

CBHSSJB Board of Directors Meeting Summary

March 7-8-9 2023

Maamuu Centre

Chisasibi

A scenic landscape featuring a calm lake reflecting a soft, pastel sky at dawn or dusk. The foreground is a rocky, sparsely vegetated shore with some autumn-colored shrubs. 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, blue, sans-serif font.

OFFICE OF THE CHAIRPERSON

Strategic Regional Plan (SRP) Update

The Board was updated on the development of the Strategic Regional Plan for 2023-2029. The update noted both quantitative and qualitative responses to survey results. Over 600 people participated in the survey; 76% of participants were JBNQA beneficiaries, while 58% were also CBHSSJB employees. Participants were also broken down by gender, age and geography.



SRP Update continued

The survey identified the “top five” areas for improvement:

- a stronger presence of Cree language and culture throughout the organization;
- increased services for children and youth;
- enhanced individual and family participation in care planning and treatment decisions;
- enhanced communication about programs and services;
- and a stronger holistic approach.



SRP Update continued

The update emphasized the importance of reflecting Cree culture in the SRP.

A series of recent and upcoming activities, including a Miyupmaatisiun Committees retreat in February, Management consultations through March, and a General Health Assembly (date to be determined) will also help shape the new SRP.

The next steps involve analysing survey data and continuing with consultations.



Resolution Officer Report

The Board reviewed the report from the Resolution Officer. Since last September, the Resolution Office has responded to 86 calls/emails from employees regarding how to address workplace issues with supervisors and colleagues, as well as union matters. The report documented the RO response to these requests, including resolutions reached, and noted what follow-up would be beneficial. This latter included holding more *Let's Reflect on Ourselves* trainings, as well as including more practical examples (eg case studies) in the training.



Amended Contribution Agreements

The Board was updated on an amended contribution agreement, specifically a statement of intent to collaborate between the Cree First Nations of Eeyou Istchee, the Grand Council of the Crees (Eeyou Istchee) Cree Nation Government, the Cree School Board and the CBHSSJB.

The intent to collaborate focuses on the role of Community Miyupimaatishiun Committees in identifying and responding to local priorities.



**COMMITTEES OF
THE BOARD**

Governance Committee: Business Travel Policy

The Board approved the Business Travel Policy as presented by the Governance Committee.

The initial policy was extensively updated in 2004 and was regularly revised over the years. The new policy sets the framework for when employees, Board members and other individuals are travelling upon request and for CBHSSJB business. It defines what processes should be followed when planning travel and claiming reimbursements.

The policy comes into effect as of April 1, 2023.



Governance Committee: Policy on Sorties

The Board approved the new Policy on Sorties, as presented by the Governance Committee; it replaces the policy dating from March 2003. This Policy sets the framework for sorties when eligible employees and eligible dependent(s) travel between the point of assignment or workplace and the point of hiring.

Expenses must be authorized prior to the sortie and are eligible for reimbursement only when they are necessary to carry out the sortie. The Policy comes into effect on April 1, 2023.



Vigilance Committee: Commissioners of Complaints and Quality Assurance Quarterly Report

The Board reviewed the quarterly report from the Commissioners of Complaints and Quality Assurance. As always, the report identified the number and types of files opened (complaints, requests for assistance, consultations and interventions). It also breaks down complaints according to communities, services and general nature of the complaint, as well as time take to close files and number of files forwarded to the Medical Examiner.



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

The Board, following the recommendation of the CPDP, granted or renewed privileges to the following physicians:

Dr. Youri Blais-Élément, Dr. Nicola Smith & Dr. Tedi Qendro as permanent full-time plus family physicians in the Dept of Medicine;

Dr. Silvi Qako as part-time occasional family physician, Dept of Medicine;

Dr. Baijayanta Mukhopadhyay as permanent part-time occasional family physician, Dept of Medicine (a change of status)

All appointments run to December 31, 2024.



CPDP: Nomination of Dentists

The Board also granted privileges to the following dentists:

Dr. Lina Cheballah & Dr. Gayle Brisson as associate members and replacement dentists in the Dept of Dentistry. Both appointments run to December 31, 2024.

The Board also accepted the resignation of **Dr. Danie Bouchard**, effective April 1, 2023.



Human Resources (HR) Committee: Health & Safety Update

The Human Resources Committee updated the Board on health and safety data.

This information included COVID files (1828 files opened between April 1, 2022 & Jan 31, 2023).

As well, it included data for January 2023 on files for salary insurance, CNNEST, and the Safe Maternity Program.

