

# Northern Neighbours

## Nurse Practitioner-Led Clinic

**Northern Neighbours NPLC  
Board Meeting  
Tuesday, November 10<sup>th</sup>, 2020  
Northern Neighbours NPLC Board Room**

**PRESENT:**

Lynne Thibeault	Chair <i>via video conference</i>
Patricia Anglehart	Secretary <i>via telephone</i>
Tina Forsyth	Director <i>via telephone</i>
Arlene McCorry	Lead Nurse Practitioner <i>via video conference</i>
Shawn Dookie	Director <i>via video conference</i>
Carolyn Burton	Clinic Administrator <i>via video conference</i>

**REGRETS:** Shawna Fedoruk, Director and Crystal Pirie, Director

**RECORDER:** Carolyn Burton

Meeting called to order at 6:40 pm est

**1. Approval of agenda:**

Motion to approve agenda.

Moved by: Patricia  
Seconded by: Shawn

**2. Declaration of Conflict of Interest:**

No conflict of Interest declared

**3. Review and Approval of Minutes of last meeting:**

Minutes were reviewed. Board chair noted that the October 13, 2020 board meeting was rescheduled and held on November 10, 2020

Moved by: Shawn  
Seconded by: Patricia

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### 4. Clinical Report:

Arlene reported that the Registered Nurse has since left the employ of the Northern Neighbours NPLC. She had been recruited by Harte Gold and presented with a salary of approximately \$25,000.00/annum more than the salary provided by the Ministry of Health and Long-Term Care.

Recruitment for a replacement RN has begun, interviews have been scheduled for mid-November.

Planning is underway to have the Social Service Worker attend Netmizaaggamig Nishnaabeg (Pic Mobert First Nation) one day a week to provide smoking cessation.

The RPN role has increased to four (4) days per week. This position will take on some of the duties that were previously done by the RN.

NP student has three practicums. Her first practicum was completed part-time at the Northern Neighbours and part-time in Wawa. Her second practicum is scheduled to be completed in Sault Ste. Marie. The NP student has expressed interest in fulfilling the NP FTE position with the NNNPLC upon successful completion of her schooling.

The Northern Neighbours NPLC provides a NP to Netmizaaggamig Nishnaabeg (Pic Mobert First Nation) one day per week. Netmizaaggamig Nishnaabeg has hired the NP for an additional day per week. Board members cautioned to be aware of potential conflict of interest.

### 5. Administration Report:

Documents, reports, and bank reconciliations have been uploaded to the shared drive. Board members can access these materials at their convenience.

The receptionist funded by the RNPGA has been on LOA since April 03, 2020. On November 03, 2020 she submitted her resignation to the NNNPLC. There aren't immediate plans to hire another receptionist as there is not a sufficient workload for two F.T.E. receptionists. However, there is evidence that there is a need to hire an Administrative Assistance. This discussion resulted in the following motion:

We explore the option of an administrative assistant role instead of the receptionist role. The decision will be based on operational needs.

Moved by: Lynne  
Seconded by: Shawn

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### 6. Collaboration with White River town council/Pic Mobert band and council:

Lynne presented an overview of the recent meeting between NNNPLC board of directors and the White River town council. The barriers discussed include:

- Lack of housing for health care professionals; *and*
- No pharmacy or pharmacist services in White River.

Lynne has asked that we meet with the White River Council as well as Pic Mobert band and council prior to all future NNNPLC board meetings. Future NNNPLC meeting agendas will include standing items that will provide the opportunity for these external stakeholders to add suggestions, thoughts, and concerns.

### 7. New Business:

#### 7.1. Annual Operating Report

The Annual Operating Report was submitted and circulated to the board of directors for review. A brief discussion ensued, resulting in the following motion:

The Annual Operating Report be approved and submitted to the Ministry of Health and Long-Term Care, as circulated.

Moved by: Lynne  
Seconded by: Patricia

#### 7.2. Union Negotiations:

An overview of the union negotiations was presented. The following items were established:

- Wage negotiations will not exceed what the Ministry of Health and Long-Term Care provides;
- HOOPP and group benefits must not exceed the Ministry of Health and Long-Term Care allotment;
- The lead nurse practitioner's ability to practice full scope is non-negotiable;
- The bargaining committee is comprised of Arlene and Carolyn. The employment lawyer will not be at the negotiating table but available for discreet consultation;
- A schedule for negotiation dates is expected to be determined in the near future;
- It is recommended that we take a reactive approach. We will respond to ONA's proposal rather than presenting ONA with a proposal;
- The board chair has asserted that the ET **must** remain within budget during negotiations;
- The board chair cautioned that the NNNPLC's collective agreement (once negotiated) may be used as a basis for other NPLCs that may be certified in future "don't give away the farm"; *and*
- The board chair also emphasized that patient care and patient services must never be compromised. She gave the example "not every staff member can be off at the same time".

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9. Next meeting: December 08, 2020.

10. New Business:

Task	Owner(s)	Deadline	Status
Prepare information for Housing committee	Carolyn	November 20/20	
Acquire stats from Pic Mobert First Nation for use with mental health and addictions worker proposal	Shawna & Carolyn	ASAP	Ongoing
Finalize Lease Agreement with Township of White River and NNNPLC then circulate the lease agreement to the board	Tina and Carolyn	ASAP	Ongoing
Community Transportation Grant proposal/strategy	Tina and Carolyn		Ongoing
Committee for new board members: create a plan and a process to make new recruiting more formal	Shawn, Carolyn, Lynne	Asap	Ongoing
Circulate the Algoma community needs assessment and Inventory of Services with board and staff	Arlene	Undetermined	
Determine strategic goals and develop strategic plan	Board and ET	Undetermined	

11. Meeting adjourned at 7:53pm