



Report of the President & CEO to the Board of Directors

Date: May 2024

Strategic Direction - Strengthen the processes that drive a culture of patient safety and quality care

Update on Various Health Human Resources Investments

As outlined in the 2024 provincial budget (see below) there was an announcement on ongoing investments in the hospital sector made to strengthen health human resources and immediate health care staffing shortages through the Enhanced Extern Program, Supervised Practice Experience Partnership, Preceptorship Program, and investments in nursing education enrolment, physician assistant training seats, and medical training seats.

The Extern Program

The Extern reimburses selected Ontario hospitals for the cost of employing Externs & Extern Mentor/Coordinators (EMCs) to address COVID-19 related health human resources challenges.

The Extern Program leverages the clinical service delivery expertise of participating hospitals. Each organization has the flexibility to identify how Externs and EMCs can be incorporated to best support workflow and patient management.

Since the start of the WRH Extern program, it has hired on average 252 externs annually. Currently, close to 230+ externs work at WRH.

Community Commitment Program for Nurses (CCPN)

To attract Registered Nurses (RNs), Registered Practical Nurses (RPNs) and Nurse Practitioners (NPs) to work in the hospitals, long-term care (LTC) homes, home and community care (HCC) agencies, Primary Care and Mental Health and Addiction agencies in greatest need across Ontario, the Community Commitment Program for Nurses (CCPN) provides \$25,000 in grant funding to eligible nurses in exchange for a two-year commitment to an eligible employer. **WRH has been able to hire 250+ nurses using the CCPN.**

Update on Supervised Practice Experience Partnership

The Supervised Practice Experience Partnership (the program) is a partnership program between the College of Nurses of Ontario (CNO), Ontario Health and CNO approved organizations.

The program offers applicants the option to complete a supervised practice experience in Ontario. A video on the program can be found at https://www.youtube.com/watch?v=-R_haWa4ngo&t=4s

Since program started WRH has placed 65 individuals. 18 have been hired by WRH.

Strategic Direction – Uphold the principles of accountability and transparency



It has been a winding road through some turbulent times BUT we at Windsor Regional Hospital always get back on track!

Congratulations to our Windsor Regional Hospital team – we had ZERO harm events at Ouellette Campus and only one at Met Campus for the week of April 1-7, 2024.

 WINDSOR
REGIONAL
HOSPITAL
OUTSTANDING CARE – NO EXCEPTIONS!

The Harm Index measures preventable falls with injuries, hospital acquired infections, and irreplaceable specimens, and having zero incidents is quite the achievement.

Strategic Direction - Maintain a responsive and sustainable corporate financial strategy

2024 Provincial Budget Announced

The Hon. Peter Bethlenfalvy, Minister of Finance, tabled the 2024 [Ontario Budget](#), *Building a Strong Ontario*. Some of the highlights include:

- An expected increase of 4 per cent for hospitals. However, the actual % will NOT be known until July/August

The new Windsor/Essex acute care hospital project was mentioned in the written budget.

The next step is we wait to receive our WRH transfer letter document. It usually takes a month or so post budget to get that letter that provides exact details on how all the above directly impacts WRH. Stay tuned.

Strategic Direction - Create a dynamic workplace culture that establishes WRH as an employer of choice

WRH Workplace Wellness Program

The WRH Workplace Wellness Program will soon be celebrating its two-year anniversary and the program has been so successful that it will continue for another two years at least.

Some results from the first two years:



The program will continue to offer a wide variety of events based on the five dimensions of wellness:

Physical – Emotional – Intellectual – Spiritual – Social

Employees and Professional Staff are encouraged to check often on the Workplace Wellness website located on the intranet to register for WRH only events, find out more about community events, and participate in volunteer activities.

Events are posted on the monthly calendar. There are also online fitness classes through the Lift App, monthly recipes, and more.

To access the Workplace Wellness Website:

<https://www.wrh.on.ca/login?r=WorkplaceWellness>

Username: Wellness

Password: Healthy2022

Years of Service

Windsor Regional Hospital staff are being honoured this week in recognition of their years of service and dedication to our patients, our hospital and our community.

Dedicated Years of Service Awards are given out in celebration of our staff hitting milestones at WRH such as five years, 10 years, 20 years — or even as high as 45 years for some!

Congratulations and thank you to everyone!

Strategic Direction - Redefine our collaboration with external partners to build a better healthcare ecosystem

May 5 marks Red Dress Day across Canada

A day to remember and honour missing and murdered Indigenous women, girls and 2SLGBTQQIA+ peoples (MMIWG2S+). Displays have been set up at our Met and Ouellette campuses as well as our Cancer Centre honouring the spirits of those taken too soon. Together, let's end this ongoing genocidal crisis through solidarity and action. **#RedDressDay #MMIWG2S #NoMoreStolenSisters**

National Nurses Week May 6-12, 2024

Next week is National Nursing Week – a chance to extend our thanks and gratitude to the more than 1800 RNs, RPNs and NPs who account for more than 40 per cent of our total workforce at WRH.

This year's National Nursing Week theme, as promoted by the Canadian Nurses Association, is "Changing Lives, Shaping Tomorrow."

With an eye on both the present and the future we have a number of ways to celebrate that can be enjoyed by all WRH employees, professional staff and volunteers next week as we celebrate the nursing profession together.

