

Board

- **Education:** The Board received a presentation titled Diversity, Equity and Inclusion (DEI) – People & Community, co-presented by Darren Deering, Vice President People & Chief Human Resources Office and Meagen Boisvenue, Vice President of Clinical Services and Chief Nursing Executive. Their presentation provided context over the following:
 - DEI and how it is imbedded in the Deep River and District Health (DRDH) Strategic Plan and Activities under the pillars of *Community* and *People*.
 - The importance of DEI as it impacts organizational success from both the Human Resources and Patient & Resident perspectives. It was highlighted that diverse and inclusive teams lead to enhanced employee engagement, higher performance and job satisfaction, thus contributing to staff retention. A diverse and inclusive workforce then provides equitable, culturally competent and patient-centered care which improves patient trust, care and reduces bias.
 - DEI Legislation and Accountabilities – DEI standards and policy requirements as mandated by law, which applies to not only the staff, but to patients, visitors, contractors, etc. Additionally, DEI deliverable and accountabilities are stipulated in Service Accountability Agreements (SAA) and operational plans.
- As part of the ongoing commitment to DEI strategy and enhancement of inclusive community, it was shared that DRDH has partnered with Rainbow Health Ontario (RHO) to offer all staff and the Board of Directors the *2SLGBTQ+ Foundations Course*.
- The Board held an orientation refresher session held in early September, with the focus on good governance and the roles and responsibilities of the Board. Further education for Directors will be provided throughout October and November through the Ontario Hospital Association Governance Essentials sessions to further strengthen the Board's governance knowledge and practices.
- The Board received confirmation that the organization's Official Mark was advertised in the Trademarks Journal on July 23, 2025. This represented the final outstanding step in updating the organization's corporate name and brand to Deep River and District Health. The official certificate has been received from legal and filed in corporate records.
- The Board received a report on long-term care operations from the Four Seasons Lodge Medical Director, Dr. Elizabeth Noulty. Dr. Noulty reported on the recent Long-Term Care (LTC) Continuous Quality Improvement Committee meeting, which reviewed programming and quality of care indicators in the LTC home. Dr. Noulty shared the work of the LTC team continues to provide quality care and services for residents at Four Seasons Lodge.

Capital Development:

- The Board received a report on both the Primary Care Capital Development Project as well as the Long-Term Care Capital Development Project. It was shared that both continue with construction work well underway and progress at both sites.
 - Primary Care Capital Development – Substantial completion was achieved at the end of August, with occupancy achieved on August 29. The team continues to work through deficiency items, which are expected to be completed over the next several months. Roadway work on the driveway extension was completed in August, as well as minor outstanding landscaping items.
 - A successful Grand Opening of the building was held on August 28, with MPP, Municipal, health and community partners in attendance. Over 80 people attended the ribbon cutting ceremony and were welcomed to tour the newly finished space.
 - Patients were welcomed into the first operational day of the clinic on September 2, for

- both Family Health Team patients as well as patients of Dr. McVey and Dr. Ceponis.
- Long-Term Care Capital Development – Construction activities continue, with steel framing for the front of the building nearing completion. Roofing of the completed framed sections is underway and framing for back sections nearing completion.
- Coordination of hydro to the site remains underway, requiring additional rock breaking in early September. Challenges with main gas line to the site have also been determined, with the project team working with Enbridge to seek a timely solution before winter.

Foundation

- The Foundation Representative, Board Member Jeremy Tyrell, provided an update on Foundation governance and operations. The DRDH Foundation is currently finalizing a Strategic Readiness & Capacity Assessment with the support of a third-party consultant. The goal is to support future planning for the Foundation across governance, operations and donor relations.
- The DRDH Board commended the DRDH Foundation and its Board of Directors for another successful year of campaigns and their ongoing support of DRDH capital expansion activities.

Auxiliary

- The Auxiliary report shared that the Auxiliary Volunteers were greatly appreciative of the High Tea event hosted by the DRDH staff and Board in recognition of the Auxiliary's 50th anniversary.
- It was also reported that Whistle Stop extended their opening hours during Deep River's Farmer's market days, which contributed to increased sales in the summer months, and the Gift Shop held a successful end of the summer sale and is planning a Christmas in October campaign.

Health Campus Updates

Ambulatory Services

- Ambulatory care services, including Diabetes & Nutrition Counselling, Ontario Telemedicine Network (OTN) virtual appointments and Pediatric Speech Language Program services have now been relocated to the new Primary Care Building. This move helps to consolidate outpatient / ambulatory services for patients, as well as reduces traffic into the main hospital building outside of the inpatient unit.

