

## Board Info

Information bulletin of the Board of Directors meeting

### Highlights of the scheduled meeting of the Board of Directors

Thursday, November 2, 2017

Jewish Eldercare Centre – Schweitzer activities room

#### Question period

Stavos Birbatakos and Robert Veillette, respectively the President and Treasurer of the *Syndicat des professionnels en soins de santé* of the CIUSSS, asked the establishment to undertake negotiations concerning implementation of the payday shift that affects many of its members. Beverly Kravitz, Director of Human Resources, emphasized that she cannot meet this demand, since the union has filed a grievance and is currently in litigation. The members of the Board will be kept informed of any developments.

#### Report from the President and CEO of the CIUSSS

Five key points formed the basis of Dr. Lawrence Rosenberg's report:

- He invited the members of the Board to participate in the Annual Symposium on Emerging and Complex Infectious Diseases, in memory of Dr. Mark Wainberg, who died earlier this year. The full-day symposium takes place on November 1 and 2.
- He stated that two ministers thanked the CIUSSS for its work with asylum seekers. An event will be held on November 23 to recognize PRAIDA for its excellent work.
- He added that a retreat will be organized by the new Director of Academic Affairs, Cindy Starnino, on November 21 at the McGill Faculty Club and Conference Centre.
- He said that Bill 130 was adopted by the National Assembly of Quebec on October 26. This bill provides real power to clinical department heads, CEOs and board members with regard to granting and renewing privileges to physicians. The amendment to Article 38.1 defines and reinforces the university mission of the province's CIUSSSs by placing them on equal footing with the CHUs.
- He concluded by congratulating the Finance and IT teams for their hard work on the project to integrate the CIUSSS's financial and material management systems.

Congratulations to the Finance and IT teams for the successful completion of integrating the CIUSSS's financial and material management systems.

#### Innovative, interdisciplinary and inter-sectorial rehabilitation research

Dr. Eva Kehayia of McGill University and Dr. Sara Ahmed of the Université de Montréal work in collaboration with the Centre for Interdisciplinary Research in Rehabilitation of Greater Montreal. They made a presentation about their research projects, which are aimed at changing a targeted environment by making it more inclusive and eliminating environmental and social factors that impede mobility. A pilot project with the Alexis Nihon shopping mall was presented as an example of what can be done by using innovative

technology and by working in collaboration with clinicians, researchers, communities, users and various levels of government.

### **Policy for a smoke-free establishment**

Anne Lemay, Associate Executive Director, and Dominique Dufour, Public Health Coordinator with Frontline Integrated Services, presented the policy for a smoke-free establishment that must be adopted by November 26, 2017, in accordance with the *Tobacco Control Act*. A committee will be formed to ensure that the policy is implemented throughout the CIUSSS. The policy will be modified to clarify the position on cannabis and to control its use for medical purposes.

### **Policy and procedures on workplace civility and the prevention of harassment and violence**

Modifications were made to the procedures and to Appendix A, which are associated with the policy to promote civility and prevent harassment in the workplace, which was adopted by the Board of Directors on October 26, 2016. As presented by Beverly Kravitz, Director of Human Resources, Communications and Legal Affairs, these changes were implemented after a request by McGill University that its medical students and residents be included in these procedures. This gives them the right to file a complaint either with the CIUSSS or with McGill University, in connection with incidents that take place at the CIUSSS.

### **Renewal of the mandate of the President of the Board**

Samuel Minzberg, President of the Governance and Ethics Committee of the Board, reported that the mandate of the President, Alan Maislin, has been renewed for a two-year term. Mr. Maislin thanked Dr. Rosenberg, Francine Dupuis and the members of the

The mandate of Alan Maislin was renewed for a two-year term: September 30, 2017 to September 29, 2019.

Board for their support and collaboration over the previous two years. He also stated that the time has come to refine the process of evaluating the President and CEO, and the governance of the Board of Directors.

### **Nomination to the Advisory Committee of the Donald Berman Maimonides Geriatric Centre**

The nomination of Dr. Jack Gaipman to the Advisory Committee of the Donald Berman Maimonides Geriatric Centre was approved by the members of the Board.

