



**College of Optometrists of Ontario  
Council Meeting  
January 17, 2020  
APPROVED**

---

**Attendance:**

Dr. Richard Kniaziew  
Dr. Patrick Quaid  
Ms. Suzanne Allen  
Dr. Linda Chan  
Dr. Lisa Christian  
Dr. Camy Grewal  
Ms. Winona Hutchinson  
Mr. Bashar Kassir

Mr. Howard Kennedy  
Dr. Annie Micucci  
Dr. Christopher Nicol  
Mr. Narendra Shah  
Dr. William Ulakovic  
Mr. John Van Bastelaar  
Dr. Marta Witer

**Regrets:**

Mr. Hsien Ping (Albert) Liang  
Dr. Kamy Morcos

**Staff:**

Ms. Maureen Boon, Registrar/CEO  
Ms. Hanan Jibry  
Ms. Mina Kavanagh  
Ms. Amber Lepage-Monette

Ms. Deborah McKeon  
Mr. Justin Rafton  
Dr. David Wilkinson  
Ms. Bonnie Wong

1 **1. Call to Order:** R. Kniaziew called the meeting to order at 8:58 a.m. and turned it over to the Registrar.  
2 M. Boon welcomed everyone in attendance, including guests and three new Council members, to the  
3 meeting.

4  
5 M. Boon introduced staff and guests: Paul Chris, Executive Director, FORAC and Tamish Tariq from the  
6 Officer of the Fairness Commissioner.

7  
8  
9 **2. Adoption of the Agenda:** A draft agenda was circulated prior to the meeting.

10  
11 Moved by P. Quaid and seconded by J. Van Bastelaar **to adopt the agenda.**

**Motion carried**

12  
13  
14 **a. Conflicts of Interest:** M. Boon asked Council members if anyone had a conflict of interest with any  
15 item on the day's agenda. No conflicts were declared. Members were reminded to sign the College  
16 confidentiality agreement.

17  
18

19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45  
46  
47  
48  
49  
50  
51  
52  
53  
54  
55  
56  
57  
58  
59  
60  
61  
62  
63  
64

**3. Election of the Officers 2020**

M. Boon reminded Council that anyone can run for officer roles.

P Quaid put his name forward for the role of President and was acclaimed.

R. Kniaziew put his name forward for Vice-President and was acclaimed.

For the remaining officer positions: C. Grewal put her name forward as the professional member on the Executive Committee and was acclaimed. W. Hutchinson and J. Van Bastelaar put their names forward as the public members. Both were acclaimed.

Moved L. Chan and seconded by W. Hutchinson **to approve the Executive Committee composition, including officers and members-at-large for 2020 as elected by Council.**

**Motion carried**

**4. Registrar’s Report**

M. Boon provided an overview of recent College work, the work coming in the next three months, as well as a brief Council orientation regarding roles and responsibilities.

Council also discussed the issue of optometrists telling patients that purchasing eye wear online is illegal. M. Boon confirmed that the College will be sending out a communication to optometrists clarifying that online purchasing is not illegal; she noted that some wording changes have already been made to College communications (i.e., the patient FAQ on the website and the Optometric Practice Reference).

P. Quaid took over the meeting as President.

**5. Adoption of the Consent Agenda:** A draft consent agenda was circulated prior to the meeting. After having confirmed that all councilors had read the consent agenda materials, the following items were included in the consent agenda:

**PART 1 - Minutes of Prior Council Meetings**

- a. September 27, 2019
- b. December 9, 2019
- c. Motions and Actions Items Arising from the Minutes

**PART 2 - Reports**

- b. Committee Reports
  - i. Executive Committee
  - ii. Quality Assurance:
    - A. QA Panel
    - B. CP Panel
    - C. QA Subcommittee
  - iii. ICRC

- 65 iv. Registration
- 66 v. Discipline
- 67 vi. Audit/Finance/Risk Committee
- 68 vii. Strategic Planning Committee
- 69

70 It was requested that the Patient Relations report be pulled from the consent agenda to discuss the  
71 issue of treating family members. P. Quaid noted he wanted to discuss the Governance/HR report in  
72 further detail and asked if anyone wanted to discuss any additional items on the consent agenda.

