

# Executive Report

November 19, 2008

## Report from the OHA

### *2007-2008 OHA Absence Survey Report Available*

The *Ontario Hospital Association (OHA) Absence Survey Report* annually sets out the findings of the *2007-2008 OHA Absence Survey*. Data analysis of this year's report is based on responses from 117 organizations, representing a total of 104,146 eligible employees for medical absence benefits.

Each participating organization receives an individualized benchmark report which can be used to project short- and long-term disability and workers' compensation costs, as well as to identify the most prevalent patterns and medical causes for absences among the participants.

Overall medical absence rates are broken down by non-accumulating versus accumulating, union versus non-union, OHA region, Local Health Integration Network (LHIN) and hospital classification. The report also illustrates information related to medical absence incidents, modified work, long-term disability and statistics related to Workplace Safety and Insurance Board (WSIB) claims. Health promotion and wellness initiatives are also examined. The data supplied in this report (including information on workplace culture, strategic directions, communication, quality of work-life balance, employee assistance programs, etc.) will help hospitals better understand the types of wellness programs other organizations are using in the workplace.

The OHA would like to thank all of the member organizations that took the time to participate in the 2007-2008 survey. For further information or to purchase a copy of the report, contact Kimberly Burrows at 416-205-1387 or [kburrows@oha.com](mailto:kburrows@oha.com).

### *OHA Safety Group Rebate Announced*

The OHA is pleased to announce that members of the 2007 Safety Group Program will be awarded a rebate in the amount of

\$2,942,926.19. This rebate is due to the hard work and successful completion of the Safety Group program and will be divided among the successful participants.

Detailed information regarding membership for the 2009 Safety Group will be sent to members shortly. For further information, contact Tim Savage at 416-205-1395 or [tsavage@oha.com](mailto:tsavage@oha.com).

### *Report Reviews Maternal and Perinatal Deaths*

The Office of the Chief Coroner has released the *4th Annual Report of the Maternal and Perinatal Death Review Committee*. The purpose of the committee is to provide assistance to coroners in investigating the deaths of all women "who died during pregnancy and following pregnancy in circumstances that could be reasonably attributed to pregnancy," stillborn cases, and neonatal deaths. This annual report is made available for doctors, nurses, and midwives providing care to mothers and infants, and hospital departments of obstetrics, midwifery, radiology/ultrasound, anaesthesia and emergency for the purpose of preventing future deaths. To access the complete report, visit [www.mcscs.jus.gov.on.ca](http://www.mcscs.jus.gov.on.ca), under "Public Safety - Office of the Chief Coroner - Publications and Reports." For further information, contact Dominique Taylor at 416-205-1372 or [dtaylor@oha.com](mailto:dtaylor@oha.com).

### *HealthAchieve2008 Lucky Draw Winners*

A list of all the winners from the various lucky draw activities on the Exhibit Floor at HealthAchieve2008 is provided in today's *Executive Update* email.

Congratulations to all the winners! HealthAchieve looks forward to seeing you again at in 2009, **November 16, 17 and 18**, at the Metro Toronto Convention Centre in Toronto. For any inquiries regarding the winners, contact Marisa Violante at 416-205-1309 or [mviolante@oha.com](mailto:mviolante@oha.com).

# Report on Health Care

## CHEO Invites Parents into the OR

The Children's Hospital of Eastern Ontario (CHEO) has recently introduced a program whereby one parent is invited into the operating room (OR) while their child is being anesthetized. This new program is reducing fear and anxiety significantly for children and parents.

The program operates under the direction of the surgery's child life specialist – who ensures children waiting for surgery are kept busy and better understand what will happen during their time in the OR. Volunteers are also essential to the program as they spend time with the children before they go into surgery, help parents dress appropriately in sterile clothing and accompany them into the OR until the child has received the anesthetic. Previously, parents and children said their goodbyes at the entrance door and the child was led into the OR by surgery staff.

Having someone the child truly trusts in the OR helps the child deal with the anxiety of facing a new experience. It is one more way to help alleviate the anxiety and fear the child might be dealing with.

## Asthma Care Centre Changes its Name

The Kent Community Asthma Care Centre, located at Chatham-Kent Health Alliance (CKHA), recently changed its name to Respiratory Health Centre. The new name better reflects and represents the modern services and programs the centre offers.

In addition to asthma education, the Respiratory Health Centre offers:

- COPD (Chronic Obstructive Pulmonary Disease) education series in Chatham, Wallaceburg and Tilbury;
- Countdown to Quit, group smoking cessation classes;
- Individual smoking cessation counseling;
- Assessment for exertional hypoxemia - this is special testing for individuals who do not qualify for oxygen at rest but may qualify for oxygen on ambulation (walking); and
- Instruction/education on proper use of respiratory medication devices (inhalers, discus, etc).

Since 2003, there have been 6,337 visits to the Centre. COPD affects more than 750,000 Canadians and is expected to be the third leading cause of death by 2020 worldwide. It affects 4.8% of women and 3.9% of men.

