

Algoma Nurse Practitioner Led Clinic: Chair Report 2018-19

Thank-you to each one of you for your participation in the Algoma NPLC Board this past year. Again, we have worked well together facing the challenges of a small organization and are able to say that we have supported the NPLC through a period of increasing stability this year.

We currently support our new Executive Director as he works to build partnerships with other Regional Health Care Organizations. With Bill 74, the People's Health Care Act, formation of Ontario Health Teams (OHT) is on the horizon. As a NPLC, we work using a collaborative, patient centered approach and as a comprehensive Primary Care Provider we are poised to be a valuable potential partner in a Regional OHT.

We say goodbye to long standing board member Giulian Diluzio. We appreciate the work Giulian has done as Board Treasurer, Chair of the Finance Committee and Executive Committee Member. Thank-you to Giulian for patiently fielding all our concerns about finance and a timely manner and for his loyal, reliable involvement in board affairs. He developed a great working relationship with our previous Admin Lead, and I know Dominic has also appreciated his willing guidance while transitioning to his new role of ED. Giulian, your willing volunteer contributions have been appreciated and valued. We wish you well in future.

2018-19 Board Membership Report

Retiring Members:

Eric McCooeye Completed Term Spring 2018

2018-19 Board Members Remaining

Giulian Diluzio (Treasurer, Executive, and Finance Committees)

Christena Laitinen (Vice Chair, Executive, Nominating, Quality and HR Committees)

Lyndsay Suurna (Secretary, Executive, Strategic Planning and Nominating Committees)

Cathy Nichols (Quality Committee)

Brenda Warnock (Strategic Planning and Governance Committees and Alliance for Healthy Communities Board Liaison)

Stephen Hussey (Finance Committee)

Wendy Payne (Chair, Executive, HR and Governance Committees)

New Member

Doug Abbott (HR committee)

We maintained a board of 8 (out of a potential board of 9) this year.

Strategic Planning

A joint Board/Staff Strategic Planning Session was held in the fall led by Jodi Rebeck.

Our New Priorities are

1. Find New Paths in Health Promotion and Disease Prevention
2. Increase Accessibility through innovation.
3. Foster Growth and Development.
4. Provide quality comprehensive Primary Care.

Vision: An innovative leader in excellent comprehensive Primary Care.

Mission: Provide respectful and caring health services that improve the lives of our patients and community members.

Values: Excellence, Respect, Pt-Centered, Collaboration, Holistic, Innovative

Governance

Web Based Portal was completed and fine-tuned. It is proving to be a very useful and will reduce the amount of time supporting the board required by clinic Leadership.

New Orientation Guide was used for the first time in the fall for our new member.

The evaluation schedule and review of motions were completed, and both have resulted in improvements to the board and governance.

Board Liaison Brenda Warnock and Governance Committee Member Wendy Payne attended several webinars given by the Alliance for Healthy Communities to keep up to date with recommendations around Bill 74. One member attended the annual conference.

Finance

A clean audit was brought to the board in June.

Repayments of \$275,984 for 2014/15 was made to the Ministry this year (not last year as the chair report of Spring 2018 indicated)

Amount owing for 2017-18 is \$161,223.00 and this was agreed by the Ministry and will be paid early in 2019-20 board year.

Amount owing for 2018-19 is \$102,

The board Received R+R funding of \$39,000 for 2018-19 and this was distributed in Dec/18 minus the \$20,00 help back for potential HOOP requirements. This additional \$20,000 was distributed in March/19 in the form of RRSPs. The Ministry has promised \$48,600 for 2019-20 and \$48,000 for 2020-21 for R&R funding but our budget has been cut by \$63,000 annually. This may result in staff cuts and/or we will be unable to replace positions for leaves.

Funding of a contract with a Consultant Charlene Smith was approved to complete the Business Plan for an expanded space for the Clinic. This work is progressing smoothly.

Funding of a contract with Mike Plastino was approved to complete the payroll and Ministry Financial Reports.

Risk Strategies

An outside consultant was hired to investigate a harassment complaint at the clinic, and we were cleared of any wrong doing. Recommendations of the investigator were followed through by the board and we moved to a One Lead Model consisting of an Executive Director after the resignation of our previous Administrative Lead.

Regular Leadership Reports and Dashboards were received and reviewed by the board.

QIP was submitted to the Ministry on time and new _____ were added.

The Operating Plan template for 2019-20 had not been received from the Ministry prior to the end of the 2018-19 year.

A Risk Management Seminar which was to result in a Risk Management Plan was planned by the board for early 2019-20.

HR Strategies

There were several staff terminations, but a full complement of NPs is now on staff and NP maternity leaves have been at least partially covered.

Long standing Admin Lead Sandra Dereski returned to her position in Sept 18 after a leave of one year. With us from inception of the clinic, Sandra built good relationships and was respected by staff and board members. She has seen us through growing pains and challenges

and laid the framework for future development of the clinic. She resigned in Jan/2019 to pursue a career opportunity with potential for career development. She will be missed.

A decision was made to move to a “one Leader” structure on the basis of concerns voiced by the investigator of the Harassment Complaint, Peggy Lovelace, the consultant for Strategic Planning, Jody Rebock and the clinic lawyer Paul Cassan. Dominic Noel was promoted to the position of Executive Director as of April 1/19 and a new clinic staff position of Office /HR Administrator was created but has yet to be filled.

Partnerships

A healthy and supportive relationship with physician partner Dr RJ Maloney continues.

Partnership with Soo College expired and was not renewed.

The board supported joining the Algoma District Medical Group, Group Health Center, Algoma Family Services, ARCH, Algoma Public Health Autumnwood Group Inc, NELHIN Home and Community Care and Sault Area Hospital to submit a Self-Assessment to the Ministry of Health and Long Term Care to determine readiness to form an Ontario Health Team, a new structure in Health Care as a result of Bill 74, The People’s Health Care Act. Review of these self-assessments by the Ministry will be done to determine next steps.