Awards: Colleagues were asked to nominate nurses for a Jeanne Mance Extraordinary Nursing Care awards! Winners will be announced as well as recipients of those who applied for a Lori Dupont Bursary in support of continuing nursing education.

Videos: We will share videos internally and on our social media channels that give thanks to our nursing staff, including celebrations from local community leaders expressing their gratitude for the work of our nurses every day, all year long.

Trivia: Back again by popular demand, daily nursing trivia! Get ready for daily opportunities to participate and win something special organized by the WRH Workplace Wellness Committee - a pair of day passes for you and a loved one to visit the Lungovita Beach Retreat! It is a nature retreat for body and spirit in nearby Colchester. Check it out for yourself at lungovita.com.

Treats: It is not quite summer yet, but there is never a bad time of year for ice cream! Look for ice cream treats delivered to every unit and department early next week.

Recipes: We will release a new 2023 version of WRH staff recipe book. Those who entered submissions will be entered into a draw to receive \$50 Shoppers Drug Mart gift card (one per campus).

Seminar: Celebrate National Nursing Week with Canada's chief nursing officer, Dr. Leigh Chapman! Join nurses from across the country for a special webinar and engaging Q & A session, as we come together to honour the remarkable contributions of nurses across Canada. This is an opportunity to gain insights, celebrate achievements, and discuss the pivotal role nurses play. [Click here to register](#): National Nursing Week Event, Monday, May 6 - CNA | AIIC (cna-aiic.ca).

Wellness: Looking to relax? Learn all about therapeutic touch, a natural healing method for relaxation and self-help meant to manage pain, stress and anxiety and improve sleep and well-being. A registered therapeutic touch practitioner will visit the Met Campus on Thursday, May 9 and Ouellette Campus on Friday, May 10.

Walking: There is still space available for a Spring Walking Clinic exclusive for WRH staff being held Wednesday, May 8th by our friends at The Running Factory. Jump-start your walking routine to benefit your physical and mental health. Following the clinic, enjoy a walk in the adjacent Riverside neighbourhood.

Register through the Workplace Wellness page <https://www.wrh.on.ca/login?r=WorkplaceWellness>

Username: Wellness / Password: Healthy2022

Flowers: W.E. Care for Kids will be selling Daisies for a one day only Pop up sale at Ouellette Campus on Wednesday, May 8th and at Met Campus until Friday May 10th.

Comedy: The Windsor Essex RNAO chapter is pleased to present "A Nursing Dose of Comedy". Get ready for a dose of humour that will have you in stitches!

They will be hosting two comedy shows at Craft Heads Brewing Company at 89 University Ave. W., Windsor.

Tickets for both shows are available for purchase through Eventbrite (Each show is \$25.00 plus fees):

- 7:00pm Show ([Register HERE](#))
- 9:00pm Show ([Register HERE](#))

We look forward to celebrating National Nursing Week with all of our amazing nurses and their incredible colleagues throughout WRH!

Mobile Convenience Carts

As we mark Patient Experience Week, a reminder about a cherished service at Windsor Regional Hospital. Mobile Convenience Carts are available at both Met and Ouellette Campus to provide families with a little bit of comfort when they need it most.

These dedicated care carts will be stocked with refreshments and made available to all departments and families for circumstances when family members need to remain at a patient's bedside or when a loved one has been deemed palliative and end of life is imminent.

The service has been made possible thanks to our very generous community partners — the Mobile Convenience Cart at Met Campus has been sponsored by Transition to Betterness (T2B). In Honour of the Ones We Love has stepped up to sponsor the cart at Ouellette Campus.

The carts are available by calling the Security Desk at 519-254-5577 ext. 52215 at Met Campus and 519-254-5577 ext. 33192 at Ouellette Campus.

Strategic Direction - Continue the pursuit of NEW state-of-the-art acute care facilities

Project Update: The New Windsor/Essex Acute Care Hospital

Work on the New Windsor/Essex Acute Care Hospital Project is progressing at an accelerated rate. Since the start of this year, four directors have been recruited to support planning in the areas of [Operational Readiness, Planning and Design, Project Delivery](#), and [Information, Communication & Automation Technology \(ICAT\)](#).

With this expanded team of subject matter experts in place, Windsor Regional Hospital is well-positioned to move forward into the next planning stage and meet the timeline outlined in [Infrastructure Ontario's latest market update](#) that has the tendering process to select a final design-builder for the hospital set to begin in 2025, with construction to follow in 2026.

The ICAT Strategy for this state-of-the-art new hospital is starting to take shape. Following a series of engagement sessions, meetings with program leadership, an analysis of the current state of technology and a market scan of new and emerging trends in hospital technology, Angus Connect is nearing the final stages of work developing the plan.

This stage will include engagement with patient representatives for the project before completing a final vision and roadmap for ICAT implementation in the new facility.

Ongoing site preparation work, which is led by Infrastructure Ontario is continuing at the site. The gravel lot at the corner of County Road 42 and the 9th concession is being expanded to accommodate an increased presence of workers expected onsite throughout this summer while maintaining space for traditional Lafferty corn sales.

Continued discussions with Infrastructure Ontario and the Ministry of Health are progressing well, with all parties committed to working together to complete the required due diligence and move the project forward as soon as possible.