## Infoway to Offer New Certification Service

On November 12, 2008, Canada Health Infoway (Infoway) unveiled plans for a new certification service to help emerging consumer health solutions complement and leverage Canada's investments in e-Health solutions. Infoway will formally launch the certification service in early 2009, at which point it will accept applications for certification from developers of consumer health platforms.

As Canada's health informatics industry evolves, it is essential that emerging solutions leverage the investments and progress made in every province and territory that are implementing electronic health records. The launch of the new certification service will help the vendor community develop new products accordingly, and provide some assurance to buyers and users of those systems that the solutions are of high quality.

The new service will provide developers with greater market access, improve the quality of products they develop and enhance testing efficiencies. Organizations investing in certified solutions can expect a higher degree of confidence the products they purchase are reliable, interoperable, private and secure.

## HDGH Debuts New MRI Suite

Hôtel-Dieu Grace Hospital (HDGH) in Windsor recently unveiled its new state-of-the-art MRI Suite and demonstrated how the Magnetom Avanto 1.5 T is being used by physicians to diagnose extremely challenging diseases quickly and with more confidence. Renovations to the suite and the acquisition of a new machine came at a cost of \$2.1 million. The new MRI produces high quality, high-resolution images using much shorter scan times. This means that patient throughput will increase, and therefore shorten wait times for MRI in Windsor and Essex County.

The new Magnetom Avanto MRI is the next generation of MRIs that provides a new level of excellence from every perspective. It provides pristine image quality for faster recognition of details, such as imaging of the spine, diffusion-weighted imaging in the body, and 3D acquisitions with various contrasts. The new MRI also provides robust imaging in neurological, orthopedic and body procedures, even in cases of severe movement because it provides motion correction. This means that less sedation is required for anxious or uncooperative patients, while a high quality image is provided to make a diagnosis.

# Executive Announcements

Dr. Paula Rochon was appointed to the position of Vice President, Research at Women's College Hospital; and effective November 1, 2008, Heather McPherson assumed the role of Vice President, Community and Ambulatory Care.

Robert Biron was recently announced as Northumberland Hills Hospital's new President and CEO, succeeding Joan Ross.

## Report from the Capitals

### Policy Reduces Barriers for Qualified Physicians

The College of Physicians and Surgeons of Ontario's (CPSO) Council approved a groundbreaking policy that establishes four new registration pathways, and recommended the circulation of two other pathways for consultation with the profession and other stakeholders.

The policy builds on the Report on Removing Barriers for International Medical Doctors by Laurel Broten, Parliamentary Assistant to the Minister of Health and Long-Term Care (Minister).

In June, the Ontario government introduced Bill 97, *Increasing Access to Qualified Health Professionals for Ontarians Act*, which has received third reading this week. The new Act changes the mandate of all 22 health regulatory Colleges and recognizes them as key partners of the Minister in providing health human resources to the province. The health regulatory Colleges are responsible for setting the entry-to-practice requirements and registering health care providers

The four approved pathways come into effect on **December 1, 2008**. These new registration requirements vary depending on the source of the applicant's medical degree, where the applicant is currently practising and where the applicant received postgraduate training.

The new pathways will be applicable to the following groups of physicians:

1. Physicians with a Canadian medical degree and postgraduate training without Royal

College of Physicians and Surgeons of Canada (RCPSC) or College of Family Physicians of Canada (CFPC) certification.

2. International medical graduates (IMGs) with Canadian postgraduate training without RCPSC or CFPC certification and practising independently in Canada.
3. Physicians with a Canadian or U.S. medical degree with U.S. postgraduate training and certification.
4. International Medical Graduates (IMGs) with U.S. postgraduate training and certification.

The other proposed pathways being circulated for consultation are applicable to the following two groups:

1. Non-family medicine specialist IMGs with postgraduate training and certification approved by the RCPSC.
2. Physicians with a medical degree from other than an approved jurisdiction with postgraduate training not approved by RCPSC and practising independently in Canada.

### Opening of the 40th Parliament

The 40th Parliament of Canada met on November 18, 2008. The Speech from the Throne was delivered by Her Excellency the Governor General Mich elle Jean on November 19, 2008 at 2:00 p.m. in the Senate Chamber. These debates will be posted in the Chamber Business on November 20, 2008. For further information, visit [www.parl.gc.ca](http://www.parl.gc.ca).



# OHA Conferences

## Resident Assessment Instrument – Mental Health (RAI-MH)

November 28, 2008

Toronto

The OHA has gathered a group of experts for a day of learning and evaluating the ongoing RAI-MH support needs. This conference will be chaired by Dr. Edgardo L. Pérez, CEO and Chief of Staff of Homewood Health Care Centre and will cover a variety of topics including an Ontario Mental Health Reporting System (OMHRS) status update from the Ministry of Health and Long-Term Care (MOHLTC) and the Canadian Institute for Health Information; quality applications of RAI-MH; clinical applications, protocols and outcome measures; enhancing the use of RAI-MH data in the continuity of care; clinical accountability and RAI-MH; and using RAI-MH as a forensic tool.

