

Northern Neighbours

Nurse Practitioner-Led Clinic

Northern Neighbours NPLC
Board Meeting
Tuesday, October 12th, 2021
Northern Neighbours NPLC Board Room

PRESENT: Lynne Thibeault Chair *via video conference*
Patricia Anglehart Treasurer *via telephone*
Shawn Dookie Director *via video conference*
Crystal Pirie Director *via video conference*
Charles Alderson Director *via NNNPLC Board Room*
Arlene McCorry Lead Nurse Practitioner *via NNNPLC Board Room*
Carolyn Burton Clinic Administrator *NNNPLC Board Room*

REGRETS: Shelly Livingston Director
ABSENT: Tina Forsyth Director

RECORDER: Carolyn Burton

Meeting called to order at 6:39 pm est

- 1. Approval of agenda:**
Motion to approve agenda

Moved by: Pat
Seconded by: Charles
Carried

- 2. Declaration of Conflict of Interest:**
No conflict of Interest declared.

- 3. Review and Approval of Minutes of previous meeting:**
September 14, 2021, Minutes were reviewed and approved.

Moved by: Pat
Seconded by: Charles
Carried

- 4. Standing Items:**
 - 4.1 Clinical Report**

Arlene reported that the Nurse Practitioner student has begun working at the clinic. The student will be working at the clinic for a couple of months.

Northern Neighbours

Nurse Practitioner-Led Clinic

Mandy Larouche passed her NP exams but has not yet been registered. Mandy will continue to work as a Registered Nurse until registration.

Recruitment of a Social Worker remains ongoing.

Arlene discussed that Nurse Practitioner Recruitment is a very competitive environment. Now that we have a collective agreement in place, recruitment has become more of a challenge because the union could insist incentives, such as signing bonuses, could become precedent setting.

The following incentives were offered to Mandy from a Maamwesying clinic:

- Signing bonus \$5,000.00;
- Annual Education budget of \$3,500.00;
- Mileage to travel to and from work; and
- 12 paid Professional Development days;

The NNNPLC does not have the means to offer a comparable package. Arlene reported that the Township currently provides \$12,000.00 - \$15,000.00 annually for retention. The Executive Team held a meeting with Dwijen, liaison for the Township of White River. The E.T. asked if the Township of White River could contribute additional funds for our recruitment and retentions efforts. We are pleased to report that the Town of White River has committed \$10,000.00 for our current recruitment incentive and an additional \$10,000.00 for future recruitment and retention incentives.

The Executive Team met with Donna Sutherland and Shelly Livingston of Netmizaaggamig Nishnaabeg and asked if they could contribute to our recruiting incentives. We are pleased to report that Netmizaaggamig Nishnaabeg will contribute \$1,000.00 for the Nurse Practitioner recruitment incentive.

Malcolm has committed to remaining with the NNNPLC one (1) day a week for a transitional period of a few months. Initially, Malcolm and Mandy will attend Netmizaaggamig Nishnaabeg together so as to ensure Mandy is familiar with the residents and the workplace. Subsequently, Mandy will attend Netmizaaggamig Nishnaabeg independent of Malcolm. However, Malcolm will be available via the telephone as a resource.

Arlene reported her stats for Q2, there are 1284 patients registered at the NNNPLC. This is an increase of approximately 10 – 12 patients from previous quarterly report. Additionally, the clinic realized approximately 1,000 patient visits, an increase of approximately 300* in comparison to the previous quarterly report. These visits include phlebotomy, visits with the R.N. and the Nurse Practitioners.

Arlene opened the floor to questions.

1. Crystal queried how many of the total patients registered to the Northern Neighbours NPLC, are from Netmizaaggamig Nishnaabeg?
 - a. The total “on reserve” rostered patients for Netmizaaggamig Nishnaabeg is 160.

Northern Neighbours

Nurse Practitioner-Led Clinic

2. The Chair queried if there was sufficient funding to support Malcolm's salary as well the new Nurse Practitioner's salary during the overlap/transition phase.
 - a. There is an expected surplus in the Human Resources budget for fiscal 2021-2022. The anticipated surplus is a result of our inability to successfully recruit 1 FTE Social Worker and 1 FTE Nurse Practitioner.

4.2 Financial Report

The September 2021 Financial Report was presented.

The Clinic Administrator highlighted that there was an increase in IHP salaries compared to the previous quarter. She explained that this was due to hiring Mandy Larouche (recent N.P. graduate) as a Registered Nurse for the summer months.

The Clinic Administrator drew attention to the an approved in-year reallocation in the amount of \$10,000.00 from the Human Resources Budget to Legal Expenses. In the previous fiscal, there was an approved in-year reallocation for legal fees in the amount of \$35,000.00. However, the 2020-2021 concluded with only \$25,363.00 expensed to legal fees. This resulted in \$9,637.00 surplus that will be payable to the MOHLTC. Carolyn further explained that because negotiations with ONA continued up to September 2021, the need for the \$10,000.00 remained and the in-year reallocation was submitted and approved.

The chair commended the Treasurer, Pat Anglehart, for her monthly review and queries on the bank reconciliations.

The floor was opened for questions.

Shawn commented that in the event of a malpractice suit, the legal fees will be covered via clinic insurance and not operating budget. Carolyn concurred with this statement.

4.3 Collaboration with Netmizaaggamig Nishnaabeg

Carolyn reported during a discussion with Shelly, Netmizaaggamig Nishnaabeg is nearing the completion of their Health and Safety Policies. Upon completion, Shelly will schedule a meeting with Malcolm, Mandy, and Nathalie (Safety Rep) to review these policies. Upon successfully completion and training of these policies, the staff of the NNNPLC will resume in-clinic service delivery.

4.4 Collaboration with White River Town Council:

Carolyn reported that Julie, CAO White River did not have any additional items to discuss at this meeting. The continued collaboration with Dwijen, liaison for the Town of White River, a Town Hall information session is planned for the first week of November 2021. A similar session will occur in Netmizaaggamig Nishnaabeg subsequent to their election.

Northern Neighbours

Nurse Practitioner-Led Clinic

4.5 Task List

Task	Owner(s)	Deadline	Status
Determine strategic goals and develop strategic plan	Board and ET	May 2021	
Presentation for Band and Council	Carolyn	July 2021	
Survey for Strategic Plan Retreat	Carolyn	Week of Oct 08, 2021	
Presentation for Town Hall Meeting	ET	First week of November 2021	

5. New Business:

No new business

6. Next meeting: November 09th, 2021, 6:30pm

7. Meeting adjourned at 7:03pm