Finally, it tracked the shifts in the rate of salary insurance in percentage between 2015 and 2023 (and, showing shifts by month, from 2018 to 2023).



HR Committee: Care4 & Nomadis Updates

The Board was updated on the implementation of Care4, a software program that enables the CBHSSJB to ensure regional health care continuity, combining services both North and South, and Nomadis, a software program linked with Care4 to manage the logistics (transport, accommodation, etc) for appointments outside the community. The Board was informed of the scope and evolution of these programs since their adoption in 2009. Today they coordinate nine departments; in 2022, 97,461 consults or appointments were managed by this program (up from 87,303 in 2021, and well ahead of the 27,486 in 2009).



Audit Committee

The Audit Committee updated the Board on MSSS Accounts Receivable, noting the specific allocation of funds (CNIHB, user fees, new facilities etc), those expenses to be integrated into the operating budget (development, salary measures, foster homes), and other notable allocations (eg those for COVID 19).

It also provided a list of the 14 contracts over \$100,000 in 2022-2023



Audit Committee: 2023-2024 Budget Process Update

The Audit committee updated the Board on the 2023-2024 budget process. A working group including the Executive Director, the AED-Administration, and the Director of Finance is responsible for setting budget parameters and objectives of income and expenditure to guide the development of the draft budget. Managers will submit their draft budgets in April for review by the committee; after consultation and review with managers, a final version is to be presented to the Executive Committee in May and then to the Audit Committee for recommendation for approval at the June 2023 board meeting.



Council of Midwives: Midwives Contracts

The Board approved the following contracts for midwifery services.

Marie-Laure Vachon (occasional part-time from April 9-May 21, 2023)

Alyssa Gagnon (occasional part-time from May 7-June 3, 2023)

Elyanne Asselin (temporary full-time from July 2, 2023 to July 2, 2026)

Charli Lessard (temporary full-time from July 16, 2023 to July 16, 2026)

Johanne Berthiaume (temporary full-time from May 26, 2023 to May 26, 2024)



Council of Midwives: Short-Term Service Contracts

The Board voted to delegate authority enabling the Executive Director to hire mid-wives on short-term contracts to address shortages.

The short-term contract is defined as no more than two months consecutively, and no more than six months in a one-year period.

The ED will have the authority to work with the Council of Midwives in accepting or refusing the application of a midwife until March 31, 2025, unless this authority is revoked earlier by the Board.



A scenic landscape featuring a calm lake reflecting a soft, pastel sky at dawn or dusk. 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 "CORPORATE SERVICES" in a bold, blue, sans-serif font.

