

Executive Report

December 12, 2007

Report from the OHA

OHA Releases 2007 Executive and Management Salary Survey Reports

The Hospital Employee Relations Services (HERS) department at the Ontario Hospital Association (OHA) is pleased to release the *2007 Executive Salary Survey Report* and the *2007 Management Salary Survey Report* which are compensation surveys of 84 executive and management positions in Ontario hospitals. One hundred and five and 108 hospitals participated in these surveys respectively, and the reports are now available for purchase. The 2007 executive and management salary surveys also include data exploring incentive compensation, vacation entitlement and enhanced benefits.

The survey reports are available for purchase at a cost of \$1000 + GST each for full members and \$1500 + GST each for associate and affiliate members.

The *2007 Regional Salary Survey* - a compensation survey of 114 middle-management, professional, service, and clerical positions in Ontario hospitals - is also available for purchase at a cost of \$750 + GST for full members and \$1500 + GST for associate and affiliate members. For any questions on accessing the report or with respect to the report itself, contact David McCoy at dmccoy@oha.com or 416-205-1490.

Minister Makes Referral to HPRAC

On June 28, 2007, the Honourable George Smitherman, Minister of Health and Long-Term Care, requested advice and recommendations from the Health Professions Regulatory Advisory Council (HPRAC) in response to their report entitled, *Regulation of Health Professions in Ontario: New Directions, April 2006*. Minister Smitherman sought advice on a number of matters impacting the regulation of health professions in Ontario, including: mechanisms used to facilitate and support inter-professional collaboration between health colleges; the scope of practice for registered nurses in the extended class; regulations concerning non-physician professions which prescribe and/or use drugs in the course of their practice; framework and process for

changes to drug regulations for non-physician prescribers; the regulation of diagnostic sonographers; consideration of an association model for personal support workers; the regulation of dental assistants; the regulation of paramedics and emergency medical attendants; and the regulation of chiroprody and podiatry.

The HPRAC website, www.hprac.org, details the consultation process and the steps for each of the issues leading to a response to the Ministry of Health and Long-Term Care (MOHLTC). The website includes literature and jurisdictional reviews, discussion guides, submissions from colleges and associations, responses from organizations and individuals, and information on public consultations. Comments or submissions can be sent to HPRAC by email to HPRACSubmissions@ontario.ca, by fax to 416-326-1549, or as a Microsoft Word document on a disc or as a written document to: HPRAC, 55 St. Clair Avenue West, Suite 806, Box 18, Toronto, Ontario M4V 2Y7.

For further information, contact Heather Stewart at hstewart@oha.com or 416-205-1321.

OHA Celebrates Hospitals' Continued Commitment to Patient Safety

The OHA extends its gratitude to all hospitals that have shared successes with the *Your Health Care - Be Involved* patient safety tips campaign aimed at improving patient safety and engagement. A webpage (www.oha.com/patientsafetytips) has been created to showcase achievements. All hospitals are encouraged to submit their stories. In 200 words or less, describe ways the campaign is used in your organization and include any feedback or outcomes, if available.

Submit stories to Cyrelle Muskat at cmuskat@oha.com or 416-205-1316. All submissions will continue to be profiled on the OHA website.

Report on Health Care

Cardiac Catheterization Lab Officially Opens at BCH

On December 6, 2007, an open house for cardiologists, internists and the Cardiac Care Network was held to mark the official opening of the new Cardiac Procedures Unit (CPU) at Brampton Civic Hospital (BCH). The new CPU, also known as a cardiac “cath” lab, offers a service new to the community - a diagnostic test known as cardiac catheterization or diagnostic coronary angiogram.

In the past, patients were referred to facilities outside the community for the test, often waiting one or more days, causing a longer than usual wait time and separation from family members. Now, with its own cardiac cath lab, the William Osler Health Centre is able to offer this service and decrease the length of stay for patients requiring diagnosis and treatment for heart disease.

NHH Officially Opens its New MR Imaging Service

The Northumberland Hills Hospital (NHH) officially opened its new Magnetic Resonance (MR) imaging service on December 5, 2007. The event was held almost exactly a year after receiving approval from the MOHLTC to operate an MR service at the hospital. Currently operating one shift per day, five days a week – the amount permitted under the current funding allotment – NHH is hopeful that shifts will expand in the months ahead. The MOHLTC and Local Health Integration Networks (LHINs) monitor wait times for MR across the province, providing additional funding to hospitals as required, to ensure wait times are within provincial standards.

With the service now in place, the focus now shifts to the Northumberland Hills Hospital Foundation, which is responsible for raising the necessary capital funds to pay for the multi-million dollar MR equipment and other enhancements necessary to keep NHH’s diagnostic imaging and related systems at the leading edge of current technology.

PRHC Slated to Open in June 2008

The 715,000 square-foot Peterborough Regional Health Centre (PRHC) will open on Sunday, June 8, 2008. In the coming months,

PRHC physicians, staff and volunteers will take steady strides toward the transition. The new PRHC is more than 90 per cent complete and the first pieces of patient care equipment are scheduled to arrive in the coming weeks.

