

Thunder Bay Regional Health Sciences Centre



# Welcome to the Town Hall



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# Introduction



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# Agenda for October 15, 2025

- ▶ **Introduction** – *R. Crocker Ellacott*
- ▶ **Staff Spotlight: Outpatient Parenteral Antimicrobial Therapy Team** – *A. Vescio*
- ▶ **Transition to Microsoft 365** – *J. Pugliese*
- ▶ **Cardiovascular Surgery Program (Construction Update)** – *A. Bruno*
- ▶ **Interprofessional Collaboration (IPC) Strategy** – *M. Addison*
- ▶ **Meditech Expanse Update: Professional Staff Involvement** – *M. Boote and B. Jacobson*
- ▶ **Upcoming Fundraisers from the Health Sciences Foundation** – *H. Werbowetski*
- ▶ **Your Questions Answered** – *J. Wintermans*
- ▶ **Closing Remarks** – *R. Crocker Ellacott*



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# Staff Spotlight:

## *Outpatient Parenteral Antimicrobial Therapy Team*

*Alyson Vescio, Operations Coordinator, Outpatient Medical Programs*



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***OPAT team (L-R):***

*Brittany Everett (OPAT Patient Flow Coordinator);  
Alyson Vescio (OPAT Coordinator);  
Angela Heintzman (Pharmacist);  
Kelly Keeler (Manager);  
Kathryn Giba (Nurse Practitioner);  
Charlene Wilson (Pharmacist)*



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# Transition to Microsoft 365

Jennifer Pugliese, *Director, Information Technology*



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# Microsoft 365

- ▶ **Cloud-based Storage**

- ▶ Moving from local storage to the cloud with OneDrive and SharePoint.
- ▶ Access your files from anywhere!

- ▶ **Seamless Integration**

- ▶ Replacing Webex with Microsoft Teams for a complete Microsoft environment.

- ▶ **Enhanced Collaboration**

- ▶ Easy file-sharing features.
- ▶ Simultaneous co-editing capabilities.

- ▶ **Less IT Involvement**

- ▶ Manage your own File Recovery and Version Control.



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# M365 Gives You Access To...

- ▶ **File Storage**

- ▶ OneDrive & SharePoint



- ▶ **Meetings and Messaging**

- ▶ Microsoft Teams



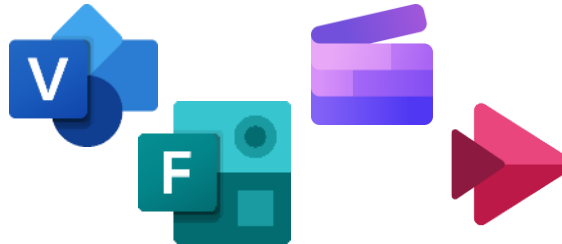
- ▶ **Office**

- ▶ Word, Excel, PowerPoint, OneNote



- ▶ **And More!**

- ▶ Visio, Forms, Stream, Clipchamp...



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# M365 File Storage

## Individual

### OneDrive



- Personal Files
- Your Home Directory
- “Portal” to Shared Content/Files

## Organization

### SharePoint



- Department or Team Files
- Your Network Shares
- Centralized Information
- Collaboration, File Sharing, Co-Editing



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# Transition Timeline

- ▶ **Pilot: May 2025**
  - ▶ Information Technology team transitioned.
- ▶ **Trial Group: July – October 2025**
  - ▶ Comprised of 8 teams
    - ▶ TBRHSC: Communications, Decision Support, Strategy and Performance, Nursing Practice, Information Systems\*, and the Bridge NW team\*
    - ▶ SJCG: Communications, Planning and Performance
- ▶ **Teams Transition: October 2025**
- ▶ **M365 Transition: Fall 2025 – Summer 2026**



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# Cardiovascular Surgery Program (Construction Update)

