

Renfrew County and District Health Unit

"Optimal health for all in Renfrew County and District"

CEO Report: November 2024

To: Board of Health
Date: November 26, 2024
From: Heather G Daly

With 2024 coming to a close we are saying goodbye to our Director of Health Protection, Vicki Benoit, a valued and dedicated member of the RCDHU team for over 24 years. I echo Dr. Morgenstern's sentiments and wish Vicki all the best for her retirement. We will miss her very much.

Ministry of Health

The ministry is continuing work on the Ontario Public Health Standards Review and have analysed feedback received so far. They plan further internal engagement with sector leaders and the OPHS Review Table to discuss next steps. At this time, the current OPHS standards and incorporated protocols and guidelines remain in effect (link [here](#)).

There are no further updates currently, regarding mergers or funding announcements and we continue to wait for further information.

The province released the fall economic statement at the end of October and alPHA released a Summary [Document](#) outlining relevant impacts to public health. Public health was not directly mentioned in the government report. Unlike prior years, there was no pre-budget consultation information included with this release, but alPHA is watching for further announcements and is working on its submissions to make the case for local public health funding for 2025.

The 2022 financial settlement with RCDHU was formally completed by the ministry. The settlement agreement [letter](#) was received confirming their records align with the audited results for RCDHU from that year.

Strategic Directions update

The following are highlights of some of the current quarter staff activities in the context of our strategic directions as are outlined in our 2022-26 [Strategic Plan](#).

Partnerships: Strategic Direction #2:

Partnerships, our second strategic direction from the Strategic Plan, includes enhancing and expanding partnerships at the local, regional and provincial levels.

This fall I was elected to the executive of the Association of Ontario Public Health Business Administrators (AOPHBA). The AOPHBA acts as a coordinating body for public health units bringing together public health business administrators for discussions on matters of common interest. It acts as a resource group and provides opportunities to support knowledge exchange and professional development. It also works with the Ministry of Health and other Ministries.

Workplace Wellness: Strategic Direction #3:

Workplace Wellness is our third strategic direction and as part of our ongoing activities in 2024, we are hosting a motivational humorist speaker, [Meg Soper](#) on November 27. This will be a team building exercise for all the staff and offices will be closed for the afternoon to make this possible.

Investment in a skilled workforce committed to service excellence is an objective included under this third strategic direction. To foster the growth and development of our managers at RCDHU, we launched a 6-month accelerated leadership development program in November. This structured program will focus on practical leadership skills, team coaching to boost both individual and team effectiveness and strengthening communication skills.

Communication: Strategic Direction #4:

Communication is our fourth strategic direction from the Strategic Plan. In December, we are providing media and spokesperson training to members of the management team that have external communications as part of their role. This will proactively build capacity for media engagements, especially during emergency response situations. It will strengthen communication skills to address other public health issues as they arise. Also, it will assist them with developing effective messages and narratives as they engage with our partners and the community.

Risk Management

As part of ongoing risk management activities for 2024, all staff will be attending onsite Cybersecurity training sessions in December. Staff awareness of threats is an important defense against the heightened risks we see today, both on a professional and personal level.

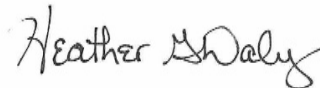
2025 risk management planning meetings will begin at the end of November and continue into January. A brief refresher follows regarding our risk management process currently practiced at RCDHU.

A risk can be defined as a future event that may impact the achievement of established objectives. Controls or mitigation strategies are used to reduce the negative risks or increase opportunities for positive outcomes.

The risks for RCDHU and their controls are identified, assessed and evaluated based on the ministry's [Risk Management Strategy & Process Toolkit](#). This toolkit is a risk management framework that was adapted by Corinne Berinstein, from the Ontario Treasury Board Secretariat and our ministry reporting requirements mirrors much of this framework. This framework was adopted by the RCDHU board in 2017 and is available as a board member resource on the board portal. Please refer to Document folder, item 18 - Risk Management to review the documents.

Over the course of the risk planning meetings, staff review mitigation strategies and modify or amend as required. Action items are then assigned to all risks identified. The ten highest risk items are summarized and presented to the board in the 2025 Corporate Operational Plan with Risk Mitigation Strategies, early in the new year. These items will be actively monitored by SMT and reported to the board throughout 2025 and to the ministry as part of their Q3 report for 2025.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Heather Shady". The signature is written in a cursive, flowing style.

November 26, 2024