



STAFF COMMUNIQUÉ

MOVING FORWARD WITH DUE DILIGENCE PROCESS

The Board of Directors and CEOs of both Hôtel-Dieu Grace Hospital (HDGH) and Windsor Regional Hospital (WRH) committed to provide updates and communication to all staff related to the realignment of hospital healthcare services in Windsor/Essex as we move towards a state-of-the-art new acute care facility.

Most recently, HDGH and WRH made a presentation to the Erie St. Clair Local Health Integration Network (ESCLHIN) on the Vision and interim transition plan related to the operation and governance of Hospital health services in Windsor/Essex. This presentation was identical to the one made at all Town Halls to all staff and posted on our Internet sites.

The ESCLHIN has to complete their due diligence process – in other words, ensuring they have all the relevant details necessary to endorse the vision regarding the proposed governance model and structure - but initially have provided verbal support to the realignment of governance and operations as proposed by the hospitals.

Both HDGH and WRH are now moving forward with their own necessary due diligence that involves ensuring both organizations have examined and addressed all of the relevant information that is required to implement the interim plan.

A Steering Committee, chaired by the President and CEOs of both hospitals, has been created made up of Board Chairs/Vice Chairs from the hospitals, the CEO and a board member of the ESCLHIN, Chiefs of Staff and representatives of the Windsor Hospitals Study Task Force, Dave Cooke and Tom Porter.

There are seven Working Groups that report into the Steering Committee.

(Please see attached appendix for the list of committees)

The Steering Committee will review all recommendations from the Working Groups and work with their “host” Boards to approve the various components as necessary. This process is estimated to take the next 3 to 4 months to complete.

The objective of the process is to develop a transition plan while maintaining “business as usual” pre and post transition date. **Note that a date has not been set for actual realignment.** In maintaining a

business as usual process, the working groups will review all aspects of operations in their respective areas with the goals of ensuring:

- Safe quality care for our patients in a safe working environment for our employees and professional staff collectively referred to as “staff”
- No disruption for patients and staff
- Adequate support for our staff
- Equitable, consultative and transparent process

Therefore, Phase 1 is the Working Group and Steering Committee due diligence.

Phase 2 commences when the respective leadership teams have assumed their responsibilities and begin planning for the future of clinical operations and facilities at both acute care sites. During this phase, operational and clinical improvements, future requirements, and service enhancements can be addressed.

Also, the Capital Grant planning process will focus on future needs planning for the new acute care facility.

Both of us recognize that this marks a new era and a new beginning in the relationship between the Windsor Hospitals. This means a high degree of collaboration, cooperation and communication and we look forward to working with you as we complete the due diligence process. Please continue to ask any questions by calling or emailing both of us respectively.

Ken Deane
President and CEO
Hôtel-Dieu Grace Hospital

David Musyj
President and CEO
Windsor Regional Hospital

Windsor Regional Hospital and Hôtel-Dieu Grace Hospital
Working Group Members

| Co-chairs | Members |
|--|--|
| Programs and Services | |
| Karen McCullough, VP & CNE Janice Kaffer, VP &CNE | Rosemary Petrakos, Director Women’s and Children’s Gina Bulcke, Director Family Mental Health and Addictions Janice Dawson, Director ED, OR Patient Access and Flow Services Christine Donaldson, Regional Director Pharmacy Bill Taylor, MD Andrea Steen, MD Paul Bradford, MD Rob Woodall, MD Al Kadri, MD |
| Human Resources | |
| Mary Benson-Albers, Director HR Sharon Morris, Director HR | Monica Stanton, Director of Guest Services Melissa Simas, Manager of HR Sherri McGeen, Director Occupational Health and Safety Alison Anderson, Director Information Management |
| Finance | |
| Dan Germain, VP & CFO Marie Campagna, VP & CFO | Mark Fathers, Director, Financial Services John Quint, Manager Finance Sherri Laframboise, Director of Financial Services Deb Caza, Manager Medical Records |
| Information Technology | |
| Dan Germain, CFO Marie Campagna, CFO | Paul Audet, Executive Lead, CHIS (Division of TransForm) |
| Management Services | |
| Ken Deane, President and CEO David Musyj, President and CEO | |
| Communications | |
| Steve Erwin, Director, Communications Ron Foster, VP, Public Affairs, Communications & Philanthropy | Gisèle Séguin, Director, Public Affairs, Communications & Philanthropy Ken Deane, President and CEO David Musyj, President CEO |
| Professional Staff | |
| Dr. Gary Ing, MD, Chief of Staff Dr. Gord Vail, MD, Chief of Staff | Frank DeMarco, MD Jeff Cohen, MD Brian Burke, MD Art Kidd, MD Roland Mikhail, MD Michael Watts, Lawyer, Osler Law Firm |