

**Ministry of Health & Long Term Care  
Transition Strategy**

**Deputy Minister Presentation**

*January 18, 2006*



## Our Goal Continues to be .....

A health care system that is:

- Patient-focused
- Results-driven
- Integrated
- Sustainable

### Ontario's Health System Vision

A health care system that helps keep people healthy, gets them good care when they are sick, and will be there for our children and grandchildren

## The Case for Change

A health care system plan is needed to ensure:

- Better quality products and services
- Better access
- Reduced wait times
- Improved delivery
- Providing results
- On-going quality and safety improvement
- Greater accountability

## The Plan is Extensive and Far-reaching

- Improving the delivery of health care
- Building a system to manage the delivery of health care
- Providing results information to demonstrate accountability
- The ministry will shift its focus from operational management to a longer range view
- It will mean Ontario's health system will be accountable

## Thus, the Ministry Becomes a ‘Steward’ of the System

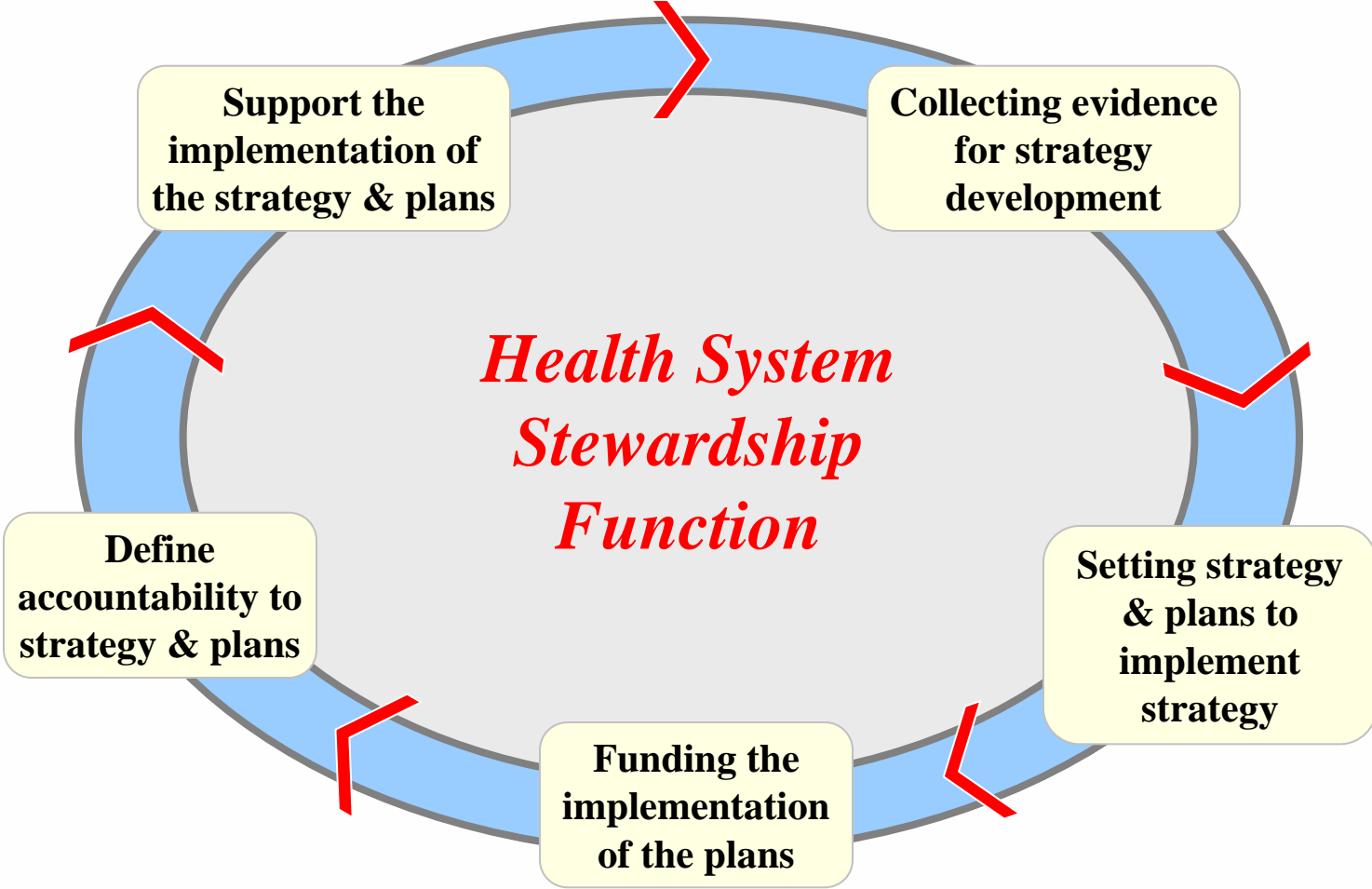
- **Stewardship** is to guide or provide direction for the system through strategic decisions and planning
- **Stewardship** means setting directions and enabling the choices that are needed to support responsible management of the system
- **Stewardship** allows the local decision makers to be sensitive to community needs
- **Stewardship** requires partnerships with providers

