



College of Veterinarians of British Columbia

COUNCIL MEETING

Saturday, January 23, 2016

MINUTES

Council Members:	Dr. Nick Shaw, President	Dr. Brendan Matthews, Vice-President	Mr. David Dewhirst, Council Member
	Dr. Maarten Hart, Council Member	Dr. Dilbag Rana, Council Member	Dr. Joanne Weetman, Council Member
	Ms. Linda Wong, Council Member		
Regrets:	Mr. Jeremy Pierce, Council Member		
CVBC Staff:	Mr. Larry Odegard, Registrar	Dr. John Brocklebank, Deputy Registrar	Ms. Louise Crowe, Director of Communications and Engagement
	Ms. Luisa Hlus, Director of Complaints, Registration and Legal Services	Mr. Bruce Hunter, Director, Finance & Corporate Services	Ms. Gae Sellstedt, Executive Assistant

1. CALL TO ORDER

The meeting was called to order at 9:10 am.

2. ROUTINE PRELIMINARY BUSINESS

2.1 Approval of the Agenda

There was one item added to the agenda and one item removed.

Item 4.11 was removed from the agenda.

Transfer of appointment of Dr. Ricardo Bonafine from the UPC to the Registration Committee became new item 4.11.

MOTION R160101: THAT the agenda be approved as amended with power to add.

Moved/Seconded CARRIED

2.2 Approval of the Minutes of November 5, 2015 Council Meeting

MOTION R160102: THAT the Minutes of the November 5, 2015 Council Meeting be approved as circulated.

Moved/Seconded CARRIED

2.3 Approval of the Minutes of the November 6, 2015 Council Meeting

There was a change to page 5 of the Minutes. Jennifer Strate was referred to as Mr. instead of Ms.

MOTION R160103: THAT the Minutes of the November 6, 2016 Council meeting be approved as amended.

Moved/Seconded CARRIED

2.4 Approval of the Minutes of the November 7, 2015 Council Meeting

MOTION R160104: THAT the Minutes of the November 7, 2015 Council teleconference be approved as circulated.

Moved/Seconded CARRIED

2.5 Approval of the Minutes of the November 25, 2015 Council e-vote

MOTION R160105: THAT the Minutes of the November 25, 2015 Council e-vote be approved as circulated.

Moved/Seconded CARRIED

2.6 Task List

Council was advised that there is no need to seek a legal opinion from David Martin with respect to the IC members being appointed as inspectors. The Director of Complaints, Registration and Legal Services will take over the task from the Deputy Registrar.

2.7 2016 Meeting Dates

The March 5, 2016 meeting date conflicts with the Las Vegas conference that many veterinarians attend with respect to continuing education. Subsequent to the meeting the meeting, the new bylaws were

reviewed and it came to light that the requirement for the first meeting after elections to be on the first Saturday day of March had been removed. Therefore, the council members were canvassed to determine an alternate date for the March meeting (March 12 or 19).

Dr. Weetman advised that she would not be available for the proposed June and July meeting dates.

3. STRATEGIC PLANNING

The Registrar advised Council that typically there would be a Spring Planning Session at the first meeting in March which would deal with governance and/or strategic planning issues. He suggested an alternate agenda would be a strategic session dealing with cultural sensitivity to fulfill the CVBC's commitment to government. The Director of Complaints, Registration and Legal Services, Luisa Hlus, has been in contact with Anne Bhanu Chopra who has her own consulting firm and works as the Equity Ombudsperson for the Law Society of BC. Ms. Hlus has recommended Ms. Chopra to assist the CVBC with planning for the training of the College's staff, members, and agents in discriminatory conduct prohibited by the human rights code and anti-discrimination language and cultural sensitivity language explicit and embedded into College policy as outlined in Minister Letnick's November 12, 2015 letter.

Council agreed to invite Deputy Minister Derek Sturko or his alternate to attend the planning session. It was also agreed to invite the Chairs or alternates from the Investigation Committee, Registration Committee and the Discipline Committee. Council passed the following motion:

MOTION R160106: THAT Council approve costs up to \$5,000 to include the cost of the consultant plus travel costs for invited guests.

