



Council Meeting

March 7, 2024

8:00 am to 4:27 pm

Council Meeting Serial #: 2024-01-March

MINUTES

Council Members Present:

Noah Gatzke RN(NP), Chair
Kenneth Molloy, Public Representative, Chair-Elect
Brenda Janz, RN (*From 8:00 - 9:50 am and then 2:00 to 4:27*)
Cheryl Link, Public Representative
Cynthia Taylor RN
Kristen McGregor, RN
Jason Powell, Public Representative
Joanna Knowlton, Public Representative
Martha Ross RN(NP) (*From 8:00 to 3:00 pm*)
Oluwatosin Daso, RN
Deb Elias RN, CEO/Registrar, Ex-Officio Council Member, non-voting

Council Member Regrets:

None

College Staff Present:

Leadership Team:

Bryan Buss, Chief Financial Officer
Lori Darragh, Chief of Policy and Strategy
Rhonda Cairns RN, Chief of Quality Practice/Deputy Registrar
Suzanne Wowchuk RN, Chief of Regulatory Practices/Deputy Registrar

Staff:

Alma Dela Cruz, Coordinator, Quality Practice
Bridget Whipple, Policy Strategist
Diana Heywood RN, Quality Practice Consultant
Gus Gottfred, Communications Specialist
Isabeau Morrison, Administrative Assistant
Janki Vaja, Coordinator, Policy & Public Initiatives
Martin Lussier, Manager of Communications
Marie Allan, Quality Practice Project Manager
Miranda Noel RN, Registration Advisor
Nathan Richison, Communications Specialist
Shailey Toporowsky, Administrative Assistant, Quality Practice
Tammy Murdoch RN, Manager of Registration Services

Consultants/Guests Present:

Jeff Hirsch, College's General Legal Counsel, TDS Law
Helen Zhu, Education Program Committee Chair (*From 10:07 to 10:32 am*)
Andrew Behnke, Risk Consultant, AK Behnke Consulting (*From 11:00 am to 12:37 pm*)

Recorder:

Birgit Dotzlaw, Executive Assistant

AGENDA ITEM #	AGENDA TOPIC	RELEVANT COUNCIL POLICY	DESCRIPTION / OVERVIEW	DISCUSSION / COUNCIL DECISION / MOTION	ACTIONS REQUIRED
CLOSED SESSION					
			Council held a Closed Session from 8:00 – 9:50 am in order to discuss the following topics: <ul style="list-style-type: none"> • Values & Vision Refresh • Stakeholder Updates 		
DECISIONS TO BE BROUGHT FORWARD FROM THE CLOSED SESSION					
				MOTION # 2024-03-07-CS-01 Moved by Joanna Knowlton Seconded by Cheryl Link That the CRNM Council approve revisions to the College’s vision and values, as amended. All in favour. CARRIED	
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 March 7, 2024, Council meeting to order at 10:07 am and advised that quorum is present. # Council members present: 10 # Voting members: 10		
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 March 7, 2024 agenda was approved by consensus as presented	
1.3	Declarations Regarding Conflict of Interest	GP-3 Council Code of Conduct, Confidentiality and Conflict of Interest		Kristen McGregor asked if she may have a potential conflict of interest conflict regarding agenda item #4.17 ARNM Loan. She explained that she is a member of ARNM and volunteers as the co-chair of the Emerging Leaders Network.	