## As a 'Steward' of the System...

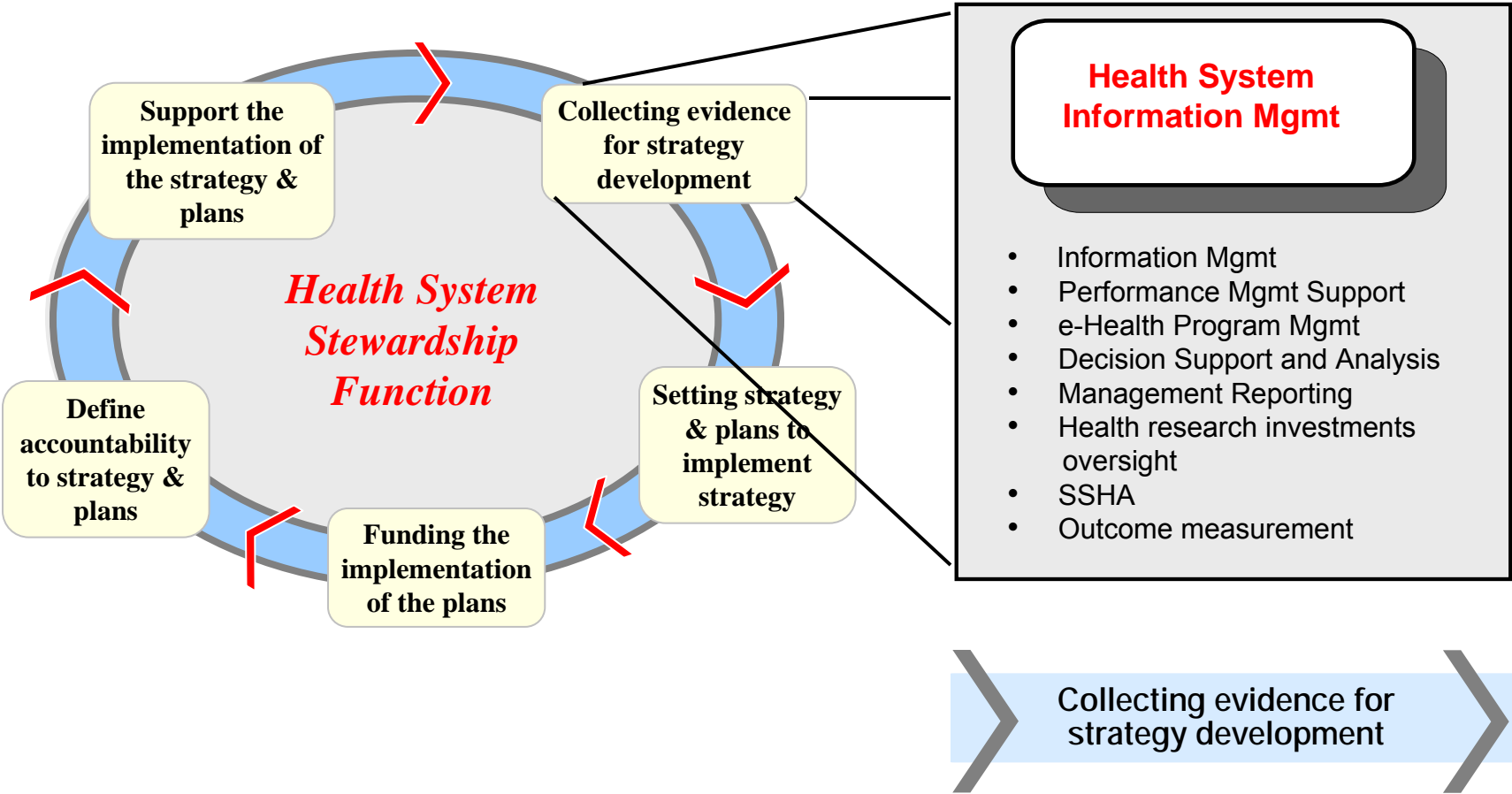
The ministry assumes a **strategic** role including:

- Setting direction and province-wide priorities
- Providing central oversight of the health care system
- Setting and maintaining standards and measurable results
- Developing policy, legislation and regulations
- Being responsible for overall monitoring and reporting to the public
- Integrating results into a planning and funding process that looks at all health care system spending

