
COMMUNIQUÉ



6th Edition

July 24, 2013

The Board of Hôtel-Dieu Grace Hospital (HDGH) and the Board of Windsor Regional Hospital (WRH) have approved the transitional realignment plan for the Windsor hospitals.

Effective **October 1, 2013**, WRH will be responsible for the governance and management of the programs and services on the Metropolitan and Ouellette campuses. HDGH will be responsible for the governance and management of the programs and services on the Tayfour campus and those off-site programs associated with the Tayfour campus. The exception is the Crisis Program that will continue to be governed and managed by HDGH.

It is important to note that programs and services are not changing location and that patients will continue to access each hospital campus the same way. As stated, for patients and families, October 1, 2013 is to be “business as usual” and their access to hospital healthcare services will not be changed as a result of this realignment.

The realignment plan was developed over the past five months under the direction of a Steering Committee* co-chaired by the two hospital Chief Executive Officers and through the work of seven working groups.

By realigning responsibility for programs and services through a new operating model the Windsor hospitals are well positioned to:

- Optimize capacity and re-balance activity;
- Explore operating efficiencies with a higher critical mass of activity;
- Explore opportunities for improved operating efficiency through economies of scale in administrative and support services;
- Improve coordination and consistency in service delivery;
- Facilitate best practices and model 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;
- Adopt a consistent city-wide approach to patient quality and safety;
- Qualify for increased cancer funding;
- Establish a single professional staff structure (medical, dental, midwives) per hospital corporation;
- Establish a single unified professional staff, unified medical department and single Medical Advisory Committee (MAC) to facilitate improved inter-site access to clinical consultation and clinical technologies;
- Enable administration and professional staff to make day to day operational decisions and Boards to govern with a vision to the future; and
- Commence the detailed planning required before the eventual move to a new single acute care site.

Staff impact on October 1, 2013:

- Union and non-union staff who remain on the Ouellette campus become employees of WRH
- Non-union staff who move to the Tayfour campus from the Ouellette campus remain employees of HDGH
- Union and non-union staff who remain on the Tayfour campus become employees of HDGH
- Non-union employees that are changing employers will be provided a letter from the new employer in August, 2013, and non-union employees who are NOT changing employers will also receive a letter confirming their status.
- Union employees transferring to a new employer will remain under existing collective agreements until such time as labour relations issues are resolved either by collective agreement provisions and/or legislation. Any employee who is currently on a leave would remain an employee of the Pre-Day 1 employer until they return. At that time, the existing protocols for transfer will apply (union and non-union).

Volunteers will be supported through a committee of WRH and HDGH volunteer services. This committee will establish a plan toward a smooth transition of responsibility for the Ouellette and Tayfour Campuses.

The Boards and senior management of both hospitals thank everyone for their excellent collaboration and cooperation through this phase of the realignment. Although much work needs to be done, this realignment marks a significant and historic change in the structure and delivery of hospital and health services in Windsor.

For consistent and current information, go to www.windsorhospitals.ca. Continue to ask your questions and note that the town hall meeting will be posted on the site for those who could not attend in person.

*see Steering Committee membership attached

**Windsor Regional Hospital and Hôtel-Dieu Grace Hospital
Steering Committee Members**

Co-chairs	Members
Ken Deane, President and CEO David Musyj, President and CEO	Carol Derbyshire, Board Chair – Hôtel-Dieu Grace Hospital Gay Wrye, Board Chair – Windsor Regional Hospital Shari Cunningham, Vice-Chair – Hôtel-Dieu Grace Hospital Board of Directors Robert Renaud, Vice-Chair – Windsor Regional Hospital Board of Directors Dr. Gord Vail, Chief of Staff – Hôtel-Dieu Grace Hospital Dr. Gary Ing, Chief of Staff – Windsor Regional Hospital Gary Switzer – CEO Erie St. Clair LHIN Barb Bjarneson – Board Member – Erie St. Clair LHIN Dave Cooke – Hospitals Task Force Tom Porter – Hospitals Task Force