



College of Veterinarians of British Columbia

COUNCIL MEETING

Saturday, July 25, 2015

MINUTES

Council Members:	Dr. Nick Shaw, President	Dr. Brendan Matthews, Vice-President	Mr. Jeremy Pierce, Secretary-Treasurer
	Mr. David Dewhirst, Council Member	Dr. Dilbag Rana, Council Member	Ms. Linda Wong, Council Member
Regrets:	Dr. Maarten Hart	Dr. Barry McGillivray	Dr. Joanne Weetman
CVBC Staff:	Mr. Larry Odegard, Registrar	Dr. John Brocklebank, Deputy Registrar	Ms. Louise Crowe, Manager of Office & Communications
	Ms. Gae Sellstedt, Executive Assistant		

1. CALL TO ORDER

The meeting was called to order at 11:15 am.

2. ROUTINE PRELIMINARY BUSINESS

2.1 Approval of the Agenda

There was one item added to the agenda: 5.2.7 CVBC Captive Insurance Co. Ltd. update.

MOTION R150701: THAT the agenda be approved as amended with power to add.

Moved/Seconded CARRIED

2.2 Approval of the Minutes of June 13, 2015, 2015 Council Meeting

MOTION R150702: THAT the Minutes of the June 13, 2015 Council Meeting be approved as circulated.

Moved/Seconded CARRIED

2.3 Task List

The task list was received for information. The 'After Hours Emergency' article for the newsletter has been completed and is being reviewed by the President. There were no other comments.

3. STRATEGIC PLANNING

3.1 Review of Strategic Planning Objectives Developed in June 2014 – Are they still relevant?

The Registrar reviewed the documents contained in the agenda package and confirmed the Vision, Mission and Goal Statements that were developed in 2014. Pursuit of the goals will be affected by the environmental scan that includes outstanding issues which are relevant to the College at this time. At the September 12th meeting, it is intended to assess the importance and urgency of issues facing the organization and recommend where discussion documents and assignment of priorities will advance the consideration of the issues.

3.2 Determination of Outstanding Issues Relative to Strategic Planning

There was discussion of other outstanding issues including review of committee roles and relationships within the College; consideration of the Right Touch and development of a proposal for a residency/internship program for new registrants.

➤ **HRT**

There is ongoing speculation of when a report will be received.

➤ **Technologist Integration**

The President spoke to the Council members about his conversation with Dr. Dave Kirby. Dr. Kirby is not opposed to the integration of the veterinary technologists into the CVBC Bylaws, however, he is very opposed to a 'task list' being incorporated into the bylaws. Dr. Kirby has issues with the responsibility that a veterinarian would carry if he/she were to delegate the tasks to technologists and feels that the accountability would have to shift from the veterinarians to the technologists.

There was further discussion on the issue including whether technologists can do dental extractions, the inclusion of a phase-in period with 'grandfathering', and a process in place for people with on-the-job training to prepare for writing the VTNE.

➤ In-House Counsel

There was discussion under the Operational Report; see agenda item 5.2.5 for Motion passed.

➤ Communications between CVBC and Registrants (Regional Meetings)

There was no discussion.

➤ Continuing Education – Competence and Quality

There is a concern that new graduates (those with newly acquired CQ's) have core competency issues and surgical skills are lacking. Council members suggested that there should be some research into putting in place a mandatory internship program where new graduates would be issued a limited licence where they would have to work under a licensed veterinarian for a period of one year.

Action: The Registrar is to research internship and limited licensure in other jurisdictions in Canada.

➤ Succession Planning for Key Council Positions

Succession planning for committees was included in this subject. Council suggested that the Registrar research other professional organizations to obtain an understanding of how other professional organizations recruit and oversee their committees. Council members suggested that an assessment of CVBC committees take place and that there should be a cap on committee membership – i.e. a maximum of two, three year terms – and if a committee member wishes to return to a committee after completing the maximum terms, he/she must take a minimum of a one year break. There was also some discussion on moving committee members from one committee to another (shuffling) in order to avoid someone being on one committee for too long a period (example: some IC members have been on that committee for many years) but wanting to be active on committees.