For further information, contact Kerry Vincent at 416-205-1306 or [kvincent@oha.com](mailto:kvincent@oha.com).

## Leading Management Through Exemplary Leadership, Level II

December 1, 2, & 3, 2008

Toronto

This program will focus on the subject areas of strategic and operational planning, change management, stress management and emotional intelligence, combined with several management topics covered in the Level I program (motivation, strategic leadership, communications, perceptions and listening teamwork, team building and empowerment). Level II will provide graduates of both programs with a solid base for personal development and leadership in the years ahead.

For further information, contact Marisa Violante at 416-205-1309 or [mviolante@oha.com](mailto:mviolante@oha.com).

## Root Cause Analysis Workshop - Intermediate Level

December 3, 2008

Toronto

In response to feedback from previous Root Cause Analysis (RCA) workshops, the Institute for Safe Medication Practices Canada® (ISMP Canada) has developed a one-day Root Cause Analysis Workshop.

This workshop is being offered to health care practitioners who have previously attended an RCA workshop and would like to further develop their skills and expertise with the Canadian Root Cause Analysis Framework©. The framework provides a systematic method for analyzing critical incidents and near misses with a high potential for harm, focusing on system-based root causes and contributing factors and not on the individuals involved in an event. All delegates must have attended an RCA workshop within the past three years to register for this workshop. Attendance is limited to 25 delegates.

For further information, contact Shannon Byck at 416-205-1357 or [sbyck@oha.com](mailto:sbyck@oha.com).

## If Disney Ran Your Hospital Part II: Coaching Tips for the Patient Experience

December 8, 2008

Toronto

Building on the success of *If Disney Ran Your Hospital: Some Things You Would Do Differently*, the OHA is pleased to present Part II of Fred Lee's captivating presentation. This second-day presentation will review the essential elements that separate hospitals from the service industry, placing them in the experience industry. Lee will borrow from theatre to help managers coach hospital staff and show that financial incentives and rewards have unintended consequences that have undermined attempts in many hospitals to improve patient perceptions. Managers will understand the power of imagination in staff motivation and receive ideas on how to use it, even with the most difficult of patients.

For further information, contact Kerry Vincent at 416-205-1306 or [kvincent@oha.com](mailto:kvincent@oha.com).

## Emergency Exercise Design

December 8, 9 & 10, 2008

Toronto

This program will provide participants with insight into the requirements of conducting emergency exercises in their workplace. Various types of exercises will be explored, including case studies, tabletop and full-scale exercises. The strengths and weakness of each type of exercise will be explored, as well as the requirements for their design and staging.

For further information, contact Marisa Violante at 416-205-1309 or [mviolante@oha.com](mailto:mviolante@oha.com).

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# OHA Conferences (continued)

## Building a Culture of Good Governance December 10, 2008 Toronto

This one-day governance workshop provides an interactive learning experience incorporating real-life case studies from hospital and health governance settings. Participants will take part in board simulations, and as an integral part of these simulations, participants will provide quality feedback to their peers during this exercise. These simulations have been designed to provide opportunities for experiential learning in boardroom behaviour, culture, processes and dynamics; individual self-evaluation; evaluating other participants and providing valuable feedback through peer evaluation; and practice using a board tool.

For further information, contact Josie Mazzola at 416-205-1356 or [jmazzola@oha.com](mailto:jmazzola@oha.com).

## Health Care Risk Management January 12, 13 & 14, 2009 Toronto

This is a time of great challenge and opportunity for those managing health care risk. Risk managers need to examine how to broaden the focus from reactive, outcomes-based activities to include more proactive wellness and prevention strategies.

This course will assist risk managers in understanding, developing and implementing an effective risk management program and prepare them for future professional challenges.

The design of the course uses interactive lectures, small group work and case studies to give participants the opportunity to learn risk management skills that are unique to health care, including the CQI process, credentialing and clinical risk

management. It will provide an overview of the legal system, risk financing, risk transfer principles and occupational health and safety programs, as well as up-to-date information on the current and emerging issues and practice in health care risk management.

For further information, contact Marisa Violante at 416-205-1309 or [mviolante@oha.com](mailto:mviolante@oha.com).

## Creating a Culture of Health and Wellness through Effective Leadership February 2, 3 & 4, 2009 Toronto

This program has been developed by the OHA in cooperation with the Ontario Safety Association for Community and Healthcare (OSACH). Participants will acquire the tools 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 creating an outline for a health and safety management system framework in the health care setting; identifying the legislative requirements of health care organizations to meet their health and safety roles and responsibilities; looking at how to prepare a due diligence defense; describing the processes 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 WSIB costs; and identifying contributing factors for healthier and safer workplaces.

For further information, contact Marisa Violante at 416-205-1309 or [mviolante@oha.com](mailto:mviolante@oha.com).



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