Moved/Seconded CARRIED

Action: The Registrar's office to draft a letter to the Minister's office for the President's signature re invitation to planning session

Action: Luisa Hlus to contact Ms Chopra to finalize planning session

Action: The Registrar's office to invite the Chairs of the IC, DC and RC to the March 12, 2016 planning session scheduled for the afternoon

4. REPORTS REQUIRING COUNCIL ACTION/DECISION/DISCUSSION

4.1 Minister of Agriculture Update re HRT

4.1.1 Non-Discrimination Policy Revision

The Director of Complaints, Registration and Legal Services reported on the feedback she received from Deputy Minister, Derek Sturko, on the Non-Discrimination Policy. Council discussed the suggestions made by the Deputy Minister and passed the following motion:

MOTION R160106: THAT Council approves the revised Non-Discrimination Policy amending the following paragraph to add “or contract termination” at the end of the last sentence.

“Appropriate corrective measures will be instituted for violations of this policy. Such corrective measures will be designed to stop the discrimination and to prevent future violations.

Corrective measures may include disciplinary actions, including being relieved of duties and functions (Committee and Council members and volunteers) or being discharged (for employees) or contract termination.”

Moved/Seconded CARRIED

4.2 BC Veterinarians Forum re HRT Decision to Appeal

The President advised that he made several efforts to sign in to the forum but was not successful. Council then discussed how best to communicate and inform registrants of important new information and news while inviting registrant participation. The Director, Communications and Engagement, reminded Council members of the “communities” section of the website that was developed to provide discussion forums for registrants. Unfortunately, ‘communities’ is not being utilized.

Council members discussed the merits of the Newsletter and whether registrants would be better informed with short e-mails sent on regular basis. Council requested that the Non-Discrimination Policy be sent to registrants by e-mail shortly after the current Council meeting.

4.3 Review of Inquiry Hearing 0602 – Dr. Sharma

The result of a 2007 inquiry hearing regarding Dr. Sharma required him to be restricted from performing declaws and tendonectomies until he wrote and passed an examination on the procedures. The said examination was to be sent and marked by the Examination Committee or other delegate of Council with a passing score set at 75%. Dr. Sharma believed that the requirement was unattainable due to the fact that he could not find anyone to give him the exam and grade it.

Council considered the matter and agreed it was not within its purview to resolve the matter and it should go back to the Investigation Committee.

Action: Luisa to e-mail the Chair of the IC to update them on Council’s decision. A letter should be sent to Dr. Sharma advising him that the IC has been charged with resolving the matter.

4.4 BC Pet Registry Partnering with Stakeholders

The letter was received for information. Council had a short discussion on the merits of tattooing as well as micro-chipping due to the fact that a tattoo is visible whereas a microchip requires scanning.

4.5 ABVMA Members' Magazine

Council received the cover page for information.

4.6 Mentorship – Article from ABVMA President

This is a follow up to previous discussions regarding mentorship. The Director, Communications and Engagement, is meeting with Corey Van't Haaff, the Executive Director of the BC Chapter of the CVMA next week to discuss plans the Society has for instituting a mentorship program.

4.7 Duty to Report Suspected Animal Cruelty – Animal Welfare Committee Document

Council members reviewed the revised document and suggested that the section of the *Veterinarians Act* be quoted in the box 'Registered veterinarians must report suspected animal cruelty'.

Council discussed the cost of producing and mailing laminated posters to each practice facility per the AWC's request and agreed with the suggestion to approach a sponsor to distribute the posters. The sponsor would be given permission to use their logo on the posters, if so desired.

Action: Report outcome to the Animal Welfare Committee.

Action: Louise Crowe to contact prospective sponsor(s).

4.8 Notification of Advisories – Crown Counsel

Council reviewed the Crown Counsel's response to the question of whether there is a mechanism in place to warn registrants about a previous conviction regarding the theft of controlled substances and whether there is any provision enabling the CVBC to publish a newsletter outlining the circumstances of the case either on an anonymous basis or on a named basis for the purpose of protection of the public.

The response was negative on both questions. The Director of Complaints, Registration and Legal Counsel commented that employers may consider doing criminal record checks on prospective employees. The employer would be required to have prospective employees sign an authorization for a background check and obtain permission from applicant to determine if there are any restrictions from the College.