				<p>However, she has no involvement with finances or the Board of Directors.</p> <p>After discussion, Council felt that Kristen McGregor does not have a conflict of interest regarding this agenda item.</p>	
2.0 CONSENT AGENDA					
	There were no items pulled from the Consent Agenda for further discussion.				
2.1	December 7, 2023, Council Meeting Minutes	GP-17 Council Meeting Process and Minutes	The minutes were circulated to Council for review and approval.	<p>MOTION # 2024-03-07-01</p> <p>Moved by Cynthia Taylor Seconded Jason Powell</p> <p>That the CRNM Council approve the Consent Agenda as presented and all the motions therein.</p> <p>All in favour CARRIED</p>	
2.2	February 5, 2024, E-Vote Minutes re: Appointment of Investigator	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	<p>EE-8 Communication and Support to the Council</p> <p>GP-18 Types of Information Provided to Council</p>	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) Authorization of Medical Cannabis		The briefing report <i>Practice Direction: Authorization of Medical Cannabis</i> was circulated to the Council for review and approval.	<p>Recommended motion:</p> <p>That the CRNM Council approve the Practice Direction: Authorization of Medical Cannabis as presented.</p>	
3.0 EDUCATION PROGRAM APPROVALS					
3.1	University of Manitoba/University College of the North		The briefing report <i>UM/UCN Bachelor of Nursing Education Program Review</i> was	<p>Council held discussion.</p> <p>MOTION # 2024-03-07-02</p>	

	Baccalaureate Nursing Program		<p>circulated to the Council for review and approval.</p> <p>Helen Zhu, Education Program Committee Chair, and Diana Heywood, Quality Practice Consultant, provided an overview of the report and answered questions.</p>	<p>Moved by Kristen McGregor Seconded Oluwatosin Daso</p> <p>That the CRNM Council approve the University of Manitoba/University College of the North, Bachelor of Nursing Program for five years to March 31, 2029.</p> <p>All in favour CARRIED</p>	
3.2	Université de Saint-Boniface Bachelor of Nursing Program		<p>The briefing report <i>Université de Saint-Boniface Bachelor of Nursing Education Program Review</i> was circulated to the Council for review and approval.</p> <p>Helen Zhu, Education Program Committee Chair, and Diana Heywood, Quality Practice Consultant, provided an overview of the report and answered questions.</p>	<p>Council held discussion.</p> <p>MOTION # 2024-03-07-03</p> <p>Moved by Ken Molloy Seconded Joanna Knowlton</p> <p>That the CRNM Council approve the Université de Saint-Boniface Bachelor of Nursing program for five years to March 31, 2029, with required reporting on the following in the annual reports to the EPC:</p> <ul style="list-style-type: none"> • Support services to address all the new student requests for accommodations, and • Progress on how they are continuing to improve their support for research and scholarship that contribute to the development of nursing knowledge and delivery of nursing education. <p>All in favour CARRIED</p>	
3.3	CEO/Registrar Authority to Approve Course of Instruction from other Provinces.		<p>The briefing report <i>CEO/Registrar Authority to Approve Course(s) of Instruction ('Remedial Education') in Other Canadian Jurisdictions</i> was circulated to the Council for review and approval.</p> <p>Deb Elias, CEO/Registrar, provided an overview of the report.</p>	<p>Council held discussion.</p> <p>MOTION # 2024-03-07-04</p> <p>Moved by Oluwatosin Daso Seconded Jason Powell</p> <p>That the CRNM Council grant the CEO/Registrar discretionary authority to approve courses of instruction provided by institutions in other Canadian jurisdictions, provided the course of instruction has:</p> <ul style="list-style-type: none"> • Sufficient educational resources, a curriculum and student evaluation that educates students to meet the requisite entry-level competencies upon course completion, and 	

