



## Engage

...from Fannie Vavoulis, Director of Communications

We have booked our next **Engage** sessions for this month. We hope to see you there!

The dates are:

**Wednesday, May 24<sup>th</sup> at 11 a.m. – Chatham Campus, FMUA**

**Wednesday, May 24<sup>th</sup> at 1 p.m. – Sydenham Campus, Cafeteria**

Both of these sessions will be available live via OTN. They will not be archived. We hope you will join us either in person or via OTN.

To view the session via webcast please visit [www.webcast.otn.ca](http://www.webcast.otn.ca) and click “Public” under LIVE events on the day of.

If you have any questions or comments, please feel free to contact me at [fvavoulis@ckha.on.ca](mailto:fvavoulis@ckha.on.ca)

- **Recovery Plan Update**

We understand the Recovery Plan is very important to everyone in the organization. We are in the process of finalizing the details of the plan.. The working groups have been working diligently to identify areas of savings across the organization. The target is to achieve \$10 million in savings over a three year period creating room for us to reinvest up to \$2M of the savings into added patient care services.

The Ministry announced the budget on May 5<sup>th</sup>. With the Ontario Budget there were allocations to hospitals. Chatham-Kent Health Alliance received a one time funding and base adjustment equal to \$2,635,650.00. This is much welcomed news for the organization and allows us to focus on the recovery plan.

On May 17<sup>th</sup> Rob Devitt met with our bank and was happy to reduce our Line of Credit. As you may remember the Line of Credit has been used by the Hospital to cover operating costs due to the ongoing

deficits that had been incurred. By March of 2015/16, Hospital leadership had increased the line of credit to the maximum amount of \$10 million. Thanks to support from the Ministry and LHIN coupled with savings largely achieved through leadership restructuring, we have been able to make progress in our debt owed to the bank. This is really important for our organization as it had been left with no money to buy needed equipment or perform building improvements, clearly a situation that cannot continue.

As mentioned in last month's Engage (Issue #5) we will finish the fiscal year (2016/17) in a balanced position, a rare situation for our organization over the last number of years. However, due to the serious cash situation that has been created over the years, we will still need to reduce expenses. As we continue to explore avenues to reduce costs through the Recovery Plan it is important to reinforce that every effort will be made to manage change through attrition. There are over to 350 staff eligible for retirements within the next three years at CKHA. As we go through the Recovery Plan we will take into account these retirement numbers and our annual turnover rate of 5.2% which equates to approximately 70 employees a year to minimize the impact on our staff.

To date, we have already achieved \$1.9M in cost savings, through reductions in 19 leadership positions (administrative and medical) as well as a number of contract and supply efficiencies.

We hope to have the recovery plan in a place where we can share it with all staff, physicians and our community by early this summer.

- **Rural Health Advisory Committee**

We are happy to announce the members of the Rural Health Advisory Committee have been interviewed and we are in the process of finalizing the committee. This was a lengthy process to ensure we had the correct representation around the table to focus on the healthcare needs of all of Chatham-Kent. This committee will meet -quarterly and report to the Board through the CEO.

- **Executive Offices**

We are beginning to move the Executive Offices from 47 Emma Street to the main campus. This is a significant transition as we believe it is important to have senior leadership more accessible to staff and the public. The first of the moves included Lori Marshall, Lisa Northcott and their Executive Administrative support. You can find their offices on the first floor where the Chief of Staff/Medical Affairs is housed – area B113.

Eventually the sign in front of 47 Emma that states it is the “Administrative Offices” will be removed.

- **Patient Enabler Survey Results**

Thank you to everyone who took the time to fill out the Patient Enabler Survey. The results are in and we are analyzing the needs of all departments. We understand there is a gap in equipment needs. We would like to thank the Foundation of CKHA for supporting CKHA financially with the purchase of 25 new transport wheelchairs at both of our campuses. The Foundation has provided over \$260,000 in funds for new equipment in the last fiscal year. This support allows us to purchase equipment that is much needed.

Further, in response to the survey results, Engineering Services will develop a process to provide weekly rounding to units to complement the current service. This will be an opportunity to further inform

Engineering Services of any broken equipment that needs to be fixed. These face to face visits we believe will assist in the notification of equipment in need of repair and ensure our equipment is safe and fixed in a timely manner. We will also be investigating if some equipment is better stored centrally than decentrally.

- **Master Plan**

Earlier this month we met with the management team to kick off the Master Plan. What is the Master Plan? This plan will focus on the revitalization of our two campuses and the building needs required.

Agnew Peckham created a Master Program document in 2009 and updated it in 2011 as the hospital was preparing a Stage 1 Proposal for the Ministry of Health and Long Term Care (MOHLTC) and the Erie St. Clair Local Health Integration Network (LHIN). The document now needs to be made current so that the hospital can verify the amount and type of space it needs and develop capital project requests to update its facilities.

Terra Kitzul Arens is the CKHA Project Lead on site. We are in the very earlier stages of this process and will update you as we learn more.

- **WeRCKHA**

WeRCKHA is a new initiative that we are launching in the next month.

The responses collected from the NRCC survey showed that we must work collaboratively with open communication. We have supported this through many avenues so far including Engage (written and sessions with staff, physicians and volunteers) and with our media updates every sixty days.

The WeRCKHA Engagement Council takes it one step further and allows for interested staff, physicians, volunteers and patient advisors to bring forward their unique perspectives and contribute to the overall direction of the organization as we move forward.

Interested staff, physicians, volunteers and patient advisors will apply to be a representative on the WeRCKHA Engagement Council, which will meet quarterly.

Members of the WeRCKHA Engagement Council will review various aspects of the organization focusing on initiatives that support CKHA's goals and objectives. Members may be asked to participate in policy development, attend strategic planning sessions and other activities where their experience and feedback can enrich our organization. The first area that the Council will focus on is developing action plans to improve the culture and morale at CKHA.

Keep an eye on the Intranet for more information in the next coming weeks!

Thank you for taking the time to read **Engage**. If you have any questions or feedback, I'm happy to hear from you!

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