This move represents a big change, and staff are being supported through ongoing involvement in the planning process. Across the hospital, staff have been engaged in planning the transition for their own areas, and will soon go through new hospital orientation training, with about a third of staff having already toured the site.

CCHSE Seeks Award Nominees

For over a decade, the Canadian College of Health Service Executives’ (CCHSE) *National Awards Program* has been showcasing the success of exemplary individuals, teams and organizations throughout Canada. These awards encourage knowledge exchange, celebrate excellence and stimulate replication of best practices across the industry.

Nominate a deserving individual, team or organization for a CCHSE national award by the deadline, March 3, 2008. Award winners will receive paid travel and accommodations to attend the awards ceremony.

For further information on CCHSE’s National Awards Program, visit www.cchse.org or contact Cindy MacBride at cmacbride@cchse.org or 1-800-363-9056 ext. 13.



Executive Announcements

Tony Dagnone has joined Pacific and Western Credit Corporation's subsidiary, Pacific and Western Bank of Canada, as a special advisor in the health care industry.

Bridgepoint Health announced the appointments of **Nancy Macken** as Vice President, Finance and Chief Administrative Officer and **Tom Poldre**, as Chief of Corporate Communications and Community Relations.

Ray J. Racette has been appointed by the Board as the new President and Chief Executive Officer (CEO) of CCHSE, effective February 4, 2008.

Humber River Regional Hospital announced the appointment of **Scott Jarrett** as Vice President of Patient Services. He began his role on October 29, 2007.

Shelly Jamieson was named the next Secretary of the Cabinet, Head of the Ontario Public Service and Clerk of the Executive Council. The appointment takes effect January 7, 2008.

Report from Queen's Park

OHQC Launches Quality Improvement Tools and Resources on Website

The Ontario Health Quality Council (OHQC) has launched a series of quality improvement tools and resources on their website. The tools will help organizations define and structure their quality improvement projects, identify sources of quality challenges, monitor and measure against targets, and test and implement ideas for change. Some of the tools available include templates and instructions for using project charters, process mapping, root cause analysis, failure modes and effects analysis, Plan-Do-Study-Act (PDSA) cycles and run charts. In addition, the site provides links to other quality improvement resources.

The tools are free to access and can be found at www.ohqc.ca.

Economic Outlook and Fiscal Review to be Released

Ontario Finance Minister, **Dwight Duncan**, will release the *2007 Economic Outlook and Fiscal Review* in the legislature at approximately 1:45 p.m. on Thursday, December 13, 2007.

Ontario Funds New Life-Enhancing Treatment for Kidney Cancer

As of December 4, 2007, kidney cancer patients in Ontario will be able to receive Sutent under the Ontario Drug Benefit Plan for the treatment of metastatic (advanced) kidney cancer. Ontario joins Quebec and British Columbia as the only provinces in Canada to list Sutent for this indication.

One of the goals of the pan-Canadian Joint Oncology Drug Review process (JODR) was to provide a more consistent review of and access to cancer drugs across the country. Historically, each province and territory has taken very different decisions about whether to pay for new cancer drugs.

Without public reimbursement, patients have to pay for the medicine themselves or forego treatment. Some patients with private insurance plans may be able to access Sutent, but 3.5 million Canadians have little or no private insurance coverage for prescription drugs.



OHA Conferences

The LHIN Agenda and the New Government January 25, 2008 Toronto

This conference provides a perfect opportunity to assess Ontario's new LHINs, their progress and future agenda. LHINs have assumed funding authority over a significant portion of the MOHLTC's overall budget. This conference will examine the extent LHINs can be used to make real changes in program delivery and how. How much autonomy are LHINs likely to be given in their decision-making? Have they been given the tools to be successful? How will progress be evaluated with this "made in Ontario" model? What can we learn from the experience of Cancer Care Ontario and from other jurisdictions? How should decisions be made on clinical program distribution?

Featuring a variety of LHIN leaders and MOHLTC and external perspectives, this conference will provide insights on the challenges facing the Ontario health care system as it continues to evolve, and the roles LHINs and their provider partners could play in meeting those challenges. For further information, contact Shannon Byck at sbyck@oha.com or 416-205-1357

Educating Staff and Engaging Patients in Patient Safety February 4, 2008 Toronto

Educating staff and engaging patients is a high priority for health care professionals and is supported by national organizations, such as the Canadian Council on Health Services Accreditation (CCHSA) and the Canadian Patient Safety Institute (CPSI). The CCHSA has introduced two Required Organizational Practices (ROPs) mandating organizations to deliver education/training on patient safety to staff and to inform and educate patients about their role in patient safety. Recently, the CPSI released a DVD series entitled, *Delivering Patient Safety*.

Chaired by Dr. Jim Worthington, participants will have the opportunity to hear from leaders in the field including Dr. James Reason, who will be joining via live video broadcast, and Dr. Robert Buckman, a medical oncologist who will focus on communicating with patients. Segments of the CPSI DVD series will also be incorporated into the session. For further information, contact Kerry Vincent at kvincent@oha.com or 416-205-1306.

