

Executive Report

March 29, 2007

Report from the OHA

2007 Labour Market Survey Underway

The Labour Market Survey is a biannual initiative administered by the Ontario Hospital Association (OHA) to gain fundamental baseline data on health human resources. During the current phase of the survey, the OHA will be examining, in detail, the vacancy, turnover and demographic trends of 40 hospital professions and specialty nursing units. The survey has undergone some changes this year, including:

- Enhancement of the online web tool for a more user-friendly look and feel;
- Individualized hospital reports (by request);
- Ability to benchmark with Ontario hospitals and compare key indicators to northeastern American states;
- Creation of new data segments (by Local Health Integration Network); and
- Planned report debriefing sessions to regions beginning in the fall of 2007.

Earlier this month, the OHA put out a call for contacts to participate in this year's survey, and more than 120 hospitals have responded. Survey links have already been sent to identified contacts, but there is still time for others to participate. Visit www.oha.com "Programs - Strategic Human Resources - Labour Market Survey 2007" to get involved.

For further information, contact Marion McKeen at mmckeen@oha.com or 416-205-1359.

Pandemic Preparedness Planning Portal Project (P5) Survey

The OHA would like to remind all acute care hospitals to complete their P5 Pandemic Preparedness Needs Assessment Survey by April 5, 2007. The P5 needs assessment survey should be completed by the person most responsible for a

hospital's pandemic influenza planning. This survey will inform the development of a comprehensive learning portal that will help hospitals plan for an influenza pandemic. The previously-circulated P5 invitation, cover letter and web link to the survey can be found in the "Reports" section of this week's OHA *Executive Update* (a member login is required).

For further information, contact Karen Sequeira at ksequeira@oha.com or 416-205-1328.

OHA Seeking New LTD and Life Insurance Programs

The OHA has been engaged in intense discussions with Sun Life Financial regarding the renewal rating approach of OHA-sponsored Long-Term Disability (LTD) and Life Insurance programs. If accepted, the renewal rating approach could have resulted in increased costs of 30 to 90 percent for individual employers, depending on the number of employees and claim experience. The OHA considered these prospective increases unacceptable and entered into discussions with Sun Life, hoping to reach a mutually beneficial arrangement. Unfortunately, a satisfactory agreement has not been achieved, and, as a result, the OHA is seeking an alternate insurer for the plan. Currently accepting and reviewing new proposals for LTD and Life Insurance programs, the OHA is committed to securing an agreement that is financially viable for Members and that meets their employees' needs by August 1, 2007. While the process is currently underway, Sun Life will continue to honour the arrangements of the existing LTD and Life Insurance program contract and no renewal action will be taken.

For further information, contact Terry Siriska at tsiriska@oha.com or 416-205-1397.

Report on Health Care

Year of Change for RVHS

Construction on three major projects at Rouge Valley Health System (RVHS) will see more multi-million-dollar construction in one year than Rouge Valley's two hospitals have seen since they were built. The three projects include:

- Redevelopment of Rouge Valley Ajax and Pickering, including a new emergency department; new facilities for diagnostic imaging; more cardiac diagnostic services; and new facilities for mental health, complex continuing care, ambulatory care, laboratory, and more.
- A regional birthing and newborn centre that will provide a home-like environment for low-risk, uncomplicated births, while also providing all of the equipment and expertise needed to handle more complicated, high-risk deliveries.
- Phase two mental health supportive housing, which will offer seriously mentally ill people proper accommodations and care across the street from Rouge Valley Centenary.

More detailed descriptions of each project are available at www.rougevalley.ca.

Study Looks at Home Care Spending

According to a new report from the Canadian Institute for Health Information (CIHI), government spending on home care grew from \$1.6 billion in 1994-1995 to \$3.4 billion in 2003-2004, an average annual growth of 9.2 percent. In comparison, over the same time period, total government health spending increased by an average of 5.7 percent per year.

The report is CIHI's first comprehensive look at public sector spending on home care services – a combination of health care and support services provided in the home instead of in an institutional setting.

The number of patients using government-subsidized home care increased from 23.9 per 1,000 in 1994-1995 to 26.1 per 1,000 in 2003-2004, representing an average annual increase of one percent. Over the study period, spending on home care

increased faster than the number of patients did, suggesting that, in general, home care users each consumed more resources in 2003 than they did a decade previously.