*Aaron Bruno, Project Planner, Capital and Facility Services*



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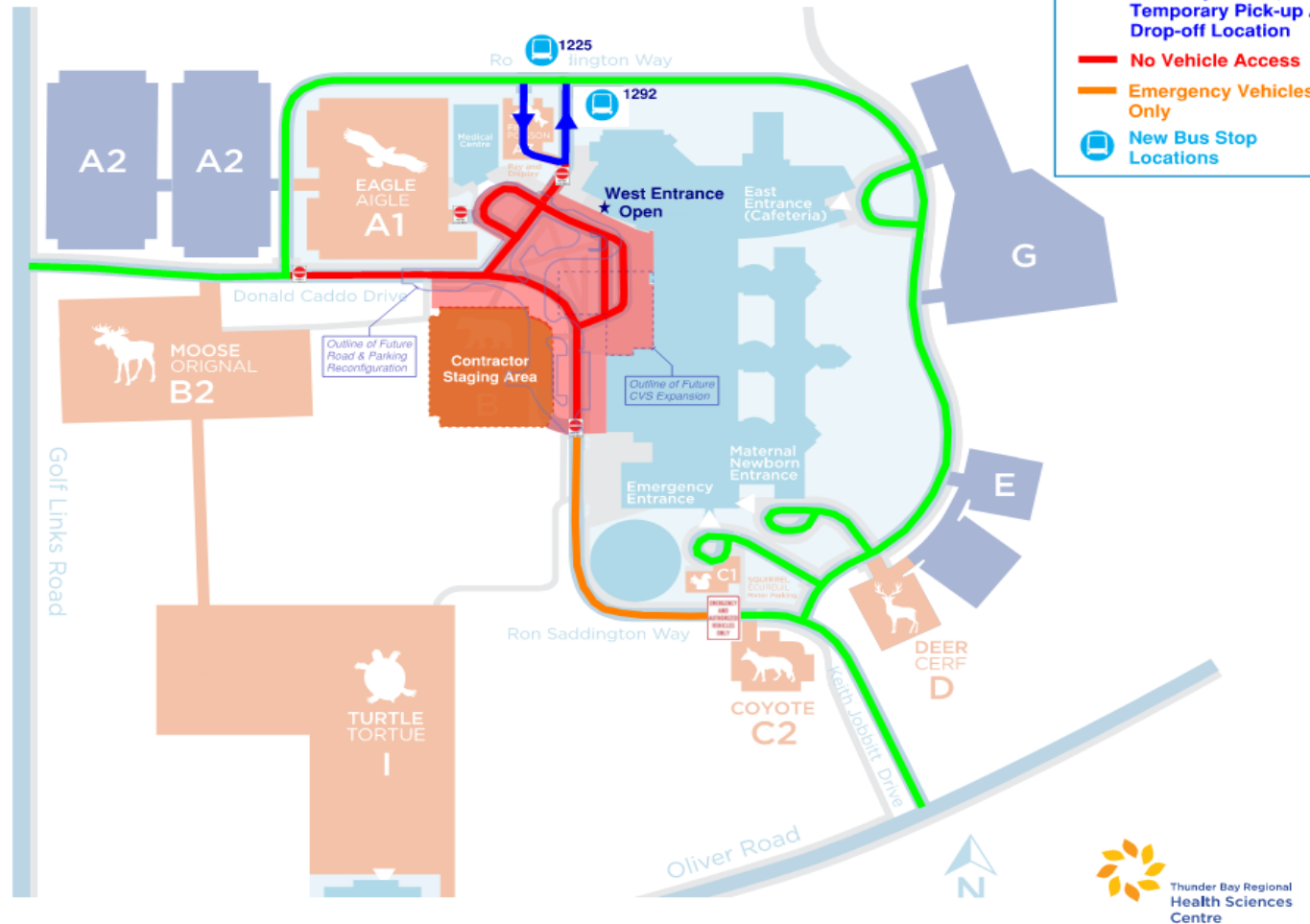


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## Cardiovascular Surgery (CVS) Project - Update

