

Board Info

Information bulletin of the Board of Directors meeting

Highlights of the scheduled meeting of the Board of Directors Thursday, September 13, 2018 Donald Berman Jewish Eldercare Centre – Schweitzer Room

Question period

Two questions were addressed to members at the opening of the meeting.

A representative for ALink, Harriet Sugar Miller, explained that her organization's mission is to create an inclusive community for young adults with various neurodevelopmental, severe medical or mental disorders by giving them the opportunity to participate in society. The organization establishes links and partnerships with many Montreal organizations that provide support. Ms. Sugar Miller emphasized that, as a parent, she is satisfied with the services offered to children, but she notes the lack of services for young adults. She wondered how the CIUSSS could help her and meet the needs of these individuals. The Director of Rehabilitation, Félicia Guarna, replied that a program is currently available for children with intellectual disabilities or autism. She acknowledged that the time has come to implement a transition program for young adults, including through greater collaboration with schools. She added that the CIUSSS is already working successfully with some companies, including Le Château and Les Grands Ballets Canadiens. The CIUSSS will call upon ALink and other community groups to work together to implement programs that meet the needs of young adults.

Teresa Muccari and Léonie Blanchette, the National Representative and the President of the Executive Committee, respectively, of the local APTS, began by introducing the union and those members of the APTS who were present. They reported on the difficulties that their members have encountered since the CIUSSS was created, particularly with regard to the general working environment and psychological health. Ms. Blanchette said that, after an initial survey in 2016, the *Hello? Anybody There?* campaign was launched in February 2018 to denounce the professional burnout and distress of APTS members. Employee testimonials were read to support this account. Ms. Muccari and Ms. Blanchette asked whether concrete measures have been taken by the CIUSSS to ensure that employees can benefit from a healthy work environment. The Director of Human Resources, Communications, Legal Affairs and Global Security, Beverly Kravitz, assured the APTS members that the CIUSSS takes the health and well-being of its employees very seriously and is currently working on action plans. She emphasized that she would be happy to meet with the APTS and work with the unions to find solutions and improve the work situation of employees.

Message from the President and CEO

Dr. Lawrence Rosenberg thanked the APTS and the FIQ representatives who were present at this Board meeting. He said he is sensitive to the requests, problems and testimonials that he heard. He added that the CIUSSS's strategic planning, which is based on Hoshin Kanri's matrix, focuses on the health, well-being and satisfaction of employees at work. As well, over the past three years, Human Resources has made significant efforts to review its processes and ensure that everything continues to move in a positive direction.

This year will be pivotal for the CIUSSS, Dr. Rosenberg said. It is time to step back, identify any problems and opportunities for improvement – most notably seniors, home care and young adults living with intellectual disabilities. To achieve this, it will be necessary for the CIUSSS and community groups to work together.

Good news for the CIUSSS: no budget cuts are planned for the next year of activities.

Message from the Chairman of the Board of Directors

Alan Maislin began by congratulating the independent members on the renewal of their mandates until September 25, 2021.

He announced that Dr. Rosenberg will soon be presenting an IT plan, which is essential for meeting the CIUSSS's objectives. Measures are also being taken, along with the Ministry, to ensure that funding is allocated so that money follows the patient, and that CIUSSS West-Central Montreal has the same classification level as other Montreal CIUSSSs. In closing, Mr. Maislin invited Board members to attend the event outlining the Planetree recognition and designation program, which is intended for implementation CIUSSS-wide.

Mr. Maislin reported on progress over the past three years, particularly with respect to patients. Renovations are under way at several sites to improve the well-being of patients and employees.

Policy on the security of information assets

In its daily activities, the healthcare and social services network uses and shares a large amount of clinical, personal and administrative information. This information is increasingly found in digital form in information assets. Sabine Cohen, Associate Director of Information Management, presented this policy, which covers all CIUSSS staff and applies to any appropriate person who uses or has access to confidential information. This policy is based on the following guiding principles: protection of information assets, incident reporting, intellectual property rights, protection of confidential and sensitive information, continuity of CIUSSS activities, awareness and training, and oversight.

Policy on the management and confidentiality of users' medical records

Medical records are confidential and are governed by law. Ms. Cohen presented this policy, which covers all CIUSSS staff and any other person who has access to CIUSSS users' medical records. She stated that the Medical Records Department is the legal guardian of the health and social services information of CIUSSS users. Thus, the department must ensure that all necessary documents are included in each user's medical record and that the record's integrity is ensured.

Three-year investment plan for real estate

Julie Vaillant, Planning, Project and Strategy Coordinator, presented the 2018-2019 investment plan for real estate, to be submitted to the Ministry for approval. Starting next year, the MSSS will approve the first two years of the three-year plan, thereby speeding up the process to obtain funding. Ms. Vaillant noted that the Jewish General Hospital Foundation provides major support, specifically in functional renovations.

Presentation on the distribution of \$19.1 million in funding for capital projects, the objectives of the investment plan for real estate, and a summary of the major real estate development projects.

Renewal of the mandate of the Associate CEO

Alan Maislin announced the renewal of the mandate of Francine Dupuis, Associate CEO, for four years, starting October 1, 2018.

Partnership project for people with neurological disabilities

Lucyna Lach, a Board Member, made a presentation about the partnership project between the CIUSSS and community groups that support people with neurodisabilities.

Carried out in collaboration with Suzanne Cloutier, Associate Director of Physical Intensive Rehabilitation, this project will bring together stakeholders who provide support and services to children, adolescents and young adults with developmental disabilities (cerebral palsy, intellectual impairment, autism). The first step in the process involves identifying and arriving at a shared understanding of the problems that families face in gaining access to support and services, and selecting one or two difficulties that partners can address. The second step involves identifying solutions and creating a map of the assets that each stakeholder group brings to the table.

The CIUSSS is launching this process in Montreal to raise awareness about support and services for families, to identify areas of overlap and complementarity, to identify gaps, and to develop a plan to address these problems.

Appointment of the Head of Midwifery Services

Sébastien Blin, Director of the Integrated Frontline Services Program, announced the appointment of the new midwifery manager, Maëcha Nault, effective July 5, 2018, to July 4, 2021.

THE BOARD OF DIRECTORS OF CIUSSS WEST-CENTRAL MONTREAL

A calendar of meetings of the Board of Directors is available at www.ciuss-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, October 25, 2018 at 7:30 a.m.
Donald Berman Jewish Eldercare Centre**

For more information about the Board of Directors, please visit www.ciuss-centreouestmtl.gouv.qc.ca/en/west-central-montreal-health/conseil-d-administration