

Executive Report

August 27, 2008

Report from the OHA

Creating a Provincial Talent Management Framework

Talent management is a process which ensures that the right people with the right skills are in the right place and are engaged and focused on the right activities to achieve targeted results.

Ontario Hospital Association (OHA) consultations in 2007, with the assistance of PricewaterhouseCoopers, revealed significant promise for a Leadership Development Institute (LDI) that could play an important role in identifying leader candidates to move through the “leadership pipeline” and in introducing and supporting overall talent management and leadership development strategies throughout Ontario’s health care sector.

At this time, a key opportunity exists for hospitals to become pilot sites and to assist the LDI in developing a Talent Management Framework. This framework will establish a process that hospitals can use to identify high potentials, to determine the readiness of these individuals to move, and – for those who are ready – where the next logical move would be.

To learn more about becoming a pilot site, visit www.oha.com, under “Professional Development and Events – Leadership Development Institute.” For further information, contact Franca Hoda at 416-205-1332 or fhoda@oha.com.

HealthAchieve
Inspiring Ideas & Innovation | 2008

Call for Submissions: *Ted Freedman Award for Innovation in Education*

The OHA, in cooperation with Longwoods Publishing, is looking for the best innovation in education program that advocates and enables education in health, health services or health management at a health care organization.

This competition is open to any individual or group. Adjudicators will evaluate submissions according to the following criteria:

- The value of the innovation as an agent of change;
- The evidence to substantiate the innovation;
- The outcomes to substantiate the innovation; and
- Appropriate use of technology.

Submissions should be sent electronically and are due on Friday, **September 5, 2008**. Please submit nominations to Lopez@longwoods.com. For further information, visit www.healthachieve.com or contact Lina Pallotta at lpallotta@oha.com.

Early Registration Can Save You up to \$125

Take advantage of the early registration discount and save up to \$125.00, if you register by Friday, September 12, 2008. HealthAchieve2008 will take place on November 3, 4 and 5, 2008, at the Metro Toronto Convention Centre. Delegates are encouraged to register online by visiting www.healthachieve.com.

Book early to ensure your choice of hotel during your stay in Toronto. When making a hotel reservation, identify yourself as a delegate attending HealthAchieve2008 to qualify for the special hotel rates. For further information regarding registration, program and exhibit floor information and hotel accommodations, call 416-205-1361/416-205-1362 or email healthachieve@oha.com.

Report on Health Care

St. Peter's Hospital and HHS Amalgamate

The Letters Patent of Amalgamation, confirming the agreement between St. Peter's Hospital and Hamilton Health Sciences (HHS), have been approved by the Ministry of Government Services. The Letters Patent fulfill the formal legal requirements for amalgamation. This means that the two hospitals now continue as one organization.

In April 2008, the boards of directors of St. Peter's Hospital and HHS both voted unanimously in favour of the amalgamation. This announcement was made after many months of deliberation and due diligence led by a steering committee made up of representatives from both boards.

For the community, patients, and staff, it is business as usual. The full amalgamation of the two organizations will take place gradually over time while staff from both hospitals work together to operationalize the integration.

MAHC Community Laboratory Services Moving to Provincial Model

On August 18, 2008, Muskoka Algonquin Healthcare (MAHC) announced that it is transitioning to the widely used provincial model for providing community laboratory services. This transition occurs as two pilot projects that tested an alternative model of delivery have concluded.

MAHC's current community lab partner, Gamma-Dynacare Medical Laboratories (Gamma-Dynacare), will now also provide processing and testing services to physicians and patients in the local communities, in addition to the specimen collection, transportation and report delivery services it has provided since 1997. This decision has been made in order to ensure that sustainable and accessible quality community laboratory services continue to be available to the residents of Muskoka and East Parry Sound. The transition will be complete by early 2009.

It is anticipated that from a public perspective, laboratory services will not change. Physicians and the general public will notice no difference for community lab services. Lab services for

MAHC in-patients and registered out-patients will continue to be performed by MAHC.

The decision to transition from the pilots to the provincial model is the outcome of collaborative discussions amongst MAHC, Gamma-Dynacare, the North Simcoe Muskoka Local Health Integration Network (LHIN), and the Ministry of Health and Long-Term Care (MOHLTC), and keeps with the recommendation of the Provincial Laboratory Pilot Projects Review for maintaining long-term sustainability of lab services.

