

Chair: Colleen Nyce**Recorder:** Desa Chipman**Board:**

- Frank Everitt
- John Kurjata
- Shannon Anderson
- Patricia Sterritt
- Russ Beerling

- Brian Kennelly

Regrets:

- Shayna Dolan
- Linda Locke
- Wilf Adam

Executive:

- Cathy Ulrich
- Fraser Bell
- Mark De Croos
- David Williams
- Kelly Gunn
- Tanis Hampe
- Steve Raper

- Dr. Ronald Chapman
- Dr. Jong Kim
- Dr. Helene Smith
- Penny Anguish
- Kirsten Thomson
- Nicole Cross

Public Minutes

1. Call to Order Public Session

The Open Board session was called to order at 9:56am

2. Opening Remarks

Chair Nyce welcomed members of the public to the meeting with a traditional welcome and land acknowledgement.

3. Conflict of Interest Declaration

Chair Nyce asked if any Director present had a conflict of interest they wish to declare regarding any business before the Northern Health Board at this meeting.

- There were no conflict of interest declarations made related to the December 5, 2022 Public agenda.

4. Approval of Agenda

Moved by J Kurjata seconded by B Kennelly

The Northern Health Board approves the December 5, 2022 public agenda as presented

5. Approval of Board Minutes

Moved by R Beerling seconded by S Anderson

The Northern Health Board approves the October 18, 2022 minutes as presented

6. Business arising from previous Minutes

There was no business arising out of the previous minutes

7. CEO Report

- An overview of the CEO report was provided with additional information and highlights provided on the following areas;
 - Respiratory Season Status Update
 - At this time the Northern BC Influenza and COVID-19 Immunization program have seen 46,500 doses of influenza vaccine administered in Northern BC and over 646,000 doses of COVID-19 vaccine administered in Northern BC since December 2020. Long-term care and Assisted Living Facilities have offered COVID-19 booster doses and influenza vaccine to residents this fall.
 - Northern Health Illicit Drug Toxicity Death Rates
 - Northern Health has had the highest rate of illicit drug toxicity rates since 2020.
 - First Nation Health Authority – Sub Regional & Regional Caucuses
 - The Northern First Nations Sub Regional Caucuses held their first in-person meetings since the pandemic began through the months of October and November 2022. The focus of the caucuses ranged from health governance, operational items, covid updates and mental health and wellness.
 - Virtual Care
 - Northern Health was part of a Canadian visit by Professor Tim Shaw who is a Professor of Digital Health and Director of the Research in Implementation Science and e-Health Group in the Faculty of Medicine and Health at the University of Sidney.
 - Professor Shaw's research brings together academia, industry, government and service providers to transform health care. He has a special research interest in how digital health can support the delivery of new models of care.
 - Professor Shaw travelled to Prince George to meet with members of Northern Health, the Northern Medical Program and northern physicians to learn about the Northern Health Virtual Primary and Community Care Clinic.
 - Prince George Staff and Physician Co-Leadership
 - The Prince George Medical Staff Association approached UHNBC leadership in 2021 with interest in a joint staff-physician leadership development program. Northern Health Medical Affairs Quality Improvement staff investigated options. As a result, Prince George is the first in the province to pilot a co-leadership education program that includes both physicians and health authority staff.
 - The group held their first 2-day session in October with a focus on leadership skills such as communication and understanding their personality types. Each session will focus on different topics while providing practical tools to implement between sessions.
 - Funding support is provided by: Prince George Medical Staff Association, Northern Health, Rural Coordination Centre of BC and Doctors of BC (Specialized Services Committee and General Practices Services Committee).
 - Forensic Investigation in Child Physical Abuse cases: Making a Difference Together
 - Northern Health & RCMP partnered to welcome the Shaken Baby Alliance Team to Prince George on October 6 & 7 2022 for a 2-day intensive workshop in support of the importance of collaborative work to address child abuse cases.
 - This training provides investigative and legal professionals with a strong foundational understanding of the medical aspects of child abuse, neglect and forensic investigative techniques and provides the tools necessary to investigate, prosecute, and ultimately protect children.