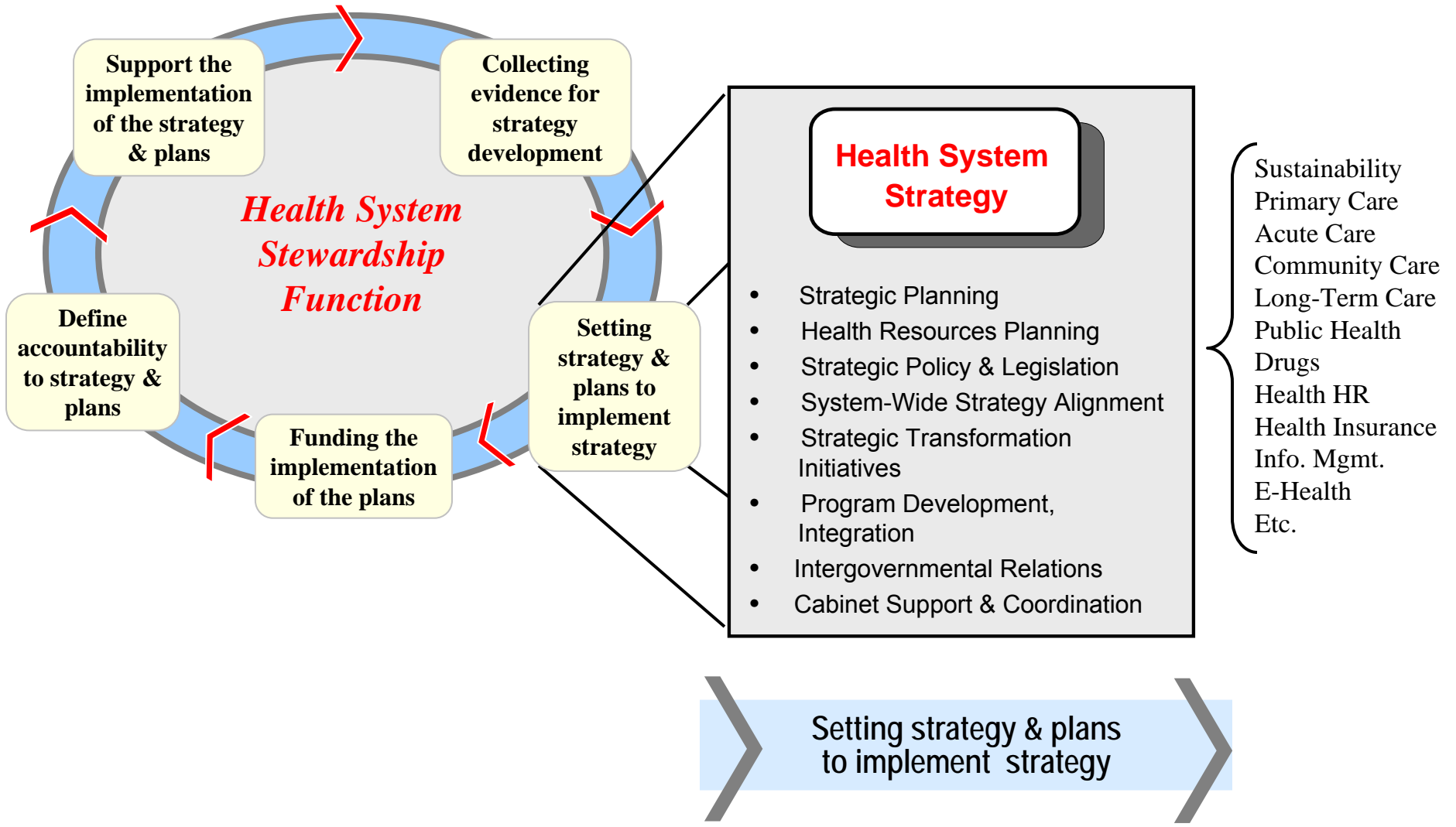
# Articulating the Health System Stewardship Function



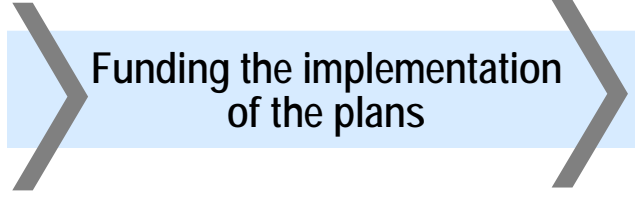
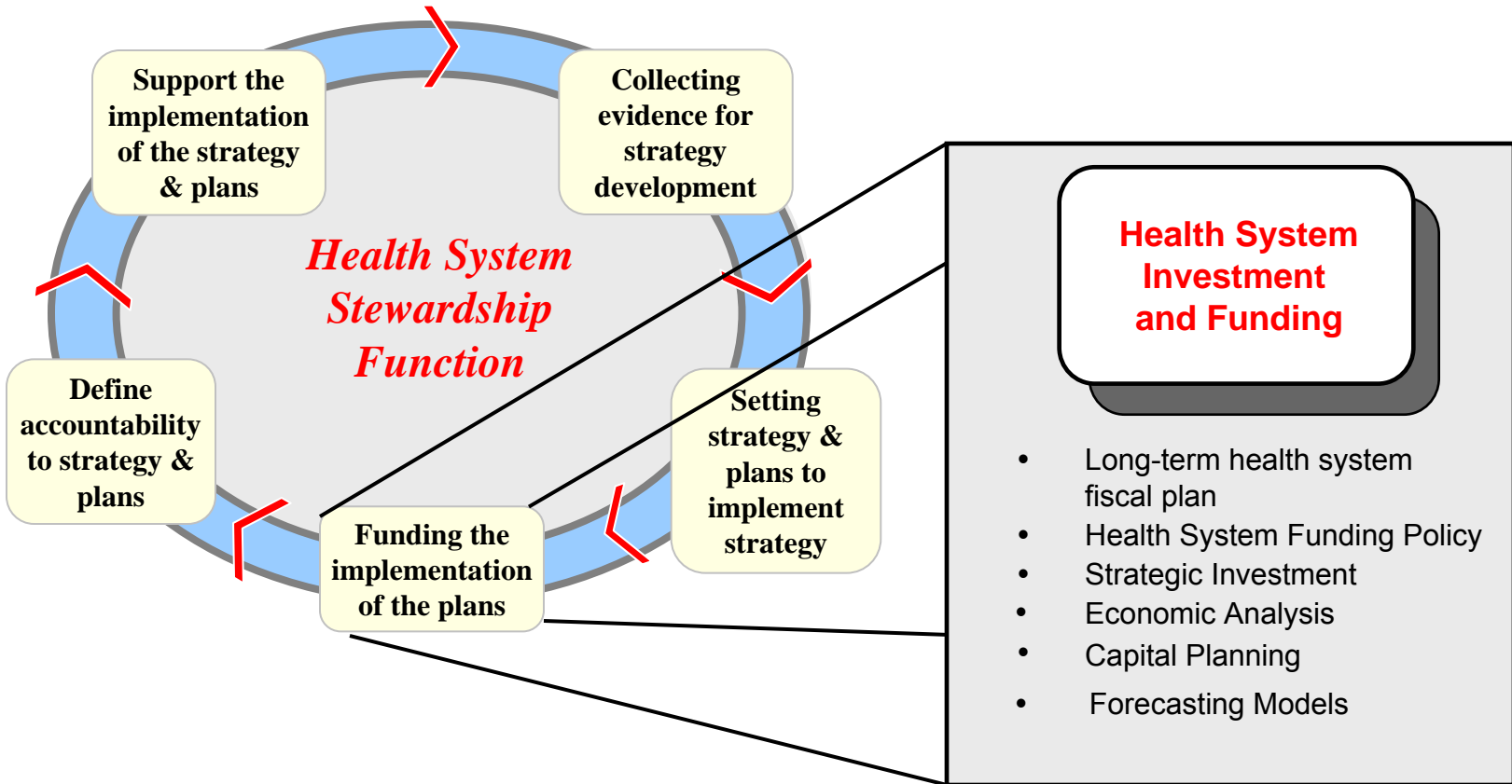
# Organizing for Stewardship – Health System Info. Mgmt Division



