



Council Meeting

December 5, 2024

8:30 am to 4:10 pm

Council Meeting Serial #: 2024-05-December

MINUTES

Council Members Present:

Kenneth Molloy, Public Representative, Chair
Cynthia Taylor RN, Chair-Elect
Brenda Janz, RN
Cheryl Link, Public Representative
Kristen McGregor, RN
Jason Powell, Public Representative (*Virtual*)
Joanna Knowlton, Public Representative
Martha Ross RN(NP)
Naomi Nickerson RN(NP) (*Virtual*)
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
Patrick Mason, Chief Information Officer (*Virtual from 10:30 am – 1:00 pm*)

Staff:

Belinda Herner, Quality Practice Advisor
Birgit Dotzlaw, Executive Assistant
Bridget Whipple, Policy Strategist
Denise Nakonechny, Manager of Professional Conduct
Diana Heywood RN, Quality Practice Consultant
Jacek Murawski, Quality Practice Consultant
Liz Wong, Coordinator, Policy & Public Initiatives
Martin Lussier, Manager of Communications
Marie Allan, Project Manager
Miranda Noel RN, Registration Advisor
Tammy Murdoch RN, Manager of Registration Services

Consultants/Guests Present:

Deanna Williams, Dundee Consulting (*Virtual from 8:30 am to 9:00 am*)
Jeff Hirsch, TDS Law, College General Counsel (*In-person from 8:30 am – 10:00 am. Then 2:15 – 4:10 pm*)
Peter Wright, The Planning Group, Consultant (*In-Person from 10:15 am – 1:00 pm*)

Recorder:

Birgit Dotzlaw, Executive Assistant

| AGENDA ITEM # | AGENDA TOPIC | RELEVANT COUNCIL POLICY | DESCRIPTION / OVERVIEW | DISCUSSION / COUNCIL DECISION / MOTION | ACTIONS REQUIRED |
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| 1.0 CALL TO ORDER | | | | | |
| | Welcome & Roll Call | GP-17 Council Meeting Process and Minutes GP-2 Role of the Council and Council Chair | Ken Molloy, Chair, called the December 5, 2024, Council meeting to order at 8:40 am and advised that quorum is present. # Council members present: 10 # Voting members: 10 | | |
| 1.1 | Land Acknowledgement Statement | | Ken Molloy, Chair, read the Land Acknowledgement Statement. | | |
| 1.2 | Adoption of Agenda | GP-17 Council Meeting Process and Minutes | | The December 5, 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 | | There were no conflicts of interest brought forward. | |
| 2.0 CONSENT AGENDA | | | | | |
| | Item #2.9 <i>Process for Approval of AGM Minutes</i> was pulled from the Consent Agenda for further discussion. | | | | |
| 2.1 | June 9, 2023 AGM Meeting Minutes | GP-17 Council Meeting Process and Minutes | The minutes were circulated to Council for review and approval. | MOTION # 2024-12-05-01 Moved by Cheryl Link Seconded Kristen McGregor That the CRNM Council approve the Consent Agenda as presented and all the motions therein. All in favour CARRIED | |
| 2.2 | October 3, 2024 Council Meeting Minutes | GP-17 Council Meeting Process and Minutes | The minutes were circulated to Council for review and approval. | | |
| 2.3 | October 11, 2024 Special Council Meeting Minutes | GP-17 Council Meeting Process and Minutes | The minutes were circulated to Council for review and approval. | | |
| 2.4 | 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 | |

