South West **LHIN**

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February 7, 2017

To: South West Local Health Integration Network (LHIN) Staff
South West Community Care Access Centre (CCAC) Staff

From: Michael Barrett, Chief Executive Officer, South West LHIN

cc: Linda Ballantyne, Board Chair, South West CCAC
Lori Van Opstal, Interim Board Chair, South West LHIN
Sandra Coleman, Chief Executive Officer, South West CCAC

Re: Patients First Act

Hello CCAC and LHIN staff,

On December 7, 2016, Ontario passed Bill 41, the *Patients First Act 2016*. The approval of this legislation is a significant step in supporting the transformation of the health system, and is intended to put the needs of patients at the centre of health care.

As part of this transformation, CCACs will be integrated into the LHINs beginning as early as May 1, 2017. I want to provide you with an overview of some of the first steps we are undertaking as we bring the two organizations together here in the South West.

In transferring the functions and employees of the CCACs to LHINs, the foremost priority is to maintain the continuity of patient care, and continue to support those involved in the delivery of that care. Your continuing role in providing or supporting high quality care to patients in our communities across the South West is valued and very much appreciated.

I also recognize that part of creating an environment where you can put patients first is providing you with as much information and stability as possible during the transition. My commitment is that I will keep you informed and engaged during this implementation process.

One of the first steps we have undertaken is the development of a high-level organizational structure for the new LHIN. With the input of the senior leadership teams of both the South West LHIN and CCAC last November and December, a new organizational structure was created which I believe will position us for success both during and after during the transition.

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Ontario
Local Health Integration Network

The organizational structure identifies the Vice President (VP) positions, and the associated functions of each VP position – it was not intended to show individualized positions throughout the new organization. The Ministry of Health and Long-Term Care has recently confirmed this structure, and I am now ready to recruit for the VP positions.

I plan to begin recruitment for the VP positions within the next week, and hope to have the recruitment completed by March 10th, 2017. One of the guiding principles in this recruitment will be business continuity. In other words, I want to ensure that the important functions of the both the CCAC and LHIN will continue uninterrupted during transition. As a result of this guiding principle, I will be assessing senior leaders from both the South West LHIN and the South West CCAC to determine their fit for one of the new VP positions.

I have attached a document which shows the high-level functions associated with each VP position. I have purposely kept this document at a high level, with the intent that it will hopefully provide enough detail for staff to understand the responsibilities across the new senior leadership team, and not start to identify other positions across the organization until I have a senior leadership team in place that can provide input and advice about the other important parts of the organization.

Sandra Coleman has advised the CCAC team earlier today that she will continue to lead the South West CCAC up to the point of transition to support patients, staff and the Board, but that once the transition occurs, her role will come to an end. Sandra has provided strong leadership for the both the South West CCAC, and the London-Middlesex CCAC over the last 16 years, and I want to thank her for her support as we move towards transition.

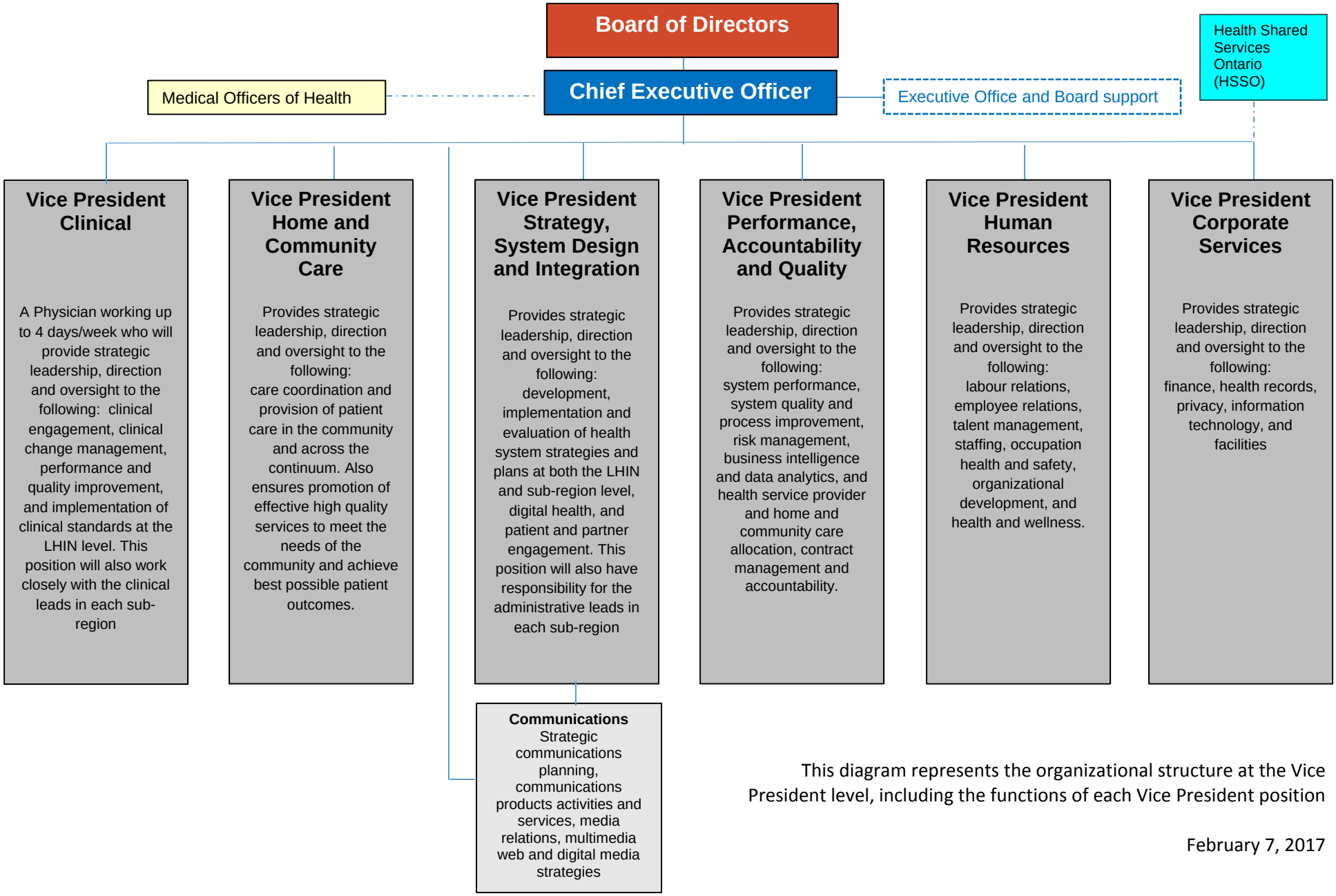
I am looking forward to meeting with CCAC staff. I will be out visiting your workplaces with members of the leadership team as we head towards the spring. I commit to engaging you as we lead up to transition day, and providing opportunities for you to meet with me and ask me questions. There are many steps ahead of us as we become one organization, and I would welcome your input and advice as this work advances.

I am looking forward to working with all of you as we build on the great work which each organization has achieved to improve the health care system for the communities you live and work in.

Thank you

Mike

Vice President positions at the new South West LHIN



This diagram represents the organizational structure at the Vice President level, including the functions of each Vice President position

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