

# Highlights

## CBHSSJB Board of Directors

Montreal, Quebec

December 11-13, 2013

**SUMMARY (COLOURED SLIDES)**

# Resolutions

- Resol01-122-13 Adoption of agenda
- Resol01-123-13 Appointment Wemindji representative
- Resol01-124-13 Establishment of CNIHB ad hoc Committee
- Resol01-125-13 Approval of minutes from September 2013 to November 2013
- Resol01-126-13 Election of Vice-Chairman
- Resol01-127-13 Appointment of administrative committee members
- Resol01-128-13 Renewal of operating permits CBHSSJB
- Resol01-129-13 Housing program 2014-2018
- Resol01-130-13 Nomination of Nancy Bobbish
- Resol01-131-13 Appointment of Paula Rickard Asst to ED-interim
- Resol01-132-13 Approval of budget parameter 2013-2014
- Resol01-133.13 Nomination of ms Yionna Wesley as local director interim for Mistissini CMC
- Resol01-134-13 Appointment of Adelina Feo DPSQA
- Resol01-135-13 Nominations of physicians dentists and pharmacists.pdf
- Resol01-136-13 Nomination of Pharmacist
- Resol01-137-13 Nomination of Dentist
- Resol01-138-13.Adjournment of meeting

# Summary (1/5)

- New board member: Ida Gilpin, new vice-Chair of the Board: Jonathan Sutherland, DPSQA – Allied Health: Adelina Feo, Interim Assistant to the ED: Paula Rickard, Resignation of Director of Finance Martin Meilleur, Yionna Wesley named interim Local Director of Mistissini CMC, temporarily replacing Annie Trapper.
- Nominated to the Administrative Committee of the Board: Dr. Darlene Kitty, Reggie Tomatuk, Jonathan Sutherland, L. George Pachanos
- Nancy Bobbish was nominated to the position of AED – Administrative Services – *however she subsequently refused the nomination in order to remain in her current job with Goldcorp - Eleonore.*
- Commissioner of Complaints will tour the communities starting in January 2014, to explain the complaints procedure.

# Summary (2/5)

- CPDP met November 15-17 in Val d'Or.
- Youth Protection continues to work on YP Action plan to improve the quality of services.
- Gregory Brass updated the Board on Mental Health Services. Visits by psychologists and therapists in the communities up 30% this year.
- AEDs Sam W. Gull and Lisa Petagumskum updated the Board on key initiatives in their Departments.
- The final workshop for Board members on concepts and principles of Policy Governance Model took place on December 9-10, 2013.

# Summary (3/5)

- CBHSSJB-MSSS steering committee overseeing the funding of the Cree Health Board met in Mistissini October 29, 2013.
- 2013-2014 budget parameters were approved, with a total budget of \$114,941,970.
- MSSS will provide additional \$3.2M per year for maintenance of assets.
- There is potential for a budget deficit due to the rising cost of Cree Non-Insured Benefits program.
- The Board approved spending of \$250,000 to finalize plans for employee housing.

# Summary (4/5)

- CMCs in Nemaska, Eastmain, Waswanipi and Mistissini are complete. Other capital projects ongoing.
- Cree Nation of Mistissini presented a proposal for leased office space, to replace the temporary buildings used for Regional Public Health Department in that community.
- As of December 18 the internet will be much faster in most of the Cree Health Board sites, due to the implementation of ECN fiber optic network.
- Use of the CBHSSJB website [www.creehealth.org](http://www.creehealth.org) has doubled since last year, and Twitter and Facebook followers have more than doubled. In the new year internal and external job postings will be available on the website.

# Summary (5/5)

- Canadian Forces military exercises will take place around Chisasibi Feb 24-March 9, 2014.
- Washaw Sibi Chief made a request to the CBHSSJB for funding for a healing initiative, focusing on group and individual psychological services.
- Youth Grand Chief Joshua Iserhoff requested funding for two initiatives.

