



College of Veterinarians of British Columbia

COUNCIL MEETING

Video Conference

Friday, February 5, 2021

Minutes of the Open Meeting

- Council Members:** Dr. Josh Waddington (President), Dr. Doris Leung (Vice President), Mr. Chris Finding (Treasurer), Ms. Lori Charvat, Mr. Gian Sihota and Dr. Michele Martin
- Regrets:** Dr. Jane Mancell and Gary Kobayashi
- Staff:** Dr. Jane Pritchard (Interim Registrar), Dr. Stacey Thomas (Deputy Registrar) and Ms. Rosalee Magcalas (Executive Assistant)

1. CALL TO ORDER

The meeting was called to order by Dr. Waddington at 10:05 a.m.

Council would like to respectfully acknowledge that we work and live on the traditional ancestral and unceded lands of the Coast Salish, Squamish, Sechelt, Musqueam and Tsleil-Waututh nations and we acknowledge all other first nations in British Columbia.

2. ROUTINE PRELIMINARY BUSINESS

2.1. Approval of the Open Agenda

MOTION: THAT the Open Agenda be approved with the power to add.

MOVED/SECONDED **CARRIED**

2.2. Discussion of Consent Agenda

MOTION: THAT the Open Consent Agenda be approved with items 2.3, 4.1, 4.2, 4.3, 4.4, 4.6 and 4.7.

MOVED/SECONDED **CARRIED**

2.3. Minutes of the December 18, 2020 Open Meeting

Accepted and not discussed as per the Consent Agenda.

MOTION: THAT the Minutes of the December 18, 2020 Open Council meeting be approved as per the Consent Agenda

MOVED/SECONDED **CARRIED**

Direction: For the office to publish the approved December 18, 2020 minutes to the website.

3. ITEMS REQUIRING COUNCIL ACTION/DECISION/DISCUSSION

3.1 Personal Use Accounts

The Interim Registrar shared the first draft of the practice standards and FAQ for Personal Use Accounts with Council. These are currently under review with legal counsel with the scope of discussion narrowing, but at this point the FAQ portion will remain the same as it is a valuable tool to understand the policy itself. The group of diverse individuals is working well together to come to a consensus and at their next meeting in late February, their intent is to develop a more refined Policy to send to all registrants for feedback at the beginning of March, with a deadline for final input set for approximately 45 days later.

3.2 Terms of Reference for Committee Members Nominating Committee

The Interim Registrar is bringing the Terms of Reference back to Council for a third time after the members of the Investigation and Discipline Committees were consulted and agreed that they would supply a member to sit on the Committee Members Nominating Committee (CMNC) when required.

The two Committee chairs had positive feedback and agreed that this is a very important step to be taking. Although originally referred to as a Committee, it is actually a working group as per the CVBC bylaws and Council requested that any reference to it being a Committee be changed to reflect a Working Group (ie. CMNWG). Council requested that the second paragraph in section IV that refers to qualities sought, be eliminated in its entirety as well as to the last sentence of paragraph V regarding the reference to posting anything and revisit at a future date.

MOTION: TO approve and adopt the Application Process for Public and Registrant Committee Members and Terms of Reference for the CMNWG as included in this memo, with the edits.

MOVED/SECONDED

CARRIED

Direction: Dr. Pritchard to make requested changes: change of any reference to it being a Committee and change to a Working Group; removal of the 2nd paragraph in section IV. and removal of the last sentence in section V.

3.3 Posting List of Persons with Animal Ownership Restrictions

The idea of posting a list of persons with animal ownership restrictions was first brought to Council at its last meeting and is based on the ABVMA's posting on their website in conjunction with the SPCA.

If approved, the list of people who have been convicted of animal cruelty charges would be posted on the 'For Registrant' side of the CVBC's website and not accessible by the public.

Some members of Council feel that it should be the responsibility of the BCSPCA to post such a list and wonder what is holding them back. The Deputy Registrar advised Council that she would have to review the *Prevention of Cruelty to Animals Act* as well as the CVBC mandate to see if it is in our mandate to police this issue.

Dr. Pritchard advised Council that if the list was put on the BCSPCA website, it would be for everyone to view and these people could become targets in their communities. Council

members discussed that this is a useful tool for veterinarians and by releasing it to our registrants only, access would be limited.

The drug companies have 'member only' portals and Council would like to see the BCSPCA have such a page also and not place the burden of policing these individuals on the registrant's shoulders. The Interim Registrar will pass this information back to the BCSPCA and suggest that they contact either AVP or the SBCV for assistance in this matter. The CVBC could have a link on our website that directs registrants back to the SPCA if there are any queries on this and also place it in our newsletters.