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| 2.5 | 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. | |
| 2.6 | Media Report | EE-8 Communication and Support to the Council | The Media Report was circulated for information purposes. | | |
| 2.7 | Practice Direction: Interprofessional Collaborative Care | | The briefing report <i>Practice Direction: Interprofessional Collaborative Care</i> was circulated to the Council for review and approval. | Recommended motion: That the CRNM Council approve the Practice Direction: Interprofessional Collaborative Care as presented. | |
| 2.8 | Practice Direction: Practice Expectations for RN(AP)s | | The briefing report <i>Practice Direction: Practice Expectations for RN(AP)s</i> was circulated to the Council for review and approval. | Recommended motion: That the CRNM Council approve the <i>Practice Direction: Practice Expectations for RN(AP)</i> as presented. | |
| 2.9 | Process for Approval of AGM Minutes | | The briefing report <i>Process for Approval of AGM Minutes</i> was circulated to the Council for information purposes. | | |
| 2.10 | Q3 2024 Council Dashboard Highlights | | The briefing report <i>Q3 2024 Council Dashboard Highlights</i> was circulated to the Council for information purposes. | | |

3.0 COMMITTEE REPORTS

3.1 GOVERNANCE COMMITTEE REPORT

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| | | GP-4.4 Governance Committee Terms of Reference | The Governance Committee Report was circulated to the Council for information purposes. Cynthia Taylor, Governance Committee Chair, provided a brief overview of the report. | The Governance Committee Report is filed. | |
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| 3.11 | Governance Refresh – Policy Review | | <p>The briefing report <i>Governance Refresh – Policy Manual Review</i> was circulated to the Council for review and approval.</p> <p>Cynthia Taylor, Governance Committee Chair, provided an overview of the report.</p> <p>Deanna Williams, Dundee Consulting, provided a presentation on <i>Governance Refresh – Policy Manual Review</i>.</p> | <p>MOTION # 2024-12-05-02</p> <p>Moved by Cynthia Taylor on behalf of the Governance Committee</p> <p>That the Executive Expectations (EE), Governance Process (GP), and Council-CEO/Registrar Relationship (CR) policies be replaced by the revised policy manual, and that the CRNM Council approve the revised policy manual, as amended and presented.</p> <p>All in favour CARRIED</p> | |
| 3.12 | Proposed Amendments to By-Laws | | <p>The briefing report <i>Proposed Amendments to By-Laws</i> was circulated to the Council for review and approval.</p> <p>Cynthia Taylor, Governance Committee Chair, provided an overview of the report and answered questions.</p> | <p>Council held discussion.</p> <p>MOTION # 2024-12-05-03</p> <p>Moved by Cynthia Taylor on behalf of the Governance Committee</p> <p>That the CRNM Council provide approval-in-principle to amend the College bylaws, as proposed.</p> <p>9 in Favour 1 Abstention</p> <p>CARRIED</p> | |
| 3.13 | Proposed Amendments to the College of Registered Nurses General Regulation | | <p>The briefing report <i>Proposed Amendments to the College's General Regulation</i> was circulated to the Council for review and approval.</p> | <p>MOTION # 2024-12-05-04</p> <p>Moved by Cynthia Taylor 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 update the options for demonstrating currency of practice to close the loophole described herein.</p> <p>All in favour CARRIED</p> | |

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| 3.2 | APPOINTMENTS COMMITTEE REPORT | | | | |
| | | Gp-4.1 Appointments Committee Terms of Reference | The <i>Appointments Committee Report</i> was circulated to Council for information purposes. | The Appointments Committee Report is filed. | |
| 3.21 | Appointments to Complaints Investigation Committee | | <p>The briefing report <i>Appointments to Complaints Investigation Committee</i> was circulated to the Council for review and approval.</p> <p>Cheryl Link, Appointments Committee Chair, provided an overview of the report.</p> <p>The proposed re-appointments are:</p> <ol style="list-style-type: none"> 1. Heather Falk, RN, Co-Chair <ul style="list-style-type: none"> • Re-appointment for second term (December 9, 2024 – December 8, 2027) 2. Trish Conroy, Public Representative <ul style="list-style-type: none"> • Re-appointment for second term (March 10, 2025 – March 9, 2028) | <p>MOTION # 2024-12-05-05</p> <p>Moved by Cheryl Link on behalf of the Appointments Committee</p> <p>That the CRNM Council approved the appointments as presented.</p> <p>All in favour CARRIED</p> | |
| 3.22 | Appointments Committee and Council Selection Panel Terms of Reference | | <p>The briefing report <i>Appointments Committee and Council Selection Panel Terms of Reference</i> was circulated to the Council for review and approval.</p> <p>Cheryl Link, Appointments Committee Chair, provided an overview of the report.</p> | <p>MOTION # 2024-12-05-06</p> <p>Moved by Cheryl Link on behalf of the Appointments Committee</p> <p>That the CRNM Council approve revisions to Appointments Committee Terms of Reference as presented and that the Terms of Reference for the Council Selection Panel be repealed.</p> <p>All in favour CARRIED</p> | |