- The workshop was attended by medical specialists, health care staff, RCMP City and Serious Crimes teams, MCFD child protection workers, and Carrier Sekani Family Services staff. A total of 54 participants attended each day.
- The key Northern Health organizer, Chantelle Wilson, Manager, Child & Youth Regional & Specialized Services, was presented a Prince George RCMP Challenge Coin. A mark of appreciation to those that have assisted the RCMP in the course of their operation for initiating and delivering on this collaborative training opportunity.
- Staff Awards:
 - Mary Charters, Director, Health Emergency Manager was granted the Emergency Management Exemplary Service award for outstanding contributions to Emergency Management from the Federal, Provincial, and Territorial Service Officials Responsible for Emergency Management (SOREM).
 - Vanessa Kinch, Regional Manager, Clinical Informatics, Northern Health received the 2022 women Leaders in Digital Health award granted by Digital Health Canada. This national award recognizes visionary leadership in harnessing the power of Information Technology to transform Canadian health and healthcare.

7.1. Human Resources Report

An overview of the Northern Health Human Resources Report was provided with details being shared on the four cornerstones of the BC Health Human Resource strategy along with information on the initiatives Northern Health has underway to address and mitigate the recruitment challenges that are being experienced in healthcare.

8. Audit and Finance Committee

8.1. Period 7 Financial Statement

- Year to date Period 7, Northern Health (NH) has a net operating deficit of \$3.8 million. Excluding extra-ordinary items, revenues are unfavourable to budget by \$24.4 million or 4.0% and expenses are favourable to budget by \$20.6 million or 3.4%.
- The unfavourable variance in Ministry of Health contributions is primarily due to delays in recognition of targeted funded programs. Targeted funding is only recognized when the related expenditure has been incurred. Unfortunately, hiring lags, in target funded programs, particularly Mental Health and Substance Use has resulted in less expenditure than budgeted. Therefore, following the matching principle, less revenue is recognized as earned.
- The unfavourable in Other revenues is primarily due to delay in recognition of targeted funded programs from other sources.
- The favourable variance in Community Care, Mental Health and Substance Use, and Population Health and Wellness is primarily due to vacant staff positions and hiring lags on targeted funded programs.
- The budget overage in Long Term Care is primarily due to vacancies in several care aide positions across the region resulting in vacant shifts being filled at overtime rates and with agency staff.
- In response to the global COVID-19 pandemic, NH has incurred \$28.0 million in expenditures in the current fiscal year. The Ministry of Health is providing supplemental funding to offset pandemic related expenditures.

Moved by J Kurjata seconded by B Kennelly

The Northern Health Board receives the 2022-23 Period 7 financial update as presented.

8.2. Capital Expenditure Plan

- The Northern Health Board approved the 2022-23 capital expenditure plan in February 2022, with amendments in June and October 2022. The updated plan approves total expenditures of \$411.5M, with funding support from the Ministry of Health (\$266 M, 65%), Six Regional Hospital Districts (\$127M, 30%), Foundations, Auxiliaries and Other Entities (\$2.7M, 1%), and Northern Health (\$15.2M, 4%).
- Year to date Period 7 (ending October 13, 2022), \$169.4M was spent towards the execution of the plan. Details were summarized in the briefing note.

Moved by J Kurjata seconded by F Everitt

The Northern Health Board receives the Period 7 update on the 2022-23 Capital Expenditure Plan.

9. Performance Planning and Priorities Committee

9.1. Strategic Priority: Quality

9.1.1. Service Networks

9.1.1.1. Child & Youth

- The Child and Youth Service Network supports efforts to keep children healthy and well and improve health care services for children, youth, and their families. The Service Network works closely with the Ministry of Children and Family Development, First Nations Health Authority, Child Health BC, BC Children's Hospital, and community partners to achieve these aims.
- Throughout the last year, the Child and Youth Service Network has been largely focused on responding to the mental health and substance use challenges that young people are experiencing. Much of this work is guided by the initiatives specific to children and youth identified in *A Pathway to Hope: A roadmap for making mental health and addictions care better for people in British Columbia*.
- There are also ongoing efforts to support and sustain pediatric clinical care across the region. This includes the development and dissemination of clinical guidance for pediatric patients in emergency departments, acute inpatient units, and primary and community care settings.

