



**MINUTES** of the **BOARD OF DIRECTORS** meeting held on **Thursday, June 5, 2025**, 1700 hours, Auditorium, MET Campus, 1995 Lens Avenue, Windsor, Ontario.

**PRESENT:**

Patricia France, Chair	Jamie Skutovich	Karen Riddell (ex-officio, non-voting)
Anthony Paniccia	Ian McLeod	Dr. Wassim Saad (ex-officio, non-voting)
Laura Copat	Cynthia Bissonnette	Dr. Larry Jacobs (ex-officio, non-voting)
Mary Dawson	Paul Lachance	Dr. Irram Sumar (ex-officio, non-voting)
Nila Das	Linda Staudt	
Genevieve Isshak	Nadine Manroe-Wakerell	

**STAFF:**

Executive Committee

**REGRETS:**

Chris Lanoue  
David Malian  
Dr. Laurie Freeman  
David Musyj (ex-officio, non-voting)  
Dr. Maher Zayouna (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 May 1, 2025 Board meeting had been previously circulated.

**MOVED** by Ms. M. Dawson, **SECONDED** by Ms. C. Bissonnette and **CARRIED** **THAT** the minutes of the May 1, 2025 Board of Directors meeting be approved.

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

Ms. Riddell provided an IPAC update. We are still seeing cases of measles in the community and continue to have specific visitor restrictions in place for our paediatric and neo-natal intensive care units. Anyone with symptoms should call ahead prior to coming to the emergency departments or appointments.

As of today, WRH has zero cases of COVID or Influenza and we are certainly trending in the right direction as is normal for this time of year.

Ms. Riddell spoke to the new COVID Variant NB.1.8.1. This variant is under monitoring and the additional risk associated with this variant from a global health perspective is low. In addition, the current approved COVID vaccines are expected to remain effective against the new variant in avoiding symptomatic and severe disease.

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

Dr. Jacobs reported and provided some highlights from the end of the academic year:

- 46 students have been accepted to start 1st year in September
- 4th year students from Windsor - full match success including very competitive positions across the country
- All local residency positions filled
  - 10 family medicine
  - 4 psychiatry
  - 4 internal medicine
- Full-Time clinical faculty - 7 new members to start as of July 1st bringing this group to 40 (up from 2 in 2018). There are approximately 400 part-time faculty members in Windsor.

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

Mr. Paniccia reported. The audit is still in progress and the final statements will be delivered at the AGM on June 26<sup>th</sup>.

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

- The net deficit after building amortization is \$38,471,000 which is \$5,826,000 worse than budget
- Hospital Margin is negative \$30,467,000 which is \$6,477,000 worse than plan

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

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

- Salaries & Wages \$15,867,000 deficit
  - \$12,466,000 increase in the ONA Pay Equity accrual
  - Higher volumes in Emergency and Inpatient Medicine
- Benefits \$2,236,000 deficit offset by CCPN funding of \$2,451,000. CCPN is funding for nursing signing bonuses “Community Commitment Program for Nurses”. When adjusted for this offsetting funding, benefits are in a surplus of \$215,000
- Medical Staff Fees \$4,683,000 deficit
  - \$4,250,000 in offsetting funding and patient services revenue
  - ICU med fees over budget & funding amounts by \$433,000
- Medical/Surgical Supplies \$5,420,000 deficit

- Deficits continue in the Perioperative Program \$3,000,000, Diagnostic Imaging \$581,000, Outpatient Surgery \$418,000 Critical Care \$392,000 and Renal \$460,000
- Drugs \$19,930,000 deficit
  - Offset by \$11,684,000 revenue in retail pharmacies
  - \$7,213,000 in Ministry drug funding for Chemotherapy and Renal programs
  - Remaining deficit related to higher volumes in Emergency and Medicine
- Other Supplies \$2,121,000 deficit – no offsetting revenue
  - Pressure points unchanged: building and equipment maintenance, minor equipment purchases and legal fees

**Slide 4 – Allocation of Cash Reserves**

- This slide indicates that although the cash balance on our financial statements indicates \$97,656,000, due to restrictions outlined in the chart the actual cash available is **(\$1,122,588)**.

**Slide 5 – Sick and Overtime Benchmarks**

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

For the *month* of March

- Sick Percentage at both Campuses 5.8%, versus the target of 4.7%. Both Met and Ouellette have improved from prior month.
- Overtime Percentage at Met Campus is 2.9% and Ouellette is 5.3% versus the target of 2.35%. Both Met and Ouellette have improved relative to prior month.

**MOVED** by Mr. A. Paniccia, **SECONDED** by Ms. G. Isshak and **CARRIED THAT** the June 5, 2025 Financial Presentation (as of March 31, 2025), be accepted.

**7. CONSENT AGENDA:**

**MOVED** by Mr. A. Paniccia, **SECONDED** by Ms. L. Copat and **CARRIED THAT** the report from the May 26, 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:**

**10. NEW BUSINESS:**

None.

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

**Thursday, September 4, 2025, Auditorium, MET Campus**

**12. ADJOURNMENT:**

There being no further business to discuss, it was

**MOVED** by Ms. M. Dawson , **SECONDED** by Mr. J. Skutovich and **CARRIED**  
**THAT** the June 5, 2025 Board of Directors meeting be adjourned at 1715 hours.

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Patricia France, Chair  
Board of Directors

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Dawn Sutherland  
Recording Secretary