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COMPASSION is our
PASSION



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WINDSOR REGIONAL HOSPITAL FRONTLINE TRIBUNE

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@WRHospital

Back To Budget Strategy

In 2012, a new funding formula was introduced for hospitals across Ontario from the Ministry of Health and Long Term Care (MOHLTC). The new formula is referred to as the Health System Funding Reform (HSFR) and has three components: Organizational-level funding of 40%; Quality-Based Procedures (QBP's) funding of 30% and fixed for overhead costs of 30% such as heating, insurance and administration costs to operate the hospital.

Using the last example first, Windsor Regional Hospital's overhead is at 26%, a favourable position from other peer hospitals of our size who are at 30%! During realignment, we were also able to reduce non-union costs of 50 full-time people, a savings of \$2 million. This had a large impact on getting our overhead at 4% below funding levels.

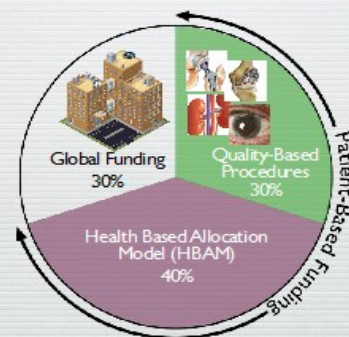
QBP's consist of a list of procedures like hips and knees we receive a fixed amount for, such as \$8000 for every hip replacement. This amount is approximately 10% above the average cost hospitals report. If we can replace a hip at that cost or lower, that is a good thing, from a financial point of view. If it costs us more, it has to come from somewhere else or we stop doing the procedure. We do continue to work with our teams, focusing on best practices to ensure high quality and being fiscally responsible.

Health Based Allocation Model (HBAM) uses a number of inputs that include two year old weighted case volumes for both acute cases and emergency patients, expense data from similar hospitals, expected and projected population growth and health care access patterns in a specific region and the size and teaching status of a hospital. This is used to predict how many services each hospital should be providing each year and the cost for each service.

The fixed budget for the 150 hospitals in Ontario is \$19 billion dollars. This has been frozen for the last 5 years except for newly constructed hospitals, small hospitals or priority programs like pacemakers. This is where, as a hospital and region we have been penalized. Last fiscal year, WRH was told it would receive approximately \$10 million less in funding due to the HBAM formula. Also, because of population not growing in our region as opposed to other areas, we are negatively impacted. This is why acute care services had to realign and consolidate. Basically, we have to reduce our expenses 4% or \$20 million dollars and match our funding reduction.

Story continues on Page 2...

Health System Funding Reform on Ontario



UPCOMING EVENTS

- JAN 26** **Explore The Future of Healthcare**
Time: 1:00pm
Auditorium, Met Campus
- JAN 26** **Explore The Future of Healthcare**
Time: 6:00pm
Waters Edge Event Centre
2879 Riverside Drive East, Windsor
- JAN 28** **Ethics Forum**
Time: 12:00pm - 12:45pm
Brown Auditorium, HDGH
1453 Prince Road, Windsor
- JAN 30** **T2B "The Love Boat" Gala**
Time: 5:30pm
Ciociaro Club of Windsor
3745 North Talbot Road, Windsor
- FEB 06** **In Honour Of The Ones We Love Gala**
Time: 6:00pm
Ciociaro Club of Windsor
3475 North Talbot Road
- FEB 09** **Blood Pressure Screening Clinic**
Time: 12:00pm - 3:00pm
Ouellette Campus, Vendor Hallway
- MAR 02** **Hats On For Healthcare**
Locations throughout Windsor-Essex
www.hatsonforhealthcare.com
- APR 12** **Blood Pressure Screening Clinic**
Time: 12:00pm - 3:00pm
Met Campus, Vendor Hallway
- MAY 10** **Blood Pressure Screening Clinic**
Time: 12:00pm - 3:00pm
Ouellette Campus, Vendor Hallway
- JUN 09** **WRH Annual Golf Tournament**
Essex Golf & Country Club
7555 Matchette Road, LaSalle



A recent meta-analysis demonstrated that surgical site infections contribute the most to overall costs of healthcare associated infections (33.7% of the total).

Back To Budget Strategy cont'd...

Due to this dilemma, we have to make changes. The biggest area to change was our staff mix. Windsor Regional Hospital is one of the last hospitals in Ontario with an all RN (Registered Nurse) model of care. We have approximately 1,550 RNs at both campuses and approximately 180 RPNs (Registered Practical Nurses). The plan is the move to add 80 RPNs while reducing the same amount of RNs. Also, various clinics are being reviewed as we are not funded for clinics.

