



STAFF REPORT ACTION REQUIRED

Public Health Nursing Leadership Initiatives

Date:	September 10, 2008
To:	Board of Health
From:	Dr. David McKeown
Wards:	All
Reference Number:	

SUMMARY

The purpose of this report is to secure Council approval to increase Toronto Public Health's 2008 Operating Budget to reflect funding of \$60,000 from St. Elizabeth Health Care for nursing leadership development initiatives and obtain authorization for four management staff to attend a leadership development training at a cost of up to \$3,900 each for a total cost of \$15,600 to be funded 100% from the nursing leadership development initiatives.

Toronto Public Health is collaborating with St. Elizabeth Health Care and Women's College Hospital on an innovative project to create and sustain nursing leadership throughout the health care system through effective succession planning strategies.

St. Elizabeth Health Care, on behalf of the project received \$300,000 from the Ministry of Health, Healthforce Ontario. Of this amount, Toronto Public Health received \$60,000 for nursing leadership development initiatives. Healthforce Ontario is the province's strategy to ensure that Ontarians have access to the right number and mix of qualified healthcare providers, now and in the future.

The leadership development training is for two Toronto Public Health managers at the Dorothy M. Wylie Leadership Institute and two Toronto Public Health managers at the Health Care Leaders Institute amounting to approximately \$15,600 that will be funded 100% from the \$60,000 received from St. Elizabeth Health Care.

RECOMMENDATIONS

The Board of Health recommends to City Council that:

- 1) Toronto Public Health's 2008 Council Approved Operating Budget be increased by \$60,000 gross and \$0.0 net to reflect 100% funding received from St. Elizabeth Health Care for Nursing Leadership Development Initiatives; and
- 2) the Medical Officer of Health be authorized to send two Toronto Public Health staff to the Dorothy M. Wylie Nursing Leadership Institute and two Toronto Public Health staff to the Health Leaders Institute in Toronto for leadership development training at a cost of up to \$3,900 per employee at a total cost of up to \$15,600.

Financial Impact

A budget adjustment of \$60,000 gross and \$0.0 net to Toronto Public Health's 2008 Approved Operating Budget is required to reflect the confirmed one-time funding from St. Elizabeth Health Care for Leadership Development Initiatives. These funds will be reversed in the 2009 operating budget.

The cost of the leadership development training for four Toronto Public Health management staff at the Dorothy M. Wylie Nursing Leadership Institute and the Health Leaders Institute in the amount of up to \$15,600 will be funded 100% from the Nursing Leadership Development Initiatives.

The Deputy City Manager and Chief Financial Officer has reviewed this report and agrees with the financial impact information.

COMMENTS

Toronto Public Health is collaborating with St. Elizabeth Health Care and Women's College Hospital on an innovative project to create and sustain nursing leadership throughout the health care system through effective succession planning strategies. The project addresses the building blocks of recruitment, retention, professional practices, and succession planning and will be piloted in the three sites. The end result of the project will be a program based on best practices, and a supporting tool kit that can be used and replicated across the province.

The project received \$300,000 from the Ministry of Health's Healthforce Ontario. Healthforce Ontario is the province's strategy to ensure that Ontarians have access to the right number and mix of qualified healthcare providers, now and in the future. The initiatives that are funded through Healthforce Ontario will help to develop people with the right knowledge, skills and attitudes to manage its health human resource needs. St. Elizabeth Health Care is the agency responsible for managing the grant. As a result of

the funding grant Toronto Public Health received \$60,000 to be used for nursing leadership initiatives.

Several initiatives are being planned to support the range of nurses that work at Toronto Public Health, front-line to management. One initiative will enable two managers to attend the Dorothy M. Wylie Leadership Institute and two managers to attend the Health Care Leaders Institute. Each of these week long training events costs approximately \$3900 and therefore requires Council approval.

These training sessions will provide extensive leadership development by skilled and expert healthcare leaders. The managers will return to Toronto Public Health better equipped to handle the challenges which the health system will be facing in the future. These initiatives are fully funded through the Healthforce Ontario.

CONTACT

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SIGNATURE

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