The report is available at CIHI's website, www.cihi.ca.

WDMH Changing Inside and Out

With more than \$30 million raised by community members and an additional complement from the Ministry of Health and Long-Term Care, Winchester District Memorial Hospital (WDMH) will soon have a new \$54 million institution built with the most state-of-the-art equipment and concepts.

Thanks to the efforts of people in Winchester, North Dundas, South Dundas, North Stormont, South Stormont, Russell, Edwardsburg and Osgoode communities, the 90,000 people served by the hospital will soon have a modern space that will double the amount of obstetrical and neo-natal care in the area and substantially increase surgical day programs.

Among the exciting changes happening with the hospital's physical structure, changes are also taking place on the inside. In January, WDMH launched an innovative pilot education program that brings together medical, nursing, physiotherapy and spiritual care students from the University of Ottawa and St. Paul's University.

After completing the normal clinical placements in their areas of expertise, students are given cases that they are expected to tackle as a team, so they can learn more about the roles of others in the hospital. The program is the first of its kind in the region.



Executive Announcements

The CEOs of the Erie St. Clair hospital group recently announced the appointment of **Cynthia Chesler** to the position of Regional Director, Material Management as part of their Integrated Supply Chain Management initiative, effective April 2, 2007.

Providence Continuing Care Centre's Mental Health Services has recruited a full-time geriatric psychiatrist to treat clients in the Hastings and Prince Edward region. **Susan Illkov-Moor** joined the Mental Health Services community outreach team on March 19, 2007.

Sine MacKinnon has joined The Change Foundation as Director of Communications. Ms. MacKinnon will produce a communications and marketing strategy in support of The Change Foundation's renewed mission and vision.

Report from Queen's Park

Provincial Government Presents 2007-08 Budget

On March 22, 2007, Ontario's Minister of Finance, the **Honourable Greg Sorbara**, presented the 2007-08 Ontario Budget, entitled, "*Investing in People and Expanding Opportunity.*" The OHA's preliminary budget analysis shows that spending in the health sector will be \$37.9 billion, rising to \$39.8 billion in 2008-09 and \$41.5 billion in 2009-10.

While the budget did not provide detailed information on planned multi-year operating expenditures for 2008-09 and 2009-10, the government did announce a net expenditure increase in 2007-08 for the hospital sector in the amount of five percent, or \$835 million, including funding for the Wait Times Strategy and a confirmation that the funding announced through the October 2006 Emergency Department Action Plan (EDAP) has been added to hospitals' base budgets. The 2008-09 and 2009-10 net expenditure increase for the hospital sector includes a combined 8.9 percent or \$1.565 billion over the two fiscal years.

Other, non-hospital related funding for health initiatives involved allocated dollars for home care, long-term care, Community Care Access Centres (CCACs), Ontario Health Insurance (OHIP), pharmacy and other health promotion initiatives as well as e-Health, research and innovation, and hospital negative

working capital.

For more specific details and additional budget highlights, see the OHA's 2007 Ontario Budget Reaction bulletin at www.oha.com under "Communications - Bulletins," or visit the Government of Ontario's website at www.gov.on.ca.

MOHTLC Lays Groundwork for Wait Time Reductions

Ontario Minister of Health and Long-Term Care, **George Smitherman**, recently launched a project that will establish a wait time guarantee for cataract surgery.

Under an agreement with the federal government, the Ontario government will start a demonstration project this summer to implement a cataract surgery wait time guarantee. This project will be aimed at patients who are at risk of waiting longer than the province's current access target of 26 weeks. These patients will be contacted and given the opportunity to receive access to cataract surgery at another public health care institution elsewhere in Ontario.

Following the completion of the project, Ontario plans to establish the cataract surgery wait time guarantee by January 1, 2009, with progress to be reviewed by 2010.



OHA Conferences

Conference for Administrative Professionals April 26 - 27, 2007 Radisson Admiral Hotel Toronto Harbourfront 249 Queen's Quay W., Toronto

Register today for what has come to be known as the conference of choice for administrative professionals in the health care industry. The conference will begin with a full day of sessions that will provide valuable updates and interesting hands-on activities. A second half-day session will focus on the power of communication and how to be more effective when talking with others.

