of Freedom and Extensive Supervision Statistics

The Board received a report updating it on Youth Healing Services' statistics for the limitation of freedom and extensive supervision, covering June, July and August 2022.

The statistics, broken down by month, outlined the age and gender of clients in isolation, detention and restraints, as well as those undergoing a limitation of freedom or intensive supervision.





GENERAL MANAGEMENT

Executive Director's Mandates & Capital Projects Update

The Board was updated on the Executive Director's mandates from the previous meeting, and received an update on capital projects. Ongoing capital projects include

- the regional hospital, 80-unit transit facility, healing lodge, 9-bed mental health facility & 9-bed group home in Chisasibi;
- Elders' homes in Chisasibi & Waskaganish;
- birthing homes in Chisasibi, Mistissini & Waskaganish;
- a special needs facility in Eastmain;
- a 40-unit transit facility in Waskaganish;
- CMCs in Oujé-Bougoumou, Waskaganish & Whapmagoostui.



Capital Projects Update continued

Three triplexes in Oujé-Bougoumou and a sixplex in Nemaska have been **completed**; the three triplexes in Waskaganish will be completed in October;

Major renovations to the Regional Hospital in Chisasibi are being undertaken in the hemodialysis unit, the laboratory, and the dentistry clinic.

At the Ashûkin Elders' Home in Waswanipi, renovations are completed and legal documents are being sent to the Ministry for authorization to purchase the building. The funding methodology is being finalized and work is taking place on the facility's governance and Indigenization.



Annual Action Plan

The Board voted to approve the 2022-2023 Annual Action Plan.

The Action Plan is based on three funding envelopes: human resources, capital investments (ie, capital projects) and information systems and information technologies.

Now that it has been approved, the plan will be submitted to the CBHSJB/MSSS steering committee for discussion and follow-up.

The plan includes funding to develop 92 new human resources positions, as well as funding to support all the organization's capital investments and to develop new information systems and technologies.