■ Area Closed for Construction for duration of project



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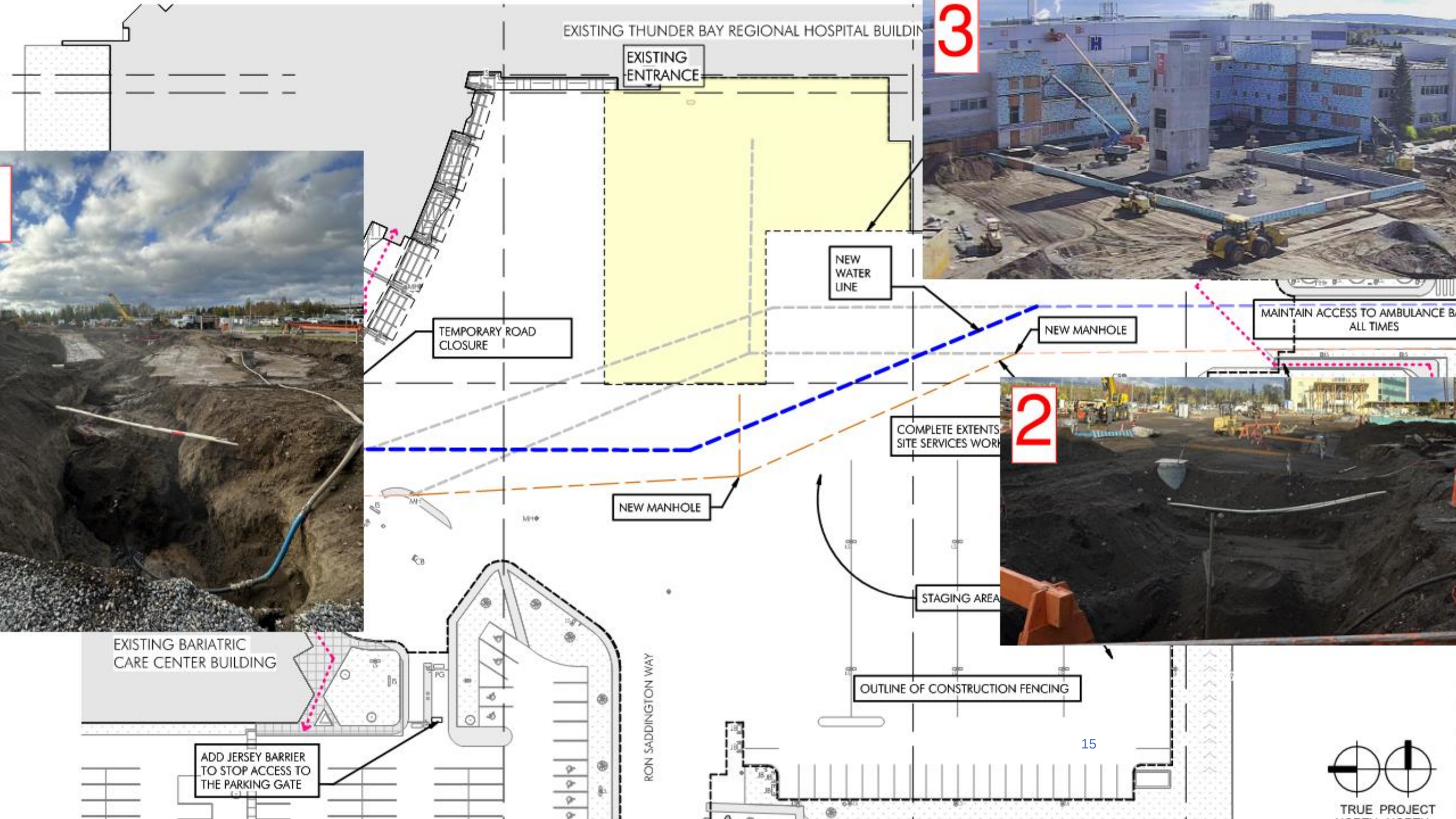
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EXISTING THUNDER BAY REGIONAL HOSPITAL BUILDING

