



## Council Meeting

December 7, 2023

11:54 am to 3:30 pm

Council Meeting Serial #: 2023-04-December

### MINUTES

#### Council Members Present:

Noah Gatzke RN(NP), Chair  
Kenneth Molloy, Public Representative, Chair-Elect  
Brenda Janz, RN  
Cheryl Link, Public Representative  
Kristen McGregor, RN  
Jason Powell, Public Representative (Virtually)  
Joanna Knowlton, Public Representative  
Martha Ross RN(NP)  
Oluwatosin Daso, RN (Virtually)  
Deb Elias RN, CEO/Registrar, Ex-Officio Council Member, non-voting

#### Council Member Regrets:

Cynthia Taylor RN

#### College Staff Present In-Person:

##### Leadership Team:

Bryan Buss, Interim, Chief Financial Officer  
Lori Darragh, Sr. Consultant, Policy & Public Initiatives  
Rhonda Cairns RN, Chief of Quality Practice  
Suzanne Wowchuk RN, Chief of Regulatory Practices

##### Staff:

Diana Heywood RN, Quality Practice Consultant  
Janki Vaja, Coordinator, Policy & Public Initiatives  
Shailey Toporowsky, Administrative Assistant, Quality Practice

#### College Staff Present via Zoom:

Benga Fakanye, Data Analyst  
Bridget Whipple, Policy Strategist  
Denise Nakonechny, Manager of Professional Conduct  
Diane Genyk RN, Quality Practice Consultant  
Gus Gottfred, Communications Specialist  
Isabeau Morrison, Administrative Assistant  
Lizette Navida, Accountant  
Marie Allan, Quality Practice Project Manager  
Melva Norquist, Coordinator, Professional Conduct  
Miranda Noel RN, Registration Advisor  
Nathan Richison, Communications Specialist  
Susan Irwin, Human Resources Manager  
Tammy Murdoch RN, Manager of Registration Services

#### Consultants/Guests Present:

Irene Hamilton, Governance Committee Chair (From 11:54 am to 12:30 pm)  
Jeff Hirsch, College's General Legal Counsel, TDS Law (From 11:54 am to 12:30 pm)

#### Recorder:

Birgit Dotzlaw, Executive Assistant

AGENDA ITEM #	AGENDA TOPIC	RELEVANT COUNCIL POLICY	DESCRIPTION / OVERVIEW	DISCUSSION / COUNCIL DECISION / MOTION	ACTIONS REQUIRED
<b>CLOSED SESSION</b>					
			Council held a Closed Session from 8:30 – 11:45 am in order to discuss the following topics: <ul style="list-style-type: none"> <li>• Strategic Planning</li> <li>• Education Session – Labour Mobility</li> </ul>		
<b>DECISIONS FROM THE CLOSED SESSION</b>					
			Strategic Plan Approval: 2024-2028	<p>The following decisions are brought forward to the public meeting minutes:</p> <p><b>MOTION # 2023-12-07-CS - 01</b></p> <p>Moved by Brenda Janz Seconded by Kenneth Molloy</p> <p>That the CRNM Council approve the guiding principles in relation to Risk Philosophy, Bounds of the College’s Mandate and Government Relations, as proposed.</p> <p>All in favour. CARRIED</p> <p><b>MOTION # 2023-12-07-CS - 02</b></p> <p>Moved by Cheryl Link Seconded by Martha Ross</p> <p>That the CRNM Council approve the 2028 Practical Vision, as the articulation of the College’s five-year Strategic Plan.</p> <p>All in favour. CARRIED</p> <p><b>MOTION # 2023-12-07-CS - 03</b></p> <p>Moved by Kristen McGregor Seconded by Joanna Knowlton</p> <p>That the CRNM Council approve the following Strategic Imperatives as reasonable first steps in strategy execution, as presented.</p>	