73

74 Moved by R. Kniaziew and seconded by H. Kennedy **to adopt consent agenda.**

75

**Motion carried**

76 **Items removed from the consent agenda**

77 **Patient Relations Committee report:**

78 The Patient Relations Committee (PRC) wanted to further discuss the issue of treating family members  
79 and seek direction from Council. C. Nicol provided new Council members with background: all health  
80 professionals are subject to sexual abuse charges if they treat a family member, except dentists. The  
81 College submitted a request for an exemption in 2014 but it was never approved. The Ministry of Health  
82 recently indicated it would move forward with the exemption, but the timing is unclear. In the  
83 meantime, optometrists may not treat their spouses.

84

85 The Committee wanted to clarify what guidance the College would provide to optometrists about  
86 treating spouses or family members should the regulation change. Other colleges have a mix of policies:  
87 some allow it in certain circumstances, some do not address the issue.

88

89 The PRC suggested developing a document that discourages treating family members but does not  
90 prohibit it. The alternative would be to create a policy that prohibits treating family.

91

92 Council discussed circumstances in which optometrist may have to treat family members (i.e., rural  
93 practice), as well as the difference in providing eye care vs treating a disease process. Council also  
94 discussed the challenges with placing conditions on care (i.e., emergencies or minor conditions only) in  
95 that many conditions are subjective.

96

97 M. Boon reminded Council that it previously decided to no longer create guidelines and to move away  
98 from documents that are unclear regarding expectations for the profession. She reminded Council that  
99 clear expectations are helpful to committees in the circumstances in which the College may receive a  
100 complaint.

101

102 Council agreed that if an exemption is granted, the PRC should develop a document discouraging, but  
103 not prohibiting optometrists from treating family members. The document should also clarify the  
104 reasons why one should not treat a family member.

105

106

107 **Governance/HR Committee report:**

108 P. Quaid asked for clarification regarding the 18-year maximum being proposed and asked if it would be  
109 retrospective.

110

111 J. Van Bastelaar confirmed the draft proposal, based on previous Council discussions, would be  
112 retrospective. However, by-law review is just starting, and the Governance/HR Committee will continue  
113 to look at the issue of term limits.

114

115 A. Micucci noted these types of limits are best practice and have come up in the nurses' governance  
116 review and were recently implemented at the College of Physicians and Surgeons of Ontario.

117

118 **6. IN CAMERA SESSION:** In accordance with Section 7(1.1) of the *Health Professions Procedural Code*  
119 (*HPPC*), Council will go in camera under Section 7(2)(e), Section 7(2)(b), and Section 7(2)(d) whereby  
120 legal, financial, or personnel matters may be disclosed of such a nature that the harm created by the  
121 disclosure would outweigh the desirability of adhering to the principle that meetings be open to the  
122 public.

123

124 Moved by R. Kniaziew and seconded by W. Hutchinson **to have the meeting go in camera.**

125

**Motion carried**

126 *Guests left the meeting*

127

128

129

130

131

132

133

134

135

136

137

138

139

140

141

142

143

144

145

146

147

148

149

150  
151  
152  
153  
154  
155  
156  
157  
158  
159  
160  
161  
162  
163  
164  
165  
166  
167  
168  
169  
170  
171  
172  
173  
174  
175  
176  
177  
178  
179  
180  
181  
182  
183  
184  
185  
186  
187  
188  
189  
190  
191  
192  
193

Moved by R. Kniaziew and seconded by A. Micucci to go out of camera.

**Motion carried**

*Guests returned to the meeting*

**7. College Performance Management Framework**

M. Boon introduced the guest speaker, Thomas Custers, Manager, Quality Performance and Evaluation at the Ontario Ministry of Health and Long-Term Care.

T. Custers provided Council with an overview of the proposed College Performance Management Framework (CPMF), how it was developed, and next steps.

Colleges currently report through annual reports; reporting varies between the colleges. The CPMF is intended to provide more consistent measurables to help determine if regulatory colleges are performing well.

The case for a CPMF: accountability, public trust, performance management, modernization of workforce. The purpose of CPMF: accountability and oversight; performance improvement.

College representatives, subject matter experts and the public were involved in the development of the performance measures. Registrars provided feedback and revisions were made.

Proposed initial measures focus on Council and committee member skill and knowledge; if decisions are made in the public interest; transparency re: how decisions are made; adequate financial and staffing resources; standards of practice; competency testing/Quality Assurance; how colleges support members when there are new policies/guidelines; addressing complaints in risk-based manner; complaints process; monitoring and reporting.