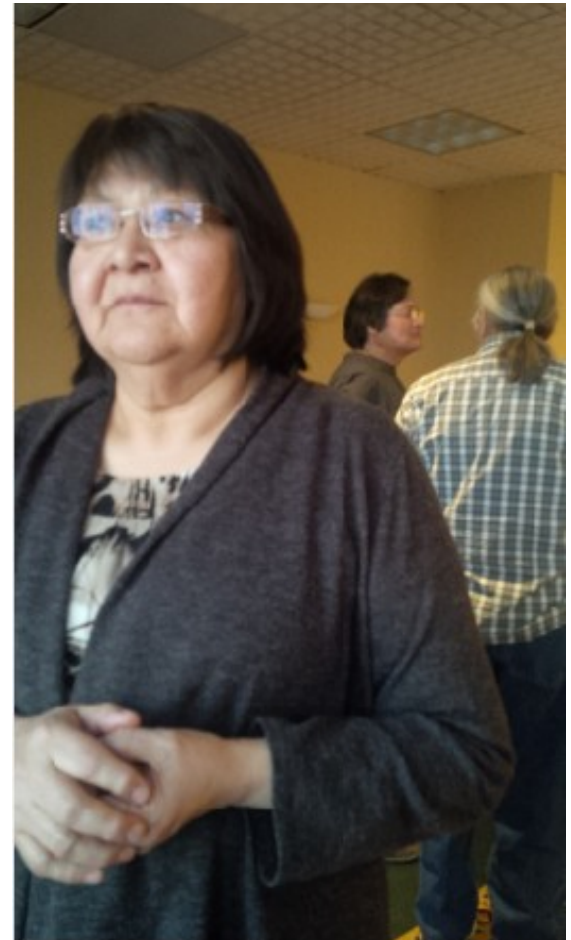


Ida Gilpin, Nancy Bobbish, Jonathan Sutherland, Paula Rickard, Martin  
Meilleur

# **ARRIVALS AND DEPARTURES**

# New Board member Ida Gilpin

- Ida Gilpin was elected to the Board of Directors as Community Representative for Wemindji, replacing Angus Georgekish. She is a respected educator with a lifelong interest in health.
- 17 years teaching elementary at Mataqua Eeyou School in Wemindji
- 1998-2005 –Principal
- 2005-2011 – Director of School Operations, Cree School Board
- 2011-2012 – Director of Education, Cree School Board
- 2012-Present – Vice Principal of Eeyou Mataqua School
- She has 3 children and 6 grandchildren.



# New Director of Professional Services and Quality Assurance – Allied Health



- The Board approved the nomination of Adelina Feo to the position of DPSQA – Allied Health; she has been in the position on an interim basis since 2011.
- The DPSQA – Allied Health supervises nutritionists, physical therapists, occupational therapists, speech-language pathologists, psychologists, psycho-educators, respiratory therapists and allied health related managers.

# New Vice-Chair of the Board Jonathan Sutherland



- The Vice-Chair is elected from among the members of the Board.
- Thomas Jolly from Nemaska has been Vice-Chair for three years. He chose not to run again.
- Jonathan Sutherland, Board rep for Waswanipi, was elected by acclamation for a term of one year.

# Resignation of Martin Meilleur



- Martin Meilleur, Director of Finance and currently Interim AED, Administration Group, resigned effective January 31, 2014.
- Martin has been in the position since 2006.

# Paula Rickard named Assistant to the Executive Director (interim)



- Paula Rickard was nominated Assistant to the Executive Director (status 2, interim), replacing Richard St-Jean, who is retiring. This is a Director-level position.
- Paula will work from Ottawa. The nomination expires March 31, 2014.
- The position will be posted once the job description is revised. The position will be officially vacant February 10, 2014.

# Yionna Wesley named Interim Local Director, Mistissini

- Annie Trapper, Local Director of Mistissini CMC is on leave for a period of several months.
- Yionna Wesley, Head of Administrative Unit, Chisasibi, was named interim Local Director effective December 17 until Annie Trapper's return.

**SERVICES**



# Complaints

- The Commissioner of Complaints, Me Louise Valiquette, presented her quarterly update to the Board.
- 9 complaints received between July 30 – December 10.
- 2 calls from people who were impossible to contact, since they did not leave their contact information on the voicemail.
- Majority of complaints deal with Cree Patient Services – lodging and travel related matters.
- Communication of CBHSSJB policies and procedures must continue to improve.
- Vigilance Committee met December 10, 2013.
- Awareness raising community tour begins mid January 2014.
- Confidentiality will be a focus topic during the Commissioner's tour.
- New email address: [r18.complaints@ssss.gouv.qc.ca](mailto:r18.complaints@ssss.gouv.qc.ca)
- Phone number remains the same: 1-866-923-2624 (voicemail).