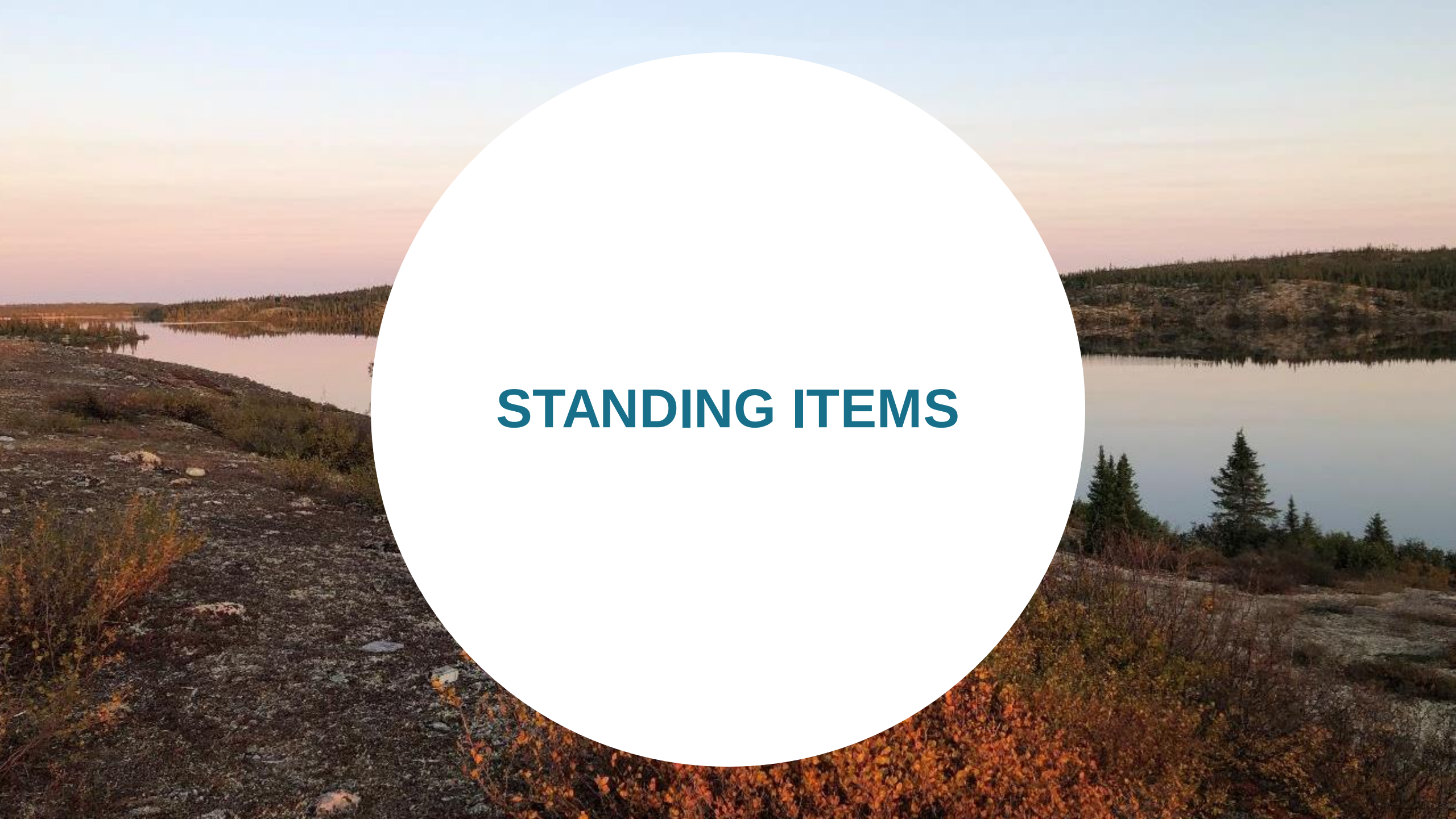
CORPORATE SERVICES

Whapmagoostui Representative

The Board formally voted to accept Robert Auclair as the representative for Whapmagoostui on the Board of Directors, for a three-year term of office, ending in February 2026.

Mr Auclair was elected representative in an election held in Whapmagoostui on February 17, 2023.



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STANDING ITEMS

Awash-Uchiniichisuu Shikascheimuun (Youth Protection) Task Force & Commissioners

The Board was updated on the work of the Awash-Uchiniichisuu Shikascheimuun Task Force & Commissioners. The Commissioners are developing a two-year timeline to be presented to the Board, and are ensuring culturally appropriate guidelines for consultations. The task force is also developing Cree terminology for its initiatives.

A first launch is planned for the CHB Special Board meeting in April 2023 for internal consultation, with a second launch event during the September Board meeting for the external consultations.



Wîchihîwâuwin Emergency Steering Committee (WESC)

The Board was updated on the activities of the WESC, a regional group that provides local support during crises when local resources are at capacity. WESC aims first of all to enable local responses, but may also organize and deploy further resources if need be.

The Board was updated on levels of intervention, WESC priorities, a mock exercise, and the WESC psychosocial emergency preparedness on-call system deployed over the holidays in December 2022.

The update also presented the WESC action plans regarding psychosocial supports as well as other initiatives, and described the next steps for WESC.



Youth Healing Services Statistics for Limitation of Freedom and Intensive Supervision

The Board was presented with Youth Healing Services statistics concerning the limitation of freedom and intensive supervision for December 2022 and January & February 2023. These statistics apply to youth in care in the Reception Centre and at Upaachikush and Weesapou group homes.

Over this period, six clients were placed under intensive supervision (4 clients) or limitation of freedom (2 clients).





GENERAL MANAGEMENT

Executive Director's Mandates & Capital Projects Update

The Board reviewed the Executive Director's mandates and their follow-up. It also was updated on capital projects, including

- the regional hospital, 80-unit transit facility, Miiniwaachihwaukimikkw/healing lodge, 9-bed mental health facility & 9-bed group home in Chisasibi;
- Elders' homes in Chisasibi & Waskaganish;
- birthing homes in Chisasibi, Mistissini & Waskaganish;



Capital Projects update

- a special needs facility in Eastmain;
- 40-unit transit facilities in Waskaganish and Mistissini;
- CMCs in Oujé-Bougoumou, Waskaganish & Whapmagoostui.
- Three triplexes in Oujé-Bougoumou, three triplexes in Waskaganish, and a sixplex in Nemaska – all are completed & awaiting Ministry approval of legal documents to transfer titles to the CBHSSJB.



Elders' Home Update and Action Plan

A further update was provided on the Elders' Homes in Chisasibi and Waskaganish.