				<p>a. Data Strategy.</p> <p>b. Continuous Improvement and Customer Orientation.</p> <p>c. Health Human Resource Strategy for Registered Nurses.</p> <p>d. Calls to Action.</p> <p>All in favour. CARRIED</p>	
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**1.0 CALL TO ORDER OF OPEN SESSION**

	Welcome & Roll Call	GP-17 Council Meeting Process and Minutes  GP-2 Role of the Council and Council Chair	Noah Gatzke, Chair, called the Open Session of the December 7, 2023, Council meeting to order at 11:54 am and advised that quorum is present.  # Council members present: 9  # Voting members: 9		
1.1	Land Acknowledgement Statement		Noah Gatzke, Chair, read the Land Acknowledgement Statement.		
1.2	Adoption of Agenda	GP-17 Council Meeting Process and Minutes		The December 7, 2023, agenda was approved by consensus with the following amendment: <ul style="list-style-type: none"> <li>Move agenda item # 3.2 Governance Committee Report prior to agenda item #3.1 Finance Committee Report.</li> </ul>	
1.3	Declarations Regarding Conflict of Interest	GP-3 Council Code of Conduct, Confidentiality and Conflict of Interest		There were no conflicts of interest brought forward.	

**2.0 CONSENT AGENDA**

	There were no items pulled from the Consent Agenda for further discussion.				
2.1	September 14, 2023, Council Meeting Minutes	GP-17 Council Meeting Process and Minutes	The minutes were circulated to Council for review and approval.	<p><b>MOTION # 2023-12-07-01</b></p> <p>Moved by Martha Ross Seconded by Cheryl Link</p> <p>That the CRNM Council approve the Consent Agenda as presented and all the motions therein.</p>	

				All in favour CARRIED	
2.2	October 13 2023, E-Vote Minutes re: Appointments to Finance Committee	GP-17 Council Meeting Process and Minutes	The minutes were circulated to Council for review and approval.		
2.3	Chair's Report	GP-2 Role of the Council and Council Chair	The Chair's Report was circulated for information purposes.	The Chair's Report is filed	
2.4	CEO/Registrar's Report	EE-8 Communication and Support to the Council  GP-18 Types of Information Provided to Council	The CEO/Registrar's Report was circulated for information purposes.	The CEO/Registrar's Report is filed.	
2.5	Media Report	EE-8 Communication and Support to the Council	The Media Report was circulated for information purposes.		
2.6	Practice Direction: RN(NP) Practice Expectation – Extension Request		The briefing report <i>Practice Direction: RN(NP) Practice Expectations</i> was circulated to the Council for review and approval.	Recommended motion:  That the CRNM Council supports the CEO/Registrar's recommendation to defer the approval of "RN(NP) Practice Expectations" to 2024.	
2.7	Practice Direction: RN(NP) Authorization of Medical Cannabis - Extension Request		The briefing report <i>Practice Direction: RN(NP) Authorization of Medical Cannabis</i> was circulated to the Council for review and approval.	Recommended motion:  That the CRNM Council supports the CEO/Registrar's recommendation to defer the review of "Practice Direction: RN(NP) Authorization of Medical Cannabis" to 2024.	
2.8	Standards for Nursing Education Programs		The briefing report <i>Standards for Nursing Education Programs</i> was circulated to the Council for review and approval.	Recommended motion:  That the CRNM Council approve the Standards for Nursing Education Programs as presented.	
<b>3.0 COMMITTEE REPORTS</b>					
3.1	<b>Governance Committee Report</b>				
		GP-4.4 Governance Committee Terms of Reference	The Governance Committee Report was circulated to the Council for information purposes.	The Governance Committee Report is filed.	

