
Transition 4 to 1

WEEKLY EMPLOYEE UPDATE | JULY 12, 2022 | UPDATE 1



MESSAGE FROM DAVID DIAMOND Transitional CEO, Single Health Authority Planning Phase

On June 1, 2022 I began a new role as Transitional CEO for the Single Health Authority Planning Phase. It has been a busy month of project planning, team building, sharing, and learning.

You probably have lots of questions about what the transition from four RHAs to a single health authority means for you, and that's normal.

Please know that moving to a single health authority is not about cutting jobs and it's not about centralization.

We've learned a lot throughout the pandemic about how we can collaborate and work more efficiently. In the new provincial health authority, we anticipate both remote and on-site work positions.

Each one of you is needed to help with our transition from four RHAs to a single health authority for our province, and the new organization will need all of you to continue to deliver safe and quality health care to the people of Newfoundland and Labrador.

We are changing how we're structured and how we work together to improve access, increase efficiencies, and support better health outcomes for the people we serve. This move to a single health authority will remove the silos and barriers for both employees and health care clients. It will help support a collaborative care environment, improve client navigation through the health system, and create efficiencies.

Our transition team is small by design. Instead of removing people from their current RHA roles to work on the transition, we are being supported by experts in all RHAs throughout the transition planning phase. Some of that work has begun and we're thankful for the support of all RHAs in these early planning days. Over the next few weeks, I'll share updates from the different work stream groups.

Visits to the four RHAs began in June and will continue throughout the summer. During these initial visits, the transition team is meeting with RHA Boards, Senior Management Teams, employees, and community stakeholders.

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Change can be hard.

The COVID-19 pandemic showed us that we don't just need to be ready for change. We need change to learn, grow, and improve.

Health care is about continuous improvement. Research, best practices, and needs assessments all help shape change and growth. Change can be hard, but change is necessary.

Individual RHAs have provided quality care, implemented improvement initiatives, and collaborated together on specific projects. Unfortunately, as Health Accord NL discovered, the health of Newfoundlanders and Labradorians needs to improve. That means changing how our system is structured and how we work together.

As Transitional CEO, I'm looking forward to working with boards, leadership teams, employees, unions, government, and community stakeholders to help design the best organizational structure to support the transformation of Newfoundland and Labrador's health system.

Keeping you informed and engaged

In July, we'll launch a new Intranet page with regular updates on the transition and the various work streams. There will also be timeline updates, answers to questions we've heard, an email address for you to ask your own questions, feature stories, and more.

I encourage you to share this information with employees who may have limited access to RHA email.

Sincerely
David Diamond

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Principles guiding the design of our new organizational structure:

Organizational structure will be based on geographic zones.

Chief Operating Officer in each geographic zone.

Decentralized model.

Local advisory council structure.

Strategic clinical networks.

Work has started on the following work streams:

Legislation and Board Governance

Organizational Design

Finance, Business, and Systems

Human Resources and Labour Relations

Engagement and Communications

Medical Governance

Change Management

Community Services and Public Health

Clinical Integrating Mechanisms
(Clinical Networks)

If you're struggling with
this change or just need to
talk, supports are available.

Bridge The Gapp

Central Health
EFAP 1 800.663.1142

Eastern Health
EVA (Employee Virtual Assistant)
EFAP

Labrador-Grenfell Health
EFAP 1 800.663.1142

Western Health
EAP 1 866.784.5306