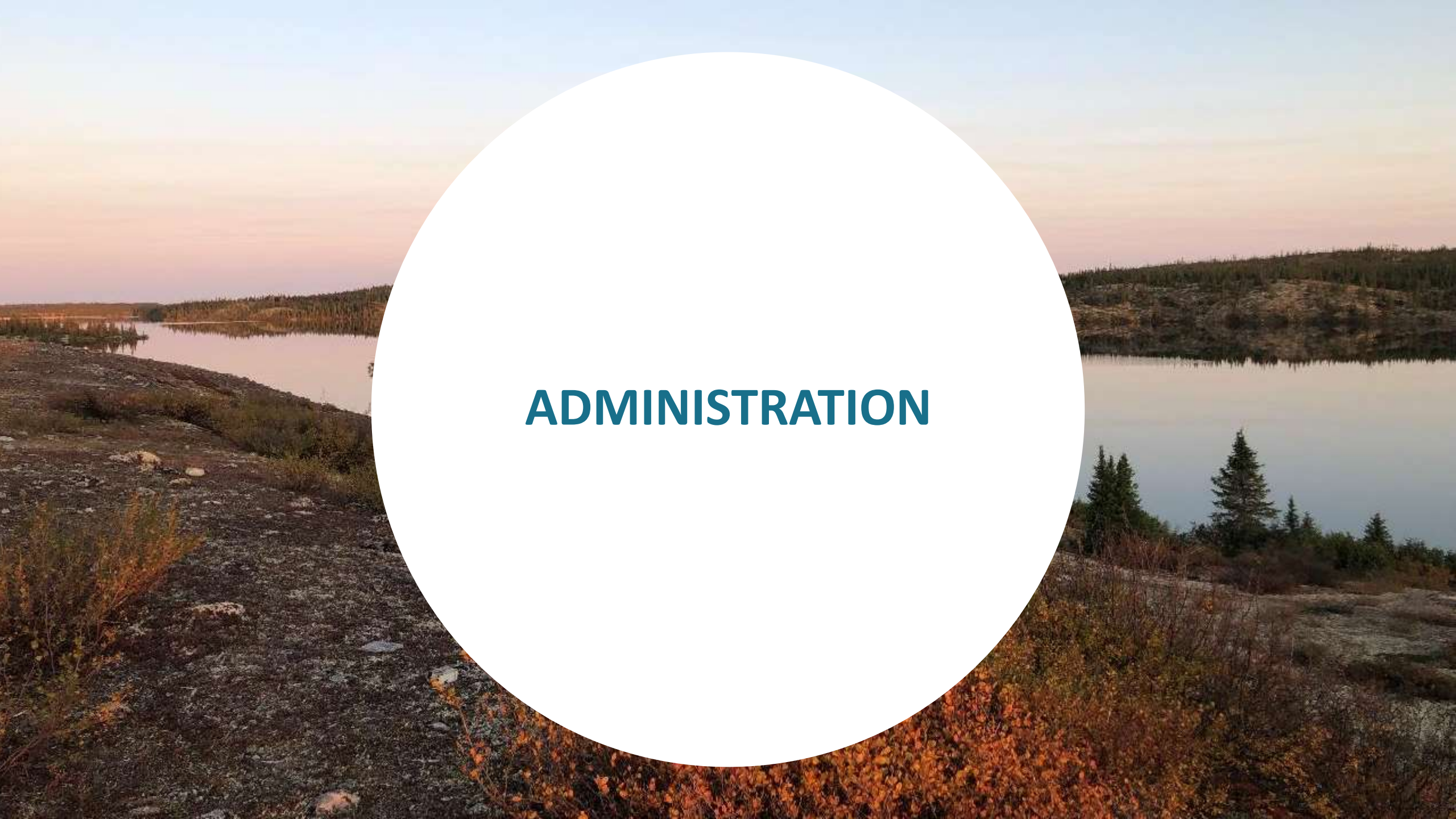


Purchase of Pourvoirie Mirage

The Board voted to approve the purchase of Pourvoirie Mirage as a facility to support land-based healing services.

The Pourvoirie Mirage buildings are located at Km 358, Route Transtaïga, Eeyou Istchee Baie-James, Jamésie, Nord-du-Québec. The agreement also includes the right of lease (from the Ministère de l'Énergie et des Ressources naturelles) in respect to the lands on which the Pourvoirie Mirage buildings are located.



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ADMINISTRATION

Purchase of 12 Housing Units, with Grant & Agreement of Superficie, from the Cree Nation of Mistissini

The Board approved the purchase of 12 housing units, with a grant and agreement of superficie for residential purposes, from the Cree Nation of Mistissini.

On December 12, 2001, the CBHSSJB and Cree Nation of Mistissini agreed to a twenty-year lease of twelve housing units (located on Blazpo-U-Meskinam Street and Waabinuutau Street). The agreement provided the option for the CBHSSJB to purchase the units from the Cree Nation of Mistissini for \$1 on the expiration of the twenty-year lease.



Purchase of 5 Housing Units, with Grant & Agreement of Superficie, from the Cree Nation of Mistissini

The Board approved the purchase of five housing units, with a grant and agreement of superficie for residential purposes, from the Cree Nation of Mistissini.

On July 5, 2005, the CBHSSJB and Cree Nation of Mistissini agreed to a twenty-five-year lease of five housing units (located on Waapstan West Street). The agreement provided the option for the CBHSSJB to purchase the units from the Cree Nation of Mistissini for \$1 on the 25th anniversary of the original lease agreement or at any time during the term, providing that the construction loans for the construction of the housing units have been fully repaid. These moneys have been repaid in full.



Upgrade of equipment for new network infrastructure for organizational information systems

The Board approved the funds to upgrade and replace obsolete equipment for the implementation of the CBHSSJB's new network infrastructure.

This network infrastructure is essential to support the Strategic Regional Plan and will be carried out in partnership with Eeyou Istchee Communication Network, Telebec, and MSSS.



Replacement of obsolete equipment to support Backup Solution for organizational information systems

The Board voted to approve expenditures to replace obsolete equipment with the new equipment needed to support the backup solution for organizational information systems.

This backup solution for the CBHSSJB's information systems, including hardware and software, is essential to support the implementation of the Strategic Regional Plan.



A landscape photograph of a lake at sunset. The sky is a mix of soft pinks, oranges, and blues. The water is calm, reflecting the sky. The shoreline is rocky with some low-lying vegetation. A large white circle is centered over the image, containing the text 'MIYUPIMAATISIUN' in a bold, blue, sans-serif font.

MIYUPIMAATISIUN

Regional Hospital Services Update

The Board was updated on regional hospital services. Since 2016, the mission of the hospital has evolved, with the creation of a specialized services department as well as laboratory and archive services becoming regional services.

The construction of the new regional hospital offers the opportunity to continue to improve the quality of services and the support of provincial and regional services, as well as to implement the succession plan.

