



MISSION MOMENT

"Thank you to everyone who organized the employee recognition Milestones 2015 event on April 9. The reception dinner was a perfect way to celebrate my retirement. Thank you to my manager for being the most personable and professional manager who demonstrated the cores values of SJCG. I am so proud to have had my 35 year career at St. Joseph's Care Group".

Retired Staff Member

Strategic Priorities

"The focus of our work"

Client-Centred Care ♦ Mental Health & Addictions ♦ Seniors' Care ♦ Chronic Disease

Garden Food Production Pilot Project

Green Werks (Addictions and Mental Health) participated in a pilot project related to garden food production in institutions, along with Glengarry Memorial Hospital, KW Habilitation and Homewood Health Centre. The results of the study demonstrated the benefits of food gardens, including the potential to improve nutrition for staff and clients, to offer healing spaces, to facilitate better connections between institutions and communities and to provide long-professed benefits of gardening for all involved.

Corporate Principles

"Guide posts for how we work"

Quality & Safety ♦ Collaboration ♦ Innovation ♦ Accountability

Improving CMI Documentation

As part of the Late Career Nursing Initiative, Karen Parker, Complex Care RAI Coordinator, consulted with nurses to create easy-to-use resources that are intended to improve documentation and case mix index (CMI) results.

Site Visit – Heart & Stroke Foundation

In early March, Dr. Dale Corbett, Scientific Director and CEO, Heart and Stroke Foundation Canadian Partnership for Stroke Recovery visited Thunder Bay. His visit began with a tour of Neurology Services at the St. Joseph's Hospital site and was followed by a 'meet and greet' session on the 3rd floor rehabilitation units. Staff appreciated the opportunity meet Dr. Corbett on an informal basis and to ask questions about his current research, which is directed at promoting recovery of function following stroke by enhancing neuroplasticity processes through novel combinations of intensive rehabilitation, drug therapy, physical and cognitive exercise as well as transplants and mobilization of neural precursor cells.

NWO Stroke Care Workshop

The NWO Stroke Care -The Time is NOW: Cross-Continuum Initiatives workshop took place Tuesday March 22, 2016 at the Thunder Bay Regional Health Sciences Centre. The workshop was designed to share quality improvement initiatives from across the stroke continuum of care, with a target audience of front-line health care providers, administrators and educators from across the stroke continuum of care, as well as health system planners with an interest in stroke prevention and care.

Thunder Bay Municipal Drug Strategy Event

Thunder Bay Municipal Drug Strategy hosted an event at the Sister Margaret Smith Centre designed to inform a collaborative community response to substance use for pregnant and parenting women. Local researchers shared the results of a needs survey and guest speaker, Margaret Leslie, shared the history and development of Breaking the Cycle, an agency that provides integrated services specifically for pregnant and parenting woman who are involved in substance use.

Northwest Supply Chain Collaboration (NSC)

On April 21, the NSC program, jointly sponsored by St. Joseph's Care Group (SJCG) and Thunder Bay Regional Health Sciences Centre celebrated the successes achieved with media and regional partners present. The theme included collaboration and partnerships amongst the hospitals and health organizations in the region emphasizing the Strategic Sourcing model leading to value driven outcomes, standardization and quality healthcare for patients and clients. We have now surpassed accumulated savings of \$20 million for the region. SJCG, over 4.5 years has seen a steady increase in savings, with 2015/16 annual savings of \$658,832 and an accumulated total of \$1,859,304.

Strategic Enablers

"Functions that support our success"

Our People ♦ Infrastructure ♦ Communication

Videoconferencing Speech Services

Susan Redmann Brodeur provided a rapid podium presentation at the Northwestern Ontario Stroke Care knowledge exchange event. Susan discussed a quality improvement pilot project that she has implemented utilizing personal videoconferencing (PCVC). This mode of treatment brings intensive speech therapy services into the homes of stroke clients discharged to the region after their inpatient rehabilitation. Provider and clients noted several benefits using this technology, including; convenience, cost savings, reduced burden on clients, enhanced family involvement in care, and enabling clients to receive therapy in their community and the comfort of their home. One client noted: *"Having the therapy in your own home means that the rest of the family learns at the same time, by listening, without being in the space of the person doing the therapy. That way the family can help to better work with the person doing the therapy in the time between sessions."*

Occupational Therapy Conference

Laurie Macdonald, Occupational Therapist, attended the Canadian Association of Occupational Therapists Annual Conference 2016, in Banff, Alberta. As the OT Professional Practice Lead, Laurie looks forward to sharing the knowledge and innovation gained with her fellow occupational therapists.

Staff Accomplishments

- Doug Dowhos, Supervisor of Employment Supports has been appointed to the Board of the Lakehead Social Planning Council.
- Heather Boynton, Manager, Mental Health Outpatient Services, successfully completed the requirements for her doctorate. The title of her dissertation is *Navigating in Seclusion: The Complicated Terrain of Children's Spirituality in Trauma, Grief and Loss*.
- Karen Slomke, Social Worker, Community Mental Health Services, is recognized in a recent book published by the Northern Ontario Women's Centre, *40 Fabulous Feminists & Amazing Activists of Northwestern Ontario* which profiles feminists and activists who have made important contributions to the region.
- Christa Prenger, RN is the nursing Best Practice lead for Addictions/Mental Health.
- Paula Adams, HBSW, has been accepted into the Masters of Social Work program at Lakehead University.

