



Conseil Cri de la santé et des services sociaux de la Baie James

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Cree Board of Health and Social Services of James Bay

SUMMARY

Meeting of the Board of Directors

September 18-20, 2013

Québec City, Québec

HIGHLIGHTS (COLOURED SLIDES)

Governance and Administration

- Consolidated General By-law 8 was updated
- There are new rules for awarding contracts
- The Technical Committee reported on outstanding issues with the Quebec government.
- There was a presentation by CHRD about employment opportunities for people with disabilities.
- The Commissioner of Complaints will begin a community tour in October. The Vigilance Committee has started its work.
- Clara Cooper was named to the Cree Social Policy Task Force.

Programs and services

- Francine Moses was nominated Assistant Director of Youth Protection.
- Pierre Caouette, Consultant, will fill in as interim part-time Head of Pharmacy.
- Public Health Department presented results of research on the cost of food in Eeyou Istchee.
- Policies and procedures on incident/accident reporting and disclosure was adopted by the Board.
- The first telehealth service (an eye test) will take place in September 23, 2013 in Waskaganish.
- Negotiations are taking place with the MSSS to increase the number of doctors in Eeyou Istchee. 11 full and part time doctors were nominated.
- The Department of Medicine is collaborating with other regions on a common Therapeutic Guide.

Infrastructure

- More soil testing will be done before a site is chosen for the new Chisasibi Hospital.
- Nemaska CMC will be inaugurated October 16.
- Eastmain CMC will be inaugurated Oct. 22-23.
- In Chisasibi, lot C611 will be demolished and a new temporary building will be erected. Modifications will be made to 42 Fort George Road.
- The lease with the Val d'Or Hospital for CPS offices was renewed until 2018.
- 200 Sam Awashish in Mistissini is closed and over 40 employees were relocated to another building.
- Feasibility study is being done for a 16 bed long term care facility in Waswanipi, using the current MSDC building.

DETAIL (WHITE SLIDES)

Review and update of Bylaw 8

- The Board approved revisions to the Consolidated General By-Law 8, which defines the structure and functioning of the Board of Directors, its councils and committees.
- The revisions, overseen by the Moses-Petawabano Advisory Committee, bring the By-Law up-to-date so that it reflects organizational changes that have taken place over the past few years.
- The next round of revisions will take place after revision and update of C-S.5, the *Act respecting Health and Social Services for Cree Native Persons*.

Rules on Contracting by Public Bodies

- John Hurley of Gowlings presented the key Quebec laws regulating public contracts, which have recently been strengthened by the Quebec Government.
- The main law is R.S.Q., c. C-65.1. The CBHSSJB is subject to this law and related regulations.
- Contracts \$100K and above must go to public tender through the Quebec electronic tendering system, SEAO, with very specific exceptions.
- Below \$100K, the award must comply with the principles of the act (fairness, transparency etc.).
- Gowlings recommends that the CBHSSJB designate a Contract Rules Compliance Monitor for the organization.
- The CBHSSJB must publish information on SEAO on contracts 25K-100K.
- Grand Chief and Minister Bédard have discussed how these rules will be implemented in the Cree Territory. Some flexibility is being sought because of the unique conditions of the Cree communities.

Governmental Affairs

- The ED, Chair and several Board members will attend the Cree Nation Governance Agreement information session in Val d'Or, October 30-31, 2013.
- The Technical Committee gave a report on work accomplished in the area of ongoing budget negotiations with the Quebec government.
- When the new funding agreement with Quebec was signed in 2012, several items still needed to be negotiated with MSSS. Among these, the medical staffing plan and the IT budget envelope.
 - CBHSSJB requested funding from MSSS for 11,000 days' of doctor services per year, which is higher than the provincial average. This negotiation is ongoing. Salary and working conditions of pharmacists are the subject of ongoing talks with MSSS.
 - An amendment to the current agreement will be needed in order to fund the IT Master Plan.
- The *Secretariat aux affaires autochtones* (represented by Martin Demers) acts as an intermediary in negotiations of files that touch on other ministries besides the Ministry of Health. Ongoing files include: CSST, first responder services, adapted transportation, accredited college programs, taxation, employer contribution to the Quebec Health Services Fund, infrastructure, Waswanipi assisted living or long term care facility, S-5, and Plan Nord.
- Next meeting of the Technical Committee is October 15, 2013.

