



The Board of Directors held a meeting on November 28, 2024.

Operating Results

The Financial Statements for the period ending September 30, 2024 were reviewed by the Board of Directors. The month of September ended with a \$200,000 surplus, which reduced the year-to-date deficit from \$1.3 million to \$1.1 million. The Balance Sheet is in good shape. The deficit is mostly due to the timing of earnings and expenses and to overtime. The forecast is that the year will end in a balanced position. The Hospital has basically completed all Ministry allocated orthopaedic joints in the first seven months of the year. Administration has requested authorization to complete more.

Board Committee Officers

The Board of Directors appointed Taj Dhinsa as Chair and Isabel Blanchard as Vice-Chair of the French Language Services Committee for 2024-2025.

Equity, Diversity and Inclusivity (EDI)

The Board of Directors received the annual report regarding activities related to equity, diversity and inclusivity in 2024.

Members were reminded that drivers related to EDI include:

- The Hospital’s Strategic Plan: Building a Culture of equity, diversity and inclusion.
- The Quality Improvement Plan
- Equity Diversity and Inclusivity and Anti-Racism Report Service Accountability Agreement
- Accreditation
- Ontario Health Equity, Inclusion, Diversity and Anti-Racism Framework
- Community Coalition Committee
- Great River Ontario Health Team – EDI Advisory Table.

Several training and awareness activities have taken place in the past year, including:

- Hospital orientation session
- Learning Management System orientation session
- “Stigma Ends with Me” sessions
- Diversity Cornwall education sessions
- Unit huddles
- Articles in The Pulse, which is the staff newsletter.

Currently underway are the following EDI projects:

- Gender neutral washroom signage (removing unisex)

- Fair Flow – provision of menstrual product dispensers throughout CCH
- Data collection (human resources and for patient registration), based on Ontario Health’s Guidance for the Collection and Use of Sociodemographic Data for Equity Analytics.

Ethics Program

The Board of Directors received the annual report on activities related to the Ethics Program in 2024.

The Hospital’s Ethics Committee meets monthly, except during the summer months. At each meeting, an ethical dilemma case is presented ensuring a variety of topics are covered that highlight organizational and clinical areas. The Committee also provides ethics awareness across the organization, including Accreditation preparation, articles in the staff newsletter, and presentations at unit huddles regarding the Ethics Framework, the ethical dilemma referral process, and the Ethics Committee. Ethics education is also provided for new employees at Hospital Orientation.

Common themes found in ethical dilemmas that have been submitted include goals of care, moral distress, difficult discharge, consent and capacity, and substitute decision-making.

The Champlain Centre for Health Care Ethics provides ethics support for publicly funded healthcare organizations, including Cornwall Community Hospital. An ethicist, assigned to the hospital, provides support with education, ethical case consultation and policy writing. The Centre organizes regional ethics rounds to support capacity building within organizations and hosts a Regional Advisory Committee.

Policy

The Board approved policy PC 04-003 – Essential Caregiver Program.

Recognition

The Board recognized the following teams and individuals:

- **Elizabeth Grady**, Human Resources Business Partner, for the leadership role she has assumed with the Wellness Committee and with the Staff Appreciation Week;
- **Materiel Management and Linen Services** for achieving zero lost time in 17 years in relation to the “staff injury to supply handling and distribution” indicator.

Reports

The Board of Directors reviewed and discussed the Annual Operating Plan Progress Report as well as Corporate Scorecard 2024-2025 results to the end of Quarter 2.

It is expected that Annual Operating Plan goals will be met by year end, with the exception of priority 1.32 “Bring together care team communications, clinical workflows, and alarm management on one mobile device to improve efficiency and coordinate care” because of competing priorities. Also, the advancement of the St.

Denis community capital project and of the hospital capacity project, ensuring the right care in the right place, is dependent on Ministry of Health approval.

Indicators on the Corporate Scorecard are also expected to meet target by the end of the year.