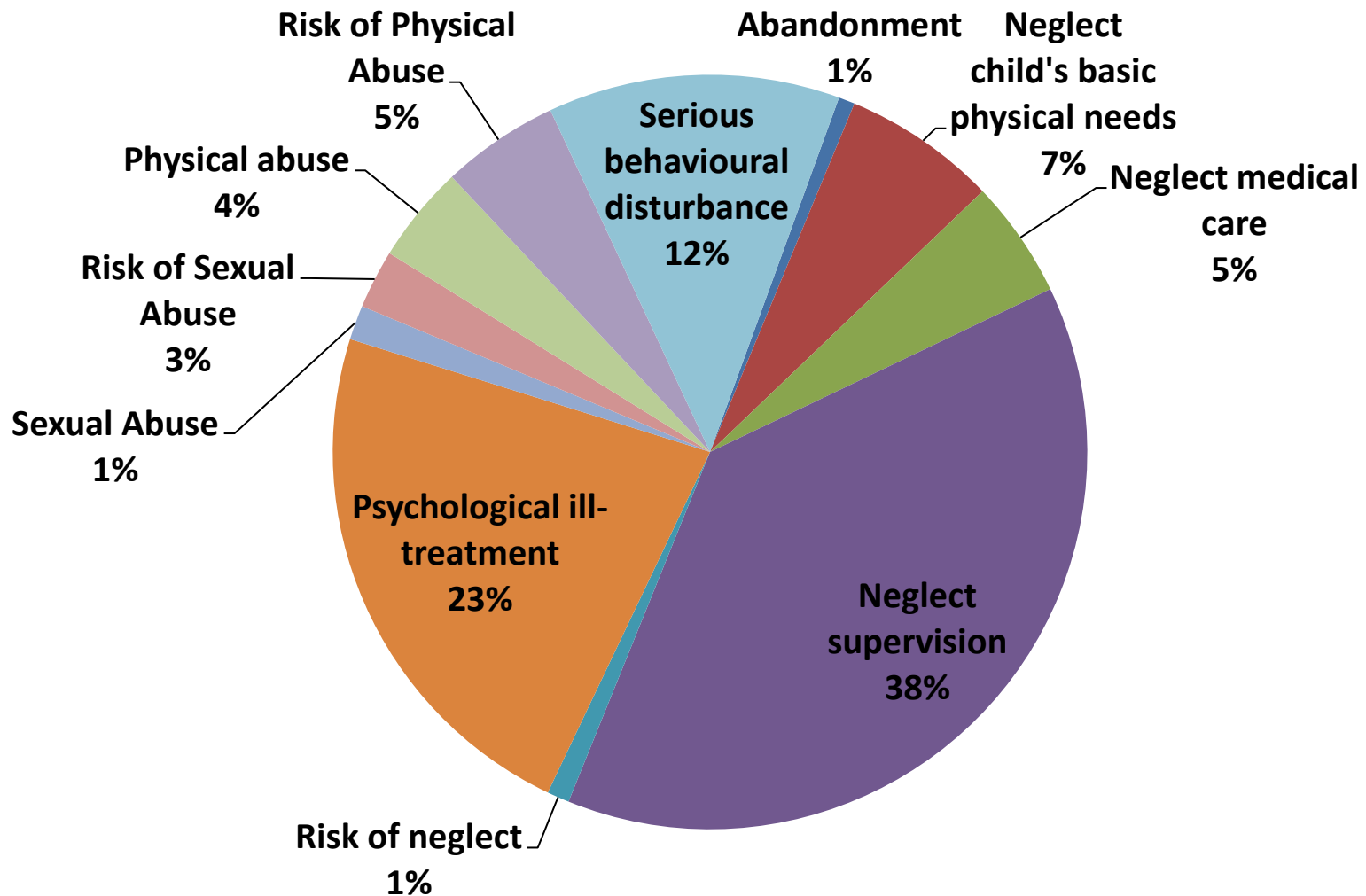
# Council of Physicians, Dentists and Pharmacists (CPDP)

- Dr. Darlene Kitty, Board member representing clinical staff, and President of the CPDP, reported highlights of the CPDP Annual General Assembly held November 15-17 in Val d'Or
- CPDP recommended Chisasibi as the location of the planned Healing Centre (for addiction treatment), because of the proximity of the Hospital.
- The CPDP as well as Lisa Petagumskum identified several shortcomings with the building in Waswanipi that had been proposed for a Long Term Care centre.
- The Titles and Credentials Committee of the CPDP renewed privileges of a large majority of full-time, part-time and replacement physicians, dentists and pharmacists, whose nominations expire at the end of this year. The list includes 5 pharmacists. In future all pharmacists and replacement pharmacists will be nominated by the Board in the same way as physicians and dentists.
- The next large round of nominations will take place in 3 years' time.