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| 3-3 | FINANCE COMMITTEE REPORT | | | | |
| | | GP-4.3 Finance Committee Terms of Reference | <p>The Finance Committee Report was circulated to the Council for information purposes.</p> <p>Kristen McGregor, Finance Committee Chair, provided a brief overview of the report.</p> | The Finance Committee Report is filed. | |
| 3-31 | Financial Condition Report | | Bryan Buss, CFO, provided a presentation on <i>Q3 2024 – Financial Condition Update</i> | Council held discussion. | |
| 3-32 | EE-3 Financial Planning, Execution and Condition - Quarterly Monitoring Report (September 30, 2024) | | The briefing report <i>EE-3 Financial Planning/Execution/Condition Quarterly Monitoring Report for the period ended September 30, 2024</i> was circulated to the Council for review and approval. | <p>MOTION # 2024-12-05-07</p> <p>Moved by Kristen McGregor 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 September 30, 2024, as presented.</p> <p>All in favour CARRIED</p> | |
| 3-33 | 2025 Operating and Capital Budgets. | | <p>The briefing report <i>2025 Operating and Capital Budgets</i> was circulated to the Council for review and approval.</p> <p>Bryan Buss, CFO, provided a presentation on <i>2025 Budget</i></p> | <p>Council held discussion.</p> <p>MOTION # 2024-12-05-08</p> <p>Moved by Kristen McGregor on behalf of the Finance Committee</p> <p>That the CRNM Council approve the 2025 budget as presented, which projects a negative cash-flow. The residual negative cash-flow will be funded by use of the College’s unrestricted surplus.</p> <p>All in favour CARRIED</p> <p>MOTION # 2024-12-05-09</p> <p>Moved by Kristen McGregor on behalf of the Finance Committee</p> <p>That the CRNM Council approve a withdrawal from the Capital Reserve Fund of up to \$2.5 million to fund the construction and development of the College’s new office location.</p> | |



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| | | | | All in favour CARRIED | |
| 3.34 | 2025 Council Budget | | The briefing report <i>2025 Council Budget</i> was circulated to the Council for review and approval. Bryan Buss, CFO, provided an overview of the report. | MOTION # 2024-12-05-10 Moved by Kristen McGregor on behalf of the Finance Committee That the CRNM Council approve the 2025 Council Budget reflecting a Deficit of \$178,098 as presented. All in favour CARRIED | |
| 3.35 | Nurse Practitioner Endorsement Application Fee 2025 | | The briefing report <i>Nurse Practitioner Endorsement Application Fee</i> was circulated to the Council for review and approval. Bryan Buss, CFO, provided an overview of the report. | MOTION # 2024-12-05-11 Moved by Kristen McGregor on behalf of the Finance Committee That the CRNM Council approve the new Nurse Practitioner Endorsement Application fee be set to \$292.50. The fee will take effect January 1, 2025. All in favour CARRIED | |
| 4.0 STRATEGY | | | | | |
| 4.1 | Strategy Session | | The briefing report <i>Strategy Session: Long-Term Strategic Implications in a Transforming Health-Care System and Increasingly Team-Based Environment</i> was circulated to Council for information purposes. Peter Wright provided a presentation on <i>Council Readiness</i> and facilitated discussion with Council. | Council held discussion. | |
| 5.0 ITEMS RELATED TO OFFICERS REPORTS | | | | | |
| 5.1 | Code of Ethical Conduct | | The briefing report <i>Code of Ethical Conduct</i> was circulated to Council for information purposes. Rhonda Cairns, Chief of Quality Practice, | Council held discussion. | Council to approve the Code of Ethical Conduct via E-Vote once feedback / comments have been received from the Minister of Health. |

