

VIRTUAL ALL STAFF TOWN HALLS



January 18, 2023



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Virtual All Staff Town Hall

2:00 pm – 2:45 pm

Agenda for January 18th

- ▶ **Introduction** – *R. Crocker Ellacott*
- ▶ **Patient Story** – *A. Vinet*
- ▶ **COVID-19 Status Update and Respiratory Illness Surge** – *J. Wintermans*
- ▶ **UKG Dimensions Update** – *D. M. Perry and D. Armenti*
- ▶ **HHR Recruitment / Retention and Staff Advisory Council Update** – *J. Verdenik*
- ▶ **Emergency Department Renovations** – *P. Myllymaa and A. Vinet*
- ▶ **Your Questions Answered** – *J. Wintermans*
- ▶ **Closing Remarks** – *R. Crocker Ellacott*

Patient Story



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Status Update – COVID-19, Respiratory and Influenza Like Illness

- ▶ Regional Update
- ▶ Preparedness
- ▶ Variants
- ▶ Vaccines



TBRHSC Response



- ▶ Our Hospital's internal COVID-19 Pandemic Response Level remains at **Red (Control)**
- ▶ No OUTBREAKS in Hospital
- ▶ Restrictions in place
- ▶ Next Steps



UKG Dimensions

New Staff Scheduling System

It's About Time!



Easy to use

Jump right in with an easy to use secure cloud based platform.

Flexible

View your work schedule from anywhere, anytime – at work or on you personal device.

Empowering

Gain more input into and control over your scheduling.



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UKG Dimensions: Important information for you to know

- ▶ Starting in Spring 2023 everyone, both salaried and hourly employees, will track their time using UKG Dimensions.
- ▶ Prior to this date you will be trained on how you will track your time.
- ▶ You will have several options to sign in and out for every shift – mobile device, self-serve terminals at main site, or any Hospital workstation computer.
- ▶ You will submit your time off and leaves requests solely through UKG Dimensions—no more paper or emails—and no more missed or misplaced requests!
- ▶ You will take an active role in ensuring the accuracy of your own time and advise your manager of any updates immediately.





Meet UKG Dimensions.

It's About Time! – Spring 2023!



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8



UKG Implementation Core Team

Please reach out to anyone of our team members at anytime:

- ▶ Dino Armenti – Co-Project Sponsor
- ▶ Dawna Maria Perry – Co-Project Sponsor
- ▶ Rita Grenier Buchan – Project Lead - Scheduling
- ▶ Michael Iorianni – Project Lead - Payroll
- ▶ Carrol Wenzell – Payroll Subject Matter Expert
- ▶ Monique Trudeau – HR Subject Matter Expert
- ▶ Cora Rouillard – Integration Subject Matter Expert
- ▶ Laura Macgowan – HR Subject Matter Expert – Leaves
- ▶ Sharen Howarth – HR Subject Matter Expert – Leaves
- ▶ Angela Kutok – PI Consultant – Project Manager



HHR Recruitment and Retention Update

Nursing

- ▶ Annual Spring Hire for RNs resulted in 75 applications.
- ▶ RPN process will begin in February 2023.
- ▶ CCPN funding grants secured for an additional 70 full time positions.

Retention and Recruitment Strategies

- ▶ Open until filled position postings.
- ▶ Review and refresh of professional development policies, procedures and practices.
- ▶ Targeted joint recruitment and retention activities.
- ▶ Regional and provincial advocacy.



Staff Advisory Committee

- ▶ 44 applications received.
- ▶ Selection based on employee group, employee status, tenure, position and department.
- ▶ Focus group of all applicants to be held shortly.
- ▶ Results of focus group will be presented to committee at the first meeting as a starting point.
- ▶ First meeting is being planned for February 2023.



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Why ED is a priority

Public Health Ontario data for Thunder Bay District Health Unit (TBDHU)

Snapshot	TBDHU rank among Public Health Units	Measure/Rate/% (per 100,000)	Trend	Comparison to Ontario
Alcohol Harms	2 nd	3014	Increasing	514.6
Alcohol-Attributable Hospitalizations	1 st	1036.58	Stable to Increasing	209.34
Cannabis Harms	17 th	101.3	Increasing	87.4
Mental Health Emergency Department Visits	1 st	9294.01	Increasing	2006.42
Stimulant Harms	1 st	11	Increasing	2.2
Youth Self-Harm ED Visits Health Inequities	1 st	1278.63	Increasing	159.96

10% households in Thunder Bay & 13% in our district are low income under \$20,000.

20% children and 30% of Indigenous children live in low income households.

Children & youth have lower school achievement tests, school attendance & graduation rates.

Some neighborhoods struggle with poverty, racism, crime and addictions.