# Youth Protection

- Robert Auclair and Gilles Cloutier updated the Board on the Youth Protection Action Plan
- The department continues to struggle with high turnover. The recently appointed Assistant DYP, Francine Moses, resigned in November.
- Number of reports to the DYP (signalements) have increased since last year, attributed to the increase in awareness, training and staffing of YP positions in the communities.
- Training is ongoing, to strengthen the capacities of everyone involved in Youth Protection in the communities and regionally.
- A poster and ad campaign promoting awareness of the regional intake phone number will begin in January.

# Year to date - Reports to the DYP ("signalements")



# Mental Health



Gregory Brass, Coordinator, Mental Health Services, updated the Board on progress since the last meeting in October (powerpoint available).

Topics:

**Operational: Regional Services Improvements**

- Current activities
- Activities in process
- Future activities

**Tactical: Reorganization of Regional Mental Health Services**

- Organization / Re-organization of Planning and Programming
- Services Delivery for the Immediate and Long Term

**Strategic: Restructuring Regional Mental Health Services**

- Future Developments
- Recommendations

# Recent improvements in mental health services

- Number of days for visiting psychologists and therapists increased by more than 30%.
- Dennis Windego has increased number of workshops to 4 to 6 per year
- Closer collaboration between psychologists and Awash, development of psychosocial / mental health component
- Regional Liaison nurses has proven to have a positive impact on services – presently only Maude Paquet at Douglas
- Liaison nurse candidates will be interviewed in December 2013 and they should start in January 2013
- Mistissini and Chisasibi prepared to hire mental health nurses and job description approved. Office space / housing required.
- Job description of the mental health worker in development.
- Kahawi Jacobs was hired as PPRO November 11<sup>th</sup>, 2013 to develop the procedures and policies for psychiatric services
- Couple or family therapy service will be piloted later this year

# Discussion points – Mental Health

- The Chairperson urged that now that there is increased internet bandwidth available in many CMCs through the ECN project, that implementation of tele-psychiatry be made a priority.
- There was a discussion of what services are available to victims of sexual abuse. The Chairperson will ask the Director of Youth Protection to update the Board on this matter at the next Board meeting.
- Dr. Kitty identified a need to ensure police officers are well-trained in working with community members with mental health issues.
- CPDP has created a Mental Health Committee, Chaired by Dr. Rosy Khurana, to support the Regional Mental Health Working Group.
- There is still no regional clinical director of the Mental Health Department.
- Elders and two Board members re-iterated the importance of mental health services and the need for culturally adapted counselling, and that elders can be involved as informal counsellors.

# Iiyuu Ahtaawin Miyupimaatisiun Planning (IAMP)

- Sam Gull, AED Nishiiyuu Group, gave an update on the progress of this initiative (powerpoint available).
- He showed an example of the Community Health Profiles that are being developed for each community, that are the basis for dialogue about local health plans.

Goals for the next 3 months include:

- Complete Community Profiles
- More presentations to Chiefs and Councils and other partners
- Advertising blitz, including web and Facebook presence
- IAMP Training for Miyupimaatisiun Committees, facilitators, and PPROs



# Response by an Elder



- Robbie Matthew said that the Cree people must strive to understand the source of the health and social problems of today, particularly youth suicide, and that the source of healing is in the bush and in Cree traditions.
- He doesn't have a cellphone and internet, but when he goes in the bush, everything talks to him.
- He spoke of women's health and the need for Cree midwifery services. "We have a connection, and the connection is still there. That's what we need to teach."
- He said the Cree health Board workers should be closer to Cree teachings.

