

Rouge Valley Health System (RVHS) and Lakeridge Health (LH)

Integration Steering Committee (ISC)

Key Messages as of September 2nd, 2016

On August 31, the RVHS-TSH Integration Steering Committee (ISC) met for a sixth time with the facilitation support of Mark Rochon, Special Advisor to the Minister of Health and Long-Term Care and Facilitator to continue work on implementing the recommendations outlined in Minister Hoskins' letter to the Hospital Board Chairs and the Scarborough/West Durham Panel Report. The RVHS-LH ISC is focusing on the integration of the RVHS Ajax & Pickering site with LH.

The ISC discussed the timing of Hospital approval of the integrations in October and agreed to work toward scheduling simultaneous board meetings. The CEOs provided an update on the presentation to the CE LHIN on the Integration Proposal and discussed next steps including updates on community engagement and financial implications of the integrations to the CE LHIN Board in September and October. Specifically related to the financial implications of the integrations, the ISC reviewed an initial working capital analysis.

The ISC received updates on the work of all the Working Groups (Human Resources, Finance, Community Engagement and Communications, Governance, Professional Staff, and Due Diligence) in the development of their final reports to be presented to the ISC in late August and September. Key progress is included in the table below. It is important to note that all working groups are progressing well against the work plan and aim to present final recommendations at the September meetings of the ISC.

Working Group	Progress Update
Human Resources	<ul style="list-style-type: none"> Currently finalizing a staff transition plan and a transition management structure
Finance	<ul style="list-style-type: none"> Currently finalizing the working capital analysis Continuing to support the Due Diligence Working Group (see below)
Community Engagement and Communications	<ul style="list-style-type: none"> Ongoing meetings with community groups and the CE LHIN StrategyCorp, the firm engaged to support communications and community engagement, was present to provide an overview of the planned activities and timelines up until and after the November 1st integration date. ISC members were in support of the plan and had the opportunity to ask clarifying questions and provide feedback to inform the development and implementation of the plan.
Governance	<ul style="list-style-type: none"> The skills matrix has been strengthened based on leading practice, the RVHS skills matrix, and the needs of the newly integrated organization. Currently engaging in a recruitment and interview process to identify RVHS directors interesting in joining the LH Board. The Working Group will recommend selected directors to the LH Board
Professional Staff	<ul style="list-style-type: none"> Currently finalizing MAC representation and MSA structure Currently exploring how to most effectively onboard new physicians and harmonize policies
Due Diligence	<ul style="list-style-type: none"> Currently finalizing the allocation of assets and liabilities, as determined by the Finance Working group, subject to a fairness review by the independent auditors; Currently finalizing the Due Diligence report

The next meeting of the Integration Steering Committees is on September 14, 2016.