35th Anniversary of CBHSSJB

- April 22, 2013 was the official anniversary.
- Regional celebrations were held in Mistissini in the spring.
- Chisasibi: November 8
- Nemaska: October 16 (combined with CMC opening)
- Eastmain: October 22 or 23 (combined with CMC opening and Special Board)
- The location of the October Special Board was moved to Eastmain.

Nutritious Food Basket Research

- Paul Linton gave a presentation on the Nutritious Food Basket research undertaken last year by Public Health with the Montreal Diet Dispensary. PowerPoint is available.
- Conclusions: highest food cost in Quebec, limited choice in some communities. Low income families can't afford to eat well.
- For basic healthy grocery basket, the average weekly cost for a family of 4 is \$312.40. For a family of 6, the cost is \$418.41.
- For a low-income family of 4, 81% of income goes toward food.
- 25% of Cree families are low income, 5x higher than the Jamesiens of Region 10 (the Quebec average is 9%)
- Price controls and Nutrition North program don't apply in much of E.I.
- In some communities, up to 41 out of the 71 nutritious items were not available.
- Breastfeeding saves about \$30/week. The cost of infant formula is very high compared to other parts of the province.
- Full report: Access to a nutritious food basket in Eeyou Istchee: Project Report . Montreal Diet Dispensary, 2013.

Commentary on Nutritious Food Basket research

- Lisa Petagumskum commented on the financial barriers to eating Eeyou Meechum (high price of gas, lamenting the loss of a culture of sharing).
- Reggie Tomatuk said that in the past, there were community fridges. Thomas Jolly gave examples from Nemaska where there are communal meals and places where people can come to eat traditional food and learn cultural practices. His wife is a teacher and knows that some children are coming to school without breakfast.
- Robbie Matthew: “We have everything on the land, prepared for us by the power of the Great Spirit, and it’s priceless.” “I’m afraid that if all the mining developments go on, we might lose everything.”
- Nancy Danyluk advocated all the Board members and Chishaayiyuu Council to encourage their children and grandchildren to breastfeed. “You’ll get more rest and you’ll have more time to spend on your phone,” she tells her grandchildren.
- Mary McLeod: “We need to have our value system back.”

Pharmacy services

- Dr. Laurent Marcoux, Director of Medical Affairs and Services/Interim Head of Pharmacy, gave an update on Pharmacy Services
- Pierre Caouette, consultant, will fill in as interim Head of Pharmacy, part-time, starting at the end of September.
- Training and quality of the work of Pharmacy technicians is a key issue. Supervision has been much strengthened and HR and CSB are collaborating to plan a Pharmacy Technician course.
- Mr. Caouette will lead a review of how pharmacy services are organized in other regions.
- The pharmacy software LabXpert is slow and has not been upgraded since 2008. Mr. Caouette has experience with implementing pharmacy software.
- Recruiting permanent pharmacists is an acute priority. CBHSSJB has not had a permanent pharmacist since 2001. Since then, the CBHSSJB has relied on “depanneurs”, which is much more expensive and does not make for stable services. Work is being done with HR to examine compensation.
- Dr. Kitty acknowledged the hard work of Dr. Marcoux and his team in moving this important file forward, and addressing the concerns raised by the Order of Pharmacists of Quebec.

Medical staffing

- Dr. Carole Laforest, Head of the Regional Department of Medicine, gave a presentation about the negotiation with MSSS for funding for doctors' salaries. CBHSSJB estimates the need at 11,000 days per year; MSSS is offering 7,500 days'.
- CBHSSJB is requesting a face to face meeting with the Minister of Health and Dr. Marcoux met with the president of the doctor's federation (FMOQ).
- Dr. Laforest feels that the government has been persuaded, but the challenge is finding the source of financing, given widespread budget cuts in the health sector.
- Anne Foro in Public Health is working on a report to document the reasons for the CBHSSJB request.
- CPDP has created a Recruitment Committee. There has been a noticeable improvement in having regular depanneurs or permanent half- or part time doctors.

Telehealth

- Next Monday the first teleophthalmology patient will be seen, in Waskaganish (September 23).
- Diabetic patients need 1 retinopathy screening per year. A picture of the person's eye is sent to a specialist, so the patient does not need to travel to Val d'Or or Montreal.
- Dr. Laforest acknowledged the efforts of Caroline Allard and Louise Carrier in making this project a reality.