EXISTING ENTRANCE

NEW WATER LINE

TEMPORARY ROAD CLOSURE

NEW MANHOLE

MAINTAIN ACCESS TO AMBULANCE BAY ALL TIMES

COMPLETE EXTENTS SITE SERVICES WORK

NEW MANHOLE

STAGING AREA

OUTLINE OF CONSTRUCTION FENCING

EXISTING BARIATRIC CARE CENTER BUILDING

ADD JERSEY BARRIER TO STOP ACCESS TO THE PARKING GATE

RON SADDINGTON WAY

## WINDOW INFILL

BEFORE

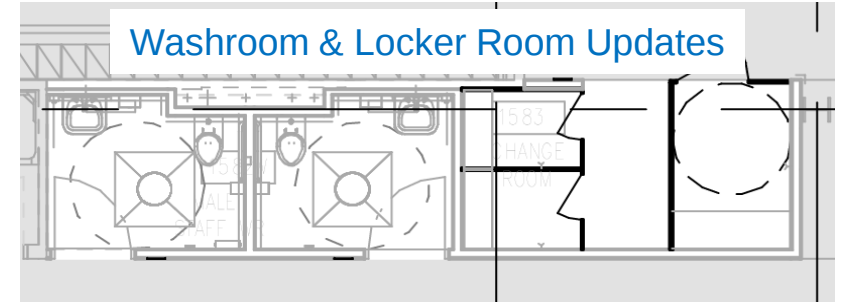


AFTER

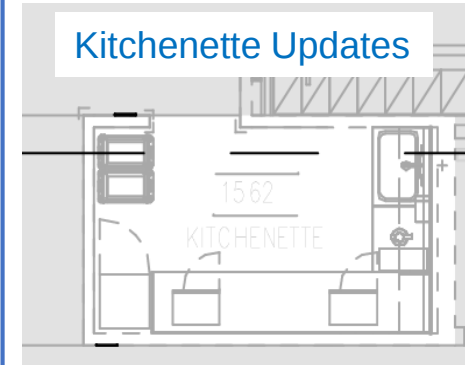


## Level 1 Interior Renovations

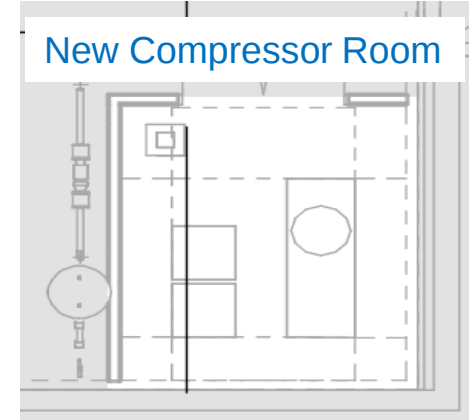
Washroom & Locker Room Updates



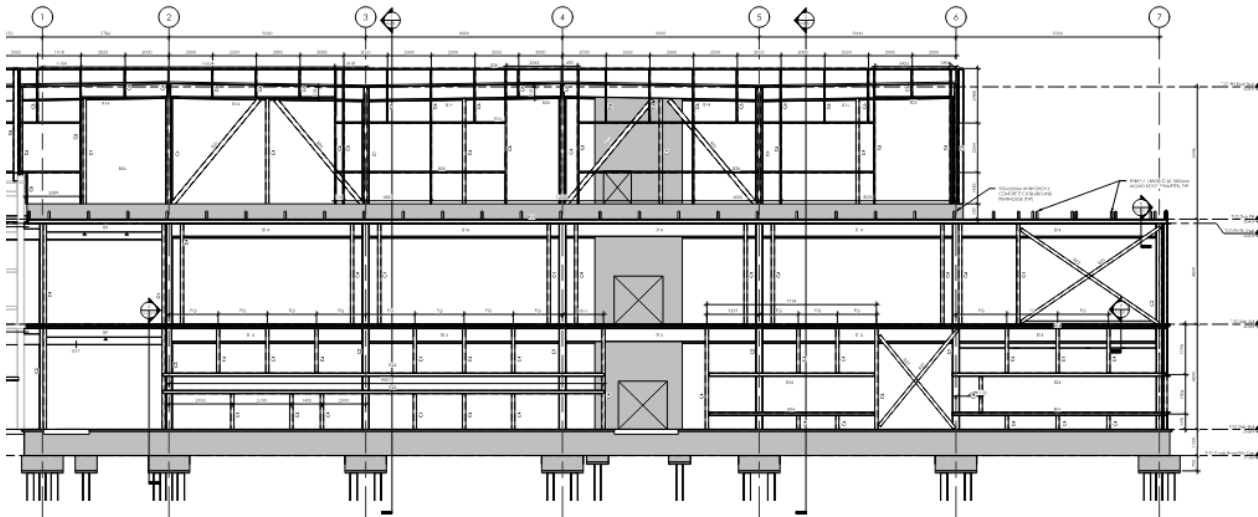
Kitchenette Updates



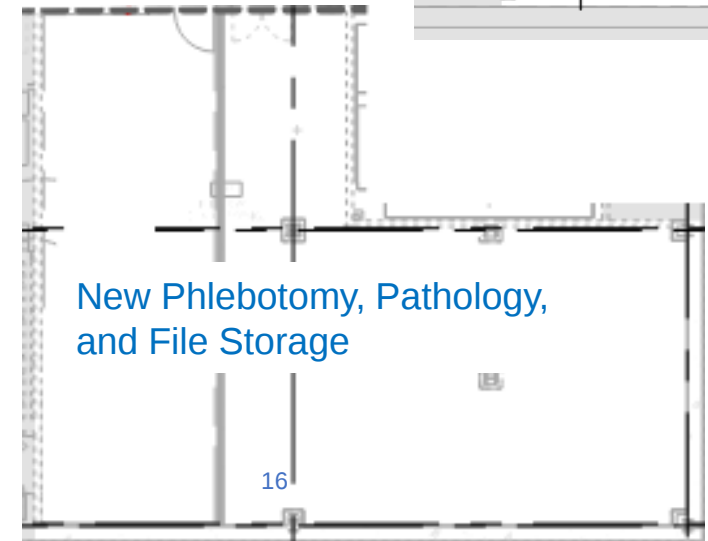
New Compressor Room



## STRUCTURAL INSTALLATION



New Phlebotomy, Pathology,  
and File Storage



regional  
search

# Need More Information?

Visit the Cardiovascular Surgery Program page on the Hospital's website.

► [www.tbrhsc.net](http://www.tbrhsc.net)

Check out the Frequently Asked Questions resource.

► <https://bit.ly/TBRHSC-CVS-FAQs>



**Cardiovascular Surgery Program**  
Frequently Asked Questions

**What is the Cardiovascular Surgery Program?**  
To improve patient care for the region, Thunder Bay Regional Health Sciences Centre (TBRHSC) has been working with the Peter Munk Cardiac Centre (PMCC) at the University Health Network (UHN) to co-develop a cardiovascular surgery (CVS) program at TBRHSC since 2013. We are in an exciting stage of the project, where **76,000 square feet** of space will be renovated and expanded to accommodate a new comprehensive cardiovascular surgery program that will allow our Hospital to complete vital cardiac procedures, reduce wait times for urgent and elective procedures and ensure timely access to essential services in the region.