Council feels that there is still conflict on how to post this and further discussion and ideas need to be brought forward.

MOTION: TO proceed with posting a list of current existing prohibition orders enforced and updated by the BCSPCA, with appropriate directions on application by our registrants and visible only to our registrants on the CVBC website.

MOVED/SECONDED

DEFEATED (2 in favor, 3 against, 1 abstention)

Council further discussed that by posting a list of persons with animal ownership restrictions, it may lead to these people not bringing their pets into facilities for treatment, putting the animals at further risk. The Council wants to help and feels that the best way to do so would be to go back to the SPCA, SBCV and AVP with suggestions on how to implement this program.

Dr. Pritchard will let the BCSPCA know that this does not fit into the CVBC's mandate and although there was a lofty discussion on this matter, we cannot post the list on our website as there may be issues of privacy and liability. In addition, Dr. Pritchard will also reach out to the SBCV and possibly AVP.

10:58 a.m. Ms. Charvat and Mr. Finding left the meeting for a short break. As there was no quorum at this point, the meeting was halted for a short break.

11:05 a.m. The meeting resumed with quorum.

3.4 CVBC Leadership Award for a 4th Year WCVM Student

After the December 18 Council meeting, Dr. Pritchard refined the requirements on what Council wanted to see in applicants for this Award. As one of the requirements requested is that the student be in financial need, this will be awarded as a bursary and not awarded publicly, in order to maintain the privacy of the student. The Interim Registrar confirmed that the WCVM is fine with what the CVBC is asking for in potential recipients.

Although the name of the recipient will not be automatically known, the Council will know the name as it is generally a requirement of the recipient to write a note back to the group sponsoring the award and a Council member suggested that we could perhaps consult that student to see if they would be fine with having their name published on our website or in our newsletter. Even though the recipient's name may not be disclosed, it would be an important public relations matter to include in our communications that the CVBC is providing a bursary every year to a BC WCVM student and by doing so, it would keep us in a good light with our registrants.

Council was reminded that the SBCV gives 2 x \$2,500 awards per year (one to a 2nd year and one to a 3rd year). The CVBC's award would be for a 4th year student for \$1,500.

The Council President suggested that the extra money he is being paid for his additional work on Council, be used to bring the bursary amount up to meet that of the SBCV, \$2,500. When these monies are paid to him, he could decline the cheque and send it back to the College and say 'I decline, please direct it to the CVBC's bursary to a 4th year WCVB student, thereby making it transparent to registrants. Dr. Waddington believes that by doing this, he would be able to top up the bursary for approximately 5 years, at which time it would be revisited.

The possibility of having the same level as the SBCV (2 bursaries for \$2,500 each) should be discussed also. With the financials to-date being on the closed agenda, Council would like to circle around to this topic when the financial section is discussed. In addition, if the CVBC wishes to add more money to this in the future, it can always be revised at that time.

MOTION: TO establish a CVBC Annual Leadership Award with the terms set out in this memo for a term of 3 years, to be revisited by Councils going forward.

MOVED/SECONDED

CARRIED

3.5 Provisional Supervised Active (PSA) Registration Category

This topic is being brought back to Council as an update. The Registration Committee has taken the lead and is ensuring that they are putting thought and care into the development of this important new registration class.

The discussion continues regarding the need to have 1 supervisor to each PSA, or whether there can be more PSAs under 1 supervisor, with other veterinarians in the facility contributing to the supervision and what everyone will be responsible for and exactly what the supervision will look like.

The Council looks forward to the continued updates at their meetings as to what the Registration Committee is focusing on and completing and once there is a more defined set of bylaw revisions and a draft Policy in place, it will be put forward to the registrants for their feedback, at which time there may be further back and forth in finalizing the wording.

With only 14 schools outside of the US and Canada being AVMA accredited, there are still many schools that produce high quality veterinarians, but are not recognized, this is where the CVBC sees viable candidates to fill the many vacant positions in facilities.

At the last Registration Committee meeting, there was suggested wording changes which Dr. Pritchard will complete and bring back to their next meeting and if they feel comfortable, perhaps it could be sent out to the registrants at that time and who would be able to possibly raise questions that the Committee and Council may not have thought of and have it refined for final voting and implementation.

3.6 Reimbursement of Council and Committee Members

This matter is being brought back to Council for consideration and a decision. While Council agrees that the CVBC is relatively generous in what it pays to Council and Committee members, remuneration is a topic which impacts good governance and should be reviewed. The Cayton Report recommends that "If a higher performance is to be expected of board and committee members, they should be adequately rewarded. Board and committee members,

both professional and public should be paid for the time they give and the expertise they provide.” (p. 75, Cayton report)

In addition, remuneration for contributions to the College reduces the barrier for others who might otherwise not be able to participate in the College, e.g., younger female veterinarians, who are usually caretakers for their families, and do not have the luxury to volunteer their time to the College. Knowing that their time is valuable and that they will be paid an honorarium may encourage more people to engage with the College, which would add diversity to the Committees and Council. Looking towards the future, the Council would like to see more diversity.