4.9 Dr. Brenda Bernhardt – Request for Annual Dues Discount for Veterinarians with Low Incomes

Council discussed the issue and denied the request.

Action: Registrar's office to draft a letter to Dr. Bernhardt for the President's signature.

4.10 BC SPCA Letter – Social Media Response to Cosmetic Cropping Ban

The President advised that he received a number of media calls with respect to this issue. The AWC is working towards a ban on declawing cats and dew claws.

4.11 CVBC Committees

Council discussed the reappointment of Dr. Bonafine from the UPC to the Registration Panel due to Dr. Schild's resignation.

MOTION R160107: THAT Council approves the transfer of the appointment of Dr. Bonafine from the UPC to the Registration Committee, Registration Panel.

Moved/Seconded CARRIED

5. REPORTS RECEIVED FOR INFORMATION

5.1 President's Report

The President reported that he has had brief conversations with the lawyers involved in the HRT review. Ms. Parfitt has applied for additional time to file her response.

5.1.1. BRDO – Appointment Request to Replace Barry McGillivray

The Registrar reported that the Executive Assistant has been in contact with the Board Resourcing and Development Office (BRDO). The BRDO has advised that they will require an updated Notice of Position listing the vacant positions, current councilors and senior executive positions.

The BRDO, in selecting candidates for a new position on council, will try to meet suggested competencies. The Registrar suggested Council consider someone with previous regulatory experience in another regulatory body. The BRDO also has Ministry's concerns in mind with respect to gender balance not only on appointed members but the overall council membership.

5.2. Operational Report

The Operational Report was received for information.

The Registrar reported the need for the bylaws that are ready for registrant approval to move forward and the need to reconnect with the Certified Veterinary Technicians (CVT).

At the last Academy Meeting in Kamloops, there was discussion on the integration of the CVT's into the CVBC Bylaws. The CVT's have concerns about how they would be integrated and want registration with the contemplated "Association" to be mandatory. The Director of Complaints, Registration and Legal Counsel expressed her concerns regarding work load, staffing, space limitations and how the complaints process would work given that there could potentially be complaints about a veterinarian and a technician working out of the same practice facility.

Action: The Registrar to meet with the College of Dental Surgeons to discuss their process of integrating the Certified Dental Assistants.

There are 26 registrants that haven't paid their 2016 dues. The following motion was carried:

MOTION R160108: THAT Council instructs that a final letter be sent to registrants that haven't paid their 2016 dues advising them that if the dues haven't been paid by February 10, 2016, their registration with the CVBC will be cancelled.

Moved/Seconded CARRIED

Council also instructed that the letter states that registrants not in good standing with the CVBC are not permitted to practice veterinary medicine.

The Registrar and the Deputy Registrar will attend the Western Assembly of Veterinary Associations (WAVA) Conference February 5-7.

The Alberta Veterinary Medical Association (ABVMA) has invited the CVBC to attend their Annual General Meeting and Leadership Weekend. The President and Registrar will be attending February 26-28.

5.3 Legal Services Report

The Legal Services Report was received for information.

Legal Counsel, Alastair Wade, is serving a petition that he filed. He is getting a substitutional service order as the respondent has been avoiding service. Once the respondent has been served, Mr. Wade can obtain a date for hearing before the courts. He believes the evidence is stronger this time and has asked the Ministry to pass regulations that would make it easier to get injunctions.

There is one citation that has been signed by the Deputy Registrar, however, it is not proceeding to hearing at this time. The IC has an appetite to resolve the matter by consent.

Luisa Hlus, the Director of Complaints, Registration and Legal Counsel, has done a lot of work with the Investigation Committee to revamp the processes to build trust and alleviate anxiety that registrants were experiencing when faced with requests for medical records or being the subject of a complaint. She also reported on her meeting with Clea Parfitt.

When asked if the Ministry is abreast of the internal review process being undertaken, Ms. Hlus advised that it was stated in the President's first letter to the Minister. It was suggested that it would be prudent in the next report to the Ministry to address external resources and include a report from Mr. Bastarache.

5.4 Facilities Report

The Facilities Report was received for information.