Do not miss this opportunity to sharpen skills and develop valuable technical, management and communication skills through expert-run sessions. Delegates may also join in the fun at the networking reception on April 26. For further information, contact Shannon Byck Munday at sbyckmunday@oha.com or 416-205-1357.

Energy Monitoring, Targeting and Reporting: A New Way of Managing Health Care April 26, 2007 (Full Day) & April 27, 2007 (Morning only) Ontario Hospital Association 200 Front St. W., Toronto

The OHA, in conjunction with Enbridge Gas Distribution and Union Gas, is pleased to present a new, enhanced version of the *Energy Monitoring, Targeting and Reporting: A New Way of Managing Health Care (MT&R)* conference. MT&R is a powerful technique for managing the consumption of energy downward. It involves ongoing analysis of energy use in view of the key consumption drivers, such as weather and activity indicators, and is the basis for integrating energy efficiency into an organization's management structure. In this interactive, hands-on workshop, delegates will gain a working knowledge of the principles, analytic methods and practical skills needed to implement MT&R in an organization. After the workshop, delegates will be able to make informed choices about

commercial energy management tools available in today's market. For more information, contact Marisa Bavaro at mbavaro@oha.com or 416-205-1309.

Managing Human Resources May 7 - 9, 2007 Ontario Hospital Association 200 Front St. W., Toronto

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

Cancer Services in Ontario May 15, 2007 Holiday Inn on King 370 King St. W., Toronto

Cancer is one of the leading causes of death in Ontario. With the growing burden of cancer, Ontarians require a seamless health care system that ensures integrated regional strategies are in place.

Addressing cancer services across Ontario, this one-day conference, planned in partnership with Cancer Care Ontario, will focus on the strengths and weaknesses in the current cancer system and will provide an opportunity to review system performance and innovations in cancer treatment. For further information, contact Shannon Byck Munday at sbyckmunday@oha.com or 416-205-1357.

OHA Conferences (continued)

Administrative Professionals Conference Aug. 19 (evening) and Aug. 20, 2007 Valhalla Inn, Thunder Bay

Join your colleagues at the OHA Region 1 North West Sub-Region *Administrative Professionals Conference*. This one-day workshop is designed to help health care administrative professionals from large or small organizations, who report to any level of administration, improve their skill set, boost productivity and bring their best to work and life.

The program will feature a mix of presentations, interactive discussions and opportunities to share ideas and challenges with fellow colleagues. Topics will include diversity in health care, minute-taking, e-mailing, office yoga, and ergonomics in the workplace. For further information, contact Rebecca Moonah at rmoonah@oha.com or 416-205-1355.

OHA Region 1 Northwest Sub-Region Aboriginal Health Care Conference Building Collaborative Partnerships for Health Prosperity September 25-27, 2007 Thunder Bay

Awareness and understanding of blending traditional healing practices and contemporary medicine into health care for Aboriginal peoples is increasing. This has made collaboration and community-wide approaches to embracing cultural and geographic challenges a must. This in-depth, multi-stakeholder conference will highlight opportunities for and success stories of integration and coordination. Topics include:

- Human resources planning and skills
- Cultural sensitivity training for caregivers
- Governance models
- Updates on current policy directions

- Blending traditional healings and contemporary medicine
- Live telemedicine demonstration
- Patient and child safety
- Storytelling circles hosted by Native Elders

The conference will also feature a poster display showcasing innovation and best practices in Aboriginal health care. For further information, contact Joanne Grzywina at jgrzywina@oha.com or 416-205-1341.

Governance Centre of Excellence Update

At HealthAchieve2006, the OHA introduced a new curriculum for health care trustees through the Governance Centre of Excellence (GCE). The foundation of the governance education program is the *Guide to Good Governance*, and on March 29, 2007, the OHA will launch the first program course, *Certificate for Implementing the Guide to Good Governance*. With an already overwhelming response to this program, plans are currently underway for additional programs in each region. Program dates will be announced in the very near future. As other new programs are being developed, a number of “Keeping Current” conferences have been scheduled for 2007, including: *Conference for Board Finance Committee Members*, April 26; *Current Issues in Health Care Governance*, May 11; *Board’s Role in Quality*, June 14; *Health Care Governance Forum*, September 20 and 21; and, *Board Secretaries Certificate in Good Governance*, October 19.

For further information, contact Josie Mazzola at jmazzola@oha.com or 416-205-1356, or visit the GCE website at www.oha.com/gce.



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