



*West Haldimand  
General Hospital*

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Dear Partner in our Community's Health:

As you are all aware, our current CEO David Bird announced his retirement earlier this year and a search had begun for a new President and Chief Executive Officer. After a thorough review and significant due diligence discussions, on February 23, 2015 the West Haldimand General Hospital Board accepted in principle a proposal from Norfolk General Hospital to enhance our current relationship by the phasing in of a shared senior management team between the two organizations. The Board is pleased to announce that Kelly Isfan, the current President and CEO of the NGH will assume the President and CEO role at WHGH while continuing with her responsibilities at NGH. This is effective as of April 1, 2015.

The Board has also been informed of other upcoming vacancies (retirement and other reasons) on the Senior Leadership Team in 2015, which provided an opportunity for us to reassess how senior leadership is provided at WHGH. Like all of you the Board looks for every opportunity to integrate services and to use our resources wisely.

As a result, between April 1, 2015 and the fall of 2015 the positions of VP/CNE, Chief of Staff and VP Finance will also be shared between the two hospitals. Gail Johnson NGH VP Patient Care will assume the VP/CNE position, Dr. Nancy Gable NGH Chief of Staff will become the new Chief of Staff (subject to a formal Board appointment process) and Tom Thomson NGH VP Finance will assume the Chief Financial Officer position. Similar to the CEO role, all of these individuals will have joint responsibilities at both WHGH and NGH. This new partnership has strong endorsement from the Hamilton Niagara Brant Haldimand Local Health Integrated Network.

Both hospitals will maintain their own Board and have separate budgets and reporting requirements as individual hospital corporations. Kelly Isfan will be accountable to the NGH Board as well as being accountable to the WHGH Board.

NGH and WHGH have been connected by care for some time by our strong medical staff partnership. We have shared surgeons, anaesthetists and other medical specialists between the two hospitals for over 30 years. More recently, we have expanded this partnership with our Director of Maintenance assuming part-time facilities and project management duties at NGH.

Our history of working very well together and learning from the expertise within each organization enables us to provide better access to care by sharing resources and knowledge helping us put the patient first!

Building on our existing relationship will allow us to plan together to address future challenges at both hospitals and maximize the delivery of consistently high quality patient care to meet our shared communities' health needs.

This strengthened partnership and shared management will be invisible to patients – but the mutual benefits it affords will definitely be felt by improved access.

We will continue to consult and inform staff and physicians in this process, as well as the patients and communities we serve. Information about this partnership can be found on the WHGH website at [www.whgh.ca](http://www.whgh.ca) and on the NGH website at [www.ngh.on.ca](http://www.ngh.on.ca).

If you have any questions, please do not hesitate to submit them to David Bird.

Thank you for your support in this partnership.

Patty Nixon  
Board Chair  
West Haldimand General Hospital