



MIDDLESEX-LONDON HEALTH UNIT

REPORT NO. 07-22GC

TO: Chair and Members of the Governance Committee

FROM: Emily Williams, CEO

DATE: 2022 April 21

2021-22 PROVISIONAL PLAN UPDATE

Recommendation

It is recommended that the Governance Committee recommend that the Board of Health receive Report No. 07-22GC, re: “2021-22 Provisional Plan Update” for information.

Key Points

- In Q4 2021 the Board of Health approved extending the timelines for phase two and three of the Provisional Plan by a minimum of three months.
- A shift in resource allocation during Q1 2022 has increased organizational capacity to re-engage project teams to work on several of the Provisional Plan goals.
- Discussion is underway to determine timelines for a robust strategic planning exercise in 2023.

Background

The Health Unit continues to ensure that the priorities and objectives identified on the Provisional Plan are prioritized and balanced with the ongoing demands of the COVID-19 response. The 2021-22 Provisional Plan is attached as [Appendix A](#). On October 21, 2021 the Board of Health approved extending the timelines for phase two and three of the Provisional Plan by a minimum of three (3) months. This elongation of the phases carries the Provisional Plan into Q2 2023.

Provisional Plan Update

The Health Unit is committed to reinitiating the work that was paused due to the ongoing demands in response to the previous wave of the pandemic. The decommissioning and reduction of hours at the mass vaccination clinics, in addition to the reprioritization of work, allowed for the majority of staff to be repatriated back to their original teams. This shift in resource allocation during Q1 2022 has increased organizational capacity to re-engage project teams to work on the Provisional Plan goals.

Projects that have been initiated or have resumed during Q1 2022 include:

#	Project Name	Provisional Plan Goal
1	Employment Systems Review	<ul style="list-style-type: none"> Implement prioritized recommendations from the Diversity and Inclusion Assessment and Anti-Black Racism Report, including piloting the use of a shared workplan to facilitate collective and collaborative organizational work across teams.
2	Implementation of the Anti-Black Racism Plan	
3	Onboarding and Enhancement of the Electronic Client Record (ECR)	<ul style="list-style-type: none"> Expand the range of technology solutions to meet client, community partner and staff needs for delivering virtual programming and services and enhancing staff safety.
4	Transition to SharePoint	
5	Implementation of the Joy in Work Framework	<ul style="list-style-type: none"> Assess and refine decision-making practices across the organization to ensure decisions are made at appropriate levels, efficiency is maximized, and processes are clear. Execute a plan to value and recognize staff contributions in all MLHU programs, including opportunities to enhance staff connectedness and belonging.
6	Return to Office	
7	Sociodemographic and Race-based Data Collection in Electronic Systems	<ul style="list-style-type: none"> Expand the systematic collection and analysis of sociodemographic and race-based data of MLHU clients, and develop a process for its use in planning and evaluation of MLHU programming and service delivery.

Additionally, there is a variety of ongoing activities and tasks associated with achieving the goals identified on the Provisional Plan that have been operationalized by programs and teams across the Health Unit during the pandemic.

Next Steps

The Health Unit will prepare a detailed progress report on each of the projects for the Governance Committee in Q2. Planning is underway to determine timelines for developing a robust Strategic Plan in 2023.

This report was prepared by the Manager, Strategy, Risk and Privacy.



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