



Board

- The Board of Directors, through the Quality, Risk and Safety Committee and Patient Family Advisory Council, received updates on progress made towards the organization's multi-year action plans including the Patient Safety Plan, Human Resources Plan, Accessibility Work Plan, Indigenous Health Action Plan, and Diversity, Equity, Inclusion and Anti-Racism Plan. Additionally, the Board received annual updates on Emergency Preparedness activities, Joint Health and Safety Committee functioning, and annual Quality Improvement Plan progress. Both Committees, along with the Residents' Council, provided input into planning for the 2025-2026 Quality Improvement Plan.
- The Board's Patient and Family Advisory Council (PFAC) provided input into the Emergency Department Modernization Project design as well as discussed opportunities related to planning for DRDH's future vacant spaces. It was determined that the PFAC is looking to increase and diversify their membership, and recruit those from across DRDH's catchment area.
- DRDH Board Chair, David Cox, provided a presentation on Executive Compensation and Performance Reviews. The presentation covered applicable policies and legislation, including the Executive Compensation Framework, the Broader Public Sector Executive Compensation Act, 2014 (BPSECA), the Chief Executive Officer (CEO) Performance Evaluation Policy, and the Chief of Staff (COS) Performance Evaluation Policy. Information was shared on how CEO and COS performance is evaluated and aligned with strategic goals and performance of the organization.
- The Board received a 2024-2025 year-end update on the Long-Term Care Health Human Resources Plan. Progress on multi-year actions was shared, as well as revisions to actions that were adjusted based on project timeline adjustments. In addition, it was highlighted that a number of items are multi-year initiatives that will not be completed in one year and aim to improve overall readiness to expand DRDH's workforce to support increased operations.

Capital Development

- Through the Board's Capital Development Committee, the Board received a report on both the Primary Care Capital Development Project as well as the Long-Term Care Development Project. It was shared that both projects remain on track, with some minor delays on the Long-Term Care project due to the extensive site preparation work required. A further review of budgetary impacts and contingencies, as well as population of the Committee Work Plan will be undertaken by the Committee to ensure oversight of both project's progression.
 - Primary Care Capital Development - Progress continues on schedule for the Primary Care Building. Brick work on the exterior of the building is nearing completion, with siding beginning in February. Interior work is progressing well, with rough-ins completed and inspected, and drywall work started. Equipment planning with the Family Health Team is underway, with work to determine equipment locations and type for all rooms in progress.
 - Long-Term Care Capital Development - Construction continues on the new Long-Term Care Home. Phase 3 of the foundation walls was completed, with concrete work continuing for the remainder of the month including formworks and pouring of the elevator shaft. The General Contractor informed the project team of a delay in achieving substantial completion from December 16, 2026 to January 20, 2027 due to extent of unforeseen rock-breaking that was required.

Foundation

- The Foundation recently announced that the Closer to Home campaign has reached 90% of its \$2.5 million goal!
- A review of the Foundation's governance structure has been ongoing, with the establishment of a Nominating Committee as well as a Fundraising and Finance Committee forthcoming. Recruitment is being planned for the Foundation Board.
- Plans for the annual Bonspiel event on March 1, 2025 are being finalized.

Auxiliary

- The Whistle Stop continues to do well, and is bringing in a significant amount of funds through items sold online as well as in-store.
- The Auxiliary is hopeful that they will reach their goal of raising \$100,000 this year.
- Planning is underway for the Annual Meeting and Luncheon, which will be held later this spring.

Health Campus Updates

Building Updates

- Kick-off for the Sprinkler System project occurred, with plans for work onsite to begin in January. The goal will be full installation of sprinkler systems throughout the current building by March 31.
- Upgrades to the organization's Nurse Call system have kicked-off with an on-site meeting and walkthrough by the vendor. Installation work onsite is expected to begin in February.

Emergency Department

- The organization has welcomed its first Physician Assistant to the Emergency Department as part of the DND Maintenance of Clinical Readiness Program (MCRP). The Physician Assistant practices alongside a DND Physician in the Emergency Department, working with the DRDH clinical team to coordinate care.

Emergency Preparedness & Response

- The organization's Code Red – Fire Response Plan was updated and has now been approved by the Deep River Fire Department's Fire Chief. Education for all staff on updates is underway, with plans to drill with the updated measures in February.

Human Resources

- Work continues on implementation of a fully electronic scheduling and workforce management software. The centralized electronic system will replace a patchwork of electronic and paper systems, reducing gaps in the process and creating an interactive, real-time experience of scheduling, shift offering and tracking for both staff and management. The project has kicked-off, with go-live anticipated in June 2025.
- The organization will hold its first Leadership Development Institute of 2025 in early February, with a scheduled day to focus on the building leadership knowledge and capacity to advance the organization's multi-year Diversity, Equity, Inclusion and Anti-Racism Plan.

Long-Term Care

- The Residents' Council has approved updated by-laws and constitutional documents that align the Residents' Council with best practices and the Fixing Long-Term Care Act legislation. The Council continues to adjust functioning to align with legislation, and has initiated a new Food and Recreation Committee to support collaboration of residents and support persons with home staff in planning and design of menus and programs.

Medical Recruitment

- Planning for 2025 Medical Recruitment activity is underway, with the Medical Recruitment team reviewing potential events and activities in support of medical recruitment throughout 2025.

Medical Inpatient Unit

- The Medical Floor continues to operate at or above 100% since late December, with 30-60% of patients currently identified as Alternative Level of Care (ALC) or of long-stay. Discharge planning coordination and support continue to address increased inpatient need and challenges with ALC allocations.