				<ul style="list-style-type: none"> Has been approved by the registered nursing regulator in that jurisdiction. <p>All in favour CARRIED</p>	
4.0 COMMITTEE REPORTS					
4.1	Finance Committee Report				
		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.	
4.11	Financial Condition Report – Dec 31, 2023		Bryan Buss, CFO, provided a presentation on <i>Q4 2023 – Financial Condition Update</i>	Council held discussion.	
4.12	EE-3 Financial Planning, Execution and Condition - Quarterly Monitoring Report (Dec 31, 2023)		<p>The briefing report <i>EE-3 Financial Planning/Execution/Condition Quarterly Monitoring Report for the period ended December 31, 2023</i> was circulated to the Council for review and approval.</p> <p>Bryan Buss, CFO, provided an overview.</p>	<p>MOTION # 2024-03-07-05</p> <p>Moved by Cynthia Taylor on behalf of the Finance Committee</p> <p>That the CRNM Council approve the quarterly EE-3 Financial Planning/Execution/Condition Monitoring Report for the period ended December 31, 2023, as presented.</p> <p>All in favour CARRIED</p>	
4.13	EE-3 Financial Planning/Execution/Condition - Annual Monitoring Report (2023)		<p>The briefing report <i>EE-3 Financial Planning/Execution/Condition Annual Monitoring Report 2023</i> was circulated to Council for review and approval.</p> <p>Bryan Buss, CFO, provided an overview.</p>	<p>MOTION # 2024-03-07-06</p> <p>Moved by Cynthia Taylor on behalf of the Finance Committee</p> <p>That the CRNM Council approve the Annual EE-3 Financial Planning/Execution/Condition Monitoring Report for the year ended December 31, 2023 as a clear and understandable monitoring report, that outlines reasonable interpretations and evidence that shows compliance with policy EE-3.</p> <p>All in favour CARRIED</p>	
4.14	2023 Audited Financial Statements		The <i>Audited Financial Statements for the year ended December 31, 2023</i> were circulated to	<p>MOTION # 2024-03-07-07</p> <p>Moved by Cynthia Taylor on behalf of the Finance Committee</p>	

			<p>Council for review and approval.</p> <p>Bryan Buss, CFO, provided an overview.</p>	<p>That the CRNM Council approve the Audited Financial Statements for the period ended December 31, 2023, as presented.</p> <p>All in favour CARRIED</p>	
4.15	2023 Auditor Management Letter		<p>The <i>2023 Auditor Management Letter</i> was circulated to Council for information purposes.</p> <p>Bryan Buss, CFO, provided an overview.</p>	<p>There was no further discussion on this item.</p>	
4.16	2024 Auditor Appointment Recommendation		<p>The briefing report <i>2024 Auditor Appointment Recommendation</i> was circulated to Council for review and approval.</p> <p>Bryan Buss, CFO, provided an overview.</p>	<p>MOTION # 2024-03-07-08</p> <p>Moved by Cynthia Taylor on behalf of the Finance Committee</p> <p>That the CRNM Council appoint Fort Group, Chartered Professional Accountants, as the College's auditors for the fiscal year ending December 31, 2024.</p> <p>All in favour CARRIED</p>	
4.17	ARNM Loan Update		<p>The briefing report <i>ARNM Loan Update</i> was circulated to Council for review and approval.</p> <p>Bryan Buss, CFO, provided an overview.</p>	<p>Council held discussion.</p> <p>MOTION # 2024-03-07-09</p> <p>Moved by Cynthia Taylor on behalf of the Finance Committee</p> <p>That the CRNM Council approve CRNM requiring ARNM to provide additional security for the remaining ARNM loan balance outstanding. The requested security will involve requiring ARNM to place the remaining loan principal outstanding in a trust account over which CRNM maintains signing authority.</p> <p>All in favour CARRIED</p>	
4.2	Governance Committee Report				
		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.	



			Kenneth Molloy, Governance Committee Chair, provided comments regarding the response rate for the Council Effectiveness Evaluation Survey last year. The Governance Committee is looking at how to increase response rates for this year's evaluation survey.		
4.21	Council Selection Process - Priority Skills		The briefing report <i>2024 Council Selection: Priority Skills</i> was circulated to the Council for review and approval.	<p>MOTION # 2024-03-07-10</p> <p>Moved by Kenneth Molloy on behalf of the Governance Committee</p> <p>That the CRNM Council recommend to the Council Selection Panel that the following 'desired' professional skills and/or competencies should be prioritized by the selection panel in 2024:</p> <ul style="list-style-type: none"> • An RN working in an education or research area. • Continue to strive for increasing diversity. <p>All in favour CARRIED</p>	
4.22	Proposed Amendments to the General Regulation		The briefing report <i>Amendments to the College of Registered Nurses of Manitoba General Regulation</i> was circulated to the Council for review and approval.	<p>MOTION # 2024-03-07-11</p> <p>Moved by Kenneth Molloy on behalf of the Governance Committee</p> <p>That the CRNM Council provide approval-in-principle to pursue the amendments to the College of Registered Nurses of Manitoba General Regulation to provide more flexibility for former RNs to return to the workforce, as outlined in Appendix A.</p> <p>All in favour CARRIED</p>	
4.23	CR-1 Global Council-CEO/Registrar Relationship		The briefing report <i>CR-1 Global Council-CEO/Registrar Relationship</i> was circulated to the	<p>MOTION # 2024-03-07-12</p> <p>Moved by Kenneth Molloy on behalf of the Governance Committee</p>	

