



Englehart and District Hospital

Kirkland and District Hospital

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Local Hospitals Look to the Future

Throughout the past year, Englehart and District Hospital, and Kirkland and District Hospital have focused on providing better care and services at a contained cost. At their Annual General Meetings, the hospitals summarized the initiatives that they are working on together.

Lois Kozak, Interim Chief Executive Officer for both hospitals, said, 'The hospitals continue to share a number of management and leadership positions, including: Chief Nursing Executive, Chief Financial Officer, Manager of Laboratory Services, Manager of Information Services, and Employee Health Nurse. The processes in these functional areas, and others including Human Resources, are all shared in some way.' EDH and KDH continue to explore additional opportunities to integrate more closely in these areas through a joint hospital planning committee.

In November, the EDH and KDH agreed to develop a Partnership Agreement and to jointly recruit and select a Chief Executive Officer to lead both hospitals. They continue to work with Temiskaming Hospital on opportunities that all three District hospitals choose to work on together.

The hospitals' Boards are currently in the process of recruiting and selecting the first Chief Executive Officer to provide shared leadership for both hospitals and their partnership. They are being assisted by executive recruiting firm Phelps Group in the recruitment and selection process.

The process began by asking many individuals and groups about the strengths of the two hospitals, and their current challenges and opportunities. These individuals and groups included the Boards and senior staff of both hospitals, community members, and municipal leaders, and others. They were also asked about the characteristics and competencies that the new CEO must have. An Opportunity Profile was prepared to describe the position, the communities, and the hospitals, to potential job applicants.

The Boards are searching for a dynamic and innovative leader to work with staff, the Boards and community members in shaping the integration processes between the two hospitals, and providing ongoing leadership and direction for staff as the integration initiatives unfold. The position has been advertised and Phelps Group is reaching out to potential applicants throughout Ontario and across Canada. Interested applicants can contact them by phone at 1-866-922-6229 or by email at career@phelpsgroup.ca, prior to July 15. Their website provides a utility through which résumés can be submitted. The Boards will review the profiles of potential candidates that Phelps Group provides, and will finalize the list of candidates who will be interviewed. Interviews will happen over the summer, and EDH and KDH will have the new, shared Chief Executive Officer in place by year end. The hospitals will continue to work on shared planning throughout the summer and fall.

In the process of finalizing their Partnership Agreement, the hospitals had to choose a name for their partnership. Following a process that engaged staff, physicians and Board members in both hospitals, the Boards have decided to name the partnership Blanche River Health Partners. This name was unveiled at the hospitals' Annual General Meetings, which were held during the week of June 22. The hospitals will still exist separately and will continue to have their own names, but, like the MICs Group of hospitals in Cochrane, or the six-site Niagara Health System, they will also be known collectively as Blanche River Health Partners.

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