Implementation priorities have been identified, with a focus on enhancing organizational efficiency, security, patient services, admission processes and the deployment of IT.



Home and Community Care Update

Home & Community Care Program (HCCP) services enable individuals to live in their own homes by providing care, promoting independence and improving quality of life.

The update outlined what criteria defines eligibility for these services. The last four years have seen a 28% drop in hours given to home and community care, most notably in home management service, although other areas – eg, personal care – has increased. Clients aged 75+ received 54% of home & community care hours.

The update also outlined some activities & project initiatives undertaken by the program, and identified some next steps for the program, including modifying the service manual, developing a plan to deploy across CMCs, and implementing a planning cycle for operational planning (among others).



Wiichihiiwaauiwin Services Update

The Wiichihiiwaauiwin Services update focused on Cree foster homes, building a vision under Bill 21, and the Wiichihiiwaauiwin help line and action plan.

The update outlined the vision and needs of the foster homes program. The Bill 21: Act to amend the Professional Code in the field of mental health and human relations led to the creation in 2016 of a committee on the application of this bill in Indigenous communities, which submitted findings to the Minister of Justice.

Adapted measures are being developed for qualifying training and for recognition of skills needed for workers in First Nations & Indigenous communities.

Wiichihiiwaauiwin's objective is to build a holistic recognition process for all psychosocial staff, braiding Indigenous world views with clinical standards.



Wiichihiiwaaauwin Services Update continued

The Wiichihiiwaaauwin help line continues to be further developed. The Board was presented with a breakdown of the reasons people called the help line, with mental health needs, at 32%, the most frequent; the second highest was physical health needs at 17%.

Finally the Board was updated on the Wiichihiiwaaauwin Action Plan, focusing on quality of care, access to care, braiding Indigenous worldviews with clinical standards, and facilitating teaching and growth.



A landscape photograph of a lake at sunset. The sky is a mix of soft pinks, oranges, and blues. The lake's surface is calm, reflecting the colors of the sky. The shoreline is rocky and covered with low-lying vegetation, some of which has turned orange and yellow, suggesting autumn. In the background, there are forested hills. A large, solid white circle is centered over the image, containing the text 'NISHIIYUU' in a dark blue, sans-serif font.

NISHIIYUU

Youth Retreat Update

The Board was updated on Nishiiyuu's youth retreat held in Eastmain with participants from across Eeyou Istchee. These included healing sessions, workshops, and sweat lodge ceremonies.



A landscape photograph of a lake at sunset. The sky is a mix of soft pinks, oranges, and blues. The water is calm, reflecting the sky. The foreground shows a rocky shore with some low-lying vegetation. A large white circle is overlaid on the center of the image, containing the text 'PIMUHTHEU' in a bold, blue, sans-serif font.

PIMUHTHEU

Miyupimaatisiun Model of Care

The Board was updated on the Miyupimaatisiun Integrated Care Model (MIC-M), which aims to be client/family centered, team-based and culturally relevant.

A transition plan for implementing the MIC-M is being developed, and findings from the NISK pilot project in Chisasibi will be consolidated in an October planning session.

The board was presented with a summary of preliminary recommendations related to change management, communications, human resources, systems & tools, processes & policies, and, finally, work environments.



Youth Healing Services Plan

The Board was updated on the Youth Healing Services (YHS) plan. This update involved reminders of the YHS mission and vision, an outline of services and organigram, and an explanation of the main needs of youth in care.

YHS is committed to seeing youth holistically (mental, emotional, physical, spiritual) and addressing all of these aspects through sacred stories, inclusive and safe environments and committed relationships.

The update also included an overview of areas that YHS is seeking to develop further, such as the format of land-based programs, relationships with Elders, parenting programs, Cree training needs and belief systems (among others).



Awash-USchiniichisuu Shikascheimuun Update

The Board was updated on the Awash-USchiniichisuu Shikascheimuun Special Cree Youth Protection Program.

The Core Team has held five preliminary planning sessions, there have been two formal task force meetings, and regular meetings with the AED-Pimuhteheu.

A Mandate and Community Engagement Framework has been drafted, as well as a Project Proposal, General Timeline and Budget

In September 2022 the team aims to hire two commissioners, to consult with entities and launch the project in the fall, and to consult with communities from winter 2022 to summer 2023. Fall 2023 to Winter 2024 will see the creation of the final report with recommendations.



NEXT REGULAR BOARD MEETING

DECEMBER 6-7-8, 2022





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