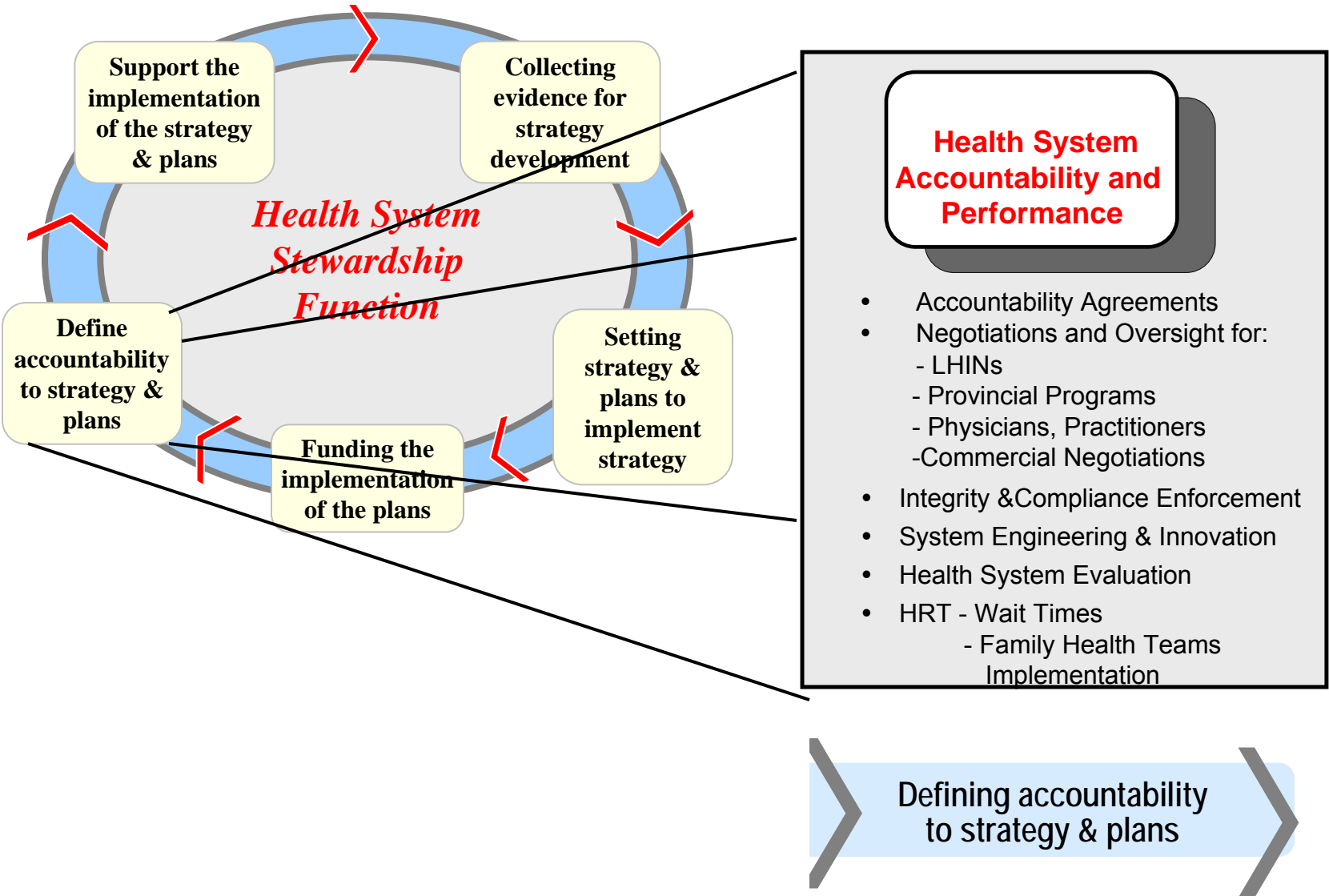
# Organizing for Stewardship – Health System Strategy Division