Therapeutic Guide

- Doctors are working on extensive revisions of the Guide, which is the basis for medical care in the organization.
- They are working in collaboration with Region 17 and lower North Shore, to create a common guide.
- MSSS is supporting these efforts.

Council of Physicians, Dentists and Pharmacists (CPDP)

- Physicians, dentists, and pharmacists require approval by the CPDP and the Board to be able to practice in the CBHSSJB.
- Nominations of 11 full- and part-time doctors were confirmed by the Board.
- Dr. Saylor, is leaving his position as visiting pediatrician (after 10 years), but will continue to work with the FASD mobile diagnostic team.
- Dr. Kitty described significant progress in improving communication between the CPDP and Senior Management.

CHRD employment initiative for people with disabilities

- Wendall Nicholas (Maliseet, NB) gave a presentation on CHRD employment initiative for people with disabilities.
- CHRD is currently doing a community tour and the regional career fair will be Oct 2-3 in Ouje. Wendall will be there to explain how people with disabilities can be better integrated into the work force.
- CHRD estimates that 30% of Eeyouch live with some form of disability. Most of them are unemployed.
- CHRD wants to coordinate efforts with the CBHSSJB to find employment for individuals, as well as to work on injury prevention and support for services such as Special Needs and MSDC programs. Public Health has provided data to assist the work of CHRD in this area.

Vigilance Committee

- The Board approved the Terms of Reference of the Vigilance Committee.
- Louise Valiquette, Commissioner of Complaints and Quality of Services, gave a presentation about the Committee, which acts as a watchdog to ensure quality of services for the population. The Committee monitors implementation of any recommendations following from a complaint to the Commissioner.
- The 5-person committee includes the Commissioner, the ED, the Chair, Noah Coonishish and Eva Louttit.
- The Committee will meet 4 times/year.

Complaints

- The Commissioner of Complaints gave her quarterly update to the Board.
- The Commissioner has 19 open files at this time, not all of them official complaints.
- Many complaints pertain to Cree Patient Services, specifically to do with lodging.
- Louise Valiquette emphasized that it's essential that the person leave a contact number or email when leaving a message on her voicemail.

Cree Social Policy Task Force

- Clara Cooper, PPRO in Nishiiyuu Group, was appointed to the Cree Social Policy Task Force, replacing Linda Shecapio as a representative of the CBHSSJB.
- The other CBHSSJB representative is George Masty, currently Chair of the Task Force.

Severance pay for outgoing Chair

- The Grand Chief received an inquiry regarding a severance package for the former Chair of the CBHSSJB.
- Region 18 is the only one which has a full-time Chair who receives a salary. The Chair is considered “hors-cadre” according to the CBHSSJB pay scale.
- The Executive Director will deal with any follow up required on this matter.

Selection of building site for Chisasibi Hospital

- Consultant for Capital Projects, Gilles Lacouline presented the information so far – a team has been testing and surveying different sites in Chisasibi to find the best place to build the new complex.
- The site of the current hospital is not big enough, so another plot of undeveloped land needs to be located, in partnership with the Cree Nation of Chisasibi.
- Construction of the Administrative Building component must begin in 2014.
- More detailed soil analysis of the preferred site (10) must take place before the winter.
- It's important to ensure that the people of Chisasibi are consulted and agree with the vision and site location, taking into consideration the technical requirements for the hospital.
- The objective is to have the final recommendation confirmed by October 22 (date of the next Board meeting in Eastmain).
- Robbie Matthew advised the experts to ensure healthy air quality, and to build the hospital away from open water which brings humidity in the winter. He advised them to listen to the people of Chisasibi before making a final decision. Janie Pachano noted that by placing all the health workers together it isolates them from the community.

Administrative issues

- Mabel Herodier updated the Board about the status of projects under the development fund. A more complete report will be presented to the Board in December.
- There was an update on an ongoing legal case.
- The Director of Finance gave an update on projects under the budget surplus.
- Auditors Raymond Chabot Grant Thornton had their contract renewed.
- A contract with Douglas Hospital for residential care of a client with severe disabilities, was renewed.

Inventory, Purchasing and Distribution

- There have been recurring problems with medical supplies being out of stock in the hospital and CMCs.
- RCGT was hired to analyze the inventory, purchasing and distribution system, regionally.
- By the end of the analysis the CBHSSJB will understand the strengths and weaknesses of the supply system, and RCGT will give recommendations to improve inventory management.

