

# Board Info

Information bulletin of the meeting of the Board of Directors

## Highlights of the scheduled meeting of the Board of Directors Thursday, February 14, 2019 Donald Berman Jewish Eldercare Centre – Schweitzer Room

### Report from the President and CEO

Dr. Lawrence Rosenberg began by mentioning that as a result of the severe snowstorm on Wednesday, February 13, the Jewish General Hospital made its parking spots available free of charge to its users and staff. This measure made it easier for many patients and their families to travel, while avoiding heavy traffic around the hospital.

{ The availability of free parking reflects the culture of openness of our CIUSSS to its community. }

### Two new departmental chiefs

Dr. Louise Miner, Director of Professional Services, announced the appointment of Dr. Walter Gotlieb as Chief of Obstetrics and Gynecology, effective February 14, for a four-year term.

She also announced the appointment of Dr. Christine Florakas, Chief of Family Medicine for the CIUSSS, for a four-year term, effective February 1, 2019.

### Action plan for the disabled

In accordance with the government's policy *À part entière : pour un véritable exercice du droit à l'égalité*, the CIUSSS has already produced an action plan for 2017-2019 that identifies the obstacles to integrating individuals who have disabilities, as well as measures that have been taken to improve the current situation. This plan was approved by the Board in September 2017.

Suzanne Cloutier, Associate Director of Rehabilitation, presented an overview of these achievements and the new action plan for 2019-2022. This process is an ongoing and evolving approach that brings together several departments and representatives of the Users' Committee and a community group for people living with physical disabilities (Déphys Montreal).

### Creation of a Sustainable Development Committee

The Ministry of Health and Social Services (MSSS) recently asked each network to create a Sustainable Development Committee by March 31, 2019. In addition, last June 14, the CIUSSS adopted a Sustainable Development Policy, which provides for the creation of a Sustainable Development Committee coordinated by the Technical Services Directorate.

Its members are:

- Elliot Silverman, Director of Logistics
- Dave Checkland, Acting Director of Information Resources
- Hugo Ouellette, Associate Director of Technical Services

- Tony Nappi, Coordinator of Health and Safety
- Michael Boudana, Coordinator of Material Installations
- Audrey Benarrosh, Coordinator of Clinical Support
- Leyla Di Cori, Department of Communications and Media Relations
- Jérôme Ribesse, General Manager, Health-Environment Synergy
- Frédérique Binette, APPR, Sustainable Development Respondent

### Resignation of Board member

For personal reasons, Dr. Aviva Aspler, representative of the Regional Department of General Medicine (RDGM) on the Board of Directors, recently resigned as a member.

### Meeting with Assistant Deputy Ministers of the Ministry

Dr. Rosenberg reported that he had participated in an interesting meeting with the three Assistant Deputy Ministers in Quebec City in January. He was accompanied for the occasion by Francine Dupuis, Anne Lemay, Carrie Bogante and Dr. Louise Miner. They had an opportunity to engage in personal discussions about the recovery plan proposed by the Board and requested at the end of January. It deals with the volume of activities (particularly in the Jewish General Hospital's Emergency Department), the problems surrounding management of CRO infections, the new mandatory prescription drug in the event of cancer, and the underfunding of surgery.

Dr. Rosenberg added that he recently asked the directors to make a final effort at budgetary adjustment. Solutions have been found, such as reducing printing on paper, mailings, revising contracts for the purchase of medical supplies, and reducing operating room costs. Research will also be undertaken to increase sources of income.

Difficulties in the CIUSSS's financial situation are structural, and are not due to inefficiency or waste.

### Report of the Vigilance and Quality Committee

Lucyna Lach stated that the last two meetings of this committee focused on difficulties raised in the most recent report of the *Protecteur du citoyen*. Specific points were also raised by Marisol Miro, the CIUSSS's Ombudsman, based on her practical experience. The following items will be the subject of an action plan:

- Provision of care and services to children with disabilities that are not the same, whether provided by the healthcare or education system
- Falls during hospitalization and related injuries that are frequent, far-reaching and costly
- Arrangement of work schedules of employees in long-term care facilities to ensure that residents receive the care and services they need
- Certification of residences for the elderly

Ms. Lach also reviewed the upcoming steps in the accreditation process and the survey of CIUSSS employees about their working conditions.