Building Updates

- Finalization of the Sprinkler System Upgrade continues, with final work and remaining water shutdowns planned over the next two weeks.
- Work on the replacement of the Nurse Call system continues, with final installation of wandering and fall prevention supports to be integrated over the next two weeks. Planning for phase two of the system expansion is underway, to implement enhanced safety measures for staff through badge alerts and tracking.

Emergency Department

- In July, partners from Pembroke Regional Hospital (PRH) provided on-site ventilator training for DRDH nursing and physician teams to support in the effective stabilization and transfer of acute patients. Participation and feedback from this event were positive, with plans to collaborate more in the future.
- Working groups have been created to support Emergency Department Nursing Team members in a redesign of the triage desk as well as the medication area in the emergency department. Over the next several weeks, team members will work on plans to redesign the space with the goal of improving functionality and safety for both staff and patients.

Emergency Preparedness

- Hands-on fire extinguisher training was held in four sessions in July at the health campus in partnership with the Town of Deep River Fire Department. Sessions included DRDH team members, volunteers, community partners and community members. Sessions were open to anyone who wanted to gain hands-on experience with the use of fire extinguishers, as well as build confidence and practical skills in the event of a fire emergency at home or work.
- The annual review and update of the organization's Hazard Risk Identification Assessment (HIRA) was completed in August, with results planned to be shared at the next Quality, Risk and Safety Committee meeting. Corporate and departmental business continuity plans are under annual review, with results of the HIRA incorporated, to be completed by the end of September.

Engagement & Wellness

- DRDH hosted a successful "Family Fun Day" in July onsite to bring team members, their families as well as patients and residents together for family fun. Participants were treated to live music, courtesy of CFO William Willard and his father, Bill Willard, as well as games, activities and a BBQ lunch.

Human Resources

- Preparation for implementation of the new electronic scheduling system remains ongoing, with the Go Live date pushed to November to align with organizational resources to support a successful launch and integration into practice. Training for core users has begun and training for supervisors and managers has been scheduled for September and October, and meetings with the Pembroke Regional Hospital Scheduling Manager and users have also begun to help ready our workforce for the rollout.

Infection Prevention and Control

- Preparation for the fall respiratory season are underway, with the IPAC and leadership team reviewing recently released preparation guidance documents to enhance readiness.

Long-Term Care

- The team at the Four Seasons Lodge (FSL) successfully completed the transition to the provincial interRAI assessment tool. The updated tool provides more streamlined resident assessment process, aligned with new provincial documentation standards. Staff support post transition continues, with a focus on building knowledge of new documentation standards and standardizing documentation throughout the FSL care team.
- Residents joined in the celebration on the DRDH Family Fun Day in July, observing and participating in family fun with DRDH team members and their families. Residents also received a pre-opening tour of the new Primary Care Building, providing feedback on accessibility of the building.

Medical Affairs & Recruitment

- Two University of Ottawa medical residents recently completed their three-month rotation as part of the Eastern Ontario Rural Medicine Program, gaining experience in primary care, emergency care and inpatient care. Two new residents will begin their rotation in mid-September.
- Coordinated through the Ottawa Valley Ontario Health Team, a Community of Practice for local medical recruitment staff has been initiated. DRDH Medical Affairs Coordinator, Amber Cox, is representing DRDH.

Nursing

- In August 2024, a one-time survey of nursing staff was conducted to measure engagement, wellness and needs of the nursing team. A follow-up survey is planned for September to measure progress over the past year in development of support for the nursing teams, overall workforce wellness as well as assess for areas of ongoing improvement.

Quality

- An operational Clinical Quality Committee (CQC) has been established, comprising clinical team members from across primary, acute and long-term care to review organizational clinical policies, evaluation programs and clinical data. The aim is to offer opportunities for front-line clinical staff engagement to support ongoing development and active participation in clinical program development, measurement and design. An expression of interest was circulated in August, resulting in five clinicians joining the committee. The first meeting is scheduled for early September, with regular reporting to the Executive Leadership Team.

Regional Partners

- DRDH volunteers supported the local Pride celebration in July, hosted by the Deep River Queer Connection. DRDH Team members proudly wore new DRDH “Pride” t-shirts, which will be rolled out to all team members in the fall in coordination with inclusivity education provided by Rainbow Health Ontario.
- DRDH has been invited to participate in a local Seniors Planning Advisory Council, hosted by the Town of Deep River as part of development of the Seniors Active Living Centre (SALC).
- Two more hospitals, Carleton Place & District Memorial Hospital and Almonte General Hospital, collectively the Mississippi River Health Alliance, have been confirmed as an additional joining partner in the wave three regional implementation of Epic. The third wave of the Atlas Alliance expansion is due to go live in fall of 2026.