

# VIRTUAL ALL STAFF TOWN HALLS



December 14, 2022



Thunder Bay Regional  
Health Sciences  
Centre

Thunder Bay Regional  
Health Research  
Institute

# Virtual All Staff Town Hall

## 2:30 pm – 3:15 pm

### *Agenda for December 14*

- ▶ **Introduction and Status Update on COVID-19, Respiratory Illness Surge** – *R. Crocker Ellacott*
- ▶ **Patient Story** – *C. Edwards*
- ▶ **Introducing Dr. Miranda Lesperance: Vice President, Indigenous Collaboration, Equity & Inclusion** – *M. Lesperance*
- ▶ **Staff Advisory Committee** – *J. Verdenik*
- ▶ **Financial Results and Strategic Plan 2026 Results** – *P. Myllymaa and J. Logozzo*
- ▶ **Holiday Carts** – *R. Crocker Ellacott*
- ▶ **Your Questions Answered** – *M. Bernardo*
- ▶ **Closing Remarks** – *R. Crocker Ellacott*

# Introduction and Status Update on COVID-19, Respiratory Illness Surge

Our Hospital's Internal Pandemic Response Level: **Orange**

Response Level  
**Prevent**

Response Level  
**Protect**

Response Level  
**Restrict**

Response Level  
**Control**

Response Level  
**Lockdown**

Response Level  
**Outbreak**



# Patient Story



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# Introducing Dr. Miranda Lesperance: Vice President, Indigenous Collaboration, Equity & Inclusion

Boozhoo! Miranda Lesperance nindizhnikaas.

Ojiichaagobishinkwe nindigoo.

Opwaaganisiniing nindoonjiibaa. Neebing  
nindaa. Ma'ingan miinawa makwa  
nindoodemiwag.



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# Staff Advisory Committee

- ▶ Senior Leadership Council is seeking individuals who are interested in advancing Thunder Bay Regional Health Sciences Centre (TBRHSC) and Thunder Bay Regional Health Research Institute (TBRHRI) towards its Vision through participation in a Staff Advisory Committee.
- ▶ The Committee will represent a cross-section of TBRHSC and TBRHRI stakeholders to contribute to the staff and patient experience by participating in forums to review and provide feedback on new and existing initiatives.
- ▶ There is currently a call for expressions of interest for representatives from:
  - ▶ Employees
  - ▶ Professional Staff
  - ▶ Patient and Family Advisors
  - ▶ Learners
  - ▶ Volunteers
  - ▶ Leadership



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# Staff Advisory Committee

- ▶ We are seeking representatives who:
  - ▶ are committed to our Mission, Vision and Values
  - ▶ demonstrate adherence to our Code of Conduct
  - ▶ exhibit a positive outlook towards enhancing the staff and patient experience
  - ▶ have a willingness and capacity to participate in committee meetings and activities.
- ▶ Great opportunity to have influence on decision making, ensure varied perspectives are shared, learn from your colleagues, make new connections and develop your leadership skills.

## Staff Advisory Committee

- ▶ Individuals who would like to join are asked to submit a brief expression of interest outlining your skills and interest **by December 23, 2022**.
- ▶ Please submit your expression of interest to Jessica Nehrebecky, Senior Executive Assistant to the President and CEO & Office Manager at [Jessica.Nehrebecky@tbh.net](mailto:Jessica.Nehrebecky@tbh.net) or inter-office mail 3rd floor Administration.





# Financial Results



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# Financial Debrief

## Overall Comments – To September 30, 2022

- ▶ Financial position at September 30, 2022 is a \$4.8M deficit compared to a budget deficit of \$1.2M
- ▶ Funding uncertainty with regards to any COVID related costs post June 30, 2022. Indications from government that funding will continue, but no details to date.
- ▶ COVID related costs are approximately \$700k per month
- ▶ Budget assumptions for 2023/24 to be included in HAPS and to be approved by the Board. Historical economic adjustment of 1% on base will not be sufficient to address inflationary costs.

# Strategic Plan Results



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# Strategic Plan 2026 – Q2 Progress Report

## Overall – Status Report

Strategic Direction	Status
Equity Diversity & Inclusion	On Track – 1 initiative underway
Patient Experience	On Track – 4 initiatives underway
Staff Experience	On Track – 2 initiatives underway
Research, Innovation & Learning	On Track – 1 initiative underway
Sustainable Future	On Track – 3 initiatives underway