# Improving Miyupimaatisiun Services

- Lisa Petagumskum, AED of Miyupimaatisiun Group, gave a presentation on the strategy to improve health and social services.
- She outlined planning steps necessary to achieve this goal.
- A key component of the vision of service improvement is CHARLIE training and psychosocial intervention training for frontline workers, and management training for Local Directors. These training programs are ongoing.
- Marcel Lortie was hired as a coach / trainer for Local Directors and their teams.
- An 18-person review committee is working on a document which will be a framework for consultation on integrated services for the regional Planning and Programming Department. The document is due to be finalized December 16.

# Community issues

- Thomas Jolly shared a letter regarding the creation of the Nemaska Miyupimaatisiun Committee.
- Jonathan Sutherland shared a letter from the Community members concerning access to dialysis in his community.
- He will bring the item back to the Board for more in-depth discussion in February.

# Canadian Forces exercises

- The 34th Canadian Brigade Group, under the Canadian Army, will deploy approximately 600 personnel to the territory around Chisasibi beginning February 24, 2014 to March 9, 2014.
- The Canadian Army is in contact with the Hospital Director Daniel St. Amour. Chisasibi Hospital is prepared to assist with any serious health issues or medical evacuation, if required.

# **GENERAL ADMINISTRATION AND FINANCE**

# Training on Policy Governance Models

- The last of four 2-day workshops for members of the Board of Directors on the concepts and principles of Policy Governance Model took place on December 9-10, 2013.
- The process was first introduced in December 2012. The Board of Directors will decide by summer 2014 which Governance Model to adopt.

# Appointment to the Administrative Committee

- New members of the Administrative Committee:
  - Darlene Kitty
  - Reggie Tomatuk
  - Jonathan Sutherland
  - L. George Pachanos

# Cree Non-Insured Health Benefits

- The Board of Directors of the CBHSSJB created an ad hoc committee to oversee a study of the Cree NIHB program and to propose recommendations on the redesign of the program, taking into account that Non insured health benefits are a treaty right for the Beneficiaries of the JBNQA, and that this redesign would be an application in governance of one of the largest programs in the Cree Health Board.
- The Committee is composed of the Chairperson of the CBHSSJB, the President (or delegate) of the CPDP, a Representative of the Council of Chishaayiyuu and the Advisor to the Cree NIHB Program, Helen Atkinson.



# MSSS Relations

- The Chair outlined the steps necessary to update Quebec Law C-S-5. The Moses Petawabano Committee will meet in January to begin the process.
- Roderick Pachano, Mabel Herodier and Marcel Villeneuve summarized proceedings of the last meeting of the CBHSSJB-MSSS steering committee overseeing the funding of the Cree Health Board, held in Mistissini October 29, 2013.
- Topics included:
  - Progress on capital projects and housing
  - Cash flow issues arising from NIHB, specifically pharmacy expenditures, and the IT budget, which has not yet been allocated (budget addendum is being drafted)
  - **The MSSS agreed with the request for additional funding of about \$3.2M per year for maintenance of assets such as buildings, specialized medical equipment, furniture and small equipment and vehicles.**

# Topics of ongoing discussions with MSSS and other Quebec ministries

- Potential contribution of the Quebec government to the infrastructure (roads, water treatment, etc.) required to support the capital projects, such as the Chisasibi Hospital, that are planned under the current agreement.
- CHB reiterated the need for 11,000 days of medical staffing to meet the health needs of the population, considerably more than the current offer by the MSSS.
- Hors Cadre classification of the position of Executive Director
- Participation on the Task force on health and social services development related to Le Nord Pour Tous
- Responsibility for CSST services on Category 2-3 lands
- Applicability of the Taxe Santé
- Tax exempt status of Cree Beneficiary employees working outside the Region
- Jurisdictional issues connected with First response services on the territory
- Responsibility for / organization of adapted transportation
- Accredited continuing education for some types of employees
- Waswanipi assisted living facility
- Pharmacist and psychologist compensation and recruitment incentives

# Financial status

- 2013-2014 budget parameters were approved, with a total budget of \$114,941,970.
- A new software is being put in place (Decimale) to create more accurate budgets for next fiscal year.
- The Director of Finance presented cash flow analysis for the current year. The Department is working to prevent a potential shortfall due to the high cost of CNIHB.