### **Dashboard for 2017-2018**

Anne Lemay submitted the 2017-2018 dashboard, which displays various indicators of the CIUSSS. She stated that the network has the province's lowest salary insurance rates and overtime insurance. The CIUSSS has also placed great importance on reducing or even eliminating independent workers, resulting in one of the best rates in Quebec. Finally, the establishment succeeded in filling positions within an eight- to ten-week period, which compares very favourably with standards in the private sector. However, employee morale remains a significant organizational problem, although the dedication and loyalty of employees to users is always present.

### **Excellence Awards of the Health and Social Services Network**

Julie Ricciardi, Assistant to the President and CEO, informed the Board members that the CIUSSS will enter the competition for the Excellence Awards of the Health and Social Services Network, organized by the Ministry. Projects must be submitted to the Ministry by December 6.

### **Challenges associated with the entry into force of Bill 115**

Cindy Starnino, Director of Academic Affairs, explained that the CIUSSS has been given a mandate to create a standard policy for the province with regard to the *Act to Combat the Maltreatment of Seniors and Other Persons of Adult Age in Vulnerable Situations*. This mandate was granted to the CIUSSS as a result of its expertise in social gerontology, as well as its accountability in the provincial *Aide Abus Aînés* provincial helpline. A budget of \$100,000 has been allocated by the Ministry to create and implement this policy province-wide.

### **Presentation of the CIUSSS child-youth program**

The CIUSSS's continuum of mother-child, family and youth services was presented by Valérie Pelletier, Assistant Director for Frontline Integrated Services. These services begin at pregnancy and end when children reach the age of 18. To provide these users with the care they need, Frontline Integrated Services collaborates with numerous partners outside the CIUSSS and with the Mental Health and the Rehabilitation Directorates.

### **Research Ethics Committee**

Dr. Sabrina Fallavolita, Scientific Member, and Jonathan Haroche, Clinician Representative, were removed from the CIUSSS Research Ethics Committee.

Approval was given by members of the Board for the nomination of Dr. Ginette Aubin, Dr. Kristie McAllum, Dr. Laurel Young and Dr. Myrna Lashley as Scientific Members, and for Maria Lombardi as Community Representative for the Committee.

Felicia Tiseo, Research Review and Regulatory Affairs Chair, presented a summary of the 2016-2017 Annual Report of the Research Review Office. She focused on the Office's mission and on the structure and volume of activity of the Research Committee, as well as the objectives of the quality assurance program.

Finally, approval was given by members of the Board for a renewal of the mandates of Dr. Céline Lamarre, Imen Khelia, Saïda El Haïli, Mariama Toure, Monique Provost and Marie-Claude Lavigne, as well as the nomination of M<sup>e</sup> Delphine Roigt to the Research Ethics Committee of the *Centre de recherche interdisciplinaire en réadaptation du Montréal métropolitain* (CRIR).

### **Conclusion**

The President of the Board offered a reminder that the CIUSSS's Strategic Planning meeting will be held on November 9, 2017 from 9:00 a.m. to noon in the synagogue of the Donald Berman Maimonides Geriatric Centre.

Dr. Rosenberg filed a letter from Assistant Deputy Minister Pierre Lafleur, in connection with the 2015-2018 Government Action Plan on Radicalization in Quebec: *La radicalisation au Québec : agir, prévenir, détecter, vivre ensemble*.

## THE BOARD OF DIRECTORS OF CIUSSS WEST-CENTRAL MONTREAL

A calendar of meetings of the Board of Directors is available at [www.ciusss-centreouestmtl.gouv.qc.ca/en/home/](http://www.ciusss-centreouestmtl.gouv.qc.ca/en/home/).

Click on CIUSSS West-Central Montreal | Board of Directors

Board-Info is a publication produced by the Department of Communications and Media Relations for the office of the President and CEO. All of the information in this bulletin has received official approval.

The next meeting of the Board of Directors will be held on:

**Thursday, Dec. 7, 2017 at 7:30 a.m.**

For more information on the Board of Directors, please visit

[www.ciusss-centreouestmtl.gouv.qc.ca/en/west-central-montreal-health/conseil-d-administration/](http://www.ciusss-centreouestmtl.gouv.qc.ca/en/west-central-montreal-health/conseil-d-administration/)