Creating a Culture of Health and Wellness through Effective Leadership February 4, 5 & 6, 2008 Toronto

This program has been developed by the Ontario Safety Association for Community and Healthcare (OSACH) in

cooperation with the OHA. Participants will learn how to create a culture of health and wellness in their organization through the development of a comprehensive health and safety management system.

Program objectives include: outlining the framework for a health and safety management system; identifying the legislative requirements health care organizations need to fulfill their health and safety obligations; preparing a due diligence defense; describing the processes required to reduce health and safety risks through hazard identification, analysis, and control; assisting organizations in the development of a prevention program to reduce occupational injury and disease and Work and Safety Insurance Board costs; and identifying contributing factors to healthier and safer workplaces. For further information, contact Marisa Bavaro at mbavaro@oha.com or 416-205-1309.

Fraud in Health Care February 8, 2008 Toronto

Health care fraud and abuse have become increasingly prominent. This session, co-chaired by Jim Patterson, Partner at Bennett Jones LLP and Shannon MacDonald, Partner and National Health Services Leader at Deloitte, will provide critical insight into fraud awareness, prevention, risk assessment and response. Participants will hear from leading experts, engage in a panel case discussion on common fraud schemes, explore a fraud prevention framework, determine an appropriate course of action when faced with fraud, and look at the obligations of hospital boards when fraud is detected. For further information, contact Sara Simone at ssimone@oha.com or 416-205-1314.

Managing Human Resources Course February 11, 12 & 13, 2008 Toronto

Hospital leaders understand that in today's competitive market for labour, maximizing human capital is essential to achieving optimal patient care outcomes. This program is aimed at strengthening hospital leadership capacity and management competencies required for all those involved in hospital people management. It will provide managers with tools and resources in the areas of recruitment and retention, change management, organizational effectiveness, employee/labor relations, and the creation of healthy and productive work environments. This program will help front-line managers understand the relationship between the success of their employees and that of the organization. For further information, contact Marisa Bavaro at mbavaro@oha.com or 416-205-1309.

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OHA Conferences (continued)

Volunteer Sector Leadership - Planning for the New Reality

February 25, 2008

Toronto

Building on the success of last year, this year's conference will continue the process of building closer ties between the Hospitals Auxiliary Association of Ontario (HAAO) and the Professional Administrators of Volunteer Resources - Ontario (PAVR-O). Directors of volunteers and hospital auxiliaries/associations will discuss issues of common concern and participate in interactive workshops on relationship-building and change management.

This one-day program will focus on the dynamics impacting the volunteer sector in health care, such as dealing with new variables, relationship-building and management, leading change and leading practices. By incorporating the latest knowledge and software technology, participants will experience a practical approach to supporting the volunteer planning cycle. **For further information, contact Kerry Vincent at kvincent@oha.com or 416-205-1306.**

Moving Towards Transformational Chronic Disease Management and Prevention

February 29, 2008

Toronto

One in three Ontarians lives with a chronic illness. The prevalence of chronic illness means that the successful management and prevention of chronic disease is emerging as a top priority for all levels of government and health providers. This conference will look at the progress being made in the approaches to chronic disease management and prevention strategies being employed. It will discuss the need for health care providers to communicate with each other and attain the necessary resources and technologies to better assist patients and their caregivers in managing their illness.

Speakers include Dr. Penny Ballem, Dr. Robert Petzel, Dr. Philip Ellison, Dr. Ben Chan, Sarah Kramer, Matt Anderson, Camille Orridge and Ene Underwood. Participants will have the opportunity to benefit from the experience of others and participate in discussions with a variety of speakers representing perspectives from British Columbia, Alberta, the United States and Ontario. Participants will also have the opportunity to join a discussion with representatives from hospitals, Family Health Teams and Community Care Access Centres. **For further information, contact Sara Simone at ssimone@oha.com or 416-205-1314.**

Getting It Right...Make Your Message Matter

March 3, 2008

Toronto

The OHA, in conjunction with the Health Care Public Relations Association (HCPRA), presents the Community Affairs and Communications Network (CACN) conference as a way to help health care communicators understand their audiences and share insights with one another. This one-day session has been specially designed for health care communicators and will offer useful strategies and tools for communicating in today's age of transparency and accountability.

The day will feature a host of dynamic speakers focusing on crisis communications, internal communications, and measuring effectiveness. And, as a light-hearted close to the day, the session will feature a humorous look at what not do in communications - a part of the agenda that will be fun, but will also reinforce the skill set needed among today's health care communicators. **For further information, contact Kerry Vincent at kvincent@oha.com or 416-205-1306.**



200 Front Street West, Ste. 2800
Toronto, ON M5V 3L1
Tel: 416 205 1300
Fax: 416 205 1360
www.oha.com

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The Executive Report is a weekly publication of the OHA

Editor:

Tamarah Harel
416 205 1346
tharel@oha.com