	2013-2014
<b>General Admin</b>	<b>\$ 16,770,331.00</b>
<b>Local Services</b>	<b>\$ 86,023,265.00</b>
<b>Public Health</b>	<b>\$ 5,262,815.00</b>
<b>Quality/Planning</b>	<b>\$ 3,091,695.00</b>
<b>Prehospital</b>	<b>\$ 1,766,059.00</b>
<b>Mental Health</b>	<b>\$ 1,570,358.00</b>
<b>Nishiiyuu</b>	<b>\$ 457,477.00</b>
	<b>\$ 114,941,970.00</b>

# Capital Projects - CMCs

- Marcel Villeneuve gave an update on capital projects.
- Nemaska and Eastmain construction is complete.
- Waswanipi the extension and renovation is complete final acceptance done.
- Mistissini construction is complete, there remain some outstanding items - \$100K of mechanical and electrical work and outstanding issues with the contractor.
- In Chisasibi, the site has been approved, and the site configuration is being discussed with the Cree Nation of Chisasibi
- Whapmagoostui and Waskaganish – potential sites for the new CMCs are being identified in late 2013.

# Proposal for development of office space in Mistissini

- Emmet McLeod and James Lazore from Eskaan/Cree Nation of Mistissini presented a proposed solution to the office space shortage in that community (the temporary building housing Regional Public Health was closed due to mold contamination earlier this year).
- Mistissini is developing a plan for a commercial centre that could incorporate approximately 15,000 square feet of office space that would be available to lease.
- Total cost of the project would be approx. \$1.2M.
- The Board gave a mandate to the Executive Director to follow up on this proposal, to report back in February-March.

# Housing program 2014-2018

- The Board approved a budget of \$250,000 to finalize the PFT (Plan fonctionnel et technique) and secure approvals to construct housing for CBHSSJB workers between 2014-2018.
- The funds will come from the contingency fund. Once the approval to proceed is obtained, the \$250,000 will be applied to the \$87M housing budget.

# ECN Fiber-optic Network

- Thomas Ro, Director of IT, have a presentation on the implementation of ECN.
- The fiber-optic infrastructure offers much faster Internet than what the CBHSSJB has currently through the MSSS network.
- IT has been working with Telebec, MSSS and other partners to connect CHBSSJB establishments to the network. This work is almost complete.
- As of December 18 the internet will be much faster and there will be a backup system to prevent total interruptions in connectivity.
- This will enable videoconferencing, web based training and telehealth applications to be implemented.
- The ECN infrastructure does not reach Waskaganish, Eastmain and Whapmagoostui. In phase 2 these communities will receive greater bandwidth.

# Website statistics

- Katherine Morrow, Coordinator of Communications, presented usage statistics for the CBHSSJB website [www.creehealth.org](http://www.creehealth.org)
- In 2013, 30,272 visitors viewed over 100,000 pages on the site.
- Visits from users with smart phones and tablets increased over 400% since last year. This trend is continuing.
- @creehealth has 906 Twitter followers (double the number 6 months ago), and 689 people 'like' the Facebook page [www.facebook.com/creehealth](http://www.facebook.com/creehealth).
- Katherine emphasised the importance of these tools for communication with the communities in last summer's forest fire emergency.
- The next major upgrade to the website will be the addition of current internal and external job postings, in February 2014.



# Renewal of Operating Permits

- The Director of Corporate Services will table a request for renewal and/or modifications of operating permits to the Minister of Health and Social Services before the end of fiscal year 2013–2014 (Resolution CBHSSJB 01/128/13).

# **GUEST PRESENTATIONS**

# Washaw Sibi Healing Initiative

- Chief Pauline Trapper-Hester gave a presentation to the Board.
- There are 527 Crees residing in the Algonquin reserve of Pikogan and nearby towns who intend to relocate to the future Cree Nation of Washaw Sibi. The Chief outlined their struggles and poor health status.
- The Chief made a request to the CBHSSJB for funding for a healing initiative for members of the Washaw Sibi community, focusing on group and individual psychological services.
- The Board gave a mandate to the Executive Director to follow-up and find ways the Cree Health Board can assist the community members of Washaw Sibi.

# Presentation by Youth Grand Chief

- Joshua Iserhoff presented a co-funding request of \$60,000 to make a video about diabetes, focusing on its impacts on youth.
- He also requested \$50,000 towards a Youth Black Tie Gala April 3, at Hilton Lac Leamy, a \$300 per plate fundraiser for a youth charity.
- The Chair gave the Executive Director the mandate to follow up on these two requests.

# Upcoming Board Meetings

- February 5-6, 2014, Wemindji (Special Board)
- March 18-20, 2014, Montreal