

## BRIEFING NOTE

**TO:** Board of Directors

**FROM:** Fazal Khan, Registrar, CEO

**DATE:** May 17, 2021

**SUBJECT:** Honoraria Policy Update

For Decision  Monitoring Report

For Information

**Purpose:**

To review the Finance Committee’s recommendations regarding the Honoraria Policy .

**Background:**

At the December 7, 2020 meeting the Board considered whether it wished to amend the Honoraria Policy to permit professional members to expense meals during full day virtual meetings. At that meeting, the Board determined to refer this question to the Executive Committee, acting in its capacity as Finance Committee, to consider this potential amendment, as well as whether other amendments were warranted in light of the COVID-19 pandemic. The College's administration was requested to conduct an environmental scan to gather relevant information from other regulatory colleges to assist the Executive Committee with determining next steps in the Spring.

At the May 3, 2021 meeting, the results of the environmental scan were presented to the Executive Committee for review and to provide feedback on what changes, if any, should be made to the Honoraria Policy.

**For Consideration:**

The College's administration conducted an environmental scan surveying ten other Regulatory Colleges.

Regulatory College	Position
College of Kinesiologists of Ontario	No policy amendment or meal/equipment/supply stipend requests from the Board to date.
College of Midwives of Ontario	No policy amendment or meal/equipment/supply stipend requests from the Board to date.
College of Audiologists and Speech-Language Pathologists of Ontario	No policy amendment or meal/equipment/supply stipend requests from the Board to date.

College of Massage Therapists of Ontario	No policy amendment or meal/equipment/supply stipend requests from the Board to date.
College of Dental Hygienists of Ontario	No requests from the Board and no intention to provide stipends of any nature.
College of Chiropractors of Ontario	No requests from the Board and no intention to provide stipends of any nature.
Royal College of Dental Surgeons of Ontario	No requests from the Board and no intention to provide stipends of any nature.
College of Optometrists of Ontario	No requests from the Board and no intention to provide stipends of any nature.
College of Psychologists of Ontario	Allowed small office supplies (printer paper, staplers, and paper/binder clips) to be claimed as expenses in Q2 of 2020 to assist with the transition to a work from home setup.
College of Occupational Therapists of Ontario	Received requests for phone/internet stipends but did not amend their policies due to a concern regarding tax implications if there was insufficient proof of administrative burden to the College.

**Recommendations:**

That Executive Committee as the Finance Committee determined that in light of the fact that, of those colleges that responded, none indicated that changes were made, to recommend that the Honoraria Policy be kept as status quo.

The Executive Committee also expressed concerns with the inability of Public Members to submit meal/supply expenses to the Health Board Secretariat impacting the fairness of an Honoraria Policy amendment.

**Public Interest Considerations:**

Are there any concerns in amending the College's Honoraria Policy that will impact the COO's mandate to protect the public? Can reimbursement of specific board and committee member expenses impact trust in the organization?

**Diversity, Equity, and Inclusion Considerations:**

Are there any concerns in amending the College's Honoraria Policy that will impact the College's commitment to Diversity, Equity, and Inclusion?

**Action Required:**

That the Board approve the Executive Committee's recommendation to make no amendments to the Honoraria Policy at this time.