



BOARD ROOM NEWS

January 30th, 2019
Volume 4, Issue 5

*North of all
what we can become*

POLICY TO COMBAT MALTREATMENT OF SENIORS AND OTHER PERSONS OF FULL AGE IN VULNERABLE SITUATIONS

The Board of Directors adopted the Policy to combat maltreatment of seniors and other persons of full age in vulnerable situations. The purpose of this policy is to establish conditions aimed at maintaining and improving the health condition and the well-being of anyone in a vulnerable situation served by the Centre intégré de santé et de services sociaux (CISSS) de la Côte-Nord, notably seniors, people with decreasing independence, incapable people, and those with mental health problems or disabilities. To do so, measures to prevent, raise awareness and train staff will be implemented. Management practices will support the work of intervenors working with people in vulnerable situations.

The policy applies to everyone working at the CISSS de la Côte-Nord: employees as well as physicians, interns and volunteers. It also concerns resources bound by contract to the establishment, contract employees and community organizations. It also applies to users' and residents' committees, users, residents, families and visitors.

Arising from the policy framework of the ministère de la Santé et des Services sociaux (MSSS), this policy was subject to a consultation with a working committee composed of representatives of professional councils, users' committees, directions of the CISSS, the Service Quality and Complaints Commissioner, union bodies, and the regional coordinator on elder abuse.

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APPOINTMENT OF MS. ANICK BELLAVANCE AS DIRECTOR OF THE PROGRAM SUPPORTING THE AUTONOMY OF SENIORS

The Board of Directors confirms the appointment of Ms. Anick Bellavance as Director of the program supporting the autonomy of seniors. She was assuming this position on an interim basis since November 2018. She was previously Head of department at the Direction du programme SAPA for the Sept-Îles territory.

Throughout a career of almost 30 years in the health network, she held various positions, notably as Director of nursing, manager and nurse in the hospital sector as well as in home support and in public and private CHSLD.

The management and the members of the Board of Directors would like to congratulate Ms. Bellavance for her appointment.



Next meeting of the Board of Directors:

Wednesday March 20th, 2019
in Baie-Comeau

GOVERNANCE OF THE DIRECTION DE SANTÉ PUBLIQUE

Since Dr. Stéphane Trépanier declared his intention not to renew his mandate as Public Health Director, the administrators approved a proposition according to which his functions will be assumed by the Public Health Director of Saguenay–Lac-Saint-Jean, Dr. Donald Aubin, on an interim basis. This proposition will be submitted to the Minister of Health and Social Services who is in charge of the appointment of Public Health Directors.

In the next few weeks, the CISSS de la Côte-Nord will continue its efforts to fill this position. The recruitment of a Public Health Director is difficult everywhere in the province, and even more on the North Shore. The Director of Public Health must be a physician with training in community health or, exceptionally, five years of experience in the practice of community health. It should be mentioned that Dr. Trépanier wants to continue his work in the region as medical specialist in public health.

2018-2020 ACTION PLAN REGARDING PEOPLE WITH DISABILITIES

The members of the Board of Directors adopted the 2018-2020 Action plan regarding people with disabilities of the CISSS de la Côte-Nord. It is a revision of the initial 2016-2018 plan in which the establishment identifies different actions within the four following axes of intervention:

- Employability of people with disabilities;
- Information, awareness, web and document access;
- Accessible supply;
- Access to the facilities of the establishment.

You may consult the [action plan](http://www.ciasss-cotenord.gouv.qc.ca) at www.ciasss-cotenord.gouv.qc.ca.

POLICY ON THE EMPLOYMENT INTEGRATION OF PEOPLE WITH DISABILITIES

The Board of Directors adopted the Policy on the employment integration of people with disabilities of the CISSS de la Côte-Nord. This policy is one of the actions laid out in the Action plan regarding people with disabilities. It mainly aims at implementing facilitating conditions to allow people with disabilities to have equal access to employment within the establishment. The objectives of this policy are:

- Favouring the professional and social integration of people with disabilities;
- Ensuring the rights of people with disabilities are respected;
- Defining and adjusting, if necessary, the hiring process for people with disabilities in order to ease their integration in the labour market;
- Determining or adjusting the tools in terms of employment integration;
- Defining the guidelines regulating the establishment's obligation in terms of reasonable accommodation.

The Direction des ressources humaines, communications et affaires juridiques of the CISSS de la Côte-Nord is in charge of the implementation, the application and the update of the policy.

USER COMPLAINT REVIEW REGULATION

A new User complaint review regulation was adopted. It is an update following the creation of the CISSS de la Côte-Nord, which provides a new responsibility for the Service Quality and Complaints Commissioner under the Act to combat maltreatment of seniors and other persons of full age in vulnerable situations (Act 115).

In this regard, a reporting must be transmitted to the commissioner when someone receiving services or any professional within the meaning of the Professional Code (chapter C-26) has "reasonable grounds to believe that a person of full age is a victim of a single or repeated act, or a lack of appropriate action, that seriously undermines the physical or psychological integrity of the person [...]". Such a reporting must be made for anyone who is lodged in a facility maintained by an institution operating a residential and long-term care centre (CHSLD) or who is under tutorship or curatorship, or is a person for whom a protection mandate has been homologated.

REGULATION ON THE CONDITIONS APPLICABLE TO RECOURSES TO CERTAIN SUPERVISORY MEASURES

The members of the Board of Directors approved the new Regulation on the conditions applicable to recourses to certain supervisory measures, which arises from the entry into force of the “Act to amend the Youth Protection Act and other provisions” on January 28th, 2019.

This document specifies the conditions required to resort to the placement of a young person in an intensive supervision unit. The decision must be based on an assessment of the child that shows a serious risk that the child represents a danger to himself or herself or to others. The new regulation contains a measure aimed at preventing the child to leave the facilities maintained by an establishment. Moreover, the following amendments are made to the intensive supervision measure:

- The addition of two new elements to be taken into consideration for the decision-making: the characteristics of the environment contributing to the child’s vulnerability and the child’s participation to their rehabilitation process;
- The possibility to resort to a transition period

To this day, several steps were undertaken in order to allow the application of the legislative amendments, including training with about a hundred employees of the CISSS and a letter sent to the parents of lodged youth informing them of the new provisions and of their recourses. The young people were also informed.

“A child placed in an intensive supervision unit must receive rehabilitation and schooling services.”

APPOINTMENTS TO THE BOARD OF DIRECTORS

Ms. Ginette Côté is appointed as member of the Board of Directors of the CISSS de la Côte-Nord as a replacement for Mr. Claude Montingny. She sits as independent member with the profile “Competence in risk management, finance and accounting”.

Ms. Manon Cody is designated as administrator on the Board of Directors for the college of the Council of nurses. Ms. Cody is a nurse at the Sept-Îles facility of the CISSS de la Côte-Nord.

Centre intégré
de santé
et de services sociaux
de la Côte-Nord

Québec



835, boulevard Jolliet
Baie-Comeau (Québec) G5C 1P5
Telephone: 418 589-9845
Fax: 418 589-8574

Visit our website:

www.ciiss-cotenord.gouv.qc.ca

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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