



**MINUTES** of the **BOARD OF DIRECTORS** meeting held on **Thursday, February 5, 2026**, 1700 hours, VIA ZOOM and live streamed on YouTube.

**PRESENT:**

Ian McLeod, Chair	Linda Staudt	Karen Riddell (ex-officio, non-voting)
Mary Dawson	Patti France	Dr. Wassim Saad (ex-officio, non-voting)
Laura Copat	Cynthia Bissonnette	Dr. Larry Jacobs (ex-officio, non-voting)
Paul Lachance	Genevieve Isshak	
David Malian	Anna Kirby	
Chris Lanoue	Wes Vickers	
Nila Das		

**STAFF:**

Executive Committee

**REGRETS:**

Jamie Skutovich  
Nadine Manroe-Wakerell  
Dr. Irram Sumar (ex-officio, non-voting)  
Dr. Kristen Demarco (ex-officio, non-voting)

**1. CALL TO ORDER:**

The meeting was called to order at 1700 hours with Mr. McLeod presiding as Chair and Ms. Sutherland recording the minutes.

**2. DECLARATIONS OF CONFLICT OF INTEREST:**

None declared.

**3. PREVIOUS MINUTES:**

The minutes of the January 8, 2026 Board meeting had been previously circulated.

**MOVED** by Ms. G. Isshak, **SECONDED** by Mr. P. Lachance and **CARRIED**  
**THAT** the minutes of the January 8, 2026 Board of Directors meeting be approved.

**4. REPORT FROM THE PRESIDENT & CEO / CNE / COS**

Ms. Riddell presented the latest hospital data for the week of January 25<sup>th</sup> onward relating to the respiratory season:

- 6 Covid
- 4 Influenza A
- 1 Influenza B (Paediatric)
- 4 RSV (1 ICU)

We are seeing a significant downward trend in Influenza cases. Provincially, respiratory virus indicators are low. Again, vaccination is still the best way to prevent influenza.

WRH, in partnership with Saint Elizabeth Health, has launched Hospital to Home (H2H) – an innovative approach to help patients transition safely from a hospital stay back into their homes. Funding for this new program, which provides wrap-around services for up to 16 weeks of care following discharge from WRH, comes from a province wide \$1.1 billion home care investment which was announced in advance of the government’s Fall Economic Statement. Since inception we have had 119 patients access the program and are expecting 230 patients by the end of March.

On January 28th we announced a major procurement milestone for The Fancsy Family Hospital. IO in partnership with WRH and the MOH, has announced a phased approach for delivering the project and issued a Request for Qualifications (RFQ) to prequalify construction teams that will compete to Design, Build, Finance, and Maintain (DBFM), the second and largest phase of the new hospital project. We are expecting shovels in the ground in the summer of this year to build phase 1, our Education and Administration Building, Parking Garage and site infrastructure. The Chair congratulated Mr. Bailey and his team for all of the work they have done on the new hospital project over past few years to get us to this stage. This is a very exciting milestone for the project.

Next week we will be celebrating our annual Dedicated Years of Service for staff who are reaching a milestone of 5, 10, 15, 20, 25, 30, 35, 40, 45 and even 50 years.

On November 3, 2025, WRH launched the QualtricsXM electronic patient satisfaction survey platform, enabling patients to provide feedback via email following their visit or stay. This initiative is part of a broader provincial effort, with over 100 hospitals across Ontario adopting the platform in partnership with the Ontario Hospital Association. Since implementation we have received over 1300 completed surveys.

Ms. Krywionek spoke to the launch of WRH’s Statement of Commitment to Psychological Health and Safety. This commitment outlines our plan to establish a Psychological Health and Safety Management System (PHSMS) and emphasizes a proactive approach to preventing harm, promoting mental health awareness, and supporting recovery. The Wellness Advisory Committee will guide this work through strategic planning, regular needs assessments and program oversight.

As part of our ongoing commitment to fostering a healthy and supportive workplace culture, leadership recently hosted a staff wellness event designed to promote awareness of the resources available to our teams. Leaders took the opportunity to reinforce awareness of ongoing wellness initiatives, including financial planning supports and the Employee Assistance Program (EAP). These resources remain central to our broader strategy to ensure staff feel supported both inside and outside the workplace.