We must stay on course and remain focused on the new state of the art Acute Care Hospital and other system investments that 90% will be paid by the Province. We cannot confuse operating dollars with capital dollars!

The MOHLTC is assisting with temporary funding to make this transition as smooth as possible with hopefully most job changes handled through retirement and normal attrition.

Each department across the hospital is being required to operate according to their budgets under the new revenue adjustment. This includes the operating rooms that will see longer than historical waiting lists for certain scheduled cases because we are operating to budget now! As a result this is not a physician created issue, but a hospital budget created issue. Our overhead expenses have gone down and we are below benchmarks. This is a revenue/funding reduction issue.

Prior to realignment and the new funding formula, Windsor Regional Hospital had 6 straight balanced or surplus budgets. We can and will do it again!



Sigvaris Compression Stockings offers just the right stocking for every situation in life, elegant and very stylish or comfortable and casual.



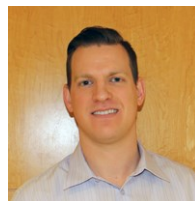
We Care Pharmacy is now an authorized fitter and provider of Sigvaris Compression Stockings.

Most of the hospital Green Shield plans pay for compression stockings and there are a lot of newer styles to choose from including athletic and running, casual, dress socks, etc.

Visit the We Care Pharmacy at the Ouellette Campus for more information.

(Reminder free parking in the garage for staff visiting from the Met Campus)

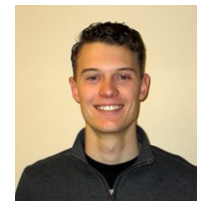
INTRODUCING NEW FACES AT WINDSOR REGIONAL HOSPITAL



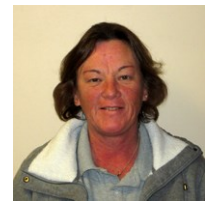
Jeff Geml
MANAGER
6 EAST / 6 WEST



Lauren Beattie
RPN
2 NORTH MEDICAL



Ian Moore
HR ADVISOR
HUMAN RESOURCES



Janice Demarce
RETAIL SERVER
GUEST SERVICES

Congratulations to Dr. Charles Frank!

Dr. Charles Frank, DDS, with the Department of Oral and Maxillofacial Surgery and Dentistry at Windsor Regional Hospital has been selected for Fellowship in the Pierre Fauchard Academy.



The Pierre Fauchard Academy invites those individuals to Fellowship who have notably contributed to the advancement of the dental profession in one or more ways, such as Clinical Practice, Research, Education, Public Service, Literature or Journalism, and service to the Profession, Invitation to the Academy is very selective and limited to the top 3% of our nation's practitioners.

The objectives of The Pierre Fauchard Academy are to monitor the publication of dental literature, encourage the exchange of scientific knowledge, foster the advancement of scientific and professional standards, recognize and honour outstanding contributors to the art of science of Dentistry and to encourage the improvement of oral health by disease prevention and control. The Academy is an international organization that was founded in 1936. It is comprised of over 7000 Fellows who are located in over 40 countries. Seventy percent of the Fellows are in the United States. Among its goals is to honour the most outstanding dentists in the world by granting Fellowship in the Pierre Fauchard Academy.

Dr. Frank is originally from Southhampton, Ontario obtaining his B.Sc. Degree in 1981 and his D.D.S. (Doctor of Dental Surgery) in 1985, both from the University of Western Ontario. He received privileges at the then, Windsor Western Hospital Centre and Metropolitan General Hospital and continues today as an Active Member of the Professional Staff at both the Met Campus and Ouellette Campus of Windsor Regional Hospital.

Dr. Frank will receive his distinguished Pierre Fauchard Academy Award at the Installation Gala Dinner in Vancouver, British Columbia on March 18, 2016 during The Pacific Dental Conference.

Little Free Library

Windsor Regional Hospital now has a "Little Free Library (LFL)" at both the Met and Ouellette Campuses. The Met Campus library is a mobile one that volunteers take to patient rooms. The most recent LFL is located in the lobby of the Ouellette Campus.



LFLs began in 2009 in Wisconsin, USA. They have spread throughout North America and provide free books to communities. You will often find them in lawns and gardens.

Supported by Windsor Roseland Rotary, Windsor Regional Hospital is proud to be part of the Little Free Library movement.

Respect

everyone
deserves it

WRH respects our patients, visitors, employees, professional staff, and volunteers.