9.1.1.2. Rehabilitative Services

- The Rehabilitation Service Network was established in 2020 to steward the actions arising from the 2019 Northern Health Rehabilitation Strategy.
- The progress was outlined in detail in the briefing note with an overview provided on the following areas of focus.
 - Regional Clinical Practice Leads
 - Service Delivery Model Development and Mapping
 - Virtually Enabled Rehabilitation Services
 - Rehabilitation Assistant Sponsorship
 - UBC Northern Cohorts for Occupational Therapy and Physical Therapy education programs

10. Indigenous Health & Cultural Safety Committee

10.1. Update: Cultural Safety Education Plan and Implementation of Cultural Safety Education for Staff and Physicians

- Northern Health (NH) Indigenous Health (IH) developed a 5 pillar Cultural Safety and Anti-Indigenous Racism Education Strategy to support building an education plan that meets and addresses recommendation #20 of the In Plain Sight report.
- The Five pillars include.
 - Orientation of new and existing staff and physicians.

- Cultural safety curriculum Respectful Relationships.
- On the land learning-building an engagement learning opportunity with Indigenous communities.
- Tailored Cultural Safety workshops.
- Ongoing professional development opportunities for Staff and Physicians in NH.
- The Indigenous Health education team is currently continuing to develop the NH Cultural safety and Anti-Indigenous Racism education framework based on the 5-pillar strategy. This plan continues to support changes in health service delivery through available education. Currently the Education Implementation team is working on the Communication, Risk Management and Evaluation plans.

11. Governance and Management Relations Committee

11.1. BRD Policy 230 – Executive Limitations

- The revised BRD Policy 230 – Executive Limitations was provided for review and approval.

Moved by F Everitt seconded by S Anderson

The Northern Health Board of Directors approves the BRD Policy 230.

11.2. Policy Manual BRD 400 Series

- The revised Policy Manual BRD 400 Series was presented for review and approval.

Moved by F Everitt seconded by S Anderson

11.3. International Educated Professionals

- While Northern Health (NH) is experiencing staff shortages throughout the region, there are International Healthcare Professionals in northern communities who want to practice their profession but in order to work in their profession they need to be registered in BC. The registration process can be challenging, costly and confusing.
- NH is doing everything it can to support these health professionals to move through the registration and regulation process with the goal of enabling entry into the NH workforce quickly.
- Directors expressed appreciation to the NH staff on the work that has been undertaken to assist international healthcare professionals navigate the process.

11.4. Education Partnership Approach with Colleges and UNBC

- The Briefing Note presented provided an overview of current education partnerships between Northern Health and northern education institutions: Northern Lights (NLC) in the NE, Coast Mountain (CMTN) in the NW, College of New Caledonia (CNC) in the NI and with University of Northern British Columbia (UNBC).
- Agreement that the partnerships must continue to focus on mutually agreeable goals such as:
 - Finding innovative approaches to student admissions that prioritize the retention of northern graduates,
 - Strengthening student placement capacity,
 - Graduating maximum number of Health Career Access Program students, and
 - Creating job opportunities for northern graduates.

Meeting was adjourned at 11:30am

Moved by P Sterritt seconded by S Anderson

12. Signing Memorandum of Understanding – Northern Health and the University of Northern British Columbia.

- Dr. Geoff Payne, President of UNBC and Amanda Alexander, UNBC Board Director attended the NH Board meeting to participate in a signing event of the Memorandum of Understanding with Northern Health Board Chair, Chair Colleen Nyce and CEO Cathy Ulrich.



Colleen Nyce, Chair



Desa Chipman, Recording Secretary