**This transformative project will include**

- 14** Cardiovascular Surgery inpatient beds
- 6** New Coronary Care Unit beds
- 1** New Hybrid Operating Room

Renovations to Operating Rooms 9 & 10 | A new Ambulatory Care clinic and Pre-admission Clinic expansion | Renovations to Medical Devices Reprocessing and Biomedical departments

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# Interprofessional Collaboration (IPC) Strategy

*Michelle Addison, Director, Chief of Staff's Office, Medical and Academic Affairs*



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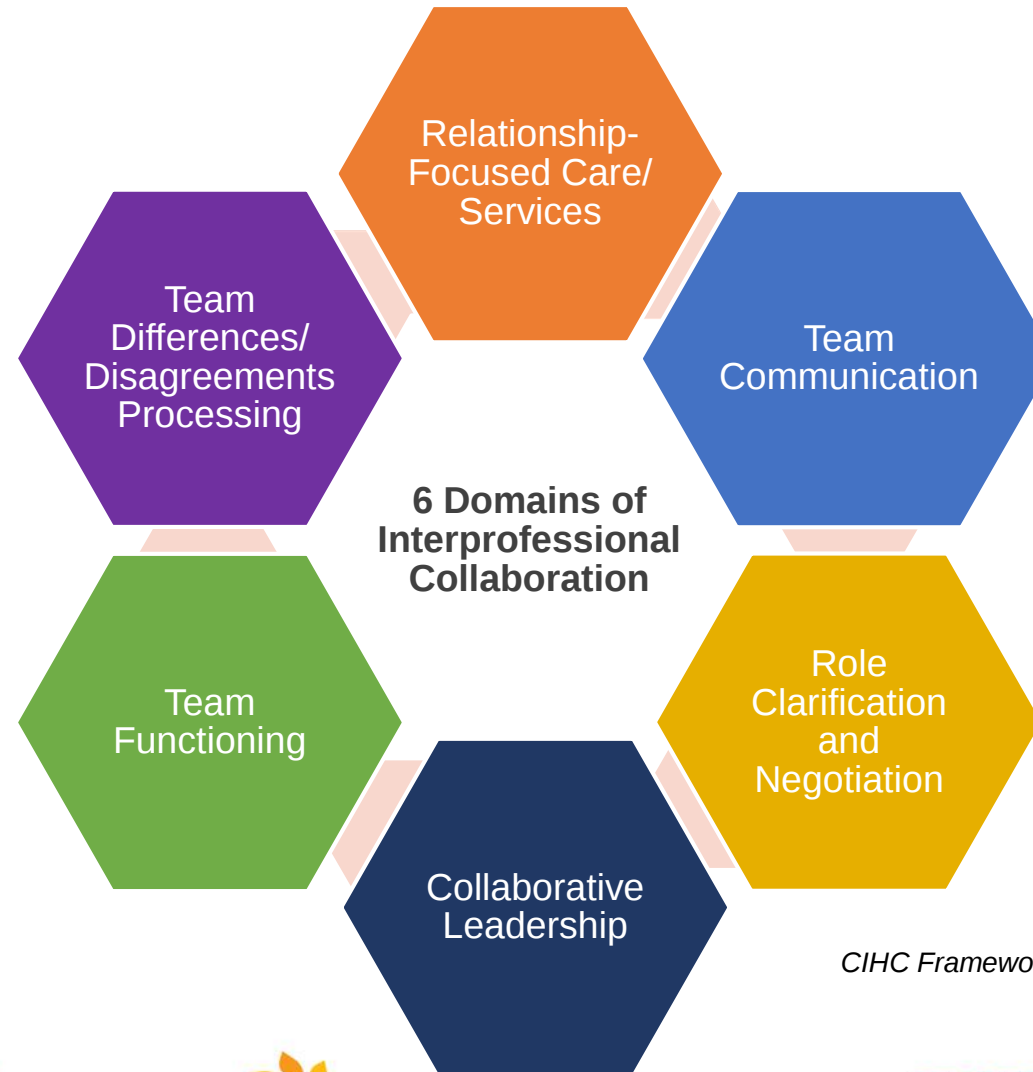
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# IPC Domains



*CIHC Framework, 2024*



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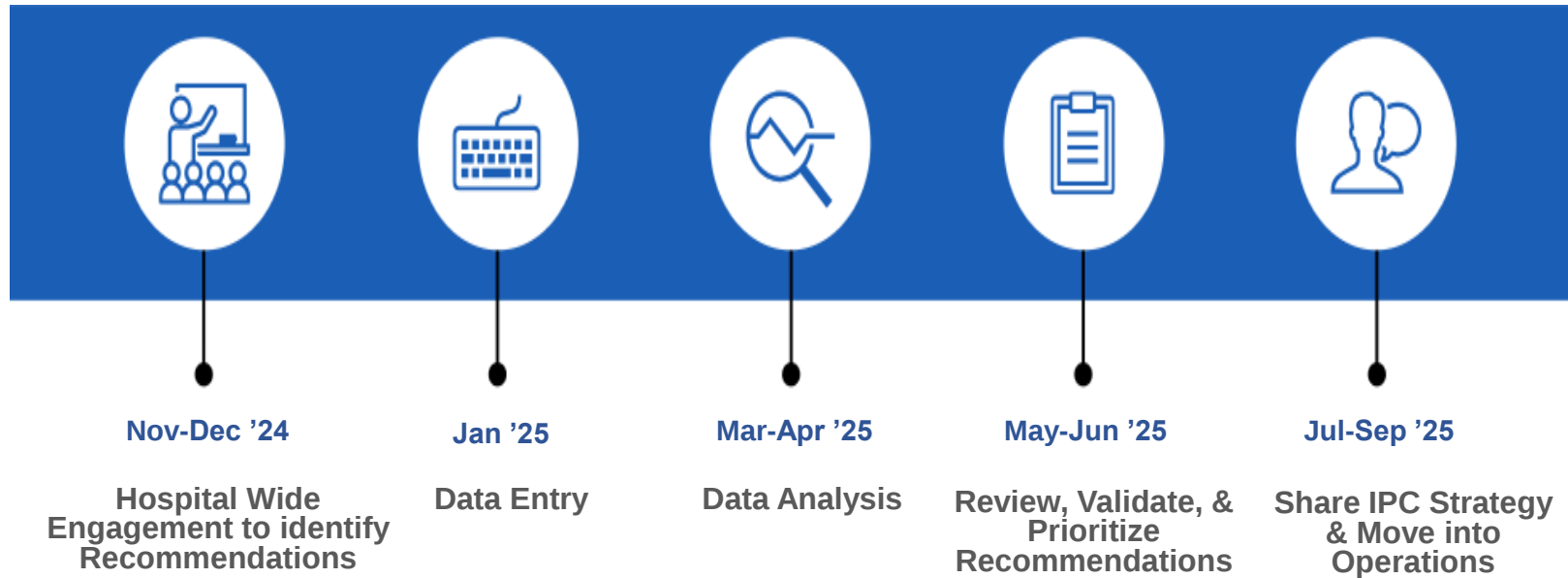
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# Project Overview