Building management

- In Chisasibi, the building housing Material Resources (“old police station” lot C611) will be demolished and a new temporary building will be erected near the current DYP building. Modifications will be made to the Modulabec 2 building at 42 Fort George Road, and a generator will be installed.
- Office space and janitorial services for CPS at the Val d’Or Hospital (3298 square feet) was renewed until March 31, 2018.
- Due to workplace health and safety considerations, the building housing Public Health Department/Pimuhteheu at 200 Sam Awashish in Mistissini was closed. In Phase 1, 22 employees were moved to 203E Mistissini Blvd. The remaining 25 employees were moved to 203B Mistissini Blvd, costs to be paid from the surplus.
- Given the many issues related to mold in CBHSSJB buildings, Material Resources is sending one of its employees for specialized training on water infiltration.
- Feasibility study is being done for a 16 bed long term care facility in Waswanipi, using the current MSDC building.
- Laurie Petawabano advised about spiritual considerations in construction, moving and demolition of places where people were born, cared for, and may have died.

Youth Protection (1 of 2)

- The Director of Youth Protection, Robert Auclair, gave a quarterly update on progress within his Department in addressing the issues raised by the CDPDJ (Human Rights Commission of Quebec).
- Francine Moses, former NNADAP worker and currently YP Team Leader for Eastmain, was nominated as Assistant Director of Youth Protection.
- Mrs Moses will be mentored and trained for the first two years by Nicole Rioux, who has over 30 years of YP experience.
- A protocol for collaboration between DYP and frontline services is being drafted.
- DYP and CRA visited closed custody units in Thunder Bay and Fort Francis, Ontario.
- Evaluation of legal services by the ACJQ is nearing completion.
- The DYP participated in elaboration of provincial protocol regarding the Permanency Planning for Native Children. DYP obtained a verbal commitment from the DYPs of other regions to involve the Cree DYP in any life planning concerning a Cree child in care outside the Territory.

Youth Protection (2 of 2)

- Met with Ordre des travailleurs sociaux du Quebec regarding PL21 – to ensure proper accreditation of all CBHSJSB social workers.
- The Department is still struggling with high staff turnover (for example, disruptions with 6 of 9 team leaders in the last 18 months). It has made a request for 23 new positions.
- Charlie training is continuing, Psychosocial Intervention for Children and Family (PCIF) training starting this year.
- The DYP discussed the intense pressure on YP workers, who are put in a difficult situation in their communities. They need to be supported.
- A mandate is given to Robert Auclair to meet with the Council of Chishaayiyuu and Nishiyiyuu, to exchange perspectives.

Waskaganish childcare pilot project

- Any travel outside Quebec requires approval by the Board.
- CHB employees involved in a pilot project in Waskaganish requested approval to attend a training at the Harlem Children's Zone, New York, USA, Oct 22-24, 2013.
- Participants: Taria Matoush, Christina Biron, Evike Goudreault, Cindy Cavanagh.

Prostate Cancer Screening

- Robbie Matthew requested more attention to prostate cancer screening for men in Eeyou Istchee.
- 23,000 Canadian men are diagnosed with prostate cancer every year; 3,900 die of the disease every year.
- Early detection is key to survival.
- Dr. Kitty spoke about the periodic health exams that are done by the CBHSSJB, which includes prostate screening for men and pap/breast cancer check for women.
- She said it would be a good idea to ask the elders to encourage all people to get their health checkups.
- Public Health will be asked to replay the campaign from 2011, that included a Nation ad, radio ad and poster.

Policy and Procedures on Incidents and Accidents

- Incidents and accidents, such as falls and medication errors, happen in every health care establishment.
- In Quebec, incidents and accidents are documented and reported using the AH-223 form and SSSS software. This is mandatory for organizations governed by law S-4.2 and is considered good practice for the CBHSSJB as well.
- CBHSSJB needs to increase its compliance with incident/accident documentation and disclosure, especially outside the Chisasibi Hospital.
- To respond to this, a set of two policies and procedures was created by a management group working on Risk Management, and adopted by the Board.

Upcoming meetings

- Special Board, October 22-23, Eastmain
- Cree Nation Governance Agreement information session in Val d'Or, October 30-31.
- Administrative Committee, November 12-13, Val d'Or
- Governance Training, December 9-10, Gatineau
- Regular Board, December 11-13, Gatineau