Action: The Registrar to research other professional organizations regarding recruitment and oversight of committees.

- Captive Insurance – The Future

Dr. Dave Kirby prepared an interim report for Council that was distributed on-table.

- Academic Liaison

There was no discussion.

- Cultivation of Accredited Programs Around the World

There was no discussion.

- Balfour & Friends

There was no discussion.

- Relationship between CVBC and the BC Chapter of the CVMA

The Registrar had a conversation with Dr. Ashburner regarding the possibility of joint ventures between the College and the Society. There was no conclusion.

Additional Issues for Strategic Planning Consideration:

- Right Touch Regulation and Just Culture

The President initiated a conversation on the 'Right Touch' regulation from the Council for Healthcare Regulatory Excellence and the report prepared for the BC Ministry of Health on the subject of 'Just Culture'.

The President spoke about the issue of discipline that was discussed at the CVMA meeting. Jennifer Day, the CVO President, informed the group that Ontario will be taking a new approach to discipline and, in the near future, will be publishing a 'Key Principles' document on their website to shed more light on the coming changes. She mentioned that, in the future discipline, and regulation in general, will be based on two fundamental philosophies: *Right Touch and Just Culture*.

The two fundamental philosophies, *Right Touch and Just Culture*, strive to achieve:

- Balance between accountability and safety

- Provide minimum regulation necessary to adequately protect the public
- Recognize that mistakes happen and not to punish practitioners for such
- Focus on learning and trust rather than culpability
- Focus on intent when considering discipline cases
- Draw clear lines that should not be crossed but clearly define who gets to draw those lines
- Encourage a culture of trust between regulator and profession

The President encouraged Council members to study these concepts in more detail and look towards current worldwide trends. It was suggested that a speaker be sought to speak on the subjects at the November 6th Council meeting where Committee Chairs will be invited to attend.

Action: the President is to write an article for 'The College Matters' on the subject of Right Touch and Just Culture.

Action: the President to seek a speaker for this subject at the November 6th Council meeting as per the motion below.

MOTION R150703: THAT Council authorizes a budget not to exceed \$5,000 for the President to arrange for a speaker to speak to Council and Committee Chairs on the subject of Right Touch Regulation and Just Culture as it applies to disciplinary bodies.

Moved/Seconded CARRIED

There was a suggestion that the presentation be video-taped in order that Committee Chairs could share with their committee members.

4. BUSINESS REQUIRING COUNCIL ACTION / DECISION / DISCUSSION

4.1 Registration – Bylaws

The Deputy Registrar, in conjunction with Legal Counsel, David Martin, made some revisions to the current draft bylaws as outlined in the briefing note distributed on table at the meeting. The briefing note is attached and forms part of these Minutes.

Once the bylaws have been amended to include the veterinary technologists, the bylaws will need to be reviewed again, sent back to Council for final approval, a black-lined version produced with the changes since last approved and posted for registrants to consider before another vote.

4.2 Facility Name Approvals

Omnibus Motion for 4.2.1 and 4.2.2.

4.2.1 Name Change from Penticton Veterinary Hospital to BC SPCA Penticton Veterinary Hospital

4.2.2 Name Change from Whatcom Road Veterinary Hospital to Coastal Rivers Pet Hospital

MOTION R150704: THAT the following practice facility or practice facility name changes be approved effective July 25, 2015 in accordance with s. 37 of the CVBC Bylaws:

- Penticton Veterinary Hospital be changed to BC SPCA Penticton Veterinary Hospital
- Whatcom Road Veterinary Hospital be changed to Coastal Rivers Pet Hospital

4.2.3 Name Approval for Southern Interior Veterinary Ultrasound Service

MOTION R150705: THAT the name 'Southern Interior Veterinary Ultrasound Service' be approved as a practice or practice facility name effective July 25, 2015 in accordance with s. 37 of the CVBC Bylaws and that Dr. Rae must convey to referring veterinarians that he is not a diplomate or a specialist in radiology until such time as he is qualified according to the bylaws.