A Vision statement has been articulated, the Steering Committee has defined specific areas to address, and working groups have been established to verify and provide recommendations for equipment, practices, personnel and training.

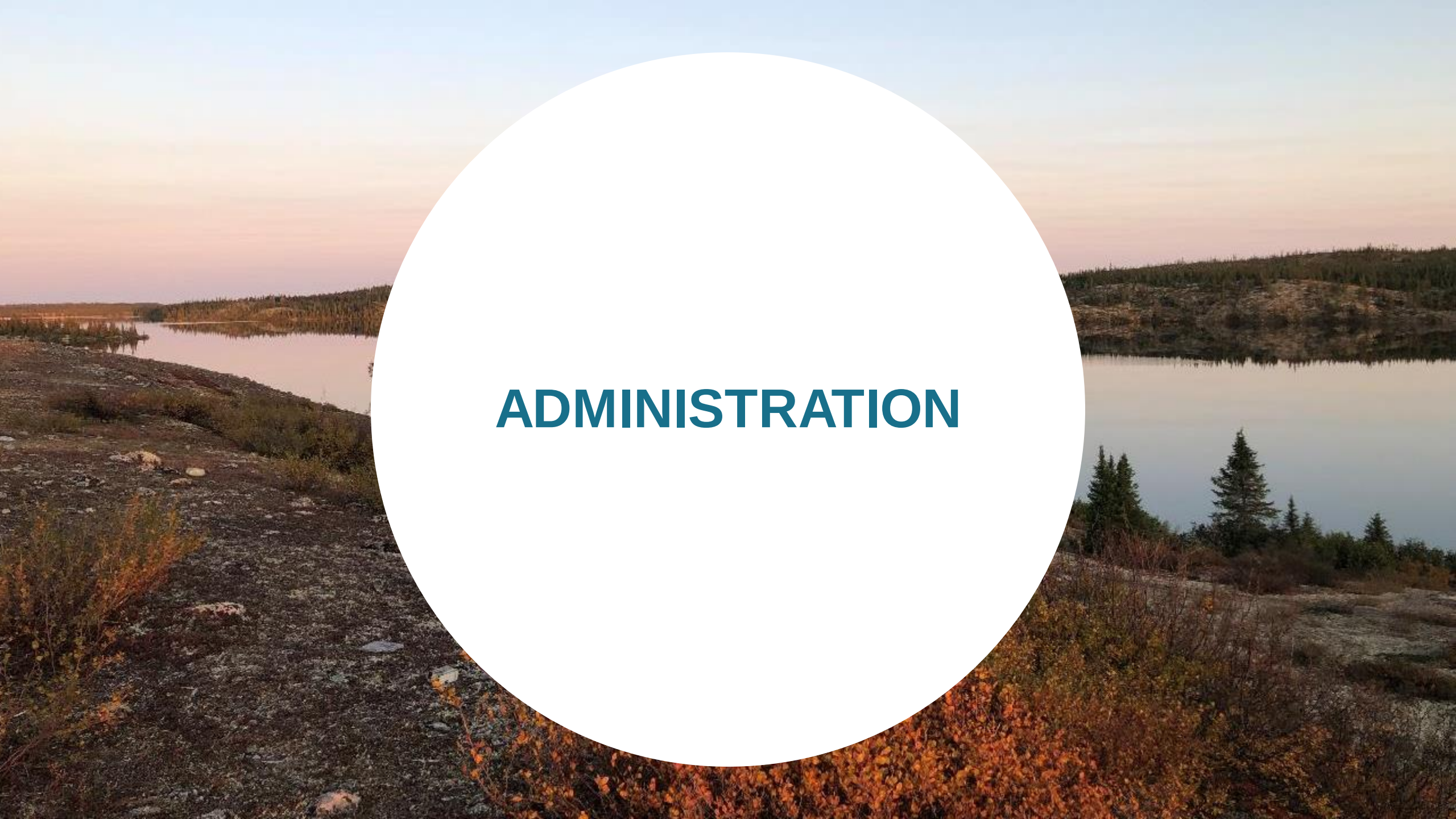


Service Agreement for Oral & Maxillofacial Specialists

The Board approved service agreements with three oral and maxillofacial specialists: Dr. Claude David, Dr. Francis Croteau, and Dr. Pierre-Luc Aubry.

Currently no oral and maxillofacial specialist is established in Eeyou Istchee, so the CBHSSJB must contract these services to fulfill its mandate to provide access to specialized dental services.