### Search and Selection Committee

The MSSS has created an advisory committee for each of the following facilities: Jewish General Hospital, Mount Sinai Hospital, Donald Berman Maimonides Geriatric Centre, Donald Berman Jewish Eldercare Centre, and Miriam Home and Services.

If the position of President and CEO becomes vacant, the MSSS can authorize the CIUSSS to form a Search and Selection Committee. Members of the Board agreed that if this committee is created, it must consult with the advisory committees of the five facilities mentioned above.

### Academic Affairs Committee

Dr. David Eidelman announced that the CIUSSS recently recruited Dr. Jill Hanley, Associate Professor in McGill University's School of Social Work and a member of the Centre for Research on Immigration, Ethnicity and Citizenship (CRIEC). She has collaborated with the Academic Affairs team.

### Integration Committee

Ron Waxman reported on the items that were discussed at the last meeting of this committee, namely the Osteoporosis Clinic, the MAB-Mackay project (clinical services and building) and the Mount Sinai transformation project.

### Appointments to various advisory committees

Appointments have been formalized to the advisory committees of several CIUSSS facilities.

- Mount Sinai Hospital - two-year term, January 21, 2019, to January 20, 2021: Brian Becker, Amanda Blatt, Ruth Kovac and Dr. Nathalie Saad
- Mount Sinai Hospital - three-year term, January 21, 2019, to January 20, 2022: Leon Krolik, Elliott Bier and Mitch Kendall
- Donald Berman Maimonides Geriatric Centre - two-year term, January 21, 2019, to January 20, 2021: Michael Corber, Fred Naimer, Leonard Kewkowick and Angela D'Angelo
- Donald Berman Maimonides Geriatric Centre - three-year term, January 21, 2019, to January 20, 2022: Danny Baum, Murray Goodz and Karen Flam
- Donald Berman Jewish Eldercare Centre - two-year term, January 21, 2019, to January 20, 2021: Bradley Steinmetz, Rory Olson, Mark Karanofsky and Syd Gartner
- Donald Berman Jewish Eldercare Centre - three-year term, January 21, 2019, to January 20, 2022: Don Prinsky, Bram Freedman and Diana Schweitzer
- Miriam Home and Services - two-year term, from January 21, 2019, to January 20, 2021: Dahlia Waisgrus, Georffrey Chambers, Diane Guerrera and Abraham Fuks
- Miriam Home and Services - three-year term, January 21, 2019, to January 20, 2022: Warren Greenstone, Salvatore Guerrera and Manon Carle Dagenais

### Workplace conditions

Chantal Bellerose, Coordinator of Quality, Risk, Accreditation, Clinical Ethics and the User Experience, presented the overall results of the latest Pulse survey, by employment category. She stated that 35% of employees responded to this survey about working conditions in various CIUSSS facilities.

The positive results of this survey: clarity of roles, good use of skills, teamwork, respect and mutual assistance, basic training, measures to prevent violence and abuse, a sense of being treated fairly, safety of the premises, and quality of care and services.

Areas for improvement: communication of goals and objectives from Senior Management and follow-up of staff feedback, contribution of all to decisions and improvements, recognition of performance, provision of development and resources, work organization/priorities and ways to improve perceptions of overload, stress and work-life balance during times of change.

### Action Plan for Health, Safety and Well-Being at Work

Beverly Kravitz, Director of Human Resources, Communications, Legal Affairs and Global Security, and Sophie Bernardin, Assistant Director and Head of Managers' Services, discussed various programs in the Action Plan for Health, Safety and Well-Being at Work. Each of these programs was reviewed in detail.

## 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 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 on:

**Thursday, February 14, 2019, at 7:30 a.m.  
Donald Berman Jewish Eldercare Centre**

For more information about 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)