Moved/Seconded CARRIED

4.3 CVBC/BCSPCA Critical Distress Protocol

MOTION R150706: THAT Council appoints a working Panel consisting of a minimum of two members of the CVBC and two members of the BC SPCA to review the Critical Distress (CD) Protocol to determine if it requires revision. Drs. Shaw and Matthews are appointed as the CVBC Panel members.

Moved/Seconded CARRIED

Dr. Brendan Matthews is to Chair the Panel.

Action: Dr. Matthews to contact Marcie Moriarty, BC SPCA, for appointment of SPCA membership on the Panel.

4.4 Compliance with Disciplinary Punishment

MOTION R150707: THAT Council approves the Policy on Compliance with Disciplinary Punishment stating clearly that the College will update the CVBC web site with RACs and consent orders once fully completed.

Moved/Seconded CARRIED

4.5 Canine Teeth Cleaning by Groomers – Correspondence from Canadian Professional Pet Stylists

Legal Counsel, Alistair Wade, is looking at the definition of scaling with respect to human dental technicians to request that the Ministry of Agriculture make an amendment to the Act to define ‘scaling’ and to ensure that it includes that ultrasonic scaling is not approved.

Action: The Deputy Registrar is to respond to Carol Code, Executive Director of the Canadian Professional Pet Stylists, to advise her of the Notice to Profession based on the Supreme Court Decision and to direct her on what services groomers are or are not allowed to perform.

4.6 Committee Participation Policy Discussion

See notes agenda item 3.2 – Succession Planning for Key Council Positions – Council discussed this issue under Strategic Planning.

4.7 UPC – Dr. Galloway’s Resignation and Appointment of New Committee Members

The Deputy Registrar commented on Dr. Galloway’s letter outlining the reasons behind his resignation.

Action: The Deputy Registrar to prepare a response to Dr. Galloway under the President’s signature.

MOTION R150708: THAT Council appoints Dr. Dalwinder (Dave) Toor to the Discipline Committee for a term ending July 26, 2018.

Moved/Seconded CARRIED

5. REPORTS RECEIVED FOR INFORMATION

5.1 President’s Report

5.1.1 Provincial Report

The Provincial Report was prepared by the President for inclusion in the CVMA agenda package. Council received the report for information.

5.1.2 University of Saskatchewan – Appreciation Letter

The letter was received for information.

5.2 Operational Report

The Registrar reported the following:

- The President and Registrar attended the WAVA meeting in Saskatoon on June 11th;
- The President, Registrar, Deputy Registrar and the Manager of Office and Communications attended the CVMA conference in Calgary July 16 through the 19th;
- Pharmacists, in Nova Scotia, are allowed to issue prescriptions without veterinary involvement and are filling and revising prescriptions;
- The Chair of the Investigation Committee (IC) asked if Council would consider remuneration for IC teleconferences;
- The possibility of an exploratory conversation with the BC Society of the CVMA to determine joint participation in conferences/production of magazine;
- The need for a policy on record retention;

Action: The Registrar to meet with Bob Nakagawa of the College of Pharmacists to discuss the issue of pharmacists being allowed to issue prescriptions without veterinary involvement.

Action: The Registrar to advise the Chair of the IC, Dr. Casey, that Council reconfirmed the policy of no honorariums for teleconferences per the provisions in the Expense Reimbursement Policy;

5.2.1 CVO Stewardship of Antibiotic Use in Food-Producing Animals

The report was received for information.

5.2.2 Disciplinary Registry – Contract Proposal

The Deputy Registrar explained the background to the proposed project to record each registrant's complaint and disciplinary history. The proposed project was reviewed by the Senior Inspector and his estimate to complete the project was between 1,000 and 1,300 hours at a cost of \$60.00 per hour. The Deputy Registrar also informed Council that the College is in compliance with the Veterinarians Act by posting the citations and hearings on the CVBC website.

MOTION R150709: THAT Council directs the Registrar to notify the IC that they are to continue to request disciplinary records as needed and there will be no funding at this time for the project.

Action: The Registrar to advise the Chair of the IC of Council's decision with respect to the disciplinary registry.

5.2.3 Investigation Committee Members as Inspectors

Council was concerned that by appointing the Investigation Committee Members as Inspectors that it could create a conflict of interest in their respective roles.