MHES Capital Project

Financials & Timelines

- ▶ Estimated Total Project Costs = \$2.83M
- ▶ Project requires hospital to cover 100% of costs
- ▶ Target completion March 31, 2024



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#1 – ED Patient Safety & Flow Improvements

Triage Registration Area

- ▶ Immediate changes needed to improve efficiency, privacy and safety
- ▶ Greater than 250 patients are triaged each day
- ▶ Three private front facing triage stations required
- ▶ Expanded registration area needed to streamline intake processes
- ▶ ED Admin offices must be relocated in preparation for project # 2



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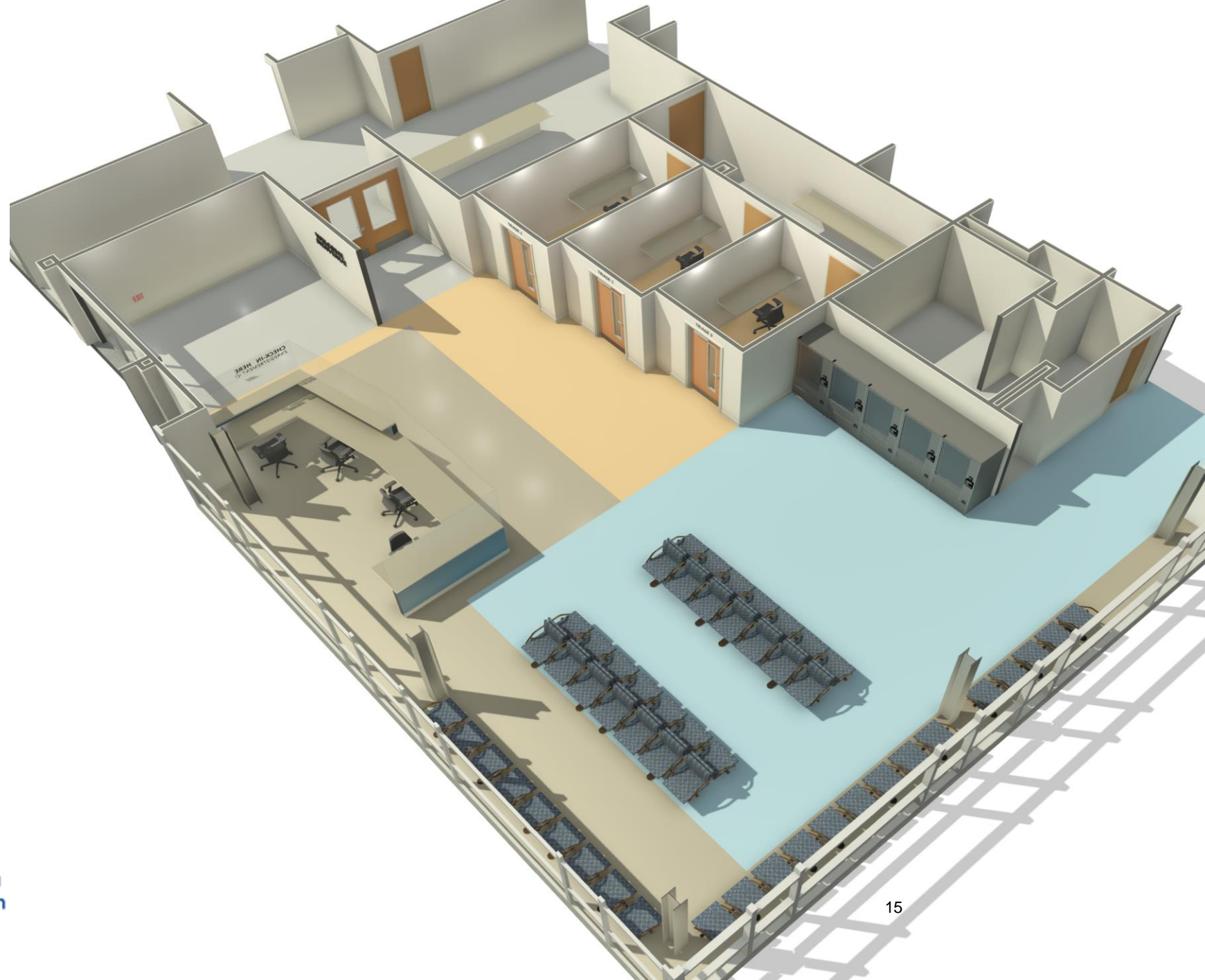
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New Triage Area

- ▶ Less congestion
- ▶ Increased visibility
- ▶ Private triage stations
- ▶ Workflow efficiency
- ▶ Safety enhancements
 - ▶ entrance access control
 - ▶ security presence
 - ▶ exit in triage stations into main ED



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Questions?



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Closing Remarks



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