

Chair / Acting Chair:	Ms. A. Atkinson
Minutes taken by:	Christine Wignall
Appointed record custodian:	Christine Wignall

OPEN SESSION

Voting Trustees: Ms. A. Atkinson, Ms. B.L. Souter, Mr. B. Lawler, Ms. J. Friesen, Ms. S. Piluso, Ms. M. Woodhead, Mr. F. Bagatto, Mr. J. Rollo, Mr. G. Leach

Non- Voting Trustees: Ms. L. Pay, Dr. J. Luce, Dr. G. Arvinte, Ms. J. Hansen

Also Present: Mr. D. Ceglie, Ms. N. Medulun-Burke

Regrets: Ms. J. Armitage, Mr. P. Brown, Bishop G. Bergie, Sister L. Dillon

Land Acknowledgement Statement:

We would like to begin by acknowledging that the land on which we gather is the traditional territory of the Haudenosaunee (Hoe-din-a-show-nee) and Anishnaabeg (Aw-nish-naw-beg) peoples, many of whom continue to live and work here today.

This territory is covered by the Upper Canada Treaties and is within the lands protected by the “Dish With One Spoon” Wampum agreement, adjacent to Haldimand Treaty territory.

Today, this land continues to be the home to many Indigenous Peoples. Acknowledging reminds us that our great standard of living is directly related to the resources and friendship of Indigenous peoples.

Decision Making Matrix / Reserved Powers

Previously at in-person Board meetings, the placemat was available with the Corporate Decision Making Matrix and Reserved Powers of the Members of the Corporation. Since virtual meetings are now held, these documents will be included in the package for information and reference.

1. Call to Order & Opening Prayer

The Open Session meeting was called to order. Quorum for the meeting was achieved. Mr. Ceglie opened the meeting with a prayer.

Declaration of Conflicts

This item allows trustees the opportunity, based on the approved agenda, to express a conflict of interest with any items. No conflicts were voiced at this time.

The Chair advised that one item, a motion related to the Niagara-OHT, will be raised in In-Camera Session 1.

PRESENTATION

Employee & Physician Engagement Surveys 2020 Results

Ms. Ariel Jackson, Director, Human Resources was introduced and welcomed to the meeting. The Employee & Physician Engagement Survey was conducted from September to December 2020. The survey is multi-purpose and assists the hospital to plan for future improvements based on direct input from staff and physicians. Key areas of interest were measured in 25 categories. The response rate was 51.5%, meeting the required threshold and the grand average representing the overall average of all drivers is 72.6%. The results of the survey, conducted during the second wave of a global pandemic, are cause for celebration. Of note:

- 22 of 24 drivers scored above average for the entire Metrics@Work database and exceeded the highest database scores in 2 comparators (staff safety and employee involvement)
- 10 drivers averaged at or above 75% showing strong positive results
- since the hospital assumed many atypical patients in the rehab environment during COVID, this posed some challenges including patient and family workplace behaviours (physical, sexual, harassment) and ongoing efforts and education continue to encourage staff to report such experiences

The physician response rate doubled. This could be attributed to the option of an electronic survey being provided. Positive responses were observed in organizational and job engagement rates. Lower scores are evident in areas related to involvement in decision-making processes, decisions about equipment, and the ability to obtain consultations for in-patients in a timely manner. The survey results can be presented to the Medical Staff Association and opportunities for improvement can be obtained through further surveys and/or discussion with physicians.

The opportunity to market elements of these outstanding survey results was raised and supported.

Departmental specific results, both positive and areas requiring improvement, are reviewed with the Manager to share positive feedback and compliments, initiate team recognition, or to plan action for improvement accordingly.

Ms. Jackson was thanked for the presentation and excused from the meeting.

POLICY REVIEW

--

2. CONSENT AGENDA (includes Minutes, Reports & Information)

No items within the Consent Agenda were identified to be moved to the Strategic Agenda at this time.

- **Board of Trustees meeting minutes, October 12, 2021**

The minutes were presented, reviewed and approved through the Consent agenda motion.

- **Medical Advisory Committee meeting minutes, October 27, 2021**

The minutes were presented, reviewed and approved through the Consent agenda motion.

3. Business Arising

There was no business arising.

4. Reports:

- **Leadership & Communications Reports – November 2021**
- **Annual Report to the Community 2020/21**
- **Foundation Report – November 2021**

The Communications and Foundations reports were presented for information. The Annual Report to the Community was pre-circulated by email.

5. Correspondence:

Pre-circulated:

- Daily news
- Media release, J. Kaffer, HDGH, President & CEO retirement notice
- Letters of Thanks/Acknowledgements

The pre-circulated correspondence was provided for information.

Motion **Moved by:** **Ms. B.L. Souter**
 Seconded by: **Ms. J. Friesen**

“That the Consent Agenda items be approved as presented.”

CARRIED

6. STRATEGIC AGENDA

Minutes:

- Audit Committee minutes, October 26, 2021

The minutes, the Balanced Scorecard ending September 2021 and the monthly financial report ending September 30, 2021, were presented and reviewed.

Motion **Moved by:** **Mr. B. Lawler**
 Seconded by: **Ms. M. Woodhead**

“That the Audit Committee minutes dated October 26, 2021, be approved.”

CARRIED

7. Business Arising

--

8. Reports/Other Business

--