

For member decision

Agenda Item	9 - Member-Proposed Motions Regarding Organizational Transparency and Decision Rationale
Purpose	To consider the member-proposed motions
Decision(s) to consider	<i>Member-proposed motion text is included as attachment 1, with four (4) motions in total to consider.</i>
Votes required	Simple majority
Meeting date	November 1, 2023
Presenter(s)	Dr. Paul Dhillon, member proposing motions Dr. Christie Newton, CFPC President, AMM Chair
Author(s)	Governance support staff

Background

- On August 18, 2023, Dr. Paul Dhillon presented four (4) member-proposed motions (attachment 1), with appropriate support demonstrated by 10 voting members in good standing.

Current status

- The Board does not support the four (4) member-proposed motions and recommends that the members vote AGAINST the motions. The statement (attachment 2) provides a further rationale and information on CFPC projects that are underway and will address the concerns raised by the proposing members.
- Should the members support the motions as distributed, the Board, in its fiduciary role, will further consider them.

Recommended next steps

- All members are encouraged to consider the materials included on these matters.
- Voting members will have the opportunity to cast their ballots via the Lumi platform on November 1, 2023, or, if unable to attend the meeting, may appoint a proxy as part of the registration process for the meeting by October 31, 2023 at 8:00 a.m. (ET).

Attachment(s)

- [Attachment 1: Member-proposed motions as provided by P. Dhillon](#)
- [Attachment 2: Board's statement to members concerning the member-proposed motions](#)

Motion 1: Transparency and Governance Enhancement

Transparency and Governance Enhancement

We propose that the CFPC Board officially adopts a policy to maintain transparency and open governance. Board Meeting and Committee Meeting Minutes shall be accessible to CFPC members via a dedicated web portal. While promoting transparency, this motion recognizes the need for confidentiality by allowing Board members the option to convene in-camera for discussions of sensitive matters.

Motion 2: Documentation and Transparency

Residency Expansion Documentation Accessibility

The CFPC Board moves to ensure comprehensive communication and member engagement. By the conclusion of 2023, we commit to making all minutes, discussions, committee meeting records, and attendee lists available online for CFPC Members. This pertains particularly to the deliberations and documents associated with the introduction of the 3rd year of Residency training.

Motion 3: Financial Documents and Review

Financial Implications and Rationale Clarity

To foster informed decision-making, the CFPC Board commits to providing the membership with a detailed budgetary analysis regarding the implementation of the 3rd year in Family Medicine to the organisation and to future residents. Furthermore, we recognize the importance of transparency in governance evolution, and thus, we undertake to share all historical and present documentation along with the underlying rationale that led to the transition from a self-sustaining funding model to the current subsidisation of the CFPC examination.

Motion 4 follows on page 2

Motion 4: Review and Suspension of 3rd Year Family Practice Implementation

Whereas, the College of Family Physicians of Canada (CFPC) is committed to upholding the highest standards of education, training, and professional development for its members;

Whereas, the CFPC has proposed the implementation of a 3rd year in family practice as part of its educational program;

Whereas, concerns have been raised by various stakeholders regarding the process and potential outcomes of the 3rd year family practice implementation;

Whereas, it is essential to maintain the principles of openness, transparency, and inclusivity in decision-making processes that impact the education and training of family physicians;

Whereas, the Board of Directors of the CFPC holds the responsibility of ensuring that the best interests of its members and the medical community are served;

Be it resolved, that the Board of Directors of the College of Family Physicians of Canada (CFPC) hereby directs the organization to immediately cease the implementation of the 3rd year in family practice program;

Be it further resolved, that the CFPC Board of Directors hereby establishes a comprehensive and independent review committee, consisting of diverse stakeholders, including representatives from medical education, practicing family physicians, residents, and patient advocates;

Be it further resolved, that the review committee shall be tasked with conducting an open, transparent, and inclusive review of the proposed 3rd year family practice program, evaluating its objectives, curriculum, potential outcomes, benefits, challenges, and any concerns raised by stakeholders;

Be it further resolved, that the review committee shall be granted a period of 6-9 months to complete the review process and present their findings and recommendations to the CFPC Board of Directors;

Be it further resolved, that upon receipt of the review committee's findings and recommendations, the CFPC Board of Directors will carefully consider the report and determine the appropriate course of action, which may include modifications, improvements, or the continuation of the program based on evidence-based and informed decision-making;

Be it further resolved, that the CFPC Board of Directors commits to providing timely updates to its members and stakeholders throughout the review process, ensuring transparency and engagement in the decision-making process;

Be it finally resolved, that this motion shall take effect immediately upon approval by the CFPC Board of Directors and shall remain in force until the review process is completed and the Board makes a final decision regarding the 3rd year family practice program.

We thank the members proposing these motions for their engagement.

The CFPC Board is concerned that these member-proposed motions risk the organization's momentum. They jeopardize the College's commitments to supporting members amid the current primary care crisis, and to advancing the specialty of family medicine.

- The CFPC maintains a commitment to transparency, keeping members informed, and ensuring that its activities and standards support family doctors and the specialty of family medicine.
- Work to date documented on the Outcomes of Training Project (OTP) [landing page](#) is one example of this commitment, where background information and important milestones for the multi-year endeavour have been made available since the inception of the project.
- Through all of its work, the CFPC is dedicated to ensuring family medicine as a specialty is positioned to attract and retain appropriate talent. The Board is in full support of the urgency regarding the aims of the OTP to draw additional resources, attention, and support to members and training to future family doctors. Since the OTP began in 2018, the Board has been informed and consulted on a regular basis, providing support for recommendations in January 2021, and the OTP landing page has been updated to clearly identify these recommendations. The Board does recognize the need for an increased level of communication with members on this important standards initiative. Work is underway to ensure the experts assigned to this project keep members informed.
- The recommendations put forward in these member-proposed motions will present considerable costs that will be borne by members via special assessment. The actions that the Board is being asked to consider are duplicative of other projects that currently have dedicated resources, and it is expected they will affect the issues presented by the proposing members as follows:
 - **Comprehensive Governance Review** – The CFPC Board, at its meeting in June 2023, agreed that a comprehensive governance review will be scheduled to begin in early 2024. Building member trust and engagement are among the primary desired outcomes. This work will further explore the Board's capacity for transparency, while optimizing the governance of the organization and ensuring it continues to be best served by its directors' independent contributions. This project is expected to explore all aspects of governance within the CFPC, including alignment of the organization's dual mandates:
 - to ensure that work continues to serve member interest; and
 - to establish and advance education standards.It requires dedicated funding and focused time from both staff and volunteers.
 - **The Outcomes of Training Project (OTP)** – Significant work on this project over the last five years has included Board consultation, visibility, and support. The extensive consultation that took place for phase 1 was focused on development of the Residency Training Profile (RTP) and involved hundreds of family physician members across diverse practice contexts using a purposeful sampling strategy. These consultations aligned with family physicians' expertise about the nature of their practice, scopes of practice and how practice/roles are changing with implications for future of training. The newly developed RTP was then taken for consultation to university residency program leaders, charged with the responsibility of delivering training, to establish agreement and feasibility of RTP implementation. These consultations aligned with educational leaders' expertise and responsibility examining trends and changes in the training environment and resource implications, including time or length of training. At this stage, changes to these recommendations will result in:
 - financial risk;
 - reputational risk; and
 - unproductive shifting of the organization's strategic priorities.

The CFPC Board does not support these member-proposed motions.