Leadership in Energy and Environmental Design Certification

SJCG was awarded Leadership in Energy and Environmental Design (LEED) certification for Sister Leila Greco Apartments located at the Lillie Street site. The certification date in the national database will be recorded as March 22, 2016. To achieve certification, a LEED building has to meet a minimum of 26 points and this facility achieved 31 points. We have also applied to receive LEED certification for our other two facilities presently under construction. The Hogarth Riverview Manor Expansion Long Term Care home is targeting a silver rating, and the East Wing Addition at 35 North Algoma St. is targeting gold level certification.

Virtuo – Employee Self Serve

The Employee Self Serve has been rolled out to all employees. This represents 2,195 employees. Payroll has received positive feedback from all the users of the system. Payroll has done an excellent job implementing the Employee Self Serve. Financial Services greatly appreciates the support received from Communications & Engagement, Informatics, and all of the Directors and Managers involved in this significant change.

Centre for Applied Health Research Website

The Centre for Applied Health Research (CAHR) is pleased to announce the launch of their new website at www.cahr.sjcg.net. The site highlights the services provided by the Centre, draws attention to the successes of CAHR members, and serves as a gateway for those performing research at St. Joseph's Care Group.

City of Thunder Bay Exceptional Achievement Awards

Volunteer Services congratulated the following St. Joseph's Care Group volunteers, who were presented with the prestigious City of Thunder Bay's Citizens of Exceptional Achievement Awards on April 12th at the Valhalla Inn: Dorothy Bechta (*St. Joseph's Hospital*), Mary-Alice Isaac (*St. Joseph's Care Group's Auxiliary*), David Catlin (*Lakehead Psychiatric Hospital*), and Christine Marchand (*St. Joseph's Heritage*).

Library Staff Promote Awareness of Services

Lorelei Anderson and Jane Varley have been promoting Library Services to the Nursing, Social Work, Personal Support Worker, Psychology, and Occupational Therapy Quality Practice Councils. The intent of these presentations is to enhance the clinician's awareness of the services and supports that the Library can provide to contribute to evidence-informed practice. If you would like Jane and Lorelei to speak to your team, please contact Library Services.

Ethics Month 2016

Congratulations to the Ethics Committee for a very successful ethics month, held in April. The work of the Committee and the Bioethicists was highlighted, including how they can support anyone in the organization struggling with ethical issues/questions. Information displays were set up across each site; three ethics themed books were given away through an online ethics quiz; and two Breakfast & Learn sessions were attended by over 73 staff, focusing on what we can learn from the Truth and Reconciliation Commission.

Advanced Clinical Practice Fellowship Program

Valerie Jensen, RN, will be completing her Advanced Clinical Practice Fellowship Program through the Registered Nurses Association of Ontario (RNAO), starting fulltime April 18, 2016 with a focus on health workplace environments. Valerie has also started a healthy workplace environment working group at Bethammi Nursing Home.

Enhancing Clinical Nursing Leadership in Long Term Care (LTC)

In partnership with Algonquin College and Bruyere Research Institute an "*Education and Mentorship Program: Enhancing Clinical Nursing Leadership in LTC*" was held between March 21-24, 2016. The target audience was RNs and RPNs in LTC with potential to excel in leadership. The sessions were well attended by RNs and RPNs from Bethammi Nursing Home and Hogarth Riverview Manor. The sessions involved principles of leadership, personal leadership style and skills, the importance of leadership in the workplace, use of communication skills for delegation, conflict resolution and empowerment of colleagues in the workplace.

Following the workshop, participants understood the concept of mentorship, could identify facilitators and challenges to implement leadership practices in their workplace, describe strategies to address barriers, develop a plan for mentorship and identify personal objectives for moving forward to implement leadership practices.

Capital Updates

Hogarth Riverview Manor (HRM) Expansion and Addition

All internal areas of the HRM Expansion phase are complete with the exception of minor deficiency completion. External works to be completed include canopy finishes, exterior envelope remediation, site landscaping and parking area topping and grading.

The final phase of kitchen renovations is underway and will be completed by the end of May.

The new loading dock area requires some minor work to complete and is currently in use by HRM staff. Construction of the new stores area is in progress and should be completed shortly.

St. Joseph's Care Group has issued a tender to expand the hot water capacity of the building and it is scheduled to close in early May with the award and implementation to commence as soon as possible. A tender is also being developed for additional paving in the parking areas.

The former HRM home has been turned over to the general contractor for the construction of the additional 32 beds. To ensure safety for all, separation has been established to minimize interactions between operating and construction staff. Bondfield Construction has completed their baseline survey and has commenced interior demolition of areas to be renovated while construction of the new wings is underway.

The addition (Phase II) and the LINK portions of the project schedules are still under review by the project manager and further discussion continues to ensure the schedules are complete and achievable.

East Wing Project

The East Wing Project at the St. Joseph's Hospital site commenced on May 12, 2015. Construction is progressing as anticipated. The general contractor has issued progress certificates for work to date showing a 26% project completion to the end of March 2016.

Structural steel erection is underway and pouring of the concrete floors will commence in May once decking is completed and in-floor heating systems are in place. Framing of the exterior walls will follow. Interior renovations for connection to the existing hospital are also underway with the focus on the new loading dock and receiving area.

The contractor has identified schedule slippage and St. Joseph's Care Group has requested an updated schedule for review. Costs are within allocated resources for the project.