CAMH Celebrates Landmark Investment

On August 20, 2008, the Centre for Addiction and Mental Health (CAMH) celebrated the announcement of a landmark investment of \$15 million by the Canada Foundation for Innovation (CFI). This funding from the Large-Scale Institutional Endeavours component of CFI's Research Hospital Fund, kicks off a \$38 million project that will enable CAMH to focus on transforming lives across six research themes: schizophrenia, mood disorders, addictions, community health and knowledge exchange, neuroimaging, pharmacogenetics and neuroscience. With the additional financial support coming from donors through the CAMH Foundation, this integrated and pioneering project will address key issues such as:

- Optimizing treatment across mental illness and substance use disorders, including the development of individualized treatment based on molecular genetics;
- Translating discoveries into improved clinical practice, prevention and intervention strategies; and
- Reaching out to underserved and understudied communities such as First Nations, remote populations, the workplace, women, the elderly, and children.

As the largest individual grant in CAMH history, this funding news is a turning point for the future of mental illness and addiction research.

Executive Announcements

Chris Ferguson was recently appointed Interim Chief Executive Officer (CEO) for Arnprior and District Memorial Hospital and Grove Nursing Home, effective September 6, 2008.

Dr. Martin Lees was recently appointed as Bluewater Health's Chief of Staff. Dr. Lees has been serving as Interim Chief of Staff since August 2007.

On Friday, September 5, 2008, Stevenson Memorial Hospital will be holding an 80th anniversary celebration at the hospital. The Birthing Unit will have an official re-opening with a ribbon cutting ceremony.

Report from the Capitals

Increasing Direct Daily Care in Long-Term Care Homes

Ontario is providing \$23.3 million to support the creation of 873 personal support worker positions in long-term care homes. This will increase the average paid hours of direct daily care per resident to 3.26 hours a day this year for nursing, personal support and programming.

This is the first round of funding to add 2,500 new personal support worker positions and 2,000 more nurses into long-term care homes over the next four years, as announced in the 2008 Budget.

These additional frontline staff will increase the average paid hours of direct daily care per resident in long-term care homes to 3.5 hours by 2011.

As a result, long-term care home residents will benefit from more hands-on care, such as personal hygiene care, help with transferring into chairs, vehicles or beds, as well as with dressing and undressing.

Expansion to Improve Access to Care

People in northern Ontario will have better access to care with a new investment that will allow more medical students to train in northern communities.

The Ontario government is expanding in-the-field training at the Northern Ontario School of Medicine. The Northern Ontario Heritage Fund

is providing \$3.3 million to expand local medical centres and improve internet connections in 77 communities over the next three years. This will allow medical students to see patients in small, rural and Aboriginal communities, while staying in close contact with their teachers by using videoconferencing and distance learning.

The Northern Ontario School of Medicine was the first new medical school to open in Ontario in 30 years. It focuses on the unique medical needs of people in rural and northern Ontario.

Listeria Investigation and Recall

The Public Health Agency of Canada and the Canadian Food Inspection Agency have received laboratory results from Health Canada that establish a link between meat products recalled by Maple Leaf Foods from their plant in Toronto and an outbreak of listeriosis. While these results are highly significant, and indicate that the investigation is on the right path, the investigation is not complete. Test results on additional food samples expected next week will advance the investigation further.

The investigation is ongoing and Maple Leaf Consumer Foods has initiated a voluntary recall on products that may be implicated in the outbreak investigation. For further information and to access a list of recalled products, visit www.inspection.gc.ca, under "Listeria Investigation and Recall."



OHA Conferences

Certificate in Leading Board Committees September 9, 2008 Toronto

This one-day course is for incoming committee chairs and/or existing chairs to assist them in fulfilling their leadership roles. The course is a combination of lecture and interactive scenario/case studies covering topics such as the current health care landscape, the role of board committees and the committee chair, relationship management, meeting management, risk management, and the skills required to lead high-performing committees. Participants will benefit from discussions and insights from both their peers and governance experts on how to become effective leaders and team members on their boards.

For further information, contact Josie Mazzola at 416-205-1356 or jmazzola@oha.com.

