



MINUTES of the **BOARD OF DIRECTORS** meeting held on **Thursday, February 6, 2025**, 1700 hours, VIA ZOOM.

PRESENT:

Patricia France, Chair	Chris Lanoue	Karen Riddell (ex-officio, non-voting)
Anthony Paniccia	Nila Das	Dr. Wassim Saad (ex-officio, non-voting)
Ian McLeod	Dr. Laurie Freeman	
Mary Dawson	Paul Lachance	
Laura Copat	Linda Staudt	
Genevieve Isshak		

STAFF:

Executive Committee

REGRETS:

Nadine Manroe-Wakerell
Cynthia Bissonnette
David Malian
Jamie Skutovich
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 January 9, 2025 Board meeting had been previously circulated.

MOVED by Ms. L. Staudt, **SECONDED** by Ms. G. Isshak and **CARRIED**
THAT the minutes of the January 9, 2025 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.

WE-SPARK Health Institute is hosting its Annual Health Research Conference on March 22, 2025.

WRH hosted two education/demonstration sessions with Elder Mike Hopkins. These sessions covered what a smudge ceremony is and the importance of smudge for Indigenous patients and families.

The Funkenhauser family presented the WRH Foundation with a cheque in the amount of \$23,000, money raised from the annual Trevor Louis Funkenhauser – A Day For A Life Golf tournament in honour of Gunther and Judy’s son Trevor who passed away tragically in 2006 following a courageous battle against endocarditis. The family continues to raise money each year for hospital improvements. The money raised in 2024 will go toward much needed equipment for the ICU as well as waiting room upgrades.

WRH will be celebrating 519 staff this month in the 2024 Dedicated Years of Service program. The Quality of Worklife Survey was launched last December. The survey provided staff the opportunity to give the organization valuable input and views on the overall work environment at WRH. A virtual town hall was held on January 30th to present the highlights of the survey results to staff. Over the next three months, we will be actively working with our teams to roll out improvement based on feedback.

WRH continues to collaborate with WPS on the NPT program and from January to December 2024, the team responded to 2296 calls for service, provided 494 substance/mental health provider referrals, distributed 306 naloxone kits, 195 fentanyl test strips, treated 43 overdoses and diverted 729 persons from the ERs. With respect to the Intimate Partner Violence Response program, the team provided 27 days of service and responded to 19 calls between October 2024 and January 2025.

Developments continue with respect to the first phase of the NWEACH project. This includes the construction of a parking garage, an education, learning and administration building as well as site works to provide the necessary infrastructure for future phases. The competitive process to select a construction team for this phase is expected to conclude this month.

Ms. Riddell reported that the Hospital continues to experience high volumes and high acuity in our ERs in Windsor-Essex. Wait times for WRH and ESHC can be accessed on-line. In addition, there are other options available in the community, when appropriate, such as walk-in clinics and some virtual clinics.

The Chair commented on the Strategic Plan Retreat that took place on January 28th. It was nice to see how the program specific operational plans were developed in order to support the strategic directions approved by the Board.

5. REPORT FROM SCHULICH:

Dr. Jacobs was unable to attend the meeting.

6. **FINANCIAL PRESENTATION (December 31, 2024 Results):**

Mr. Paniccia reported.

Slide 2 – Financial Results – YTD December 2024

- The net deficit after building amortization is \$18,622,000 which is \$2,186,000 better than budget
- Hospital Margin is negative \$12,583,000 which is \$1,698,000 better than plan

Slide 4 – Significant Variances

Chart indicates expense variances and the offsetting revenue

- Benefits \$718,000 deficit offset by CCPN funding of \$1,953,000. CCPN is funding for nursing signing bonuses “Community Commitment Program for Nurses”. When adjusted for this offsetting funding, benefits are in a surplus of \$1,235,000
- Medical Staff Fees \$4,759,000 deficit
 - \$1,000,000 budgeted in December for repayment of Code Grey advances for Diagnostics which has been delayed as back-loading of tests was not complete
- Medical/Surgical Supplies \$2,723,000 deficit
 - Deficits continue in the Perioperative Program \$1,129,000, Diagnostic Imaging \$554,000, Critical Care \$398,000 and Renal \$353,000
- Drugs \$14,424,000 deficit
 - Offset by \$5,293,000 revenue in retail pharmacies
 - \$7,994,000 in Ministry drug funding for Chemotherapy and Renal programs
 - Remaining deficit in the pharmacy due to invoices related to prior year
- Other Supplies \$3,971,000 deficit – no offsetting revenue
 - Pressure points unchanged: building and equipment maintenance, minor equipment purchases, legal fees and referred out pathology and patient transportation.

Slide 5 – Sick and Overtime Benchmarks

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

For the *month* of November

- Sick Percentage at Met Campus is 5.3%, and Ouellette is 6.0% versus the target of 4.7%. Met has worsened from last month and Ouellette has improved slightly.
- Overtime Percentage at Met Campus is 3.9% and Ouellette is 5.7% versus the target of 2.35%. Met overtime has declined from last month and Ouellette remains unchanged.

MOVED by Mr. A. Paniccia, **SECONDED** by Dr. L. Freeman and **CARRIED THAT** the February 6, 2025 Financial Presentation (as of December 31, 2024), be accepted.

HEALTH CARE FUNDING PRESENTATION

The Chair suggested that the presentation prepared by Ms. Zimmer for the Quality of Care Committee in January be brought to the Board. The presentation received great feedback from the Quality of Care Committee and is an excellent summary on funding, answering a lot of questions that people ask. The Chair thanked Ms. Gauthier and Ms. Zimmer for the outstanding work. We will be using this for board orientation going forward.

7. CONSENT AGENDA:

MOVED by Mr. A. Paniccia, **SECONDED** by Mr. P. Lachance and **CARRIED**
THAT the report from the January 27, 2025 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, March 6, 2025, ZOOM

12. ADJOURNMENT:

There being no further business to discuss, it was

MOVED by Mr. A. Paniccia, **SECONDED** by Mr. I. McLeod and **CARRIED**
THAT the February 6, 2025 Board of Directors meeting be adjourned at 1725 hours.

Patricia France, Chair
Board of Directors

Dawn Sutherland
Recording Secretary