**IPC Strategy** – Advance interprofessional collaboration at TBRHSC, to improve patient care and staff experience.



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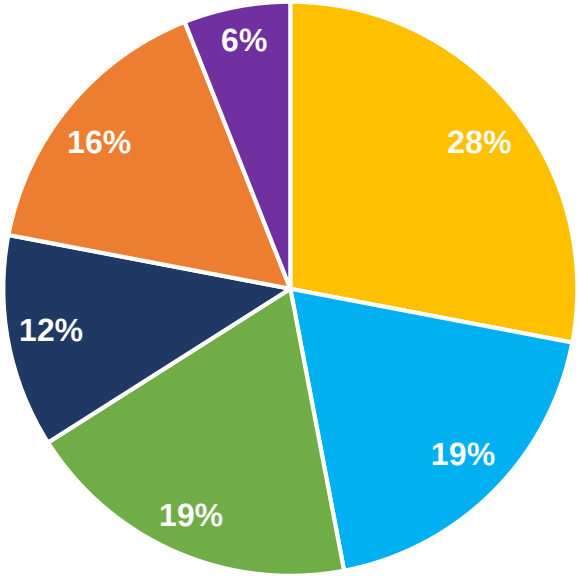
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# Recommendations by IPC Domain



- Role Clarification/ Negotiation
- Team Communication
- Team Functioning
- Collaborative Leadership
- Relationship-Focused Care/Services
- Team Differences/ Disagreements Processing



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# IPC Domain: Role Clarification/Negotiation

*Understand and negotiate team and individual roles effectively*

|                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>✓ Job titles visible in “To” line in Outlook</li> <li>✓ Introduce name, role, and department in meeting</li> <li>✓ Set clear responsibilities and accountabilities within project teams</li> </ul> | <ul style="list-style-type: none"> <li>● Interdisciplinary education on role scope</li> <li>● Standardize org charts on iNtranet to have consistent leadership levels</li> <li>● Update Orientation: 1) Cover role scope and areas of overlap for staff and leaders; 2) Clarify team members' role boundaries; 3) Leader training on direct reports' roles</li> <li>● Hospital roles and areas in centralized repository</li> <li>● 411 Process Improvement: 1) Update processes so 411 remains current; 2) Add new hires to 411 immediately</li> </ul> | <ul style="list-style-type: none"> <li>● Greater professional representation in leadership</li> </ul> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|

## Legend:

- ✓ = Under Way
- = High Priority – New
- = Low Priority – New



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# IPC Domain: Team Communication

*Ensure clear and respectful communication among team members*

|                                                                                                                                                                                                                                      |                                                                                                                                                                                                        |                                                                                                                                            |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>✔ Pair new staff with senior colleagues</li><li>✔ Centralized updates on hospital projects</li><li>✔ After incidents, have a facilitator-led debriefing to ensure respectful process</li></ul> | <ul style="list-style-type: none"><li>● Train staff on open-minded, respectful communication</li><li>● Train staff and managers on conflict resolution to enhance constructive communication</li></ul> | <ul style="list-style-type: none"><li>● Morning staff huddles to expand in scope to offer a consistent forum for open discussion</li></ul> |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|

- Legend:**
- ✔ = Under Way
  - = High Priority – New
  - = Low Priority – New



# IPC Domain: Team Functioning

*Optimize team efficiency and effectiveness towards shared goals*

|                                                                                                                                                                                                                                                        |                                                                                                     |                                                                                                                                                                                      |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>✓ Standardized toolkits and checklists in meetings</li><li>✓ Centralize IPC information on iNtranet</li><li>✓ Promote interprofessional success stories and teach IPC principles and practice to staff</li></ul> | <ul style="list-style-type: none"><li>● IPC team-building events and educational sessions</li></ul> | <ul style="list-style-type: none"><li>● Evaluate program priorities quarterly to optimize resource allocation</li><li>● Use flexible schedules and virtual meeting options</li></ul> |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