			Council for review and approval.	That the CRNM Council approve revisions to policy CR-1 Global Council-CEO/Registrar Relationship as presented. All in favour CARRIED	
4.24	CR-8 CEO/Registrar Performance Evaluation		The briefing report <i>CR-8 CEO/Registrar Performance Evaluation</i> was circulated to the Council for review and approval.	MOTION # 2024-03-07-13 Moved by Kenneth Molloy on behalf of the Governance Committee That the CRNM Council approve revisions to policy CR-8 CEO/Registrar Performance Evaluation as presented. All in favour CARRIED	
4.3	Appointments Committee Report				
4.31	Appointments Committee Report		The <i>Appointments Committee Report</i> was circulated to Council for review and approval. Cheryl Link, Appointments Committee Chair, provided an overview of the report.	MOTION # 2024-03-07-14 Moved by Cheryl Link on behalf of the Appointments Committee That the CRNM Council approve the appointments as presented: <ul style="list-style-type: none"> • Tricia Tyerman to be reappointed for second term for Inquiry Committee <ul style="list-style-type: none"> ○ (March 7, 2024 – March 6, 2029). • Brenda Sullivan to be reappointed for second term for Inquiry Committee <ul style="list-style-type: none"> ○ (March 7, 2024 – March 6, 2029). • Kenneth Molloy to be appointed to the Appeal Panel Roster <ul style="list-style-type: none"> ○ (Effective March 7, 2024). All in favour CARRIED	
5.0 EXECUTIVE EXPECTATIONS MONITORING					
5.1	EE-9 Emergency Executive Succession		The briefing report <i>Monitoring Report: EE-9 Emergency Executive Succession Planning</i> was circulated to the Council for review and approval.	MOTION # 2023-12-07-15 Moved by Martha Ross Seconded by Jason Powell That the CRNM Council approve EE-9 Emergency Executive Succession Planning as a clear and understandable monitoring	

			Deb Elias, CEO/Registrar, provided a verbal overview of the report.	report, that outlines reasonable interpretations and evidence that shows compliance with policy. All in favour CARRIED	
6.0 ITEMS RELATED TO OFFICERS REPORTS					
6.1	Renewal Update		Tammy Murdoch, Manager of Registration Services, provided a presentation on <i>Registration Renewal 2024</i> . Suzanne Wowchuk, Chief of Regulatory Practices/Deputy Registrar, also provided an overview.	There was no further discussion on this item.	
6.2	2024 Annual General Meeting Agenda		The briefing report <i>2024 Annual General Meeting (AGM) Agenda</i> was circulated to Council for review and approval. Lori Darragh, Chief of Policy and Strategy provided an overview.	MOTION # 2023-12-07-16 Moved by Oluwatosin Daso Seconded by Martha Ross That the CRNM Council approve the 2024 Annual General Meeting agenda as presented. All in favour CARRIED	
7.0 RISK MANAGEMENT					
7.1	Risk Register Session		The briefing report <i>Enterprise Risk Management – Risk Register Update</i> was circulated to the Council for information purposes. Bryan Buss, Chief Financial Officer, provided an overview of the report. Andrew Behnke, Risk Consultant, AK Behnke Consulting, provided a presentation on <i>CRNM Risk Register</i> .	Council was asked to review and provide feedback on the various risk descriptions and the likelihood, impact and overall risk levels. Council held discussion.	
8.0 STRATEGIC PLAN MONITORING					
8.1	Strategy Dashboard		Bridget Whipple, Policy Analyst, provided a	Council held discussion.	

