



## Huron Perth Healthcare Alliance Board of Directors Meeting

Thursday, February 6, 2025

7:00 p.m.

Room W1-213 – HPHA Stratford General Hospital

### **MINUTES**

- Present:** John Wilkinson, Chair  
Jim Battle, Franklin Famme, Steve Hearn, Barry Hutton, Ron Lavoie, Dr. Kevin Lefebvre, Kathy Lewis (virtual), Lynanne Mason, Kerri Ann O'Rourke (virtual), Kim Ross Jones (virtual), Greg Stewart (virtual), Bill Whetstone, Tricia Wilkerson, Andrew Williams  
Mary Cardinal, Iris Michaels, Sue Davey
- Guests:** Terri Louch, Caregiver  
Bob Montgomery, Huron County News
- Regrets:** Dr. Ali Kara, Dr. Chuck Gatfield, Dr. Heather Percival
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**1. Welcome & Call to Order**

John Wilkinson, Chair called the meeting to order and quorum was confirmed. Guests in attendance were welcomed to the meeting

**2. Land Acknowledgement**

Steve Hearn shared the Land Acknowledgement.

**3. Approval of Agenda**

The agenda was amended by moving the In-Camera Session to Agenda Item 11.

It was moved by Bill Whetstone, seconded by Franklin Famme:

**THAT the Huron Perth Healthcare Alliance Board of Directors approve the meeting agenda as amended.**

**CARRIED**

**4. Declaration of Conflict of Interest**

There were no conflicts declared.

**5. Patient Story**

Terri Louch attended the meeting and shared her experiences as a caregiver for her mother, highlighting the compassionate, people-centered care they received at the Huron Perth Healthcare Alliance (HPHA) – Clinton Public Hospital Emergency Department and Stratford General Hospital. She emphasized how the HPHA's dedication to empathy, clear communication, and support not only improved her mother's care but also enhanced her own experience as a caregiver. Terri's story

underscored the essential role of healthcare providers in fostering positive experiences for both patients and their families, particularly in emergency situations. Her account serves as a powerful reminder of the profound impact of people-centred care in improving patient outcomes and supporting family caregivers.

Terri was thanked for sharing her experience with the Board and excused herself for the remainder of the meeting.

**6. Approval of Minutes of Previous Meeting**

**6.1. December 5, 2024**

It was moved by Ron Lavoie, seconded by Steve Hearn:

**THAT the Huron Perth Healthcare Alliance Board of Directors approves the minutes from the meeting held December 5, 2024.**

**CARRIED**

**7. Business Arising from the Minutes**

There was no business arising from the minutes.

**8. Consent Agenda**

It was moved by Tricia Wilkerson, seconded by Barry Hutton:

**THAT the Huron Perth Healthcare Alliance Board of Directors approve the February 6, 2025 Consent Agenda that included reports from the:**

- **Chief Nursing Executive**
- **President & Chief Executive Officer**
- **Patient & Caregiver Partners Program**

**CARRIED**

**9. Governance**

**9.1. Governance, Community Relations & System Transformation Committee**

Steve Hearn presented the report from the meeting held January 28, 2025, included in the agenda package. A number of policies have undergone review. There was discussion about the CEO succession planning process and developing criteria for mandatory education requirements for new governors. The Committee will revisit these topics at their next meeting.

It was moved by Steve Hearn, seconded by Franklin Famme:

**THAT the Huron Perth Healthcare Alliance Board of Directors approves the revised Governance Policies:**

- **President & CEO Management**
- **President & CEO Performance Evaluation**
- **Chief of Staff Performance Evaluation**
- **Board Development**
- **Community Members For Board Committees**
- **Communications & Public Relations**
- **Public Reporting and Oversight of Quality and Patient Safety Indicators**
- **Performance Measurement & Monitoring**
- **Quality, Patient Safety and Risk Management**

**CARRIED**

Board members recently completed surveys and the results were reviewed by the Committee with results included in the Board agenda package. While members felt the organization is progressing strongly, there was some uncertainty about stakeholder engagement. The survey also highlighted that the Board is functioning effectively and working well together. Additionally, a suggestion was made to ensure that mentors are assigned to support new members.