3.1.1	Opportunities for Governance Refinements		<p>The briefing report <i>Governance Refinements Proposal</i> was circulated to the Council for review and approval.</p> <p>Irene Hamilton, Governance Committee Chair, provided an overview of the report.</p>	<p>Council held discussion.</p> <p><b>MOTION # 2023-12-07-02</b></p> <p>Moved by Martha Ross Seconded by Joanna Knowlton</p> <p>That the CRNM Council approve:</p> <ul style="list-style-type: none"> <li>a) The proposed CEO/Registrar performance evaluation process for the immediately upcoming evaluation period and continued thereafter.</li> <li>b) The College to explore opportunities to shift away from the ‘Carver’ Policy Governance model, towards a more efficient policy governance model, and that the monitoring of CR and GP policies continue to be suspended while this work is undertaken.</li> </ul> <p>All in favour CARRIED</p>	
3.1.2	GP-10 Awarding Costs		<p>The briefing report <i>GP-10 Awarding Costs</i> was circulated to the Council for review and approval.</p> <p>Irene Hamilton, Governance Committee Chair, provided an overview of the report.</p>	<p><b>MOTION # 2023-12-07-03</b></p> <p>Moved by Brenda Janz Seconded by Kenneth Molloy</p> <p>That the CRNM Council approve the repeal and replacement of GP-10 Awarding Costs as presented.</p> <p>All in favour CARRIED</p>	
3.1.3	GP-4.6 Complaints Investigation Committee (Terms of Reference)		<p>The briefing report <i>GP-4.6 Complaints Investigation Committee Terms of Reference</i> was circulated to the Council for review and approval.</p> <p>Irene Hamilton, Governance Committee Chair, provided an overview of the report.</p>	<p><b>MOTION # 2023-12-07-04</b></p> <p>Moved by Martha Ross Seconded by Jason Powell</p> <p>That the CRNM Council approve revisions to policy GP-4.6 - Complaints Investigation Committee Terms of Reference as presented.</p> <p>All in favour CARRIED</p>	


3.1.4	Proposed amendments to the College of Registered Nurses of Manitoba General Regulation		The briefing report <i>Proposed Amendments to the College of Registered Nurses of Manitoba General Regulation</i> was circulated to the Council for review and approval.  Irene Hamilton, Governance Committee Chair, provided an overview of the report.	<b>MOTION # 2023-12-07-05</b>  Moved by Martha Ross Seconded by Oluwatosin Daso  That the CRNM Council provide approval-in-principle to pursue the amendments to the College of Registered Nurses of Manitoba General Regulation, as proposed herein.  All in favour CARRIED	
3.2	<b>Finance Committee Report</b>				
		GP-4.3 Finance Committee Terms of Reference	The Finance Committee Report was circulated to the Council for information purposes.	The Finance Committee Report is filed.	
3.2.1	Financial Condition Report – Sep 30, 2023		Bryan Buss, CFO, provided a presentation on <i>Q3 2023 – Financial Condition Update</i>		
3.2.2	EE-3 Financial Planning, Execution and Condition - Quarterly Monitoring Report		The briefing report <i>EE-3 Financial Planning/Execution/Condition Quarterly Monitoring Report for the period ended September 30, 2023</i> was circulated to the Council for review and approval.	<b>MOTION # 2023-12-07-06</b>  Moved by Cheryl Link Seconded by Martha Ross  That the CRNM Council approve the quarterly EE-3 Financial Planning/Execution/Condition Monitoring Report for the period ended September 30, 2023, as presented.  All in favour CARRIED	
3.2.3	2024 Operational and Capital Budget		The briefing report <i>2024 Operating and Capital Budgets</i> was circulated to Council for information purposes.  Bryan Buss, CFO, provided a presentation on <i>2024 Budget Presentation (Dec 7, 2023)</i>	Council held discussion.	
3.2.4	2024 Council Budget		The briefing report <i>2024 Council Budget</i> was circulated to	<b>MOTION # 2023-12-07-07</b>  Moved by Jason Powell Seconded by Kenneth Molloy	