			presentation on <i>Overview & Next Steps: Building a Strategy Dashboard</i>		
8.2	Strategic Imperative 1 - Data Strategy		The <i>Strategic Imperatives Status Report March 7, 2024: SI 1 Data Strategy</i> was provided to Council for information purposes. Suzanne Wowchuk, Chief of Regulatory Practice/Deputy Registrar, provided an overview.	There was no further discussion on this item.	
8.3	Strategic Imperative 2 - Continuous Improvement & Customer Orientation		The <i>Strategic Imperatives Status Report March 7, 2024: SI 2 Continuous Improvement & Customer Orientation</i> was provided to Council for information purposes. Bryan Buss, Chief Financial Officer, provided an overview.	There was no further discussion on this item.	
8.4	Strategic Imperative 3 - Health Human Resources Strategy		The <i>Strategic Imperatives Status Report March 7, 2024: SI 3 Health Humna Resource Strategy</i> was provided to Council for information purposes. Rhonda Cairns, Chief of Quality Practice/Deputy Registrar, provided an overview.	Council held discussion.	
8.5	Strategic Imperative 4 - Reconciliation		The <i>Strategic Imperatives Status Report March 7, 2024: SI 4 Reconciliation</i> was provided to Council for information purposes. Lori Darragh, Chief of Policy and Strategy provided an overview.	There was no further discussion on this item.	

8.6	Strategic Plan 2024 – 2028		Deb Elias, CEO/Registrar, advised that the College’s website has been updated and now has a dedicated page for the Strategic Plan 2024-2028. It also includes information on the 4 Strategic Imperatives and the updated College Vision and Values that were approved by Council today.	There was no further discussion on this item.	
<i>College staff (with the exception of the CEO/Registrar and Executive Assistant) excused themselves from the meeting prior to the start of the In-Camera Session.</i>					
9.0 IN-CAMERA SESSION					
			<p>Council held an In-Camera Session from 2:42 to 3:28 pm.</p> <p>Council held the In-Camera Session to discuss the following topics:</p> <ul style="list-style-type: none"> • Legal Updates • CEO/Registrar Self-Evaluation & Learning Plan 	<p>MOTION # 2024-03-07-17</p> <p>Moved by Cheryl Link Seconded by Oluwatosin Daso</p> <p>That the CRNM Council move into an In-Camera Session.</p> <p>All in favour CARRIED</p>	
10.0 DECISIONS TO BE BROUGHT FORWARD FROM THE IN-CAMERA SESSION					
				There were no decisions from the In-Camera session to be brought forward to the public minutes.	
<i>The CEO/Registrar and Executive Assistant excused themselves prior to the start of the Restricted In-Camera Session.</i>					
11.0 RESTRICTED IN-CAMERA SESSION					
			<p>Council held a Restricted In-Camera Session from 3:29 to 4:27 pm.</p> <p>Council held the Restricted In-Camera Session to discuss the following topic:</p> <ul style="list-style-type: none"> • CEO/Registrar Performance Evaluation 	<p>MOTION # 2024-03-07-18</p> <p>Moved by Oluwatosin Daso Seconded by Joanna Knowlton</p> <p>That the CRNM Council move into a Restricted In-Camera Session.</p> <p>All in favour CARRIED</p>	
12.0 DECISIONS TO BE BROUGHT FORWARD FROM THE RESTRICTED IN-CAMERA SESSION					
				There were no decisions from the Restricted In-Camera session to be brought forward to the public minutes.	

13.0 ADJOURNMENT					
	GP-17 Council Meeting Process and Minutes			Noah Gatzke, Council Chair, adjourned the March 7, 2024 Council meeting at 4:27 pm.	
APPROVAL OF THE March 7, 2024, COUNCIL MEETING MINUTES					
			Approved by Council on May 30, 2024	 <hr/> Noah Gatzke, Council Chair  <hr/> Deb Elias, CEO/Registrar	