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ADMINISTRATION

Replacement of Computers and Printers

The Board approved a resolution to replace computers, printers and accessories for a cost not exceeding \$4.8 million between April 1, 2023. and March 31, 2029.

These replacements are made necessary because as computers and printers age, they become subject to wear and tear breakdowns and inefficiencies, viability issues, and security vulnerabilities.



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 overlaid on the center of the image, containing the text "MIYUPIMAATISIUN" in a bold, blue, sans-serif font.

MIYUPIMAATISIUN

Wiichihiwaaauwin (Psycho-Social) Capacity Building

The Board was updated on the Wiichihiwaaauwin (Psycho-Social) frontline capacity building plan.

Retention is a major issue, with a 60% loss of staff over the first year. The capacity building plan focuses on developing effective recruitment, preboarding and onboarding strategies, which would be followed by ongoing training opportunities for staff.

The capacity building project began in September 2022, has completed information gathering, and is currently in its “phase 2” stage, developing tools, before the anticipated implementation of the capacity building program in May 2023.



Rehabilitation Assistants Capacity Building Plan

The Board was updated on the capacity building plan for rehabilitation assistants. The plan involves defining a clear set of tasks and a skills framework to ensure that these elements of the job are clearly defined. Video training has been prepared to address relevant topics; in addition, capacity-building modules have been developed, addressing such issues as philosophy of homecare, working with clients with dementia, ensuring home safety & organizing group activities.



Homelessness Projects Update

The Board was updated on projects to address homelessness in Eeyou Istchee, including transitional homelessness, episodic homelessness, chronic homelessness and “hidden” homelessness (e.g., couch surfing). The MSSS interdepartmental plan on homelessness has directed \$4.2 million to Eeyou Istchee for homelessness projects and has invited proposals. Some proposed projects include emergency shelters in Chisasibi, Wemindji & Whapmagoostui.



Homelessness Projects continued

A homeless shelter pilot project (collaboration between the CBHSSJB and the Cree Nation of Waswanipi) will see residential units converted into emergency shelters. A partnership has also been created with Region 10 (Nord-du-Québec, including Chibougamau) to provide access to services.



Federal Health Contribution Agreement Update

The Board was updated on the Indigenous Services Canada contribution agreement 2020-2025, which provides supplementary support for a range of programs and services offered through Pimuhtheu, Miyupimaatisiun & Niishiiyuu.

The update included an analysis of what services receive support, levels of funding for local Miyupimaatisiun Committees, and other points of interest. A surplus of funding is anticipated, which could then be invested in internal projects, regional social solidarity initiatives, and strategic organizational goals (e.g., the strategic regional plan).



Trauma Informed Care

The Board received information on Trauma Informed Care, which describes the development of trauma, both socially and psychobiologically, and proposes how to address it.



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

Nishiiyuu Updates

The Board received verbal updates on Nishiiyuu initiatives with Traditional Healing Counsellors and on the Miyupimaatisiun Committees Gathering.

AED-Niishiiyuu informed that board a mandate was given to Diane George and legal counsel to develop the Traditional Healing Counsellors By-law, to have a system or framework in place to acknowledge our traditional healers is important.



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PIMUHTEHU

Out of Region Placements

The Board approved the 2023-2024 Out-of-Region Placement and Respite Plan, and the associated budget requirements.

This plan aims to support clients with complex disabilities who require specialized services and supported living environments that are not available in Eeyou Istchee. The client's community also provides health and social services support as well as financial support for travel to and from the off-territory placement so the client can remain connected to family in Eeyou Istchee.



Service Agreement with Dennis Windego

The Board approved a service agreement with Dennis Windego for psychotherapy services in Whapmagoostui, Chisasibi and Eastmain. This service contract runs from April 1, 2023 to March 31, 2025.



Smoking Prevention and Cessation Program update

The Board was updated on the Smoking Prevention and Cessation Program. The program aims to reduce smoking in Eeyou Istchee through a series of initiatives such as prevention campaigns, activities, and other educational initiatives. The program is an adaptation of the “No Butts To It” program created and implemented by the Consultancy for Alternative Education (CAE).



Smoking Prevention and Cessation continued

This year the program was transferred from CAE to the \ Public Health team, with knowledge transfer activities taking place with the CAE. The new program will be structured in a manner similar to the HEAL program and will aim to support communities in developing innovative prevention activities.

A call for proposals will be sent to frontline teams in the communities and the program shared with communities for implementation. The PPRO will be trained to deliver the program and an application process for organizations to run the program will be established over the coming year.



NEXT REGULAR BOARD MEETING

JUNE 13-14-15, 2023 IN QUEBEC CITY





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