



BOARD ROOM NEWS

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APPOINTMENT OF THE DIRECTOR OF HUMAN RESOURCES, COMMUNICATIONS AND LEGAL AFFAIRS

Mrs. Vicky Lapierre is appointed as Director of human resources, communications and legal affairs of the Centre intégré de santé et de services sociaux (CISSS) de la Côte-Nord. Since January 2016, Mrs. Lapierre served as Head of the litigation department, and more recently as Head of the legal affairs and work relations department of the CISSS de la Côte-Nord. She also served as Head of the litigation department of Youth Protection for the North Shore.

The selection committee consisted of three members of the Board of Directors, the President and executive director, and the President and assistant executive director. The committee interviewed five candidates.

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ANNUAL FINANCIAL REPORT OF THE CISSS DE LA CÔTE-NORD

The Board of Directors of the CISSS de la Côte-Nord adopted the 2016-2017 financial report. The CISSS ends the financial year with a \$8 million deficit, including the \$4 million deficit from the previous year and the \$4 million of cuts announced at the beginning of the year.

The CISSS received an additional financing of \$3 million from the ministère de la Santé et des Services sociaux (MSSS) to cover additional expenses related to the opening of new places in non-institutional resources.

The CISSS informed the MSSS that it will carry on with the implementation of the measures identified in its transformation plan adopted in January 2017 in order to reach a balanced budget.

The MSSS informed each public establishment of the network about the initial resource envelope granted for the 2017-2018 year, according to the following main parameters:

- 1.75% indexation of the wage bill;
- 0.29% indexation for the progression of the staff in the salary scales;
- 1.4% indexation for intermediate and family-type resources;
- 0.7% indexation for other expenses.

Also, the CISSS has the intention of engaging performance specialists in order to support the establishment in the identification of optimization opportunities to promote the return to a balanced budget. A request in this regard has been formulated to the MSSS.

**Next meeting of the
Board of Directors:**
Wednesday September 27th, 2017
in Sept-Îles

REPORT ON END-OF-LIFE CARE

The report of the President and executive director on end-of-life care notably shows that one medically-assisted dying request was formulated and administered in the region between December 10th, 2016 and June 10th, 2017. During this period, 162 persons received palliative and end-of-life care at home, whereas 106 persons received such care in a palliative care home, 74 persons in a residential and long-term care centre, and 30 persons in a short-term hospital centre.

Since the entry into force of the Act respecting end-of-life care in December 2015, the President and executive director has the responsibility of reporting annually to the Board of Directors and to the Commission sur les soins de fin de vie on the carrying out of the end-of-life care policy of his establishment. For the first two years following the entry into force of the act, the report must be submitted every six months. The next report will be submitted in December 2017.

PROTOCOL FOR THE EXCEPTIONAL APPLICATION OF CONTROL MEASURES

Directors adopted the Protocole interdisciplinaire pour l'application exceptionnelle des mesures de contrôle (isolement, contention et substances chimiques) with the purpose of ensuring an exceptional and safe use of the control measures while complying with the laws and the fundamental human rights.

Following the creation of the CISSS, a process was undertaken in order to harmonize practices regarding the application of control measures and to review them according to ministerial orientations. It results in a unified protocol meeting the legal requirements and the particularity of users. Clinical tools were also reviewed (supervisory grid, authorization and consent form), and others were created to support the team throughout the decision-making process. The protocol was also subject to a consultation from the profession councils of the CISSS and the Users' Committee.

ADOPTION OF THE YOUTH PROTECTION POLICY

Directors adopted the new version of the Règlement concernant la protection de la jeunesse et l'application de la Loi sur la protection de la jeunesse of the CISSS de la Côte-Nord. Article 37 of the Youth Protection Act states that an establishment exploiting a child and youth protection centre must adopt a by-law on the application of this act. The document also includes the responsibilities and the application of the Youth Criminal Justice Act. Also, it states the responsibilities and duties of the different departments, defines the scope of the conditions within which they can be exercised, and specifies the accountability mechanisms.

The revision of the policy is now necessary to ensure it complies with the new reality of the CISSS de la Côte-Nord, and allows to inform all departments of the specific responsibilities of the Director of youth protection and of what is expected from them.

ADOPTION OF A DISCLOSURE PROCESS OF WRONGDOINGS

A disclosure process of wrongdoings was adopted by the Board of Directors. This procedure follows from the obligation of the establishment to comply with the Act to facilitate the disclosure of wrongdoings relating to public bodies in effect since May 1st, 2017. It aims to ease the disclosure of wrongdoings by employees and to establish a general system of protection against retaliation.

A wrongdoing can take different forms, like, for example, the use of public assets (computer, telephone, printer, etc.) by an employee for tasks related to commercial activities not related to their work, the falsification of financial results, the transmission of inside information to a business as part of a call for tenders, or the abuse of authority from a manager towards their employees.

The Director of multidisciplinary services, quality, evaluation, performance and ethics, Mrs. Nathalie Castilloux, will be in charge of the follow-up of the disclosures within the establishment. She is notably in charge of receiving public interest disclosures of wrongdoings regarding the organization, and to verify if a wrongdoing has been committed or is about to be committed.

ACTION PLAN REGARDING PEOPLE WITH DISABILITIES

The Board of Directors adopted the action plan regarding people with disabilities, which identifies actions in four areas of intervention:

- Employability of people with disabilities;
- Information, awareness-raising, and access to Web and documents;
- Available supply;
- Access to the facilities of the establishment.

Prior to the drafting of the action plan, the CISSS realized an organizational diagnosis which had to be forwarded to the MSSS. This diagnosis reported the measures implemented at the CISSS de la Côte-Nord regarding people with disabilities.

"The CISSS recognizes the importance of reducing the obstacles to the integration of people with disabilities to built a more inclusive society."

FINANCIAL SUPPORT GRANTED TO COMMUNITY ORGANIZATIONS IN 2017-2018

In 2017-2018, 101 organisms from the region will be supported by the Programme de soutien aux organismes communautaires (PSOC) for a total amount of \$10 952 393. A 0.7% indexation of the financing has been allocated by the MSSS.

The PSOC was created in 1973 to meet the increasing demand of volunteer organisms wanting to receive assistance, advice, information, and financial support.

APPOINTMENT OF MR. CLAUDE MONTIGNY ON THE BOARD OF DIRECTORS

Mr. Claude Montigny has been appointment by the Minister as independent member of the Board of Directors of the CISSS to fill the vacancy following the resignation of Mrs. Patricia Huet. Mr. Montigny was also designated to sit on the Audit Committee of the CISSS. The Audit Committee must be composed of a majority of independent members and must be chaired by an independent member. It is composed of five administrators and of the president, who is an ex-officio member.

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This newsletter is produced by the Centre intégré de santé et de services sociaux de la Côte-Nord. It highlights the decisions taken during the meetings of the Board of Directors.

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