The Director of Finance and Corporate Services, Bruce Hunter reported:

- he is reviewing in-house processes to inform himself and to assess systems perspective in how well they are functioning;
- there have been some struggles with the registrant renewal process and that has prompted him to arrange iMIS training for some staff in early February;
- there is a need to prepare for the next upgrade in iMIS which has some enhancements the College would benefit from to include complaints and investigations;
- he is evaluating external support for potential costs savings while assuring there isn't additional risk regarding loss of back-up and intrusion from the outside;
- he is doing a cost/benefit analysis of current leased equipment; printing that exceeds 350 mailings will go to an outside print shop;
- funds have been reinvested similar to previous years.

5.5 Communications and Engagement Report

The Director, Communications and Engagement, Louise Crowe, reported:

- she has spent a lot of time on the dues notices and follow-up;
- the Practice Facility Accreditation Committee (PFAC) has been working with her with respect to late self-assessments; overdue self-assessments have been identified and a penalty of \$212.50 has been invoiced;
- advertisements for locums were automatically cancelled after 3 months of posting on the CVBC website; this has been corrected in order that the ads republish every 3 months. She e-mailed everyone on the list and the response was positive;
- she is looking forward to spending more time on communications and positive relationships with registrants;
- she is meeting with the Executive Director of the Society of BC Veterinarians, Chapter of the Canadian Veterinary Medical Association (CVMA-SBCV). The CVMA-SBCV Annual General Meeting is being held the first weekend in November, 2016 and will be held at the Pinnacle Hotel Vancouver Harbourfront.

When asked why the CVBC is hiring an outside contractor to train staff in iMIS rather than using the skills she gained attending a course in Toronto "Train the Trainer", she responded that she works in areas different from the rest of the staff, that Nadine from C Systems has more knowledge than she has and that there is an iMIS module available that isn't currently in use.

5.6 Financial Report

The Director of Finance and Corporate Services reported that:

- Invoices for legal services were received after the October and November financial statements were prepared, therefore, amended statements were presented on table as well as a variance report;

- Year-to-date shows a positive variance of \$52,000 and it is expected there will be a positive revenue variance for the year.

Council was very complimentary with respect to the detailed variance report.

MOTION R160109: THAT Council accepts the financial statements for October, November and December 2015.

Moved/Seconded CARRIED

5.7 Investigation Committee Report

The reports were received for information.

The President commented that the documents are reflective of some of the improvements that have been made and that the principles of Right Touch Regulation are being adopted and the committee is embracing it.

The Council was very pleased with the excellent summary and progress report. Drs. Casey and Wilkie have helped Ms. Hlus and her assistant with the back-log of work accumulated due to staffing shortages.

Action: The Registrar to draft a letter to Drs. Casey and Wilkie to express Council's appreciation for their work and dedication to the IC.

In her Intake Panel Report, Dr. Wilkie suggested a stipend be offered to IC members given the expansive amount of time it takes to prepare for meetings. Four of the five members of the Intake Panel are slated for retirement and it may be very difficult to find registrants that will volunteer 120-150 hours per year outside of regular meeting times. There was a suggesting that, instead of a stipend, an annual recognition dinner be given for all committee volunteers.

Action: Table to the next meeting

The issue of integrated/complimentary medicine was reviewed. Council suggested that the IC be given direction to advise registrants practicing holistic medicine to seek informed consent and that it is a failure of professional ethics if they don't advise a patient what they are foregoing by taking a holistic approach.

Action: Table to a future meeting

5.8 Practice Facility Accreditation Committee (PFAC) Report

The PFAC Report was received for information.

5.9 Report on Name Approvals

The report was received for information.

5.10 Report on New Registrants

The report was received for information.

5.11 Report on Change of Registration Class

The report was received for information.

5.12 Report on Registrant Name Changes

The report was received for information.

6. Adjournment

The meeting adjourned at 3:10 pm.

A handwritten signature in black ink, appearing to be 'Nick Shaw', written over a horizontal line.

Dr. Nick Shaw, President

A handwritten signature in purple ink, appearing to be 'Brendan Matthews', written over a horizontal line.

Dr. Brendan Matthews, Vice-President