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| | | | <p>provided an overview of the report.</p> <p>The RHPA stipulates that before adopting a Code of Ethical Conduct, the Council must provide a copy of the proposed Code of Ethical Conduct for review and comment to the Minister of Health and then consider the comments received.</p> | | |
| 6.0 STRATEGIC PLAN | | | | | |
| 6.1 | Strategy Oversight in 2025 | | <p>Deb Elias, CEO/Registrar provided a verbal update.</p> | Council held discussion. | |
| 6.2 | Strategic Imperative 1 - Data Strategy | | <p>The <i>Strategic Imperatives Status Report December 5, 2024: SI 1 Data Strategy</i> was provided to Council for information purposes.</p> <p>Suzanne Wowchuk, Chief of Regulatory Practice/Deputy Registrar, provided an overview.</p> | Council held discussion. | |
| 6.3 | Strategic Imperative 2 - Continuous Improvement & Customer Orientation | | <p>The <i>Strategic Imperatives Status Report December 5, 2024: SI 2 Continuous Improvement & Customer Orientation</i> was provided to Council for information purposes.</p> <p>Bryan Buss, Chief Financial Officer, provided an overview.</p> | There was no further discussion on this item. | |
| 6.4 | Strategic Imperative 3 - Health Human Resources Strategy | | <p>The <i>Strategic Imperatives Status Report December 5, 2024: SI 3 Health Humna Resource Strategy</i> was provided to Council for information purposes.</p> | Council held discussion. | |

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| | | | Rhonda Cairns, Chief of Quality Practice/Deputy Registrar, provided an overview. | | |
| 6.5 | Strategic Imperative 4 - Reconciliation | | <p>The <i>Strategic Imperatives Status Report December 5, 2024: SI 4 Reconciliation</i> was provided to Council for information purposes.</p> <p>Lori Darragh, Chief of Policy and Strategy and Martin Lussier, Manager of Communications, provided an overview.</p> | Council held discussion. | |
| 7.0 CLOSED SESSION | | | | | |
| | | GP-17 Council Meeting Process and Minutes | <p>Council held a Closed Session from 2:25 – 3:48 pm in order to discuss the following topic:</p> <ul style="list-style-type: none"> Government Relations | <p>MOTION # 2024-12-05-12</p> <p>Moved by Naomi Nickerson Seconded by Martha Ross</p> <p>That the CRNM Council move into the Closed Session.</p> <p>All in favour CARRIED</p> | |
| DECISIONS TO BE BROUGHT FORWARD FROM THE CLOSED SESSION | | | | | |
| | | | | There were no decisions from the Closed Session to be brought forward to the public minutes | |
| 8.0 IN-CAMERA SESSION | | | | | |
| | | GP-17 Council Meeting Process and Minutes | <p>Council held an In-Camera Session from 3:50-4:10 pm in order to discuss the following topics:</p> <ul style="list-style-type: none"> Legal Matters Update CEO/Registrar Performance Evaluation | | |
| 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. | |
| 9.0 ADJOURNMENT | | | | | |

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| | GP-17 Council Meeting Process and Minutes | | | Ken Molloy, Council Chair, adjourned the December 5, 2024 Council meeting at 4:10 pm. | |
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APPROVAL OF THE DECEMBER 5, 2024, COUNCIL MEETING MINUTES

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| | | | Approved by Council on March 6, 2025 |  <hr/> Kenneth Molloy, Council Chair  <hr/> Deb Elias, CEO/Registrar |
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