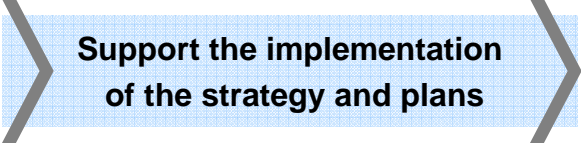
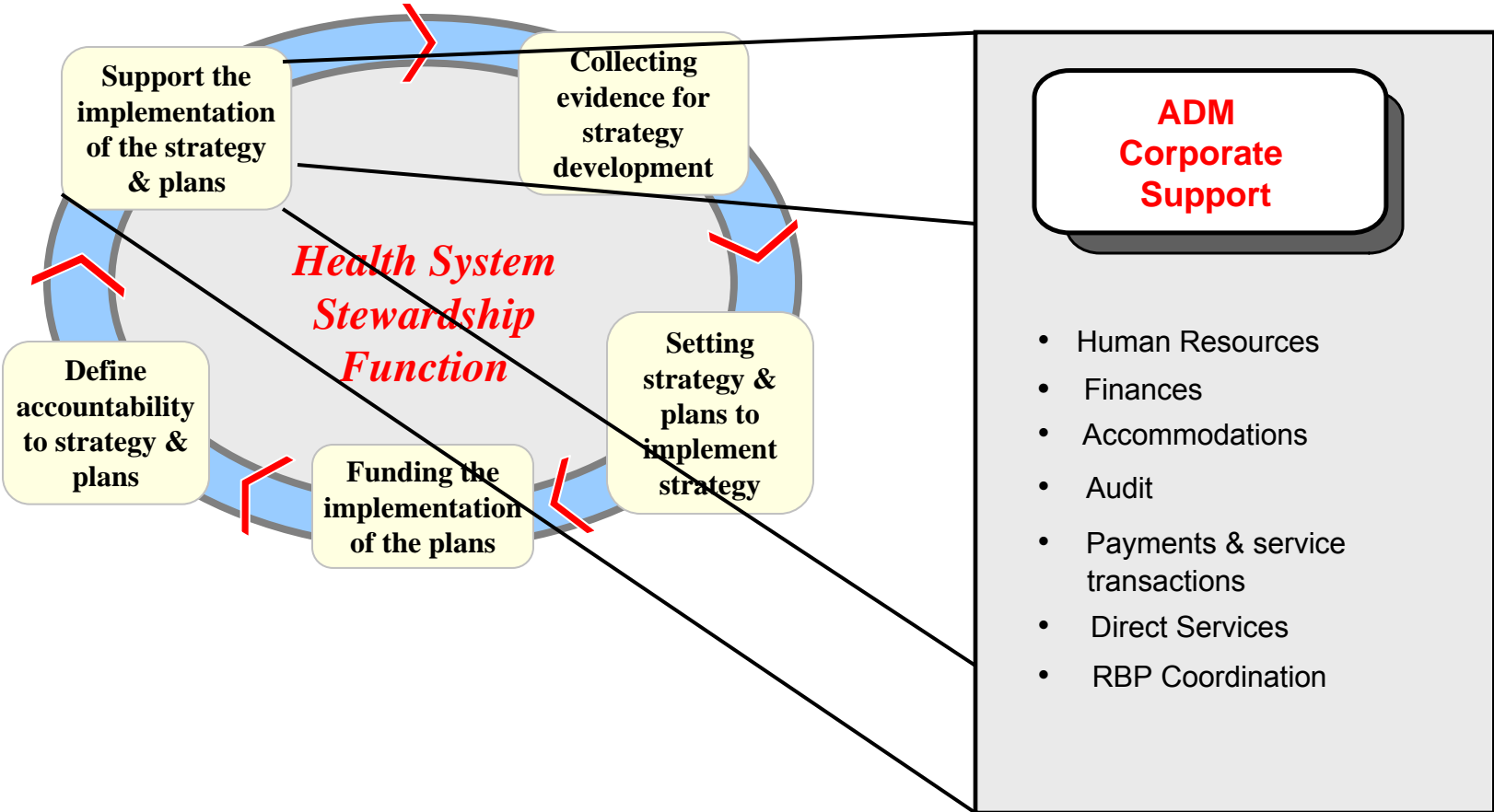
# Organizing for Stewardship – Health System Investment Division



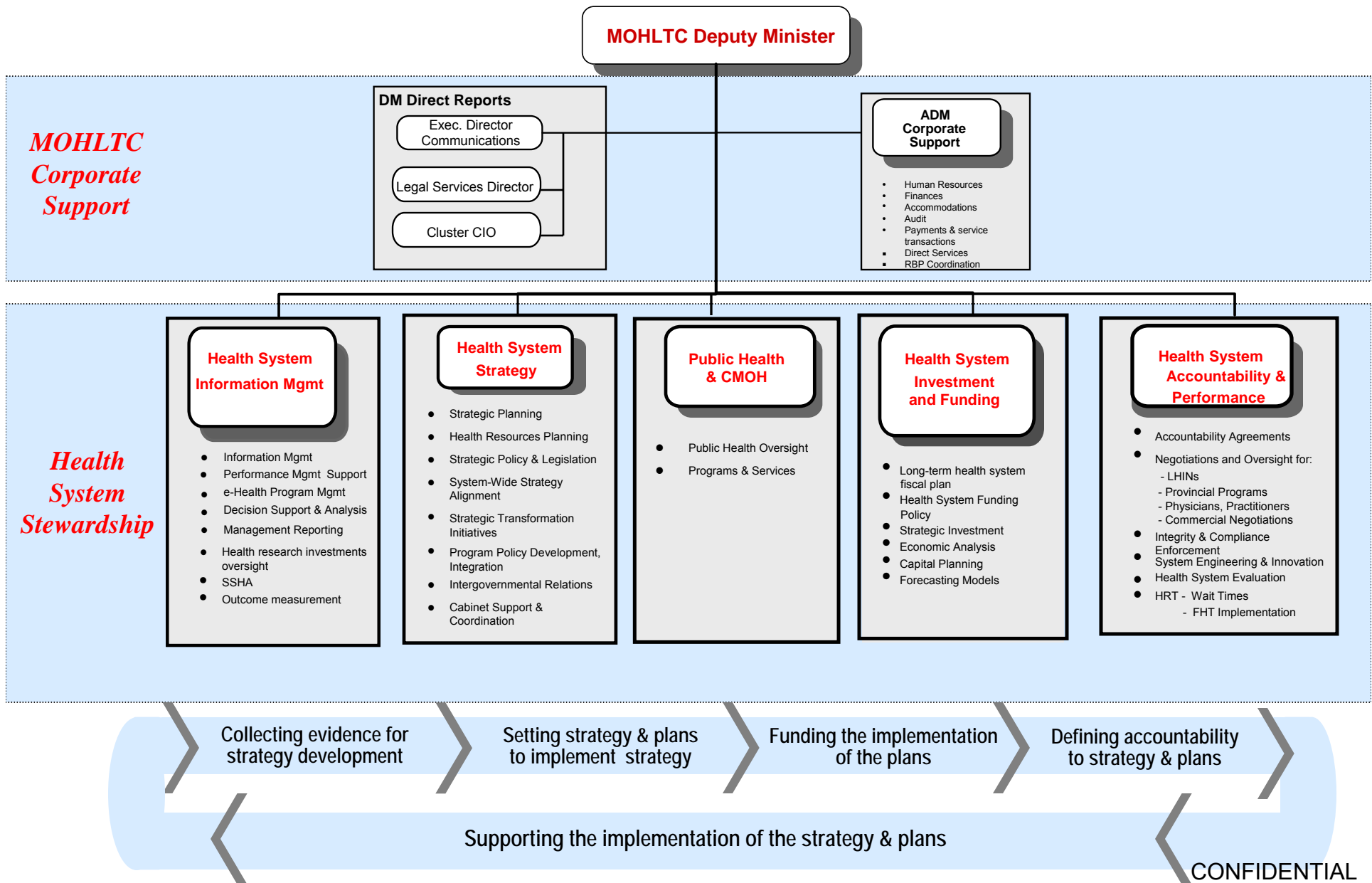
# Organizing for Stewardship – Health System Accountability Division