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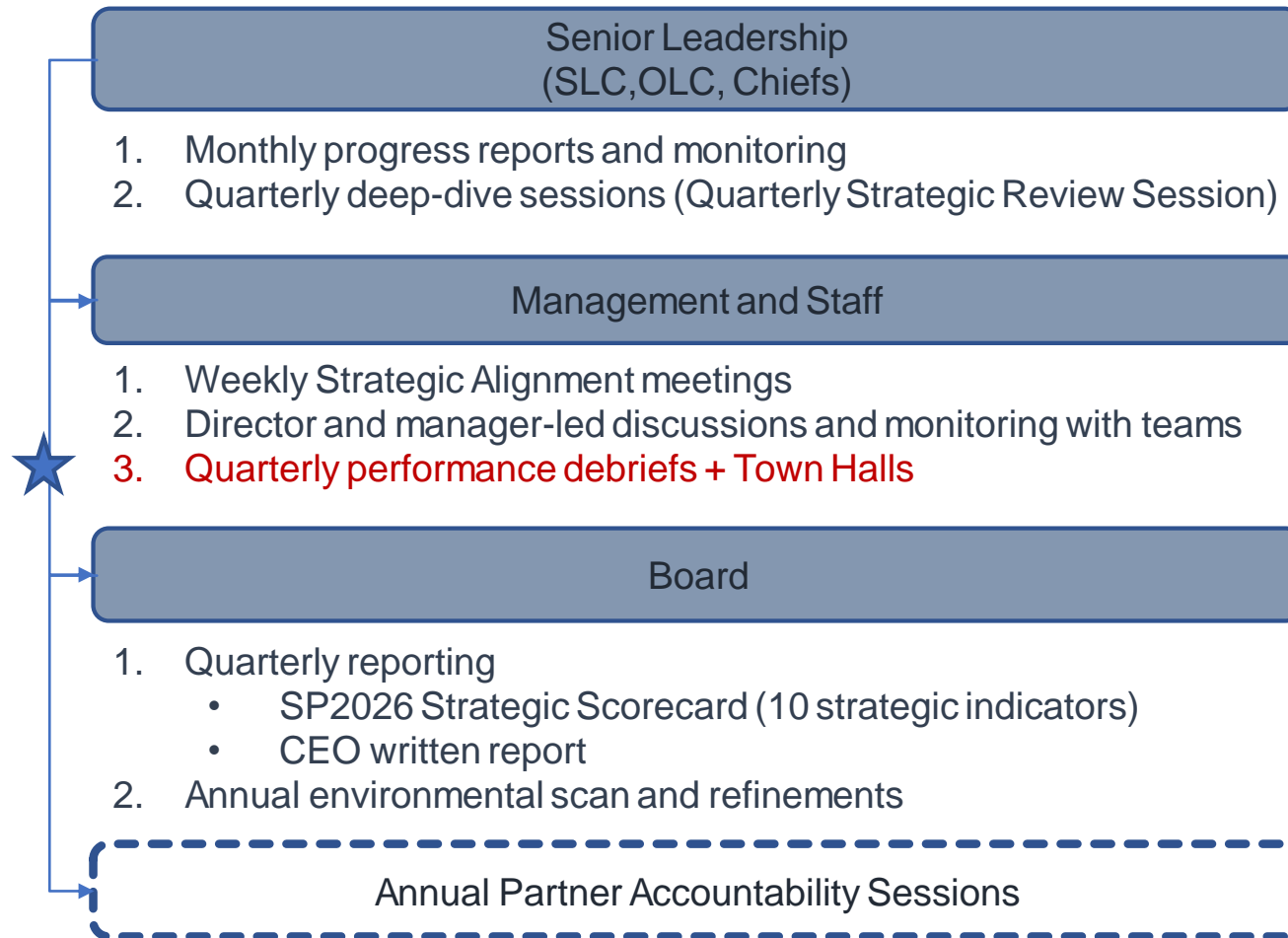


# Strategic Indicators – Highlights:

- ▶ **Green** – At or better than target
  - ▶ # patients who self-identify as Indigenous has increased dramatically and already exceeds 2026 target.
  - ▶ Select categories for inpatient harm incidents better than target.
- ▶ **Yellow** – Slightly below target
  - ▶ % of patients aligned with regional programs/services slightly worse than target
- ▶ **Red** – Considerably below target
  - ▶ % operating gross margin worse than target
- ▶ Patient experience data not yet available due to transition from NRC to Qualtrics, which impacts a number of metrics. Reporting to resume in 22-23 Q4.
- ▶ Some indicators in development, with measurement and reporting methodologies being investigated.
- ▶ Scorecard being revamped for new indicators and to enable cascading from organization-wide to departmental results

# Cascading and Monitoring Our Plan

Ensuring Accountability, Alignment and Focus



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# Holiday Carts

- ▶ Holiday Carts begin the week of December 18-23.
- ▶ A Senior Leader will accompany each cart to spread happiness and cheer to the staff. The carts will have snacks and goodies for them to enjoy.
- ▶ The satellite offices can also expect a treat before Christmas.



# Questions?



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# Closing Remarks



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