Region 5 Educational Conference: New Skills, New World - The Future of Health Care October 2 & 3, 2008 Stratford

This year's conference will focus on hospitals of the future and will address topics such as ethics, technology, e-Health, public reporting and quality of care, the future of *The Public Hospitals Act*, and will feature breakout sessions evaluating Chiefs of Staff and the physician-hospital relationship. OHA President and CEO Tom Closson will discuss health care providers in the world of LHINs. Keynote closing speaker Nick Bontis, Director, Institute for Intellectual Capital Research will present "Leader-shift: Thriving in 2020." A conference bonus includes a half-day governance session on the Certificate in Leading Board Committees; participants will receive a Governance Centre of Excellence (GCE) certificate upon completion of the course.

For further information, contact Joanne Murphy at or 416-205-1341 or 1-800-598-8002, ext. 1341 or jmurphy@oha.com.

Principles and Applications of Health Law October 9 & 10, 2008 Penetanguishene

This course provides an introduction and overview of legal issues and concepts that arise in health care institutions, touching on

various topics such as principles of business law, principles of civil litigation and risk management, and applications of health law. The course is intended primarily for those in middle management positions, but it will also be of interest to those in senior positions who want to increase their understanding of legal issues.

For further information, contact Marisa Bavaro at 416-205-1309 or mbavaro@oha.com.

Annual Human Resources Symposium - Finding and Filling the Gap: Workforce and Human Resources Planning October 16, 2008 Toronto

Organizations struggling to maintain a balance between the supply and demand of human resources are relying on workforce and human resources (HR) planning strategies and techniques. Join health care HR leaders and people managers for an extraordinary and in-depth conference focusing on finding and filling gaps in the workforce through workforce and HR planning. This interactive, one-day program will showcase the latest trends and leading-edge practices in HR planning, and will teach participants how to develop their own programs and strategies to bring back to their organizations.

For further information, contact Shannon Byck at 416-205-1357 or sbyck@oha.com.

Incident Management System (IMS) for Health Care Facilities October 20, 21 & 22, 2008 Toronto

This course is geared toward hospital staff directly involved in the development and operations of emergency management planning and procedures within their organization. It will be of particular interest to individuals who have direct responsibility for safety and security or emergency procedures, and risk managers, including senior administrators, critical care providers, emergency department staff and clinical educators.

For further information, contact Marisa Bavaro at 416-205-1309 or mbavaro@oha.com.

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OHA Conferences (continued)

Navigating the Landscape for Employee Health October 22, 2008 Halifax

Health concerns are a growing concern to businesses and is sometimes considered their number one economic pressure. With productivity issues, turnover, absentee costs, and increasing employer health premiums, managing employee health is an essential for companies that wish to develop into robust organizations with long-term growth. Workplaces in Halifax are making great strides to promote good health.

Conference highlights include a question and answer period with the CEOs of the *2007 Healthy Workplace Award* winners, an interactive workshop looking at employee wellness and optimizing organizations' benefits plans, and a personal wellness break with a naturopathic doctor.

For further information, contact Linette DeGraaf at 416-205-1455 or ldegraaf@oha.com.

Applied Research Methods November 24, 25 & 26 2008 Toronto

The practical focus and applications-oriented design of this course will enable participants to directly apply course contents to a subject of interest to them, or their organization. Sufficient instructional feedback will be offered to participants to ensure the successful undertaking of a research project by the course's conclusion. After completing this course, participants will find their professional and managerial skills enriched through a basic

working knowledge of applied research methods pertaining to institutional and community health organizations.

For further information, contact Marisa Bavaro at 416-205-1309 or mbavaro@oha.com.

Correspondence Course in Fundamental Health Care Accounting November 2008 – May 2009

This correspondence course has been designed to provide non-management staff in health care finance or other related departments with an opportunity to learn about basic accounting principles and procedures in Canadian health care facilities. Program goals and objectives are:

- To understand and learn at a basic level, the application of Accounting Principles and Accounting Guidelines by the Canadian Institute for Health Information (CIHI);
- To provide a basic awareness of accounting theory and practice for internal controls and accounting procedures; and
- To provide a basic understanding of financial revenue, expenditures and reporting in health care facilities.

The correspondence course consists of nine lessons and a final exam.

For further information, contact Marisa Bavaro at 416-205-1309 or mbavaro@oha.com.



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