

Highlights

CBHSSJB Board of Directors

Oujé-Bougoumou

March 22nd – 24th 2016

Opening of the Meeting

After reviewing and adopting the agenda, the Board accepted two new members: Frank Atsynia joins as the representative from Wemindji, and Minnie Wapachee as the representative from Oujé-Bougoumou.

OFFICE OF THE CHAIRPERSON

Office of the Chair, continued

The Board received an update on the recruitment of a new Executive Director, as well as a report from the Commissioner of Complaints and Quality Assurance; an update on non-insured health benefits; and an update on the outstanding items still to be negotiated with the MSSS. There was also a discussion and update on plans for the Regional Health Conference to be held at the end of April.

Joint Protocol on Educational Services for Youth

The Board reviewed and approved a joint protocol for services to youth that fall under the jurisdiction of the Cree School Board but also involve the CBHSSJB's Departments of Youth Protection and Youth Healing Services. The protocol defines some guiding principles and mechanisms for the planning and provision of services for these youth.

Code of Ethics modification

As required by the Government of Quebec's Act respecting end-of-life care, the CBHSSJB approved modifications to its Code of Ethics to consider the rights of those nearing end of life and the behaviour expected from personnel involved in end-of-life care. The CBHSSJB consulted with its Council of Physicians, Dentists and Pharmacists in making these modifications, which were received by the Moses-Petawabano Advisory Committee and the Vigilance Committee.

Eenou-Eeyou Community Foundation

The Eenou-Eeyou Community Foundation (EECF), formerly the Aanischaaukamikw Foundation, is a charity registered with the Canada Revenue Agency. The EECF aims to leverage philanthropic support for charitable activities and projects in Eeyou Istchee; these activities and projects could concern arts and culture, language, sports, youth, Elders, women, education, health, social issues and other areas. The EECF will also promote capacity-building in non-profit organizations and will establish major endowments for its priority grant-making areas.

The CBHSSJB resolved that its Chair will sit as a member of the EECF's Board of Directors.

Matoush-Grimard Corporate Presentation

The Board received a presentation by Matoush-Grimard, a Cree-owned electrical company based in Mistissini, regarding training and internships for Cree tradesmen interested in working as electricians.

Policies on Housing Allocations, Transit Allocations, Internal Audits and Social Media

The Board reviewed and approved policies for Housing Allocations and Transit Allocation and Maintenance, as well as updates to internal audits and social media policies.

STANDING ITEMS

Mental Health

The Board received an update to the Maanuuhiikuu – Regional Mental Health action plan. The plan aims to strengthen frontline services in all nine communities, to create a local second line of services in Eeyou Istchee, to clarify third-line services provided outside Eeyou Istchee, to support traditional Cree approaches to mental health, and to promote mental health at the community level.

Pilots for local mental health teams, which include psychologists, mental health nurses, and mental health community workers, are being launched in Wemindji, Mistissini, Eastmain and Nemaska.

Various protocols (including Sexual Abuse Response, Suicide and Tele-psychology/psychiatry protocols) are being developed to support these teams.

There are also new agreements and protocols being developed with the Douglas Hospital.

Mental Health continued.

The mental health team is jointly working with Public Health and Nishiiyuu to support traditional approaches to mental wellness, and is developing materials and training programs to promote community mental wellness.

Next steps involve placing mental health nurses and integrating them into CMCs and into Nishiiyuu collaborations; implementing training for the sexual assault response protocol; implementing a cultural safety plan and providing training on this plan; implementing the new model of psychology service delivery; and putting in place a communication strategy to promote mental health services.

Youth Protection Action Plan

The Board received an update on the Youth Protection Action Plan. Youth Protection aims to improve services by improving the organizational structure, developing human resources, implementing effective processes and mechanisms, and developing collaborations. To achieve these ends it has defined new positions and implemented a new supervision policy (which has already begun with some employees).

It has collaborated with Nishiiyuu, Youth Healing, Regional Special Needs, the Cree School Board, the justice system, and medical staff (including Dr Rosie Khurana) to develop approaches and protocols for supporting at-risk youth.