# Organizing for Stewardship – Corporate



# Organizing for Stewardship – MOHLTC End State



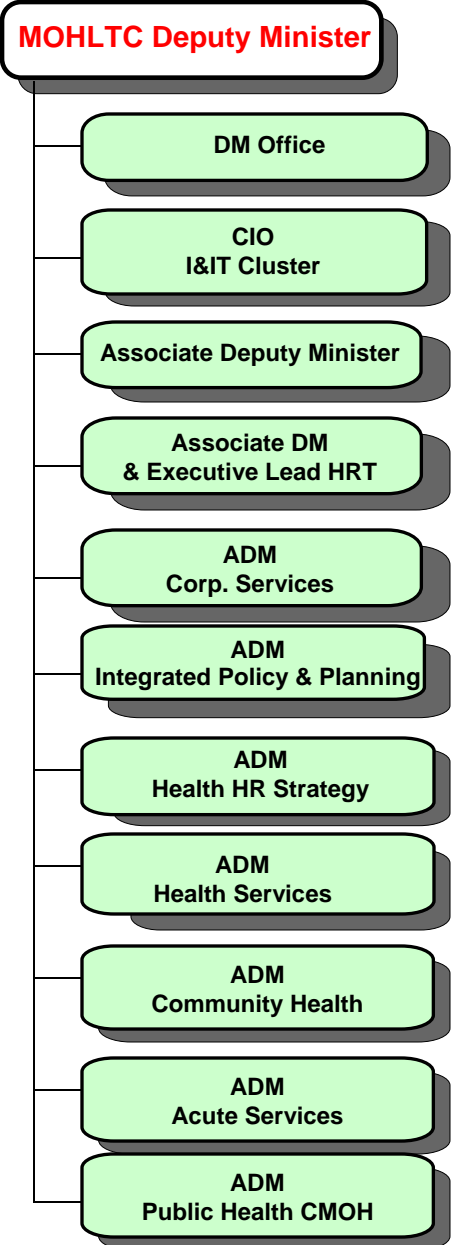
# Transition Strategy – Phases & Design Principles



