

## FAQ for Staff, Physicians, Volunteers and Foundation

Thank you for taking the time to read our Frequently Asked Questions document for staff, physicians, volunteers and the WHHH Foundation, regarding our voluntary partnership with Norfolk General Hospital. Our team would be happy to respond to any questions or comments you may have regarding this integration at [comments@whgh.ca](mailto:comments@whgh.ca).

Thank you.

**Q: What was announced?**

A: Beginning April 1, 2015, Kelly Isfan, the current NGH President and CEO will assume the role of President and CEO of WHGH in addition to her current responsibilities. WHGH and NGH will begin a transition to share a senior leadership team upon formal approval by both Hospitals' Boards. From April 1, 2015 to the fall of 2015 we will also phase in the transition to a shared VP/CNE, Chief of Staff and Chief Financial Officer.

**Q: How will this affect patients?**

A: A strengthened partnership and shared management will be invisible to patients – but the benefits will definitely be felt by improved access as we use this, among other measures, to use our resources wisely.

**Q: Will there be one Board of Directors?**

A: No, each hospital will retain its own Board of Directors and will continue to be a separate corporation. The new senior leadership team will report separately to each Board.

**Q: Why is this being done?**

A: Earlier this year the WHGH CEO announced his decision to retire on March 31, 2015. Subsequently, the Board has received information of other upcoming senior leadership team vacancies, due to retirement and other reasons. This provided the Board with an opportunity to review how all senior leadership roles were fulfilled and to examine new ways to integrate services and make the best use of scarce resources. Based on all the options available, the Board chose to accept in principle a proposal from Norfolk General Hospital that would bring about a shared senior leadership team between the two hospitals.

**Q: Will there be job losses at either hospital because of this partnership?**

A: No jobs will be lost as a result of this management team partnership.

**Q: Who will fill the other positions?**

A: The NGH proposal includes appointing Gail Johnson, the current VP Patient Care at NGH to the senior clinical leadership position. Dr. Nancy Gabel, who is the Chief of Staff at NGH and who is a credentialed medical staff member at WHGH providing anaesthesia services will assume the Chief of Staff position (this is subject to a formal selection process by the WHGH Board). Tom Thompson, the current VP Finance at NGH will assume the senior financial leadership position.

**Q: Is this just to save money?**

A: While there will be financial savings to both organizations as a result of implementing this proposal, the main benefits for WHGH will be:

- to fill important leadership positions at WHGH with skilled and experienced partners who will continue to find new ways to provide the best care our patients, their families and the communities we serve;
- to provide a basis to examine whether there are other opportunities to pursue clinical and/or operational integration between the two hospitals, and with other hospital and community healthcare partners;
- to provide a basis to explore additional opportunities to fill other roles on a combined basis.

**Q: How will this affect our relationship with BCHS?**

A: We believe the current partnership with BCHS benefits patients, families and WHGH. There is no plan to alter what we currently have in place. We plan no changes to the roles or functions of those BCHS staff that travel to WHGH to provide us with much-needed skills and expertise.

**Q: How will the NGH Senior Team manage with the increased workload?**

A: Expertise from within both organizations will support Senior Leadership. Information Technology will be utilized to maintain and expedite communication between and within both hospitals.

**Q: How will this integration affect volunteers?**

A: The NGH Volunteer Association and the WHGH Volunteer Auxiliary will remain independent.

**Q: How will this integration affect the Foundation and donations?**

A: The Foundations for WHGH and NGH will remain as independent corporate entities. All gifts will remain with their respective foundations, for the purpose for which they were given.

**Q: Where can I find more information on integration?**

A: Information will be provided as it becomes available. Please continue to check each respective organization's website, as well as the various internal communication channels available.

**Q: What happens next?**

A: A formal legal agreement between the two organizations will be drafted for each Board's consideration followed by a more detailed implementation process.