

Memo of the President & CEO to Everyone

Date: August 2013

As previously announced, the realignment of acute and sub-acute care services between Hôtel-Dieu Grace Hospital and Windsor Regional Hospital will take effect October 1, 2013.

Moving to this new operating model now by realigning all acute services under one organization even before moving to one site makes it possible to:

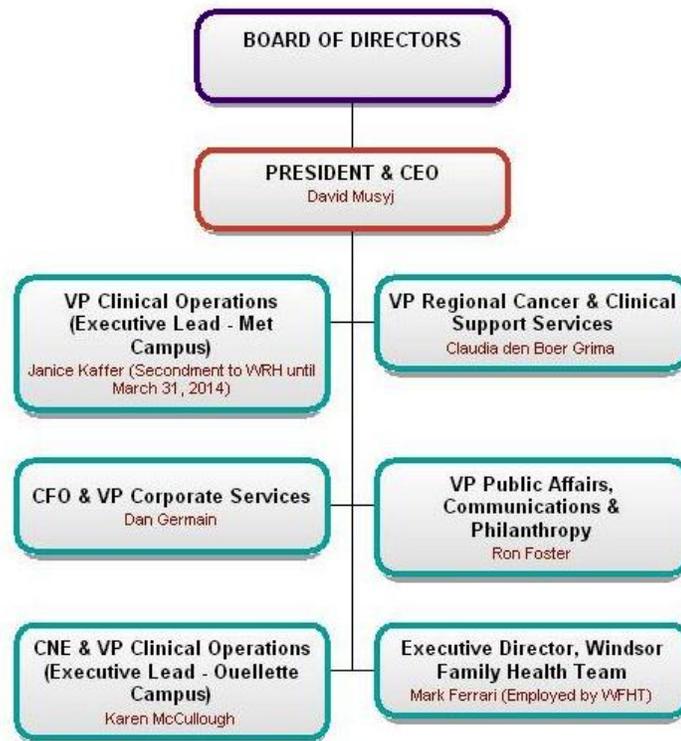
- ✓ Optimize capacity across both sites
- ✓ Re-balance activity across both sites
- ✓ Explore operating efficiencies with a higher critical mass of activity
- ✓ Improve coordination and consistency in service delivery
- ✓ Adopt a consistent city-wide approach to patient quality and safety
- ✓ Qualify for increased cancer funding
- ✓ Establish a single professional (medical/dental/midwives) staff structure
- ✓ Commence the detailed planning required before the eventual move to a new single acute care site
- ✓ Allow for administration and professional staff to make day-to-day operational decisions and Boards to govern with a vision to the future
- ✓ Facilitate best practices and models of care and standardization of both clinical and non-clinical processes and practices that have been shown to optimize the efficiency of acute care services
- ✓ Create a single unified professional staff, unified medical departments and a single Medical Advisory Committee (MAC) that should facilitate improved inter-site access to clinical consultation and clinical technologies
- ✓ Explore opportunities for improved operating efficiency through economies of scale in administrative and support services

As a result, **effective October 1, 2013**, an administrative and professional staff team will be in place in order to start the process of achieving these objectives as well as having an eye to the future of moving to one new state of the art acute care hospital.

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Effective October 1, 2013 the Executive Committee (EC) for Windsor Regional Hospital will be:



Effective October 1, 2013 the Directors Committee (DC), in alphabetical order, will be comprised of:

- Jeff Booth, Director, Regional Cancer Program
- Gina Bulcke, Director, Organizational Effectiveness
- Linda Campeau, Director, Health Information Management & Communications
- Janice Dawson, Director, Critical Care & Cardiology
- Christine Donaldson, Joint Director - Pharmacy
- Elizabeth Dulmage, Director, Clinical Cancer Services
- Mark Fathers, Director, Financial Services
- Sonja Grbevski, Director, Mental Health Programs
- Barbara Havens, Director, Peri-Operative Services
- Kelly Heron, Director, Surgical Services
- Kevin Marshall, Director, Facilities & Capital Planning
- Marion McChesney, Regional Director, Integrated Laboratory Services
- Sharon Morris, Director, Human Resources & Labour Relations
- Theresa Morris, Director, Medicine Services

- Ralph Nicoletti, Director, Diagnostic Imaging & Nuclear Medicine
- Corry O'Neil, Director, Organizational Effectiveness
- Rosemary Petrakos, Director, Women's & Children's Program
- Gisele Seguin, Director, Public Affairs, Communications & Philanthropy/Foundation
- Monica Staley, Director, Patient Relations & Legal Affairs
- Monica Stanton, Director, Guest Services Network
- Dino Villalta, Director, Renal & Stroke Program
- Mary Yakopich, Director, Emergency & Trauma

In September, after the Board of Directors reviews the proposed Professional Staff by-laws, we will announce the Medical Advisory Committee (MAC) and professional staff leadership for Windsor Regional Hospital.

The full non-union organizational chart **effective October 1, 2013**, for Windsor Regional Hospital can be found at [Organizational Chart effective October 1, 2013](#).

The current Board of Directors for Windsor Regional Hospital can be found at [Board of Directors, Windsor Regional Hospital](#).

You will note that Vice-Presidents, Directors and some Managers have direct responsibilities for programs and services over both acute care campuses – Ouellette and Metropolitan. In addition, the concept of Executive Lead is meant to address issues where one of the Clinical Operations Vice-Presidents is unavailable the other Vice-President has the ability to address any clinical operational issues at both campuses.

Again, this organizational chart does NOT take effect until October 1, 2013.

Until October 1, 2013, your current supervisor and job responsibilities continue unless you are told otherwise. In addition, everyone is aware, that prior to and after October 1, 2013, we will all need to work together to ensure a smooth transition so there is no impact by this realignment whatsoever on patients and families.

If you have any questions with respect to this new organizational chart please call me at 519 995 2966 or email me at david_musyj@wrh.on.ca