Action: The Registrar to contact David Martin for a legal opinion. This issue will be brought back to the September 12, 2015 Council meeting.

5.2.4 Dr. Robert Galloway's Correspondence Regarding Complaints

Dr. Galloway's correspondence was received for information. A response will be prepared in conjunction with acknowledgement of his resignation from the Unauthorized Practice Committee.

5.2.5 Complaints Director – In-House Legal Counsel

MOTION R150710: THAT Council directs the Registrar to proceed with developing administrative restructuring of the CVBC office.

Moved/Seconded CARRIED

5.2.6 CVMA-SBCV Chapter Fall Conference & Trade Show

The document was received for information.

5.2.7 CVBC Captive Insurance Co. Ltd. – Interim Report

The interim report was received for information purposes.

5.2.8 Council Stipend Correction

There was a motion passed in November, 2014 with respect to an increase in the honorarium for Council members from \$450 to \$550 effective July 2, 2015. The Expense Reimbursement Policy for CVBC Council includes committee members and was not taken into consideration when making the motion in November. Although it was not the intent to increase committee member honorariums, Council agreed that, given the approved policy in place, it would be prudent to do so.

MOTION R150711: THAT Council gives approval to increase the honorarium to committee members currently eligible for payment retroactively to July 2, 2015 and directs that the policy dated April 13, 2013 be revised to state that honorariums will be paid for face-to-face meetings held by statutory committees as well as other committee meetings as may be approved by Council.

Moved/Seconded CARRIED

5.3 Manager's Report

The Manager of Office and Communication advised the following:

- The CVMA-SBCV Chapter Fall Conference & Trade Show is taking place November 6-8, 2015 at the Pinnacle Hotel Vancouver Harbourfront;
- Typically the CVBC staff has helped the CVMA-SBCV Chapter at its conference each year, typically for 2 days, and are in discussion to see what assistance is required for this year;
- The Conference rate will be booked for Council members requiring hotel accommodation for the November 6th meeting;
- The Complaints Coordinator, Anna King, is leaving for maternity leave on September 4th for one year;
- Anna's replacement, Jessica, who comes to the College with iMIS experience from the College of Pharmacists, will begin work at the College on August 4th;
- The Program Assistant, Christina Spring, has successfully managed a large part of the Registration Assistant's job while she has been away on sick leave. It is hoped that the Registration Assistant, Debbie Crowe, will return to work at the beginning of September;

- The CVBC website has been set up for 'Communities' where registrants can access the library for agendas, minutes, other documents and participate in blogs;
- A registrant-wide e-mail was sent out reminding registrants how to use 'Communities';
- The deadline for the newsletter is August 10th;
- The audit begins on August 4th and the auditors have requested more-than-usual up-front information, therefore, it is anticipated the auditors will be physically in the office for less time than in the past;
- The CVBC is contributing its usual \$1,500 award to a worthy veterinary student at the WCVM event;

The Manager of Office and Communication requested that Council approve a motion that expense claims must be filed within 30 days of the end of the fiscal year.

MOTION R150712: THAT Council directs that expense claims not filed within 30 days at the end of the fiscal year for expenses incurred, will not be paid unless there is a compelling reason provided to Council who then has the discretion to make an exception.

Moved/Seconded CARRIED

5.4 Financial Report

5.4.1 May 31, 2015 Financial Statements

MOTION R150713: THAT Council received the May 31, 2015 Financial Statements for information.

Moved/Seconded Carried

The Secretary/Treasurer requested that a policy be developed regarding capitalization.

MOTION R150714: THAT the Council directs that any expenditure in excess of \$5,000 be capitalized.

Moved/Seconded CARRIED

5.5 IC Report

Council discussed reviewing random anonymous case report from discipline cases. There needs to be further discussion to clarify the reporting process.

5.6 PIC Report

The PIC Report was received for information.

5.7 Report on New Registrants


The Report on New Registrants was received for information.

5.8 Report on Change of Registration Class

The Report on Change of Registration Class was received for information.

6. ADJOURNMENT

The meeting adjourned at 3:45.



Dr. Nick Shaw, President



Dr. Brendan Matthews, Vice-President