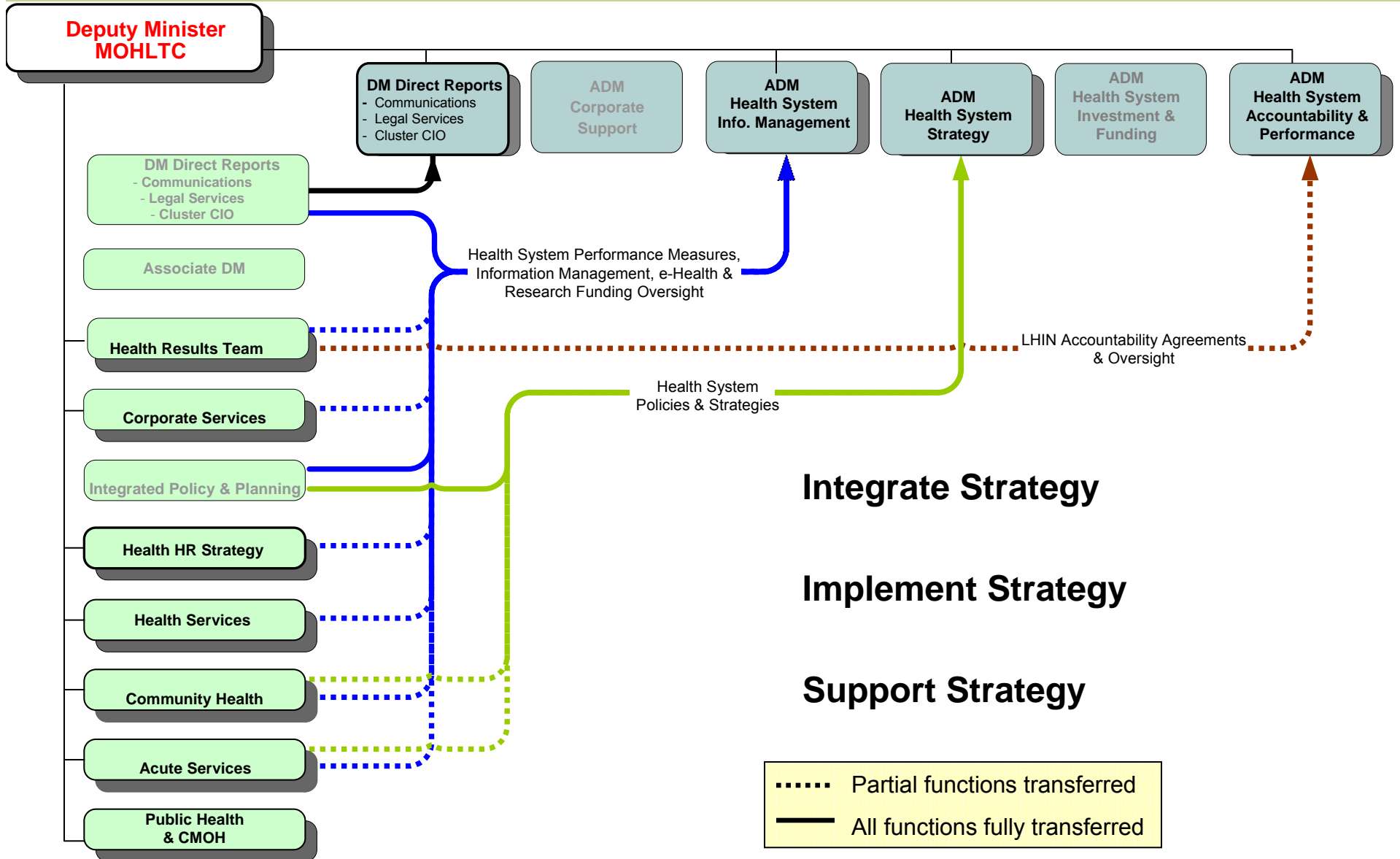
## Transition Design Principles

- Ensure a stable and effective organization
- Align transition timetable with major events
- Give organization time to adapt
- Set realistic expectations
- Use matrix management skillfully during the transition phase
- Provide strong and sustained commitment (Not a quick-fix)
- Ensure continuity of services

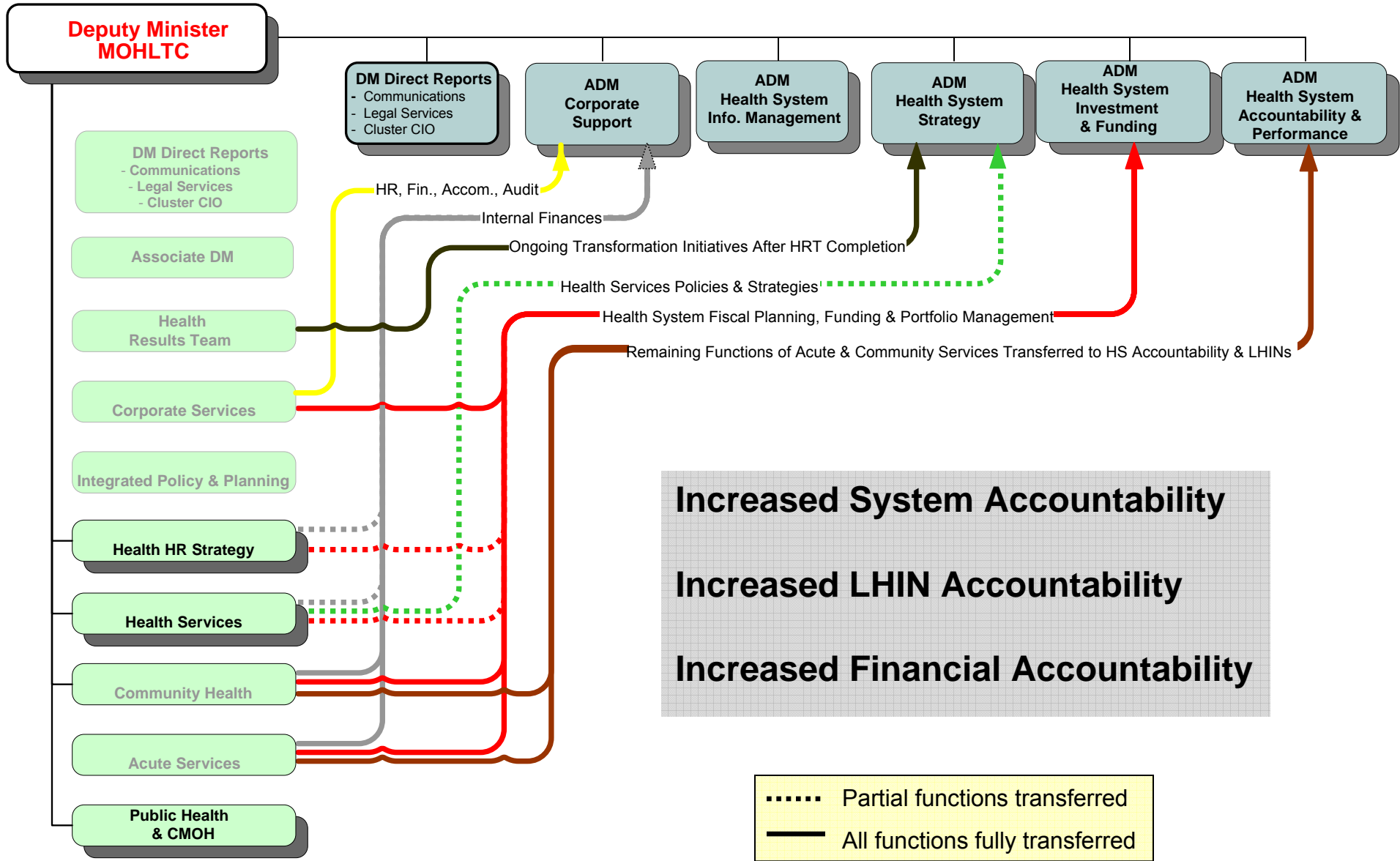
# Transition Strategy – Organization Structure as of Today