It has also been involved with developing criteria for foster homes and has been engaged with a number of planning committees at the regional and provincial levels.

PARKING LOT ITEMS

Emergency Preparedness

The Board received an presentation on **Emergency Preparedness** in Eeyou Istchee. The presentation reviewed recent emergencies, including the cabin fire that killed five hunters in April 2015, summarized general reporting of emergency situations ranging from forest fires to dialysis emergency preparedness, and presented updated emergency plans for CMCs and the hospital. These include harmonizing local emergency plans with the CBHSSJB, coordinating the socio-sanitary response, improving the 911 system, and simulating emergency situations for each CMC and the hospital (including a simulation of dam rupture).

The Board also received an update on the **Employee Assistance Program**.

CORPORATE SERVICES

Corporate Services

The Board approved minutes of the previous meetings in December, January and February. It appointed L. George Pachanos, Susan Esau and Patricia George to the Audit Committee for a one-year term, and appointed Dr. Darlene Kitty, Eva Louttit, L. George Pachanos and Minnie Wapachee to the Administrative Committee for a one-year term.

GENERAL MANAGEMENT

Centralization and Patient Lodging

The Board approved a five-year agreement with Hotel Espresso as the CBHSSJB's supplier for centralized patient lodging in Montreal. The new arrangement will include an activity room, a spiritual room, communal kitchen, office space, and two floors of rooms dedicated exclusively to clients from the CBHSSJB.

Cree Patient Air Charter

The Board received an update on the special charter flights arrangement with Air Creebec. The Patient Air Charter is flying return flights between Montreal and Chisasibi from Monday to Friday, with the possibility of further flights being added. Patients are very happy with the project, as are professionals, and the charter has reduced the CBHSSJB's airfare costs. An analysis is being undertaken for the needs of Inland communities to implement a new means of transportation for them. Results and actions will be presented at the next board in June.

The Board also received an update on the streamlining of the Medevac process, and will receive a further update in June.

Updates on Clinical Plans, Executive Director's mandates, and capital projects

The Board received a series of updates on general matters, including the development of clinical plans for new CMCs in Whapmagoostui, Oujé-Bougoumou, and Waskaganish, and for the new regional health centre (CMC and hospital) in Chisasibi. It was also updated on the site for the new hospital in Chisasibi (it will be on the current hospital site), on various capital projects and on the executive director's mandates from previous meetings.

New CBHSSJB Organizational Chart

The Board approved a new organizational chart for the CBHSSJB.

A review of the organizational structure began in 2013, and a series of consultations have led to the development of the new organizational chart. The new structure will redistribute workloads and clarify roles and responsibilities. It aims to improve communication and collaboration within the CBHSSJB, improve the integration of services, enhance service corridors, and increase the quality and accessibility of services. Significantly, it will also ensure that Nishiiyuu and Cree culture have an important central role within the organization.

New organizational structure cont.

Key changes to the CBHSSHB's organizational structure include:

In Pimuchteheu, a clearer mandate to develop programs and services, and an increased focus on providing expert clinical support to front-line workers.

In Nishiiyuu, a clearer mandate to develop traditional programs and services, and a new organizational quality and performance evaluation mandate and resources.

In Miyupimatisiun, an increased focus on providing primary and secondary care, inclusion of all DMAS and DPS for increased support, and new operational mandates for DPS Nursing and Allied Health.

In Administrative Services, inclusion of all non-clinical services, consolidation and reorganization of all Human Resources activities, and the transformation of Cree Patient Services into Direct Miyupimatisiun Access Coordination Centre (DMACC).

New Assistant Commissioner of Complaints and Quality of Services

The Board approved the creation of a new position, an Assistant Commissioner of Complaints and Quality of Services, which will be a senior management position. The primary role of the Assistant Commissioner is to contribute to specifically assigned mandates from the Commissioner, supporting the Commissioner in carrying out the responsibilities of the position.