**Legend:**  
✓ = Under Way  
● = High Priority – New  
● = Low Priority – New



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# IPC Domain: Collaborative Leadership

*Promote shared decision-making and accountability within the team*

|                                                                                                                                                                                                                                      |                                                                                                                         |                                                                                                                                                                                                                                                     |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>✔ Include all key collaborators from project outset</li><li>✔ Decision making: Include essential perspectives of frontline staff, patients, families and experts from project outset</li></ul> | <ul style="list-style-type: none"><li>● Collaborative change leadership training and professional development</li></ul> | <ul style="list-style-type: none"><li>● Frontline staff participation: 1) Ensure time and resources for involvement in initiatives as subject matter experts; 2) Create time and opportunities for leadership and frontline collaboration</li></ul> |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

- Legend:**
- ✔ = Under Way
  - = High Priority – New
  - = Low Priority – New



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# IPC Domain: Team Differences/Disagreements Processing

*Address differences and disagreements constructively to main team cohesion and relationships*

|                                                        |                                                        |     |
|--------------------------------------------------------|--------------------------------------------------------|-----|
| ✓ Clear procedures and protocols for handling conflict | ● Education and shadowing across different professions | N/A |
|--------------------------------------------------------|--------------------------------------------------------|-----|

- Legend:**
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  - = High Priority – New
  - = Low Priority – New



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# IPC Domain: Relationship-Focused Care/Services

*Foster purposeful relationships and promote inclusivity in care/service delivery*

|                                                                                                                                                                                                                                                                                                                                                                                                       |     |                                                                                      |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|--------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>✓ Enhance patient communication via patient portal</li><li>✓ Create more meeting spaces to foster in-person collaboration</li><li>✓ Appointment reminders</li><li>✓ Patient Centred Focus: 1) Prioritize new projects based on patient-centred criteria; 2) Collaborate with staff, patient family advisors, patients and families in decision making</li></ul> | N/A | <ul style="list-style-type: none"><li>● Calendar of patient-focused events</li></ul> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|--------------------------------------------------------------------------------------|

**Legend:**  
✓ = Under Way  
● = High Priority – New  
● = Low Priority – New



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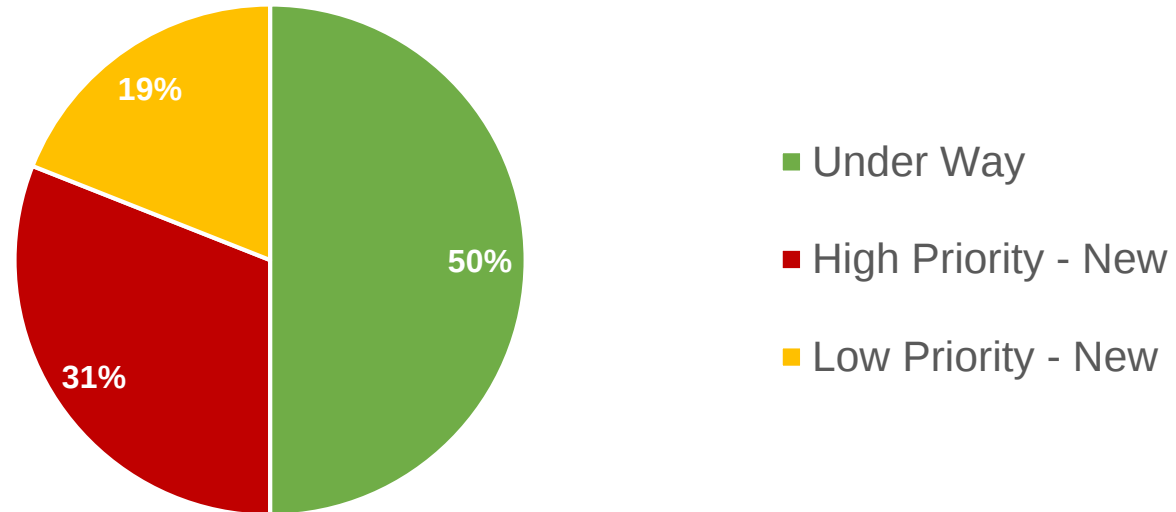
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# Status of Recommendations



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# Next Steps

- ▶ Ongoing work of recommendations will be embedded into operations.
  - ▶ Completion of recommendations will sit within various departments who have already reviewed and validated them.
  - ▶ Oversight and status tracking of recommendations will move to the Interprofessional Educators.