# Transition Strategy Phase 1 – Focus on Strategy



# Transition Strategy Phase 2 – Strengthen Accountability

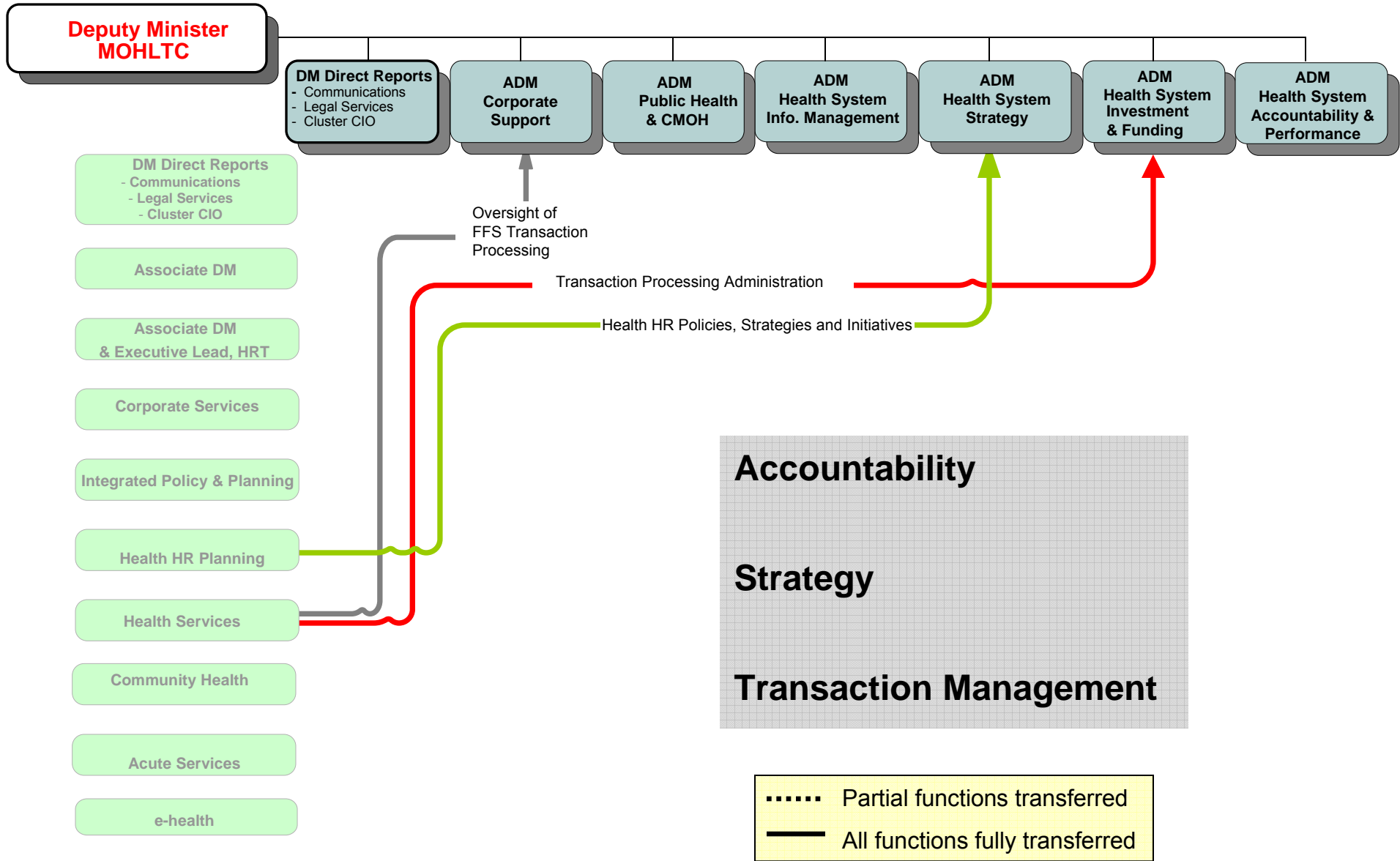


**Increased System Accountability**

**Increased LHIN Accountability**

**Increased Financial Accountability**

# Transition Strategy Phase 3 – Focus on Stewardship



## Regional Office Impact

- As LHINs assume their full responsibilities by April 1, 2007, the need for Regional Offices will be transitioned out impacting both regional and corporate roles and responsibilities
- A strategy will be developed to manage the appropriate transfer of functions to the LHINs or to the ministry
- We need to depend on staff to actively participate as experts in their current roles to ensure on-going functionality during transition

# Organizing for Change

## Transition Team Role

- Reports to DM to oversee the effective execution of the change management process
- Co-ordinate operations and ensure the development of requirements to effect successful change in MOHLTC over the next two years and beyond
  - Human Resources strategies
  - Communications
  - Tools for transition - web, training, information
  - Monitoring progress
  - Evaluation/feedback

## Stakeholder Relationships

- All current reporting relationships remain in place until further instructions
- Regular communication about implementation will occur as decisions are made