Out-of-country travel

The Board approved a request for six CBHSSJB members (Bella Petawabano, Daniel St-Amour, Adelina Feo, Laura Bearskin, Greta Visitor and Liliane Groleau) to travel to Anchorage, Alaska, to attend Southcentral Foundation's Nuka core concept training and visit the Foundation's site, in preparation for implementing the CBHSSJB's new organizational structure and developing a leadership plan. The Southcentral Foundation in Alaska is one of the organizations consulted as part of the organization re-design; it provided important information regarding how to successfully transform an organization and provide high quality care to a First Nations population.

ADMINISTRATION

Cree Nursing Integration Status

The Board received a presentation updating the status of the preceptorship program for Cree nurses. The program aims to help Cree graduates from nursing programs to develop their skills in different environments so that they can earn employment with the CBHSSJB. During their preceptorship (a maximum of two years), the nurses rotate through three different workplaces – Medicine, Emergency and Awash – every two months. The nurses meet with supervisors weekly for feedback, and are evaluated monthly on their achievements, skills acquisition, and other criteria. The program continues to grow, with five new nurses either beginning or about to begin since the start of 2016.

Cree Succession Plan

The Cree Succession Plan has received 35 applications from Cree candidates wishing to be included in the succession program: 14 from Chisasibi, 7 from Mistissini, 3 from Eastmain & Waswanipi, 2 from Whapmagoostui and Montreal, and one each from Waskaganish and Wemindji. An evaluation committee has been formed (including Annie Bobbish, Lily Bobbish, Laura Bearskin and Stephanie Otter Tetreault), which will now assess these applications. The coming five years will see 33 managers retire.

Financial Reports and Budgets

The Board received the CBHSSJB financial report and projected cash flow from March 17-July 28 2016. It also reviewed the budget process for the coming year. The Board, the Executive Director, AEDs and the Director of Finance, work together to set total organization-wide operating income and expenses goals. The MSSS assigns a global allocation to the CBHSSJB, after which the organization submits a detailed budget.

Key points are that the budgets must be based on a clearly defined strategic plan; the budgeting process must involve extensive collaboration; and the budgets must be monitored on an ongoing basis. Once the detailed budgets are approved, the Executive Director and the Director of Finances are responsible for implementing them.

Maintenance and Disposal of Assets

Medical Equipment Plan: The Board approved the plan for maintenance and upgrading of medical equipment, as required by the MSSS.

Disposal of the old Eastmain CMC: The Board approved the process for disposing of the old Eastmain CMC, which was sold to the Cree Nation of Eastmain.

Lease Agreement with Cree Nation of Chisasibi

The Board approved new lease agreements with the Cree Nation of Chisasibi for facilities at 18 Maamuu Road, 6 Industrial Park and 8 Industrial Park. These will house Mental Health services, archives, and the maintenance shop, respectively.

MIYUPIMAATISIUN

AED Updates

The AED Miyupimaatisiun presented updates on extended hours for CMCs, the construction of women's shelters in Waskaganish and Waswanipi, the Closed Custody Reception Centre in Chisasibi, the process addressing customary adoption, and the Child Psychiatry Service Agreement.

Bill 21 Update

The Board was also updated on Bill 21 – An act to amend the professional code in the area of mental health and human relations. Currently, legal requirements in the Bill mean that the CBHSSJB is at risk of breach of service in Youth Protection. Representatives of the CBHSSJB and the RSSS Nunavik, along with other organizations, serve on a committee discussing possible legislative solutions. The final report of this committee is expected in September 2016.

Nomination of Director of Medical Affairs and Services

The Board approved the nomination of Dr. François Charette as the Director of Medical Affairs and Services, a position which has been vacant since January 2008 (having been filled since then on a part-time basis through a professional services contract). Dr. Charette has been a physician with the CBHSSJB since 2009, and has been in medical practice since 1978.

NISHIIYUU

Uuniipaakuiin Gathering Report

The AED Nishiiyuu presented the report on the three-day Uuniipaakuiin gathering held in October 2015 in Oujé-Bougoumou. The gathering aimed to obtain feedback and direction from the Board on the Nishiiyuu program's mandate, strategic plan, goals and pilot results. The report summarized the gathering's presentations on Nishiiyuu programs and strategic plan, as well as the feedback on these, and also summarized the ten recommendations coming out of the gathering.

