



Deep River and District Health Board Meeting Highlights March 2024

Board

- Employee Value Proposition - James Thompson, Community Engagement and Fundraising Coordinator
 - The Board received an education presentation sharing Deep River and District Health's Employee Proposition (EVP) development process as well as the newly defined Employee Value Proposition. Throughout the course of the EVP development, DRDH team members across various departments took part in brainstorming workshops with a mixture of internal as well as external facilitation. Input gathered at the sessions was analyzed to identify themes and key concepts, which were developed into the pillars of employee value at DRDH. The EVP statement as defined by the DRDH Team was shared, as well as next steps towards implementation and integration of the EVP into the organization over the next year as part of the Long-Term Care Health Human Resources Plan.
- In March, the Board of Directors, Leadership Team, and members of the Family Health Team participated in an education session with Indigenous Partners in advance of the Primary Care Building Ground-breaking. The session reviewed governance responsibilities related to Indigenous partnerships, as well as provided the team with information on how to incorporate culturally respectful practices in both design and delivery of programs at the Family Health Team.
- The Board of Directors appointed Community Representatives to the Nominating Committee to support the upcoming recruitment cycle for the next Board year. Returning Community Representative Bill Kupferschmidt, as well as new representative, Susan Deehan were appointed as members of the Nominating committee. Applications for the Board of Directors remain open, with review over the upcoming weeks and appointment of new Board Members to be completed at the Annual Meeting in June.
- The Board approved updates to its Skills Matrix, to include input on current and potential Board Members experience and knowledge of equity deserving populations. These updates are in support of continuing to diversify the Board of Directors knowledge and experience across all communities DRDH serves, and in support of promotion of equity, diversity and inclusion throughout the organization.
- The Board received a report on the organizations' activities and progress over the last year towards initiatives identified in the multi-year Long-Term Care Health Human Resources Plan. This multi-year strategic plan was first implemented in early 2023 to guide development of the Long-Term Care (LTC) Health Human Resources (HHR) in alignment with progression of the LTC Development and operational expansion. Foundational activities have been undertaken throughout the year, to lay the basis for future ramp up of HHR activities in alignment with construction and operationalization of the home.
- The Board received a Project Status Report from the DRDH LTC Project Team and Colliers Project Leaders on the Long-Term Care Development Project. Updates were provided on project activities including procurement and schedule updates, a project budget update, and a review of upcoming decisions for the organization.
- The Board received a presentation summarizing activities completed towards annual Strategic Goals for the Executive Team and, separately, Chief of Staff, for 2023/24. A summary was provided for work towards goals established for 2023/24, and proposed goals for 2024/25 were approved. Goals for 2024/25 relate to primary and long-term care development progress, as well as implementation of the Employee Value Proposition and completion of a community health and population health needs analysis to support future program and service planning.

Foundation

- The DRDH Foundation is progressing on the development of its new Strategic Plan, focusing on how the Foundation will support DRDH and the community into the future. As part of the

Strategic Refresh, a review of resources and budgets was undertaken to ensure the Foundation has the resources it needs to achieve its ambitious goals.

- As a result of receiving dedicated grant funding, the organization will be undertaking a refresh of its Donor Recognition Wall. This will be announced in the coming days, and will involve engagement from the community to help in design and development.

Auxiliary

- Both the Whistle Stop and the Gift Shop continue to be very busy, kept going by many dedicated volunteers.
- The Auxiliary is preparing to hold its Annual Meeting in early April, hosting many of the members that support ongoing work throughout the year for a lunch and silent auction.

Health Campus Updates

Building Services

- Ductwork cleaning throughout the building has now completed, ensuring that healthy and safe airflow is present in all areas of the building.

Emergency Preparedness

- A contingent of DRDH Team members visited Canadian Nuclear Laboratories – Chalk River to view their Emergency Operations Center and discuss community and inter-agency emergency preparedness on March 7. Improvement activities towards enhancing DRDH's inter-agency emergency response, as well as internal agency response will continue and be enhanced by expansion of these ongoing partnerships.

Four Seasons Lodge Long-Term Care

- The Ministry of Long-Term Care (MLTC) shared direction that enhanced masking measures in long-term care homes are no longer required. The Residents and Family Council reviewed the MLTC direction and determined that a new 'Friendly Masking' approach will be implemented in the home, allowing residents and families the option to choose to have staff mask. Anyone who would prefer to have staff, others or themselves mask for any particular interaction will be welcomed to do so.

Primary Care Capital Development

- Construction mobilization is well underway on the health campus, with a Ground-Breaking Ceremony planned to officially start construction on April 3. Construction fencing is in place on site, and temporary lighting has been placed in the new temporary staff parking lot. Ground preparation work is ongoing including levelling, setting up loading and unloading areas for equipment, and preparation for the foundation.

Human Resources

- A regional planning session with leadership from across Eastern Region Hospitals was held in early March, focused on health human resource challenges and opportunities. DRDH's CEO and CFO participated in the session that saw leadership from across the region come together to brainstorm solutions and strategies to address regionally the shortage of health human resources.
- The organization has welcomed 4 co-op students for the semester. Three students are from Mackenzie and one is from Valour in Petawawa. Students will spend time across the organization, with two focusing in clinical areas of Four Seasons Lodge and Medical, one in Diagnostic Imaging and one in Maintenance. Additional opportunities for those students interested in clinical care will be provided with Physiotherapy, Diabetes Education and Family Health Team throughout the 4 months of their placement.

Infection Control & Occupational Health

- The Infection Control team has completed the annual influenza vaccination campaign for the organization. Staff immunization rates reached 60%, and LTC residents reached 92%. A special acknowledgement was provided to the maintenance department and the core Emergency Department staff, as both teams reached 100% vaccination.

Information Technology

- Work to complete fiber optic line installation around new Primary Care building location has been completed. This work will add redundancy in lines into the building, as well as ensure construction will not disrupt access to internet lines.

Medical Inpatient Unit

- The organization has seen a reduction in Inpatient Medical bed occupancy recently, with capacity decreasing to under 100% for the first time in approximately four months. This a welcomed respite for staff.

Medical Recruitment

- The organization participated in the Queen's University Medical School recruitment fair at the end of February, engaging with medical residents and sharing opportunities for medical practice in and around Deep River.

Nursing

- The organization is hosting education opportunities on-site in March for Advanced Cardiac Life Support (ACLS) certification and recertification. Registered Nursing staff throughout the organization were supported to participate, in order to renew and update skills.

Quality

- The Board approved the organization's 2024/2025 Quality Improvement Plan (QIP), as presented. Both the Quality, Risk & Safety Committee and the Patient Family Advisory Council supported development of the annual plan, which identifies targeted areas of activity as well as goals for improvement in the coming year across all areas of the organization. The QIP is posted publically on DRDH's website, as well as in the organization and the Quality, Risk, and Safety Committee of the Board will receive quarterly updates on progress on initiatives throughout the year.
- The Board approved the organization's first Indigenous Health Action Plan, covering activities over the years 2024-2027. The Indigenous Health Action Plan outlines actions to support the organization as it drives forward its strategic goal to build a culture to embrace diversity, promote culturally safe-care and take action to identify, remove and prevent barriers in accessing health services for Indigenous people.
- The Board also approved the organization's first Draft Diversity, Equity, Inclusion and Anti-Racism Action Plan, covering the years 2024-2027. This plan additionally identifies further actions to promote and support an inclusive organization, which will drive forward DRDH's purpose to care for every person like a loved one, within a connected system, for all individuals that will seek care, work or partner with the organization.