The Board Advance is being planned for June and Board Members will be polled for a preferred date; the location will be confirmed.

### **9.2. Medical Advisory Committee**

Dr. Lefebvre presented the Medical Advisory Committee report from the January 23<sup>rd</sup> meeting for information. He noted the appointment of Dr. Mazzetti as the new Chief Hospitalist and announced that Dr. Andrzej Kluz will be stepping down as the Emergency Department Lead in Seaforth in June. A search is underway for his replacement.

### **9.3. Quality & Social Accountability Committee**

Kim Ross Jones presented the highlights from the January 29th meeting. The committee reviewed the 2024/2025 Quality Improvement Plan (QIP) Quarter 3 progress reports and the draft change plans for the 2025/2026 QIP, which align with Ontario Health's identified priority areas of equity, experience, safety, and access and flow. Details were provided in the meeting package with the report. The proposed joint QIP for the Huron Perth Healthcare Alliance (HPHA) and Huron Perth & Area Ontario Health Team (HPA-OHT) was not endorsed. The HPA-OHT will use the collaborative QIP indicator focused on an OHT-wide Equity, Inclusion, Diversity, and Anti-Racism (EIDA-R) training and education program.

The importance of EIDA-R at the HPHA was emphasized, reinforcing the organization's commitment to fostering a welcoming and inclusive environment for all. Creating a culture that prioritizes EIDA-R is essential not only for the well-being of patients, families, and staff, but also for strengthening recruitment efforts.

### **9.4. Resources, Audit & Digital Innovation Committee**

Franklin Famme provided the report from Committee meeting held January 30<sup>th</sup>. He recognized and commended the Huron Perth Healthcare Alliance (HPHA) Team for their efforts and prioritizing the organization's best interest, as demonstrated through their updates on the HPHA's Technology Roadmap, Innovation Framework, and Land and Building Capital Planning.

An update from the Human Resources portfolio highlighted positive hiring trends and progress on the implementation of the new Human Resources Information System (HRIS), which is expected to improve efficiency. Local bargaining with CUPE is ongoing, with negotiations for ONA set to begin in March; the Committee will receive regular updates on these processes.

In response to a question about performance appraisal completion, it was reported that the 80% target has not been met. The current outdated process is being addressed through the new HRIS system, and reporting on this metric will be included at the next meeting. Additionally, it was noted that Clinical Scholars support new nurses by developing and tracking progress on goals and learning plans, which are integrated into the orientation process.

**10. New Business****10.1. HPHA Commitments to Our Communities – 2024/2025  
Corporate Quarter 3 Review**

The detailed Quarter 3 status update was pre-circulated and presented for informational purposes.

Highlights:

- The Environmental Stewardship Committee is now active, ensuring the organization takes meaningful steps to positively impact the environment. Environmental considerations are prioritized in decision-making processes, including Requests for Proposals (RFPs) and Hospital Infrastructure Renewal Fund (HIRF) projects.
- A pre-capital submission is being prepped for government funding requests to include the ICU and NICU, which are Huron Perth regional programs located at the Stratford General Hospital and are undersized.
- Integrated clinical planning is focused on optimizing the clinical footprint across the region.
- Plans are progressing to expand the endoscopy program in Clinton.
- Patient flow and access is the biggest issue in our organization and across the region and requires more emphasis moving forward.

Bob Montgomery was excused from the remainder of the meeting.

**11. In-Camera Session****11.1. Motion to Move to In-Camera Session**

It was moved by Kerri Ann O'Rourke, seconded by Kim Ross Jones:

**THAT the Huron Perth Healthcare Alliance move in-camera at 8:02 p.m.**

**CARRIED**

**11.2. Report from In-Camera Session**

During the In-Camera Session the Board received reports from the Governance, Community Relations & System Transformation, Medical Advisory, and Resources, Audit & Digital Innovation Committees.

**12. Directors Comments/Roundtable**

- Dr. Janis MacNaughton is retiring in May after a successful career. She will be greatly missed.

**13. Next Meeting**

The next meeting of the Huron Perth Healthcare Alliance Board of Directors is March 6, 2025 at the Seaforth Community Hospital Site.

**14. Adjournment**

The meeting was adjourned by the Chair at 9:30 p.m.