

**Board of Trustees Meeting  
MINUTES of Meeting  
Wednesday, December 14, 2016  
6:00-8:00 pm  
Holland Bloorview, Room 5E100**

Att 1.2  
Board 2017.01.18

<b>Present:</b>	E. Anagnostou C. Hopper J. Morrison L. Torneck	M. Ballantyne C. Hunt T. Muir	B. Cooper A. Kaplan H. Ort	J. Hanigsberg J. Lam P. Puri	L. Hicks G. Milo-Manson M. Rappolt
<b>Sr. Management:</b>	T. Chau S. Wong	S. Hawken	J. Hunter	D. Savage	B. Sybring
<b>Regrets:</b>	C. Cowan-Levine	A. Maharaj	W. Onuwa		
<b>Guests:</b>	V. Tsang	B. Zrnec			
<b>Recorder:</b>	B. Zrnec				

**Opening Remarks by Chair**

C. Hunt called the meeting to order at 6:00 pm. She informed the Board that a very brief Meeting of the Corporation will be held immediately after the regular Board meeting to approve the appointment of new Auditors and after that a brief Closed Meeting will be held.

**Declaration of Conflict of Interest for Meeting**

The Chair asked whether anyone wished to declare a conflict of interest on any of the items slated for discussion at this Board meeting, and there were none.

**1.0 Consent Agenda**

The Chair asked for a Motion to approve the Consent Agenda as pre-circulated.

**MOTION: It was MOVED by Bruce Cooper SECONDED by Lynda Torneck that the Board of Trustees of Holland Bloorview Kids Rehabilitation Hospital approve the Consent Agenda of December 14, 2016.**

- 1.1 Agenda – December 14, 2016**
- 1.2 Minutes – November 16, 2016**
- 1.3 Board Standing Committees' Report**
- 1.4 Foundation Report**

**Cooper / Torneck**

**CARRIED**

**2.0 President & CEO Report**

J. Hanigsberg reported on the continuing strength in driving media activity that showcases Holland Bloorview. A major highlight of media coverage since the November board report comes from the Holland Bloorview First Robotics event held in November that included a visit from Ontario Education Minister Mitzie Hunter. High-quality hits are considered top-tier coverage in prominent publications and outlets. Coverage garnered in this category includes significant Holland Bloorview mention and spokesperson commentary. Board members were encouraged to share Holland Bloorview media activity in their networks.

D. Savage reported that the Graduation of Masters of Occupational Therapy Accelerated Program was held earlier today at Holland Bloorview. This was a wonderful collaboration partnership that was new for Holland Bloorview and the University of Manitoba. Six (6) Holland Bloorview Occupational Therapists achieved their master's degree through this program.

T. Chau reported that scientist Dr. Deryk Beal received a Canada Foundation for Innovation infrastructure grant of \$200,000 for brain stimulation equipment.

A question was asked about Holland Bloorview's influenza vaccination rate of 71% and that it seems low. J. Hanigsberg stated that our current rate is now at 75% and that we are pleased with the numbers and that our numbers are leading within the TAHSN hospitals.

### **3.0 New Business**

#### **3.1 Bloorview Research Institute Growth Strategy**

T. Chau presented key aspects of the Bloorview Research Institute's vision for growth. He contextualized the academic progress made in the first 12 years since the establishment of the research institute and provided the rationale for expanding the research enterprise over the next five (5) years. Key elements of the growth plan include the hiring of new scientists, the creation of new research space and the acquisition of state-of-the-art instrumentation, including a MRI. Internal and external stakeholders will be consulted in developing this growth plan. Physical space will be a consideration for this growth strategy.

Questions were asked regarding the timeframe for achieving the growth and the rationale for the proposed scale of growth.

The Foundation is already very engaged, as the Research Institute will be seeking funding to support this growth plan. T. Chau will be presenting the growth plan at the Foundation's January 2017 Board meeting.

