



Board of Directors Meeting Highlights November, 2024

Enriching life's journey together.

Quality care that is patient centred, timely, efficient, effective, equitable and safe.

Fisher Clinic Expansion

The Fisher project continues. structure is up and the project is progressing well.

CT Project WDH

The ultrasound renovation is progressing well and is expected to be finished prior to the December holidays. Western Medical is planning to begin their portion of the infrastructure renovation in January. At this time the project is anticipated to be finished in the Summer of 2025 as planned.

Health and Safety / Emergency Response

In accordance with the Occupational Health and Safety Act, the Listowel Wingham Hospitals Alliance acknowledges its duty to identify hazards and establish controls to protect employees' health and safety. Managers and Leaders within LWHA are required to:

- Conduct regular inspections of their departments to identify any new or previously unrecognized hazards.
- Ensure that appropriate hazard controls are implemented and maintained.
- Verify that safe practices are consistently followed within their teams.

These are done bi-annually with fall inspections scheduled to take place by November 30th.

Through these efforts, LWHA aims to provide a safe and healthy workplace for all staff to ensure they deliver safe patient care in a safe environment.

Influenza Vaccines

In an effort to increase staff influenza vaccination rates, multiple flu shot clinics were offered between the sites, at various times, to provide flexibility for staff during different shifts. Roaming clinics, education and incentives were also offered as an effort to increase participation.

- As of November 18, 2024, staff flu shot rates are as follows
 - LMH
 - All active staff (casual, part-time and full-time): 51%
 - All active full-time and part-time staff: 59%
 - WDH
 - All active staff (casual, part-time and full-time): 39%
 - All active full-time and part-time staff: 44%



Incremental Surgical Funding

Historically our surgical programs have been completely funded through our global budget. This fall, Ontario Health announced potential incremental funding opportunities for hospitals who are willing and able to add more volumes to their program. Our OR team is currently working with Ontario Health to establish baseline numbers for appropriate procedures. Once this is complete, we will be able to work with visiting specialists and surgeons to set targets for incremental volumes.

Ontario Health - Home First Strategy

Ontario Health has rolled out direction to implement a home first strategy across hospitals in Ontario. Home First is an approach whereby every effort is made to ensure adequate resources are in place to support patients to remain at home whenever possible, and ultimately return home upon discharge from all bedded levels of care. Our inpatient quality team will be working on implementation over the coming months.

A workplace that nurtures individual and collective potential.

Recruitment


LWHA supported the annual *Take your Child to Work Day* in Ontario held on November 6th by hosting 5 grade nine students between the sites by providing them with an opportunity to shadow their parent's role within the Hospital. Throughout the summer and fall months, LWHA also supported 7 job shadows to local students to gain exposure to positions of interest within our local hospitals. The Human Resources team continues to promote the availability of job shadows to staff for high-school and post-secondary students. This continues to be an effective way to spark student interest in the health care field.

Health Human Resources Update

Nursing Christmas schedules have been finalized. We have no known nursing closure risks at this time. I want to recognize our clinical managers and our scheduling departments for all the work that they are doing behind the scenes to keep departments staffed and, to our nurses for staying late and picking up extra hours.

Extern Program Expansion

LWHA has had a lot of success recruiting new graduate RNs out of the extern program. More specifically, this has had a positive impact on recruiting new RNs into our emergency department. Early exposure to the emergency department has increased the comfort level of new graduate RNs with taking on the challenge of a specialty nursing area immediately post-graduation. Introduction to the workflow, interprofessional team dynamics and available support foster a culture of early trust, respect and confidence in our externs as they transition



from school to practice. Based on the success of this program in the emergency department, we are exploring the opportunity to introduce extern shifts into more specialty nursing areas such as obstetrics and the surgical services department.

A sustainable and resilient environment that is here for future generations.

Working for Workers Five Act, 2024

On October 28, 2024, the Government passed Bill 190, Working for Workers five act. Amendments include enhanced disclosure requirements for job postings, whereby they must confirm if a role is for an existing vacancy as well as mandatory follow ups with interviewees (legislative clarity is still required as to what information must be shared with the interviewee). The Act restricts the employer's ability to request a doctor's note as evidence to substantiate an employee's absence due to illness applicable to the three unpaid sick days per year under the Act. Occupational Health and Safety Act amendments are related to protection to private residences for telework, expansion of workplace harassment definition to include virtual harassment, provision of electronic posting of OHS information by employer and joint health and safety committee meetings can occur remotely.

Meaningful partnerships to offer a seamless patient experience.

Recognition

As we approach the end of 2024, LWHA would like to highlight that there are a total of 39 staff members between both sites receiving service recognition awards. The combined years of service being recognized is 600 years. It is important to highlight there are 2 staff who are being recognized for 40 years of service, 2 at 35 years, 3 at 30 years, 3 at 25 years and 5 at 20 years. These are significant milestones, and we appreciate all recipient's dedication to LWHA and the patients and communities we serve.