There must be a determination of what is legitimately reimbursable for doing Committee, Council or College work.

Council also recognizes the need to address the additional work that Committee chairs do and whether they should be compensated for this extra time. Not all chairs have the same amount of preparatory work to do before meetings and do not regularly participate in ad hoc committees, and this would have to be factored into the decision.

Council discussed that the term “working group” should be used to refer to ad hoc groups formed to carry out the work of the College. This will distinguish “groups” from “committees” as mandated in our by-laws.

Council raised examples of current working groups, e.g., Personal Use Accounts, the Interim Registrar Search, and the Strategic Planning Working Group. Council also discussed that there are other non-committee/council registrants who may participate in working groups. In such cases, would all be eligible for compensation? Going forward, a certain set of criteria must be in place to ensure fair and consistent practices for honoraria payments.

Council must resolve 3 questions pertaining to reimbursement:

1. Should Council members be reimbursed for work on a Working Group outside of Council, while doing Council work?
2. Should Committee chairs be compensated for the extra time involved in acting as Committee chairs?
3. Should those who are not CVBC Council and/or Committee members be compensated for participation in working groups?

MOTION: TO approve the additional payment to Council members for work on behalf of the College as part of an official working group, constituted and approved by Council. Payment for this additional work would be paid at the same rate as regular Council meetings. Members are expected to invoice the College within 60 days of completing the work and no later than 30 days before the end of the Fiscal Year (May 1).

MOVED/SECONDED

CARRIED

MOTION: TO approve the additional payment to Council members for work on the Registrar Search Working Group and the Strategic Planning Working Group as officially constituted by the Council.

MOVED/SECONDED

CARRIED

Council now turned its attention to the matter of compensating Committee chairs and the idea of speaking with the chairs was raised in order to gauge how much preparation work is involved prior to meetings. In addition to chairs being reimbursed for extra time, would this also encompass Committee Panel members who do not usually meet but are contacted by email and provided documentation to review and make decisions. Council does not want to add to the workload on office staff and many scenarios must be considered, such as a chair not being able to attend a meeting, would the member who steps in therefore get the additional compensation, or if the chair is only able to attend ½ of the meeting? In reaching out to chairs, would this cause harm if Council decides to not pursue it, but Council feels that in order to align more with the Cayton Report, the chairs should be consulted.

Direction: To have the Council President reach out to the Committee chairs regarding their time commitments and added compensation for that time. Bring back to the next meeting.

Ms. Charvat left the meeting at 12:50pm (the meeting still had quorum and proceeded).

4. REPORTS RECEIVED FOR INFORMATION

- 4.1 Report on New Registrants – Accepted and not discussed as per the Consent Agenda.
- 4.2 Change of Registration Class Report – Accepted and not discussed as per the Consent Agenda.
- 4.3 Name Approvals – Accepted and not discussed as per the Consent Agenda.
- 4.4 Report on Facilities, Closed, New & Reaccredited – Accepted and not discussed as per the Consent Agenda.
- 4.5 Report on IC Cases / Status

There has been a push to be more measurable regarding the complaints process. A flow chart was developed to assist Council in understanding the steps which are involved in this process. A report will be produced for Council quarterly and Council voiced that they would like to see the new files opened to-date as compared to what was opened at the same period in the year prior. In the future, if possible, it would be beneficial to see how many files are at a certain point of the process, which will shed light on where things are getting held up.

Council was very complimentary of the flowchart as it provided insight as to how a complaint actually moves through the system and suggested that perhaps it could be sent to a veterinarian when a complaint is lodged against them, in order to help them understand the process as well.

The Interim Registrar brought up the possibility of needing to hire an out of province investigator due to the fact that we need to ensure that CVBC is unbiased regarding a couple of cases that are known to be coming in. Once Dr. Pritchard has a name, she will reach out to Council via email or short conference call to approve a Motion.

Direction: For Dr. Pritchard to reach out to Council once an out of province investigator is found for approval.

- 4.6 Task List – Accepted and not discussed as per the Consent Agenda.

5. ADJOURNMENT

5.1 Next Meeting Date

The next meeting is scheduled for Friday March 19, 2021 at 10:00 a.m.

MOTION: THAT the Open meeting be closed at 1:10 p.m. **break for lunch.**

MOVED/SECONDED

CARRIED