

MEMO

To: **CEOs & COOs** – Regional Health Authorities, Shared Health, CancerCare Manitoba, Addictions Foundation of Manitoba, & Manitoba Adolescent Treatment Centre
Assistant Deputy Minister – Mental Health and Community Wellness
Assistant Deputy Ministers – Health

Cc: Ian Shaw, Lead, Health System Transformation Transformation Leadership Team

From: Karen Herd, Deputy Minister, Health
Kym Kaufmann - Deputy Minister, Mental Health and Community Wellness

Date: March 31, 2022

Re: **Health System Transformation – Wave Two Transitions & Service Delivery Organizations Realignment Update**

Over the next few months we will see many milestones reached as we continue establishing the foundation for a provincially integrated and coordinated health system.

We appreciate the support and efforts of staff, leadership, unions, and many other stakeholders who we worked closely with to prepare for the transition of specific staff and services into new employers and refined organization structures. These transitions are a significant step towards fulfilling the redefined roles of government health departments and health service delivery organizations (SDOs). It is also a key step in the establishment of Shared Health as the provincial SDO.

This realignment will create consistency and clear roles within and across SDOs, support the building of consistent system supports for all regions, shift health service delivery from Manitoba Health into an integrated provincial health-care system and focus the efforts of health departments on policy, planning, funding and oversight.

In addition, bringing together mental health and addictions services - such as Addictions Foundation of Manitoba, Manitoba Adolescent Treatment Centre and Selkirk Mental Health Centre - is critical to helping us evolve and strengthen mental health and addictions service delivery across Manitoba. These changes are an essential step in fulfilling recommendations put forward by the VIRGO report and allow us to work collaboratively to ensure Manitobans have easier access to the mental health and addictions care they need, in their community or closer to home.

We wish to thank the boards and staff of Addictions Foundation of Manitoba and Manitoba Adolescent Treatment Centre for their support as we begin to integrate those organizations into the integrated provincial health system.

All transitioning programs and staff will continue to play a critical role as part of an integrated provincial health system. Starting April 1, identified programs will begin their transition with a change of employer to Shared Health or another SDO. Please see Appendix A for the complete list of transitions.

The priority has been, and continues to be, supporting staff with a smooth transition and minimal disruption or change. Steps have been taken to ensure staff terms of employment – including pay and benefits – remain in place throughout the transition. Day-to-day operations and work remain the same with services for patients and clients continuing uninterrupted. There are no job losses for staff accepting transfers to their new employer.

For larger transitioning organizations, there will be a careful transition of operations and processes. The work staff perform today will continue and day-to-day processes/systems will remain in place. Over the coming months, there will be collaborative work to transition and integrate systems, operations and processes.

These transitions are part of broader planning and efforts that include the modernization of Manitoba's health system legislation. This includes new practices for commissioning and accountability by the Government Departments, officially establishing Shared Health as the provincial health authority (SDO), and establishing clinical governance. Over the coming weeks responsibility for Addictions Foundation of Manitoba will shift to Shared Health.

We are eager for the opportunity to use existing expertise and services to work more closely together to improve the quality, accessibility, seamlessness, and efficiency of health-care services for Manitobans.

Thank you for all your support and work that has made this progress possible. This is an exciting step forward for Manitoba's health-care system.

APPENDIX A: A summary of transitions occurring as part of Wave Two Transitions in April 2022:

Transition for April 1

Sender Organization(s)	Receiver Organization(s)
GOM - Selkirk Mental Health Centre	Shared Health
GOM - Cadham Provincial Lab	Shared Health
GOM - ERS-Fleet	Shared Health
GOM - Disaster Management	Shared Health
GOM - Dental Consultant	Shared Health
GOM - Information Services Branch	Shared Health
Addictions Foundation of Manitoba (AFM)	Shared Health IERHA NRHA PMH Southern Health-Santé Sud WRHA
Manitoba Adolescent Treatment Centre (MATC)	Shared Health
WRHA Sites and Service Providers <ul style="list-style-type: none"> Digital Health 	Shared Health
WRHA <ul style="list-style-type: none"> Medical Remuneration Accounting Provincial Accreditation Language Access Blood Management (select resource) Clinical Health Psychology Hip and Knee Intake Surgery Program (select resources) WRHA HR Shared Services 	Shared Health
WRHA Community/Corporate <ul style="list-style-type: none"> Long Term Access Centre Emergency Program Resources (select resources) 	WRHA Corporate
Shared Health – HSC <ul style="list-style-type: none"> Child Health (select resource) Communications 	Shared Health Corporate
IERHA <ul style="list-style-type: none"> Human Resources (select resources) 	Shared Health
NRHA <ul style="list-style-type: none"> Human Resources (select resources) Digital Health 	Shared Health
PMH <ul style="list-style-type: none"> Human Resources (select resources) 	Shared Health

Southern Health-Santé Sud <ul style="list-style-type: none"> Human Resources (select resources) 	Shared Health
CancerCare Manitoba <ul style="list-style-type: none"> Human Resources (select resources) 	Shared Health

Transition for April 29

Sender Organization(s)	Receiver Organization(s)
WRHA <ul style="list-style-type: none"> Finance Transactions, Cash Management, Special Purpose Accounting Blood Management Long Term Vent MB Home Ostomy MB Home Nutrition MB Renal Program Endoscopy Intake Chronic Disease Collaborative WRHA Community Mental Health (select resources) WRHA IP&C (sited at HSC) 	Shared Health
WRHA Corporate, Sites and Service Providers, Shared Health Diagnostics, PMH <ul style="list-style-type: none"> Clinical Engineering Clinical Engineering – Dialysis Technology 	Shared Health
WRHA Sites and Service Providers <ul style="list-style-type: none"> Finance Planning and Reporting Access and Transition Medical Transcriptionists Quality Patient Safety and Accreditation (QPSA) 	WRHA Corporate
WRHA Community/Corporate <ul style="list-style-type: none"> Infection Prevention and Control (IP&C) 	WRHA Corporate
Shared Health <ul style="list-style-type: none"> Quality Patient Safety and Accreditation (QPSA) Health Information Services 	Shared Health Corporate