

Algoma

Nurse Practitioner-Led Clinic

Board of Directors Regular Meeting

November 8, 2014

Time: 0900 hours

Algoma Water Tower Inn – Patio Room

Present:

Mary Tasz	Giulian Diluzio	Debbie Graystone
Max Liedke	Justin Reid	Wendy Payne

Staff:

Ali Pettenuzzo	Sandra Dereski
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Regrets:

Jane Flaxey	Jean Feagan	Eric McCooney
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Call to Order: Mary called the meeting to order at 0905 hours – quorum of board members present.

Approval of Agenda: the agenda was approved as presented

Moved by: M. Liedke Seconded by: J. Reid

All in favour - carried

Declaration of Conflict of Interests – none declared

Approval of Minutes: Review of September 22, 2014 Regular Board Minutes –

Deferred. Note: The AGM minutes were circulated for information only; must be approved at the next AGM.

President's Report – Mary notified the board that Jane Flaxey has resigned from the board effective immediately. She wished the board and staff well. Mary updated the board that she met with the clinic staff team on Friday November 7th to discuss the current staffing situation with 1 NP and reason for the board cancelling the strategic planning session. She was happy to report they were positive, okay and proud of the clinic and the work they have been doing. They thanked Mary for the transparency and told her they are willing to work through this.

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Education Session: Deferred

Scheduled Board Activity: Deferred

STANDING ITEMS

Treasurer's Report: Max presented the 2 monthly reports; explained surplus in compensation lines due to current compliment and ongoing NP vacancies. Six months into the fiscal year and other expenses showing approximate \$28,000 surplus (\$56,000 annualized).

Motion to approve the financial statements for the periods ending August 31, 2014 and September 30, 2014

Moved by: J. Reid Seconded by: W. Payne

All in Favour – carried

Reports from Committees: No reports this month

Leadership Team Report: monthly leadership report was circulated ahead of the meeting; No questions or comments.

Business Arising

Letter to Ministry re: NP compensation and patient registration plan – The board reviewed the letter to Phil Graham, Acting Director, Primary Health Care Branch at MOHLTC.

- Discussion around currently having one NP at the clinic.
- Communication to the community around current situation at the clinic.
- Ali/Sandra presented an operational plan to address the NP shortage at the clinic.

Motion: the board will proceed with implementing a competitive compensation package for recruitment and retention of nurse practitioners for the Algoma NPLC. Moved by: M. Liedke, Seconded by: D. Graystone – All in favour, motion carried. Note: unanimous support from board members was received.

Ali/Sandra were excused from the meeting – board discussed compensation package and developed a salary grid consisting of:

0-5 years of experience - \$94,000

6-10 years of experience - \$99,000

10+ years of experience - \$104,000

*Letter to Phil Graham amended and received full agreement and support from board members.

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1220 hours – J. Reid left the meeting

Motion: that the proposed deregistration letter for patients be attached to the initial communication to Phil Graham and copied to Eric Hoskins and David Oraziatti. Moved by: M. Liedke, Seconded by: W. Payne – All in favour, motion carried.

Motion: to enter into an agreement with a recruitment firm to search for NPs – motion deferred at this time.

Board reviewed list of earlier brainstorming session, identified items to be acted upon immediately and those to be postponed and returned to.

Adjournment:

Motion to adjourn at 1305 hours by D. Graystone/W. Payne.

Next meeting: **November 24, 2014**

Recording Secretary: _____
(Max Liedke)