			<p>Council for review and approval.</p> <p>Bryan Buss, CFO, provided a verbal overview of the report.</p>	<p>That the CRNM Council approve the 2024 Council Budget reflecting a Deficit of \$173,588 as presented.</p> <p>All in favour CARRIED</p>	
3.2.5	GP-5 Council and Committee Expenses Updates		<p>The briefing report <i>GP-5 Council and Committee Expenses</i> was circulated to Council for review and approval.</p> <p>Bryan Buss, CFO, provided an overview of the report.</p>	<p><b>MOTION # 2023-12-07-08</b></p> <p>Moved by Martha Ross Seconded by Oluwatosin Daso</p> <p>That the Council approves that the stipend rates in GP-5 Council and Committee Expenses be amended to reflect the values in the table below effective December 1, 2023:</p> <ul style="list-style-type: none"> <li>• Meetings of 30 minutes or less - \$50.00</li> <li>• Meetings with a duration of less than three hours, but more than 30 minutes - \$150.00</li> <li>• Meetings with a duration of 3 hours or more - \$350.00</li> </ul> <p>All in favour CARRIED</p>	
<b>4.0 ITEMS RELATED TO OFFICERS REPORTS</b>					
4.1	Safe Opioid Prescribing Project Closure		<p>The briefing report <i>Safe Opioid Prescribing Project Closure</i> was circulated to the Council for information purposes.</p> <p>Deb Elias, CEO/Registrar provided a verbal overview.</p>	<p>Council held discussion.</p>	
4.2	Authorized Prescriber Education Program: Extension of Conditional Approval		<p>The briefing report <i>Authorized Nurse Prescriber Education Program: Extension of Conditional Approval</i> was circulated to the Council for review and approval.</p> <p>Rhonda Cairns, Chief of Quality Practice, provided a verbal</p>	<p><b>MOTION # 2023-12-07-09</b></p> <p>Moved by Kenneth Molloy Seconded by Martha Ross</p> <p>That the CRNM Council amend the conditional approval of the Red River College Polytechnic, Authorized Nurse Prescriber Program until June 30, 2024, with the following conditions:</p>	

			overview of the report.	<ul style="list-style-type: none"> <li>• Only those students currently enrolled in the Red River College Polytechnic Authorized Nurse Prescriber Program, or the Athabasca University Manitoba RN Prescribing course, be allowed to enroll in the courses required to complete the full program.</li> <li>• RRCP to provide updated curriculum to CRNM before each redesigned course is offered. This will allow the Education Program Committee to review the External Reviewer report and decide whether RRCP's improvements meet the Standards. If so, existing students will be able to complete courses, and</li> <li>• Monitoring by CRNM with RRCP staff to ensure the <i>Standards</i> are met in each course, throughout course delivery.</li> </ul> <p>All in favour CARRIED</p>	
4.3	RN(NP) Re-Entry to Practice: Approval of Athabasca University Master of Nursing Nurse Practitioner Program		<p>The briefing report <i>RN(NP) Re-entry to Practice: Approval of Athabasca University Master of Nursing Nurse Practitioner Program</i> was circulated to the Council for review and approval.</p> <p>Rhonda Cairns, Chief of Quality Practice, provided a verbal overview of the report.</p>	<p><b>MOTION # 2023-12-07-10</b></p> <p>Moved by Brenda Janz Seconded by Cheryl Link</p> <p>That the CRNM Council approve the Athabasca University Master of Nursing Nurse Practitioner program as the required course of instruction for active practicing RNs seeking RN(NP) re-entry to practice.</p> <p>All in favour CARRIED</p>	
4.4	Risk Register Update		Bryan Buss, CFO, provided a verbal update.	Council held discussion.	
<b>5.0 EXECUTIVE EXPECTATIONS MONITORING</b>					
5.1	EE-2 Employee Relations		The briefing report <i>EE-2 Employee Relations Monitoring Report</i> was circulated to the Council for review and approval.	<p><b>MOTION # 2023-12-07-11</b></p> <p>Moved by Martha Ross Seconded by Joanna Knowlton</p>	



