

MIDDLESEX-LONDON BOARD OF HEALTH

REPORT NO. 11-24

TO: Chair and Members of the Board of Health
FROM: Dr. Alexander Summers, Medical Officer of Health
Emily Williams, Chief Executive Officer
DATE: 2024 February 15

2023-25 PROVISIONAL PLAN 2023 Q4 STATUS UPDATE

Recommendation

It is recommended that the Board of Health receive Report No. 11-24 re: “2023-25 Provisional Plan 2023 Q4 Status Update” for information.

Report Highlights

- In Q2 2023, the Board of Health approved the 2023-24 Provisional Plan, which has now been extended to the end of 2025.
- Progress has been made on many initiatives within the first six-month period of the 23-25 Provisional Plan, with 11 of the 14 initiatives underway.

Background

The Health Unit continues to ensure that the priority areas, goals, and directions identified on the Provisional Plan are prioritized and balanced with the ongoing demands of the organization. On May 18, 2023, the Board of Health approved the 2023-24 Provisional Plan available on the health unit [website](#). It has since been extended to the end of 2025 (now called the 2023-25 Provisional Plan) per [Report No. 04-24](#).

Provisional Plan Status Update

This Q4 status update reflects the second time for the Strategy, Planning and Performance (SPP) team to report on the 2023-25 Provisional Plan with a revised reporting process. Over the October to December 2023 timeframe, the Health Unit has executed key deliverables associated with several strategic initiatives. A Q4 Provisional Plan Status Report has been included as [Appendix A](#).

All 14 strategic initiatives are proceeding as planned, with 11 of the 14 initiatives underway. Three of the fourteen initiatives have not yet started but will be initiated in 2024 as planned. These include the following:

- Catalog and track MLHU relationships with key local and regional partners, including the assigned MLHU leads / key liaisons for those relationships,

- Develop and implement an evidence-based framework to effectively engage with partners, and
- Integrate public health foundational principles and practices into staff orientation and ongoing training curriculum.

One tactic among six within the organizational quality management system initiative has not been initiated: development of a template for programmatic operational plans. This is planned to be initiated late in 2024.

There is only one tactic regarding the implementation of the Joy in Work framework where issues have been identified. Given the implementation of the new organizational structure and labour relations impacts; the Joy in Work framework was de-prioritized by the Human Resource team due to capacity and organizational climate. This is anticipated to be back on track in Q1 2024.

No risks were identified within the tactics in Q4.

Next Steps

Work will continue to be initiated on the now 2023-25 Provisional Plan initiatives. Documents have been updated to reflect the extension of the Provisional Plan to the end of 2025, alongside informal communication about this decision to key community partners.

Planning discussions will be starting in the fall of 2024 to develop the approach for the 2026-2030 Strategic Plan that will begin the development phase in 2025.

This report was written by the Strategy, Planning and Performance team.



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Medical Officer of Health



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Chief Executive Officer

This report refers to the following principle(s) set out in Policy G-490, Appendix A:

- The good governance and management practices as outlined in the [Ontario Public Health Standards: Requirements for Programs, Services and Accountability](#).

This topic has been reviewed to be in alignment with goals under the Middlesex-London Health Unit's [Anti-Black Racism Plan](#) and [Taking Action for Reconciliation](#), specifically the Provisional Plan holds the MLHU accountable to coordinated implementation of both the plans.