## **5. REPORT FROM SCHULICH:**

Dr. Jacobs provided the following highlights:

- This is the time of year when the medical students are completing interviews for their 4<sup>th</sup> year matches. They will know at the end of this month/ beginning of March where they will be doing for their residency. Reminder we have a number of full-time spots here, a total of 11 in Family Medicine, Internal Medicine and Psychiatry. We are very excited to welcome a new wave of residents in July.
- The Awards of Excellence is taking place on March 25, 2026. This event celebrates the commitment and dedication of faculty, staff and students.
- The Admissions cycle has had turnover once again and interviews for the medical school are taking place over the next couple of weeks. The Windsor cohort will remain at 46 students per year starting in September.

## **6. FINANCIAL PRESENTATION (December 31, 2025, Results):**

Mr. Lanoue reported.

### **Slide 2 – Financial Results – YTD December 2025**

- The net deficit after building amortization is \$18,211,000 which is \$3,528,000 better than budget and an improvement since last month
- Hospital Margin is negative \$12,049,000 which is \$3,065,000 better than plan

### **Slide 3 – Significant Variances**

#### **Chart indicates expense variances and the offsetting revenue:**

- Other Recoveries
  - Surpluses in retail pharmacies, Mohawk Medbuy rebates and investment revenue
- Salaries and Wages remain in surplus of \$672,000
  - % Surplus has declined compared to November YTD
- Benefits in a surplus of \$1,805,000 YTD, also a decline in the surplus
- Medical Staff Fees \$4,396,000 deficit
  - \$4,327,000 in offsetting funding (Emergency & NICU Alternate Funding) and patient services revenue for diagnostic services
- Medical/Surgical Supplies had a surplus of \$529,000, a decline compared to November YTD.
  - Surplus in Perioperative program is offset by deficit in Diagnostics primarily in Interventional Radiology
- Drugs \$1,086,000 surplus, decline from previous month
- Other Supplies \$1,906,000 deficit – no offsetting revenue, but slight improvement
  - Pressure points: contrast media, physician recruitment costs, building and equipment maintenance, patient transportation and legal and consulting
  - Some suppliers of Contrast Media for MRI and CT close their operations during the holidays requiring WRH to order additional supplies

**Slide 4 – Sick and Overtime Benchmarks**

**Metric is Sick/Overtime Hours as a Percentage of Total Worked Hours**

For the *month* of December – unionized staff

- Sick Percentage at both Campuses is above the target of 4.8% with both Met and Ouellette at 7.2%. Both have *declined* since last month
- Overtime Percentage at Met Campus is above the target 4.4% and Ouellette is 6.2% versus the target of 4.0%. Both have *declined* since last month

**Slide 5 – Sick and Overtime Benchmarks**

For the *month* of December – non-union staff

- Sick Percentage is 2.0% - below the target of 2.2%
- Overtime Percentage is 0.0% exactly on target

**MOVED** by Mr. C. Lanoue **SECONDED** by Mr. D. Malian and **CARRIED THAT** the January 8, 2026, Financial Presentation (as of December 31, 2025), be accepted.

**7. CONSENT AGENDA:**

**MOVED** by Mr. C. Lanoue, **SECONDED** by Ms. C. Bissonnette and **CARRIED THAT** the report from the January 26, 2026, Finance/Audit & Resources Committee meeting be accepted.

**8. CORRESPONDENCE/PRINTED MATTER:**

a) Media Report – FYI only.

**9. BOARD MEMBER QUESTIONS, COMMENTS OR NOTICES OF MOTIONS:**

None.

**10. NEW BUSINESS:**

None.

**11. DATE OF NEXT REGULAR MEETING:**

**Thursday, March 5, 2026 - ZOOM**

**12. ADJOURNMENT:**

There being no further business to discuss, it was

**MOVED** by Ms. G. Isshak, **SECONDED** by Mr. P. Lachance and **CARRIED THAT** the February 5, 2026 Board of Directors meeting be adjourned at 1720 hours.

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Ian McLeod, Chair  
Board of Directors

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Dawn Sutherland  
Recording Secretary