			<p>Deb Elias, CEO/Registrar, provided a verbal overview of the report.</p>	<p>That the CRNM Council approve EE-2 Employee Relations as a clear and understandable monitoring report, that outlines reasonable interpretations and evidence that shows compliance with policy EE-2.</p> <p>All in favour CARRIED</p>	
5.2	EE-12 Regulatory Processes (Monitoring 2023)		<p>The briefing report <i>EE-12 Regulatory Processes Monitoring Report for 2023</i> was circulated to the Council for review and approval.</p> <p>Deb Elias, CEO/Registrar, provided a verbal overview of the report.</p>	<p><b>MOTION # 2023-12-07-12</b></p> <p>Moved by Oluwatosin Daso Seconded by Martha Ross</p> <p>That the CRNM Council approve EE-12 Regulatory Process Monitoring Report for 2023 as a clear and understandable monitoring report, that outlines reasonable interpretations and evidence that shows compliance with Policy EE-12.</p> <p>All in favour CARRIED</p>	
5.3	EE-12 Regulatory Processes (Interpretation 2024)		<p>The briefing report <i>EE-12 Regulatory Processes 2024 Interpretation</i> was circulated to the Council for review and approval.</p> <p>Deb Elias, CEO/Registrar, provided a verbal overview of the report.</p>	<p><b>MOTION # 2023-12-07-13</b></p> <p>Moved by Kristen McGregor Seconded by Martha Ross</p> <p>That the CRNM Council approve a pause in the monitoring of EE-12 Regulatory Processes while the policy and monitoring schedule are reviewed and revised. The Council accepts the attached report “Overview 2019-2023” as a reasonable demonstration of compliance for the current period.</p> <p>All in favour CARRIED</p>	
<b>6.0 STRATEGIC PLAN MONITORING (PUBLIC BENEFIT POLICY)</b>					
6.1	Public Benefit Policy – Q3 & Q4 Monitoring Report (2023)		<p>The briefing report <i>PB-1 Public Benefit Policy Year End Monitoring Report 2023</i> was circulated to the Council for review and approval.</p> <p>Deb Elias, CEO/Registrar, and members of the Leadership Team (Suzanne Wowchuk and Rhonda Cairns)</p>	<p><b>MOTION # 2023-12-07-14</b></p> <p>Moved by Kristen McGregor Seconded by Cheryl Link</p> <p>That the CRNM Council approve the 2023 Public Benefit Year End Monitoring Report as a clear and understandable monitoring report, that outlines reasonable interpretations and evidence that shows compliance with Policy PB-01.</p> <p>All in favour</p>	

			provided a verbal overview.	CARRIED	
6.2	Public Benefit Policy Achievements 2019 - 2023		<p>Deb Elias, CEO/Registrar, provided a presentation on <i>Public Benefit Policy Achievements 2019-2023</i>.</p> <p>The presentation is posted to the Council SharePoint site.</p> <p>Members of the Leadership Team provided an overview of the four Strategic Outcomes and the work done between 2019-2023.</p>		
<i>College staff (with the exception of the CEO/Registrar, Chief of Regulatory Practices and Executive Assistant) excused themselves from the meeting prior to the start of the In-Camera Session.</i>					
<b>7.0 IN-CAMERA SESSION</b>					
			<p>Council held an In-Camera Session from 2:45 to 3:30 pm.</p> <p>Council held the In-Camera Session to discuss the following topics:</p> <ul style="list-style-type: none"> <li>• College Organizational Structure</li> <li>• Legal Updates</li> </ul>	<p><b>MOTION # 2023-12-07-15</b></p> <p>Moved by Kenneth Molloy Seconded by Martha Ross.</p> <p>That the CRNM Council move into an In-Camera Session.</p> <p>All in favour CARRIED</p>	
<b>8.0 DECISIONS TO BE BROUGHT FORWARD FROM THE IN-CAMERA SESSION</b>					
			There were no decisions from the In-Camera session to be brought forward to the public minutes.		
<b>APPROVAL OF THE December 7, 2023, COUNCIL MEETING MINUTES</b>					
			Approved by Council on March 7, 2024.	 <hr/> Noah Gatzke, Council Chair   <hr/> Deb Elias, CEO/Registrar	