Uuniipaakuin next steps

The next steps for Nishiiyuu, coming from the Uuniipaakuin gathering, involve obtaining Board approval for the Nishiiyuu Strategic Plan (including Waapimaausuun and Land-Based Healing programs); developing collaborations with internal and external partners (Mental Health, Awash, CMCs, local band councils, Regional Council of Elders, Justice, etc); and beginning the Nishiiyuu strategic plan review process.

Cree Birthing Strategy update

The Board was presented with an update on the Cree Birthing Strategy to establish midwifery services in Eeyou Istchee, starting with Mistissini, Chisasibi and Waskaganish. This initiative aims to improve the experience of childbirth for Cree women and families, to bring Cree tradition to all aspects of childbirth, and to return low-risk births to Cree communities. The presentation outlined opportunities and challenges, ranging from working with different organizations to bring midwifery to Eeyou Istchee to developing resources within Awash and ensuring that facilities are prepared to launch the program.

Health Canada agreement

The Board approved a mandate to approach Health Canada to negotiate a three-year flexible agreement that would allow the CBHSSJB to carry unused funds from one year to the next and to reallocate funds within one section of the agreement to another where the need is greater; the agreement would also provide additional funding to support program activities such as training, coordination, and managerial support.

Health Services Integration Fund

The Board received an update on the “Iiyuu Ahtaawin Miyupimaatisiun” proposal to Health Canada’s Health Services Integration Fund. Iiyuu Ahtaawin Miyupimaatisiun, led by communities and supported by the CBHSSHJB, aims to create Miyupimaatisiun Committees for each community. These committees will (1) identify community health and social priorities, (2) identify community strengths and assets, (3) assess how different groups understand these issues, strengths and assets, (4) interact with regional entities and groups, and (5) develop action plans to help bring miyupimaatisiun to their communities.

While the original plan was to collaborate with other entities to develop a Cree Policy on Social Wellness Task Force, this task force never materialized and communities are developing their Miyupimaatisiun Committees at their own pace. However, all 10 nations, chiefs and councils are participating (Washaw Sibi has a “working group”); committee membership has been established in all nine communities, and by-laws have been established in seven. All committees have had at least one orientation meeting.

Early indications are promising, and the existing community processes are being supported. However, the program must acquire permanent funding.

PIMUTEHEU

AED Updates

The AED Pimuteheu presented updates on the creation of a research committee and that committee's terms of reference. The Board approved the nomination of Dr. Isis Migneault as Regional Medical Director of Pre-Hospital Emergency Services; it also approved the renewal of the contract with Dr. Robert Carlin to serve as Director (interim) of Public Health; and it approved the nomination of Elizabeth Hester as DPSQA-Psychosocial. Finally, it received a report on the Council of Nurses 2016 election.

COMMITTEES OF THE BOARD

Council of Physicians, Dentists and Pharmacists

The CPDP nominated Drs. Sarah Lalonde, Alex Durand, Sonali Srivastava, Paul Brisebois, Eve-Lynne Kyle, Adam Zrari and Gacia-Alice Geuvbashian as associate family physicians in the Department of Medicine; it nominated Drs. Isis Migneault and Nadia Waterman as active full-time family physicians in the Department of Medicine; and it nominated Dr. Lindsay Waterman as active full-time permanent family physician in the Department of Medicine.

It nominated Drs. Randi Luxemburg, Axel Maurice and Audrey Gosselin as associate dentist members in the Department of Dentistry.

Finally, acting on a request from Dr. Morency Duchastel, the CPDP revoked his status as full-time permanent family physician in the Department of Medicine.

CPDP continued

The Council also presented information on Law 52, An act respecting end-of-life care. It discussed the dental assistant training proposal and organization of dental services, and authorized a number of physicians, dentists and administrative staff as RAMQ signatories.

Upcoming Board Meeting

Regular Board of Directors Meeting

June 14-16, 2016

Mont-Tremblant