Council asked how public members are measured, how this new process differs from existing reporting to the fairness commissioner, and what the remedies/consequences will be.

194 T. Custers confirmed that public member measurement was important, that the new process is intended  
195 to streamline reporting, and similar performance measurement tools have already created quality  
196 improvement in hospitals. Consequences or remedies are not yet finalized but the focus is not on being  
197 punitive. Colleges will have a multi-step process to learn and implement the system with a focus on  
198 improvement, learning and growth.

199  
200 Although there is no firm timeline, the intention is to roll out Phase 1 sometime in 2020 and additional  
201 phases over an approximately two-year period.

202

## 203 **8. Motions Brought Forward from Committees:**

### 204 **a. Audit/Finance/Risk Committee: 2020 Budget**

205

206 Council appreciated the work done to revise the budget; the 2020 budget aimed to simplify and clarify  
207 the budgeting process.

208

209 Regarding revenue, professional corporation fees were reduced effective January 2020 and member  
210 fees have not increased since 2013. Expenses include additions to staffing, as well as revisions to the  
211 Quality Assurance Program, which will be carrying out increased assessments.

212

213 Moved by R. Kniaziew moved and seconded by S. Allen **to approve the College’s Budget for the fiscal**  
214 **year January 1, 2020 to December 31, 2020.**

215

**Motion carried**

216

### 217 **b. Governance Committee: Appointment of Chairs and Committee Members**

218 J. Van Bastelaar provided Council with background information and decision-making that went into  
219 Chair and committee member selection. Selection criteria was included in briefing materials.

220

221 Council discussed how to balance the need for new committee members while retaining expertise and  
222 knowledgeable members.

223

224 Staff confirmed that term limits are within the by-laws and therefore will be part of the by-law review  
225 work taking place through the Governance/HR Committee.

226

227 Moved by A. Micucci and seconded by C. Nicol **to approve the appointment of the proposed**  
228 **chairpersons of College committees as presented.**

229

**Motion carried**

230

231

232

233 Moved by R. Kniaziew and seconded by H. Kennedy **to approve the appointment of the proposed**  
234 **College committee composition as presented.**

235

**Motion carried**

236

## 237 **9. Entry-to-Practice Consultation Update**

238 P. Quaid discussed background to the Entry-to-Practice (ETP) consultation: In November 2019, the  
239 Executive Committee decided to conduct a consultation regarding the development of a new ETP exam.  
240 Consultations ran until January 8, 2020. After a careful review of the consultation feedback from

241 stakeholders and optometrists, the Registration Committee decided not to bring a motion forward to  
242 Council at the January Council meeting.

243  
244 The Registration Committee would also like time to consider feedback that will come from the FORAC  
245 meeting scheduled in February 2020.

246  
247 Council also noted that new leadership at OEBC could provide new opportunities for communication  
248 and collaboration about the ETP exam. Council expressed a willingness to collaborate and communicate  
249 with OEBC on solutions, but also noted the need to move the ETP issue forward in a timely manner.

250  
251 Council discussed the use of third-party mediators to help with the process, as well as the need to keep  
252 students apprised of any developments so that they are informed as to what ETP process to follow.

253  
254 Council also discussed exam content regarding skills testing vs practical testing and the weight each  
255 should carry in the ETP exam. Council flagged independent oversight of exam content as an important  
256 issue needing resolution.

257  
258 M. Boon confirmed that Touchstone continues to work on the competency profile and has expressed a  
259 willingness to be collaborate with OEBC.

260  
261 **President's Remarks**

262 Following the EPT discussion, P. Quaid took a moment to recognize the optometrist and College member  
263 Dr. Neda Sadighi, who was lost in the recent Iran airline crash. He also wished to thank Council for  
264 having confidence in his ability in the role and reflected on his past experiences that drive his desire to  
265 serve the public interest.

266  
267 **10. List of Acronyms**

268  
269 **11. Dates of Upcoming Council Meetings**

- 270
- 271 • Monday April 20, 2020
  - 272 • Thursday June 25, 2020
  - 273 • Friday Sept. 25, 2020
  - 274 • Friday December 4, 2020

275 **12. Adjournment:** Moved by R. Kniaziew and seconded by W. Hutchinson **to adjourn the meeting at**  
276 **2:12 p.m.**

277 **Motion carried**