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# Meditech Expanse Update:

## *Professional Staff Involvement*

**Martina Boote**, *Regional Director of Nursing Informatics, Northwestern Ontario Hospitals*

**Dr. Bradley Jacobson**, *Chief of Staff*



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# Professional Staff Involvement

- **Professional Staff Expanse Lead at TBRHSC**

- Dr. Olexiy Aseyev

- **Specialty Leads at TBRHSC**

- Critical Care (ICU) Lead – Dr. Sean Cuninghame
- Emergency Department Lead – Dr. Cody McMillan
- OBGYN co-Leads – Dr. Laura Power and Dr. Stephen Fairley

- **Subject Matter Experts (SMEs)**

- Anesthesia – Dr. Cory Veldman
- Anesthesia – Dr. Sudhakar Bharathidasan
- Emergency Department – Dr. Cole Anderson
- Emergency Department – Dr. Jeff Heringer
- Emergency Department – Dr. Krista Dowhos
- Cardiology – Dr. Javier Bonacina
- Dentistry – Dr. Bruce Pynn
- Gastroenterology – Dr. Shahin Merat
- General Surgery – Dr. Matthew Holmes
- Geriatrics – Dr. Trevor Bon

- **Subject Matter Experts (SMEs), continued**

- Hospitalist – Dr. Samantha Biggs
- Hospitalist – Dr. Arnold Kim
- Internal Medicine – Dr. Sonja Lubbers
- Midwifery – Lorena Vehling RM
- Midwifery – Tori Glena RM
- Neurology – Dr. Amro Lahlouh
- Neurosurgery – Dr. Martin Gagliardi
- Orthopaedics – Dr. Jubin Payandeh
- Paediatrics – Dr. Athena Young
- Pathology – Dr. Dave Welbourne
- Psychiatry – Dr. Samer Khalil
- Psychiatry – Dr. Chiachen Cheng
- Radiology – Dr. Karl Granberg
- Renal – Dr. Rey Acedillo
- Rheumatology – Dr. Ali Bidari
- Vascular - Dr. Rasheed Osman
- Surgery – Dr. Matthew Holmes
- Surgery – Dr. Mark Thibert
- Urology – Dr. Caio Suartz



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# Where are Professional Staff involved?

BRIDGE NW PROGRAM DELIVERY BOARD

TBRHSC LOCAL DELIVERY BOARD

CLINICAL BOARD

PROFESSIONAL STAFF DOCUMENTATION  
WORKING GROUP

ORDER SET WORKING GROUP

MENTAL HEALTH & ADDICTION WG

CRITICAL CARE WG

EMERGENCY WG

LABOR & DELIVERY WG



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# Staying Informed

- ❖ Medical Affairs Newsletter
  - Physician specific town halls surrounding gateway reviews
- ❖ Visit our website at [www.bridgeNW.ca](http://www.bridgeNW.ca)
  - Subscribe to Bridge Bytes for email updates
- ❖ Questions?
  - Dr. Olexiy Aseyev
    - Ashley McMillan (BNW Physician Change Specialist)  
[Ashley.McMillan@tbh.net](mailto:Ashley.McMillan@tbh.net)
    - TBRHSC Project Co-Lead: [DawnaMaria.Perry@tbh.net](mailto:DawnaMaria.Perry@tbh.net)
    - TBRHSC Program Co-Lead: [Martina.Boote@tbh.net](mailto:Martina.Boote@tbh.net)
    - Program Change Lead: [Sondra.Seibel@tbh.net](mailto:Sondra.Seibel@tbh.net)



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# MEDITECH EXPANSE DEVICE DISCOVERY FAIR

 **Friday, October 17th**

 **9:00am – 5:00pm Drop-In**

 **Auditorium, Thunder Bay Regional Health Sciences Centre**

- Barcode Scanners



- Base Carts



- Keyboards & Mice



- Wall Mounted Computer



*\*Device manufacturers will be present*



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# Upcoming Fundraisers from the Health Sciences Foundation (Events Department)

*Haley Werbowetski, Manager, Special Events, Thunder Bay Regional Health Sciences Foundation*



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# Events Department

## Upcoming Fundraisers

- **Spirit of Children: Child Life Services**
  - **Now until October 31st - Spirit Halloween**
- **Glenice Quesnelle Helps Fight Breast Cancer**
  - **October 25th - Elks Lodge, 82 from 2:00pm - 4:00pm**
- **Spin & Sip for a Cure**
  - **October 24th - Movati Athletic at 6:45pm, Pocketchange after the spin class**
- **Jeep Raffle**
  - **Now until January 16<sup>th</sup>**
- **Afonso Creations Pop Up**
  - **Pop ups at the Hospital during the month of October & November**
- **FYI Doctors**
  - **Entire month of October**

# Questions?



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# Closing Remarks

Dr. Rhonda Crocker Ellacott, *President and CEO, TBRHSC, and CEO, TBRHRI*



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Occupational Therapy Month



Supply Chain Week (October 5-11)



MDRD Week (October 12-18)



(October 5-11)



Sonography Week (October 6-10)



Nutrition and Food Services Staff  
Appreciation Week (October 5-11)



(October 6-12)



Intensive Care Week (October 20-26)