**Threats
Bullying
Intimidation
Harassment
Violence**

Are considered unacceptable behavior and **will not be tolerated.**

For concerns please contact your Manager, Human Resources (x52512), or Risk Manager (x52510).

For details check wrhcreatingasafeworkplace.ca



COMPASSION is our
PASSION

Coconut Chai-Spiced Oatmeal



Makes 1 serving
Serving Size: 1 1/3 cup
Total Time: 10 min

INGREDIENTS

- 1 cup water
- 1/2 cup rolled oats
- 1/4 tsp ground cinnamon
- Pinch of ground cardamom
- 3 tbsps unsweetened coconut milk beverage
- 2 tbsps toasted unsweetened coconut chips
- Pinch of salt, divided
- 2 tsp brown sugar
- 1/8 tsp ground ginger
- Pinch of ground pepper

METHOD

Bring water and salt to a boil in a small saucepan. Stir in oats, reduce heat to medium and cook, stirring occasionally, until most of the liquid is absorbed, about 5 minutes. Remove from heat, cover and let stand 2 to 3 minutes. Top with coconut beverage, coconut chips, brown sugar, cinnamon, ginger, cardamom and pepper.

NUTRIENTS Per Serving:

Calories: 249; Protein: 6g; Total Fat: 9 g; Carbohydrates: 39g; Sodium 183mg; Potassium 167 mg

For more healthy living recipes and ideas, please visit www.eatingwell.com.



EXPLORING THE FUTURE OF HEALTHCARE

With Dr. Rueben Devlin, President & CEO, Humber River Hospital

TUESDAY, JANUARY 26

1:00pm - Met Auditorium, Windsor Regional Hospital

6:00pm - Water's Edge Event Centre, 2879 Riverside Drive East

In October, the first fully digital hospital in North America opened in Toronto, Ontario. President and CEO Dr. Rueben Devlin says the result is a lean, green and digital showcase facility. It is very similar to what Windsor-Essex is in the early planning stages to achieve as well.

So what can Windsor-Essex learn from the Humber experience?

How is the new hospital changing the experience for patients at Humber River?

Join Dr. Rueben Devlin for an evening of discussion and an opportunity to ask questions as we explore the future of healthcare together.



www.windsorhospitals.ca

Please join us for a special...

ETHICS OPEN FORUM

Physician Assisted Death in Faith-Based Organizations *What Is The Issue? What Are The Questions?*

Hazel Markwell, PhD, DTh

Executive Director, Centre for Clinical Ethics
Assistant Professor in the Department of Anesthesia, University of Toronto

Giles Scofield, JD, MA

Clinical Ethicist (St. Michael's Hospital, Toronto), Centre for Clinical Ethics
Adjunct Associate Professor in the Department of Family & Community Medicine
Faculty of Medicine University of Toronto

Last year the Supreme Court of Canada set limits to the legal prohibition of physician-assisted death. The purpose of this session is to explain what is—and is not—meant by what the Court said, to highlight specific issues, to discuss provincial developments, to identify questions that are raised—but not answered—by the Court's decision, and to focus on specific challenges that the Court's decision presents to Catholic health care providers. Light refreshments and snacks will be available! Please bring your lunch.

Objectives

1. Clarify key terms
2. Provide an environmental scan
3. Dispel myths and misinformation
4. Provide information about what is known
5. Highlight important, practical questions
6. Offer recommendations

Thursday, January 28, 2016

12(noon) – 12:45pm

Brown Auditorium, HDGH



CENTRE
FOR
CLINICAL
ETHICS

Please contact Keesha Bellemore to RSVP

Keesha.Bellemore@hdgh.org or ext.73579

BY FRIDAY Jan 22nd

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with you to
determine if this
program is right
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human touch awards 2016

CALL FOR NOMINATIONS!

Do you know or work with someone who exhibits exemplary and compassionate patient care? Nominate them for a Human Touch Award and celebrate the unsung heroes on the front lines of the healthcare system who provide the true 'human touch' to patients across Ontario every day.

All part-time and full-time healthcare professionals, providers and volunteers at either a regional cancer centre or a kidney care centre are eligible to be nominated.

Nominations close on Friday, February 12, 2016.

www.cancercare.on.ca/humantouch | www.renalnetwork.on.ca/humantouch

For more information about the awards and nomination process, please contact communications@cancercare.on.ca. Award recipients will be honoured at the Human Touch Awards ceremony on Thursday, April 21, 2016 in Toronto.