#### **3.2 Employee Engagement & Talent Management**

J. Hunter presented on the comprehensive frameworks and approaches to employee engagement and talent management that has been implemented at Holland Bloorview. Holland Bloorview administered its bi-annual employee engagement survey in March-April 2016. The survey includes standardized questions that are used to measure employee engagement over time. Response rate for 2016 was 74% for all active staff (full-time, part-time and casual) and has been increasing over the past six years, and exceeds the hospital industry 2016 benchmark of 57%. Overall employee engagement is at 83%, a 3% increase over the 2013 survey.

One component of the Holland Bloorview Talent Management Framework is Leadership Talent Planning. The organizational Leadership Strategy is integrated with Talent Management with the focus on current Leadership capacity and Leadership gap analysis. The annual Senior Management Team Leadership Talent Review occurred in October 2016.

#### **3.3 Appointment of Auditors**

M. Rappolt and B. Sybring provided an update on the RFP process in the selection of new auditors for the Hospital, Foundation and Bloorview School Authority. Pursuant to the Business & Audit Committee's recommendation, a Request For Proposal was issued in the fall. The evaluation committee was made up of representatives of all three (3) entities to review proposals from four (4) firms. Proposals were evaluated on the following criteria - audit firm and audit team credentials and experience; proposed audit approach; and fees. After meeting with three (3) of the firms, there was a unanimous consensus on the Evaluation Committee that KPMG be recommended as the auditors for the three (3) entities. Major considerations in this recommendation were their broad experience as a firm with each of hospitals, foundations and schools; strong internal auditing experience; team composition that included individuals with strong industry familiarity; and presented a strong transition plan. Audit fees will be marginally reduced from recent years.

**MOTION: It was MOVED by Tom Muir, and seconded by Janet Morrison, that the Board of Trustees approve the recommendation from the Business & Audit Committee to appoint KPMG as auditors for Holland Bloorview Kids Rehabilitation Hospital until the time of the next Annual Meeting, or until a successor is appointed, at a remuneration to be fixed by the Board of Trustees, the Board of Trustees being hereby authorized to fix such remuneration.**

*Muir/ Morrison*

**CARRIED**

### **4.0 Business Arising**

There were no items at this time.

## **5.0 Reports**

### **5.1 Strategic Planning Update**

J. Lam reported that over the past eight (8) weeks, the “shaping our future” strategy process has been in full swing and that we are seeing high engagement in the pollination phase, over 650 voices have been heard on our three (3) “Big Questions”. The passion and energy about our future and the commitment to our vision is evident in the hallways. Consultants have done a great job pulling emerging themes from the pollination sessions. The next step is to focus on the Strategy and Innovation Hives phase and then developing strategic themes (Harvesting phase).

### **5.2 Quality Committee Report**

L. Hicks reported that the Quality Committee requested further thought be given to different mechanisms to capture complaints to ensure inclusivity of all families.

L. Hicks reported that the Q2 FY 2016/2017 performance report was shared highlighting key successes and ongoing areas for improvement. The Quality Committee discussed the need to review the measures to ensure they still reflect key organizational concerns, and to dive deeper to ensure the metric itself is appropriate for capturing performance focusing on transparency and clarity.

### **5.3 Performance Scorecard – Q2**

G. Milo-Manson reported on the Q2 Medication Adverse Events. In Q2 there were 5 event where clients that experienced mild or moderate harm. These incidents have been addressed and improvement processes are being put in place.

D. Savage reported that we did not meet our overall Q2 inpatient days target. Closer review of the data shows that the rehabilitation units met targets for patient days, while Complex Continuing Care (CCC), as predicted, was below target. We are continuing to meet with our partners to identify new populations that will come to CCC. We are also working with the TC LHIN to strategize conversion of several CCC beds to rehabilitation beds to address the shift in demand.

## **6.0 Adjournment**

The Board Meeting adjourned at 7:40 p.m.

*Cally Hunt, Chair  
Board of Trustees  
:bz*