



MINUTES of the **BOARD OF DIRECTORS** meeting held on **Thursday, November 7, 2024**, 1700 hours, via ZOOM and live streamed on YouTube.

PRESENT:

Patricia France, Chair	Chris Lanoue	Karen Riddell (ex-officio, non-voting)
David Malian	Anthony Paniccia	Dr. Wassim Saad (ex-officio, non-voting)
Jamie Skutovich	Cynthia Bissonnette	
Laura Copat	Paul Lachance	
Nadine Manroe-Wakerell	Linda Staudt	
Genevieve Isshak	Ian McLeod	

STAFF:

Executive Committee

REGRETS:

Nila Das
Mary Dawson
Dr. Laurie Freeman
David Musyj (ex-officio, non-voting)
Dr. Mayer Zayouna (ex-officio, non-voting)
Dr. Irram Sumar (ex-officio, non-voting)
Dr. Larry Jacobs (ex-officio, non-voting)

1. CALL TO ORDER:

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

2. DECLARATIONS OF CONFLICT OF INTEREST:

None declared.

3. PREVIOUS MINUTES:

The minutes of the October 3, 2024 Board meeting had been previously circulated.

MOVED by Mr. A. Paniccia, **SECONDED** by Mr. C. Lanoue and **CARRIED THAT** the minutes of the October 3, 2024 Board of Directors meeting be approved.

4. REPORT FROM THE ACTING PRESIDENT & CEO / CNE

Ms. Riddell referred to her written report and provided the following highlights.

Dr. Colvin Springer has recently announced his retirement. Dr. Springer is a highly respected physician and radiation oncologist who has dedicated his career to care for our community.

He performed the first Brachytherapy procedure in Windsor 25 years ago. We will miss his expertise and mentorship and wish him all the best in his well-deserved retirement.

Last week, sections of a new radiation treatment bunker were delivered to the Windsor Regional Cancer Centre. These improvements will allow for the continued treatment of patients as the hospital plans for upgrades to the current machines. Once those upgrades are completed, a total of four machines will be available for patients.

As a result of a predicted increase in COVID-19 and other respiratory viruses circulating in our community, effective November 1, 2024, employees, professional staff and volunteers are required to wear masks when within two metres of any patient. WRH also recommends that visitors wear a mask when within two metres of a patient.

Ms. Riddell expressed thanks for the Ahmadiyya Muslim Elders Association who raised \$30,750 from this year's Run for Windsor event.

An ICU Education Fair was held in October. This was a unique and successful event designed to foster collaboration and knowledge sharing among various health disciplines. Staff heard from leading experts in critical care, nursing, respiratory therapy, pharmacy, and more. They also explored current technologies and services that support ICU care.

On October 31, 2024, WRH conducted an emergency preparedness exercise in collaboration with the Windsor Police Service. This was a Code Silver exercise to practice and test response to a person with a weapon. Ms. Riddell advised that we have held these types of training events in the past however this was the first "live action" exercise. The training event was very successful with great participation from our external partners. More information will follow next month from a community awareness perspective.

Work on the Stage 1.3 submission for the new hospital is progressing steadily with ongoing conversations with the Ministry of Health focusing on advancing the project. The Redevelopment Team is gearing up to begin what is expected to be an extremely busy planning stage early next year - Stage 2 - Detailed Design. This will involve close collaboration with User Groups to refine design and functional requirements. These groups will play a critical role in identifying specific needs, such as room layouts and equipment. In addition, the Redevelopment Team is developing an engagement framework to ensure the right people are at the table for discussions and appropriate engagement strategies are used to maximize opportunities for input, while minimizing demands on time.

Strategic Plan 2025-2029

Ms. Riddell provided a refresher on the process that has taken place to get us to our 2025-2029 Strategic Plan. WRH's Strategic Plan acts as a roadmap to guide how we work together as an organization to continue to make quality improvements and move forward into the future, for our community.

All departments are in the process of developing their operational plans and this work should be completed by the end of December. The official launch of Strategic and Operational Plans 2025-2029 is January 1, 2025.

5. REPORT FROM SCHULICH:

Dr. Jacobs was unable to attend the meeting.

6. FINANCIAL PRESENTATION (September 30, 2024 Results):

Mr. Paniccia reported.

Slide 2 – Financial Results – YTD September 2024

- The net deficit after building amortization is \$14,722,000 which is \$2,101,000 worse than budget
- Hospital Margin is negative \$10,837,000 which is \$2,574,000 worse than plan

Slide 3 – Significant Variances

Chart indicates expense variances and the offsetting revenue

- Benefits \$1,927,000 deficit which is partially offset by CCPN funding of \$1,282,000. CCPN is funding for nursing signing bonuses “Community Commitment Program for Nurses”
 - Increased Signing Bonuses versus prior year \$261,000
 - Maternity Top Ups up \$300,000 over prior year to date
- Medical Staff Fees \$1,591,000 deficit
 - \$892,000 offsetting favourable Patient Services Revenue variance
- Medical/Surgical Supplies \$856,000 deficit
 - Minimal offset by additional QBP revenue earned \$178,000 for Hip & Knee joint replacements
- Drugs \$8,317,000 deficit
 - Offset by \$3,712,000 revenue in retail pharmacies
 - \$5,431,000 in Ministry drug funding for Chemotherapy and Renal programs
- Other Supplies \$2,264,000 deficit – no offsetting revenue
 - Pressure points are building and equipment maintenance, minor equipment purchases and legal fees.

Slide 4 – Sick and Overtime Benchmarks

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

- Sick Percentage at Met Campus is 5.2%, and Ouellette is 5.9% versus the target of 4.7%
- Overtime Percentage at Met Campus is 4.20% and Ouellette is 6.1% versus the target of 2.35%

MOVED by Mr. A. Paniccia, **SECONDED** by Mr. C. Lanoue and **CARRIED THAT** the November 7, 2024 Financial Presentation (as of September 30, 2024), be accepted.

7. CONSENT AGENDA:

MOVED by Mr. A. Paniccia, **SECONDED** by Mr. J. Skutovich and **CARRIED** **THAT** the report from the October 28, 2024 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:

11. DATE OF NEXT REGULAR MEETING:

Thursday, December 5, 2024, ZOOM

12. ADJOURNMENT:

There being no further business to discuss, it was **MOVED** by Mr. P. Lachance, **SECONDED** by Mr. D. Malian and **CARRIED** **THAT** the November 7, 2024 Board of Directors meeting be adjourned at 1725 hours.

Patricia France, Chair
Board of Directors

Dawn Sutherland
Recording Secretary/ds