

Chair Report ANPLC 2017-18

Many thanks to all members and leadership for well engaged, cooperative, skilled and transparent board work in the 2017-18 board year. We have worked together effectively to support the Algoma Nurse Practitioner Clinic and help it improve and grow.

We say goodbye to long standing board member Eric McCooeye (secretary and Governance Committees). Your frequent expressions of caution have challenged the board to consider the complexities of our decisions. These contributions have been appreciated and valued as has your humble, wise, and respectful approach. You will be missed.

Goodbye also to Cathy Nichols. Your quiet but dependable involvement has grounded the board. Thank-you for your focus on the quality of our services with work on the QIP and through your voice at board meetings. If willing, we would like to you retract your resignation and stay with us for some major decisions which will be required soon.

2017-18 Board Membership Report

Retiring Members:

MaryAnn Suraci Resigned Spring 2017

Max Liedke completed term Spring 2017

2017-18 Board Members Remaining

-Eric McCooeye (Secretary, Executive, Nominating and Governance Committees)

-Giulian Diluzio (Treasurer, Executive and Finance Committees)

-Chris Laitinen (Vice Chair, Executive, Nominating, Recruitment and Human Resources Committees)

- Brenda Warnock (Strategic Planning and Governance Committees and Association of Ontario Health Centres Liaison)
- Lyndsay Suurna (Quality, Strategic Planning and Nominating Committees)
- Cathy Nichols (Quality Committee)
- Wendy Payne (Chair, Executive, Governance, Strategic Planning and Human Resources Committees)

New Member

Stephen Hussey (Finance Committee)

8 out of 9 board member positions were filled this year and Nominees are to be presented to the board for consideration of membership at the June AGM.

Strategic Planning

The Strategic Plan was reviewed and a fifth Priority was added this year:

Foster Growth and Development. A full Strategic Planning session is planned for early next year.

Governance

A busy year for this committee with a full evaluation process and schedule being created, Terms of Reference updated and standardized, and the Web-based Board Portal populated to near completion. A new Board Task Calendar was also created. Plans are in the works for an Orientation Guide.

Our Board Liaison with Association of Ontario Health Centres (now called Alliance for Healthy Communities) re-established our connections with this

organization and the Algoma NPLC sent three representatives to the annual conference.

Finance

An Audit report was brought to the board in June. Repayments of \$194,800 for 2015/2016 and of \$275,984 for 2014/2015 were made to the MOHLTC this year. Amount owing for 2016-17 is \$185,602. Amount owing for 2017-18 is \$161,273.00.

The board received R&R funding of \$39,000 for 2018-19, \$48,600 for 2019-20 and 48,000 for 2020-21. We are deferring our distribution of these funds but a plan is required by December 2018. Previous remaining R&R funding was applied to permanent staff salary increases.

We received \$175,000 from the MOHLTC for development of a business case for expansion of our clinic. Our physical space is currently inadequate for our needs.

Funding of a new security system, new telephone system and server upgrades were approved using left over operating funds this year.

Risk Strategies

The board participated in the newly created Scheduled Evaluation Process. These pointed to improvements and accomplishments.

Dashboards and Leadership Reports were received consistently. Regular Communication between the Chair, Vice Chair and both NP and Acting Admin Leads helped strengthen the relationship between board and leadership. The Dashboard reported numbers were corrected to reflect accurate patient numbers this past fall.

Reports to the Ministry by means of the QIP, Budget and Operating Plan were submitted in a timely fashion to the Ministry. A staff engagement and Lead evaluations are planned for next year.

Strategic Planning was deferred to allow for a Team Building exercise when relationship issues were revealed at the clinic.

A consultant was hired to investigate a formal complaint about leadership. During a period of risk with allegations of harassment an employee was relieved of her duties to ensure safety for all.

HR Strategies

Dominic Noel joined us in the spring of 2017 as our new NP Lead and has successfully attracted a full complement of Staff NPs. The clinic is gradually increasing our patient population. As of April 18, 2018, we had 1829 registered patients and this number has been slowly but steadily increasing. The board has been made aware that there is a large proportion of new patients with Chronic Pain issues and NPs are rising to the challenge of servicing this population with the support of their NP Lead.

A long-time staff member, Sarah Shea rose to the challenge of Acting Admin Lead from June 17 to May 18 in the absence of our Admin Lead. She resigned suddenly in May/18 but did return to her staff position. This was followed by a team building exercise led by HR Consultant Jody Rebek. Dominic Noel assumed sole leadership of the clinic until the Admin Lead returns in September /18.

Regular meetings between the new Clinic Leadership and the chair and HR Committee have supported challenging HR activities this year

Partnerships

A healthy and supportive relationship with a new physician partner Dr. RJ Maloney was established and continues.

Partnership with Soo College to provide NP services to students was initiated. This contract is currently expired and under renegotiation

A new Electronic Medical Record provider is under consideration.

Thanks to our dedicated board and staff the Algoma NPLC continues to be a source of excellent care for our patients.