

Ministry of Health
and Long-Term Care

Public Health Standards, Practice
and Accountability Branch

Public Health Division

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Ministère de la Santé
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Direction des normes, des pratiques et de
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March 21, 2013

Dear Colleagues:

Subject: Update on Performance Management Initiatives

We are pleased to report that work on the implementation of key components of the performance management framework continues to progress. Our current focus is the continued support of the Public Health Accountability Agreements, development of a monitoring strategy for the Ontario Public Health Organizational Standards, planning for the 2014-2016 Accountability Agreements, and continuing work on the deferred and developmental indicators identified in the 2011-2013 Accountability Agreements.

2012 Year-End Performance Monitoring

The ministry has been working closely with the field to finalize the year-end monitoring for 9 of the performance indicators in the Accountability Agreements. On Friday, March 15th, final year-end data results were posted on the Directory of Networks (DoN), along with performance summary tables. The ministry will begin following up with health units that have not achieved their 2012 performance targets regarding reporting on performance variances. Health units are encouraged to share their 2012 successes in achieving their targets by submitting a positive variant report. A description of the process, along with variance reporting templates, was sent to MOHs/CEOs in a ministry memo dated January 16th, 2013.

Teleconferences were held in January and February between MOHs/CEOs and ministry Directors with 35 of 36 health units. Overall the feedback on the Accountability Agreement implementation process was positive. Many health units noted significant business practice improvements and enhanced internal reporting. Some health units also noted significant work and capacity issues related to implementation of the indicators and associated reporting processes.

Development of 2014-2016 Accountability Agreement and Indicators

Lessons learned throughout the 2011-2013 Accountability Agreement process, including those shared by health units, will be used to inform the development of the 2014-2016 Accountability Agreement template and accompanying indicators. Work has begun on the establishment of seven Indicator Development Task Groups. These groups will play an integral role in the process of reviewing the current indicators and identifying and developing potential new indicators.

Deferred and Developmental Indicators

The ministry continues to work on the deferred and developmental indicators identified in the 2011-2013 Accountability Agreement. An initial field consultation survey to gather advice and input regarding the development of a standardized risk assessment tool for use with inspections of personal services settings was completed over a four-week period, closing on January 18th, 2013. Survey respondents included representation from 33 of 36 health units and the Canadian Institute of Public Health Inspectors. Later in the spring, the ministry is planning to pilot test the draft Infection Risk Assessment in Personal Services Settings Tool (IRA-PSS Tool) with a small number of health units. Full implementation of the tool and accompanying measurement strategy is expected in Fall 2013.

As communicated in the Accountability Agreement indicator year-end reporting package, the measurement of vaccine wastage as it relates to vaccine stored/administered by other healthcare providers indicator will not be included in the 2013 agreement process. The ministry will, however, continue to consider measurement options in this area within the context of the introduction of Panorama.

Due to significant data limitations, the ministry will not be including an equity specific indicator at this time in the Accountability Agreement, but continues to investigate other options for incorporating health equity into the performance management framework.

Public Health Unit Survey on Health Promotion Performance Measurement

In late 2012, the Health Promotion Division surveyed health units on health promotion indicators that public health units are tracking for performance measurement and/or program planning purposes. The ministry will share the survey results with the Indicator Development Task Groups as background material for their work on indicators for the 2014-16 Accountability Agreements.

Ontario Public Health Organizational Standards

Over the past year, the ministry has been working with PMWG to consider the range of options that could be used to monitor implementation of the Ontario Public Health Organizational Standards. The ministry has now developed an *Organizational Standards Risk Monitoring Tool*, which allows for disclosure and assessment of risks related to governance, organizational effectiveness, and program delivery, and the identification of mitigation activities. Health units will have the opportunity to participate in a demonstration phase of the draft tool prior to implementation later in 2013. Further communications will be

shared with health units. The ministry will then identify a select number of boards to pilot test the tool based on expressed interest.

PMWG Membership

There have been a few changes to our membership since the last communiqué and we would like to acknowledge the significant contributions of those who have recently stepped down as well as to welcome our new members. Please see Appendix 1 for an up-to-date membership list which indicates current and past members.

If you have any questions regarding the work on the Performance Management Working Group, please do not hesitate to contact us or Paulina Salamo at Paulina.Salamo@ontario.ca.

Sincerely,

Original signed by

Sylvia Shedden
Public Health Standards, Practice and
Accountability Branch
Ministry of Health and Long-Term Care
Co-Chair, Performance Management
Working Group

Dr. Rosana Pellizzari
Medical Officer of Health
Peterborough County-City Health Unit
Co-Chair, Performance Management
Working Group

c: Dr. Arlene King, Chief Medical Officer of Health, Public Health Division, MOHLTC
Roselle Martino, Executive Director, Public Health Division, Office of the Chief Medical
Officer of Health, MOHLTC
Kate Manson-Smith, Assistant Deputy Minister, Health Promotion Division, MOHLTC
Darryl Sturtevant, Assistant Deputy Minister, Strategic Policy and Planning Division,
Ministry of Children and Youth Services
Performance Management Working Group Members

Appendix 1: Performance Management Working Group

Co-Chairs

Dr. Rosana Pellizzari	Medical Officer of Health, Peterborough County-City Health Unit
Sylvia Shedden	Director, Public Health Standards, Practice and Accountability Branch, MOHLTC

Members from Health Units and Other Organizations

Karen Beckermann	Manager, Planning and Performance, Toronto Public Health
Deborah Carr	Epidemiologist, Oxford County, Public Health and Emergency Services
Dr. Vera Etches	Associate Medical Officer of Health, Ottawa Public Health
Dr. Abdul Fattah	Citizen Board Member, Toronto Board of Health
Ross Graham	Manager, Special Projects, Middlesex-London Health Unit
Dr. Jessica Hopkins	Associate Medical Officer of Health, Niagara Region Public Health
Mary Johnson*	Board of Health member, Eastern Ontario Health Unit (*2010 – 2012)
Dr. Jeff Kwong	Scientist, Institute for Clinical Evaluative Sciences
Dr. Robert Kyle	Medical Officer of Health, Durham Regional Health Unit
Dr. Hazel Lynn	Medical Officer of Health, Grey Bruce Health Unit
Dr. George Pasut	Vice President, Science and Public Health, Public Health Ontario
Suzanne Ross	Director, Public Health, Eastern Ontario Health Unit
Dr. Robert Schwartz	Deputy Director and Director of Evaluation & Monitoring, University of Toronto
Cynthia St. John	Chief Executive Officer, Elgin St. Thomas Health Unit
Dr. Jo Ann Tober	Chief Executive Officer, Brant County Health Unit
Shelley Westhaver	Director, Clinical Services Division, Sudbury & District Health Unit

Members from the Ontario Government (MOHLTC, MCYS)

Nina Arron	Director, Public Health Policy and Programs Branch, Public Health Division, MOHLTC
Laura Belfie*	Manager, Public Health Units & Standards, Standards, Programs and Community Development Branch, Health Promotion Division, MOHLTC (*2009-2012)
Domenic Della Ventura*	Team Lead, Performance and Accountability, LHIN Liaison Branch, Health System Accountability and Performance Division, MOHLTC (*2009-2012)
Brent Feeney	Manager, Program Funding and Accountability, Public Health Standards, Practice and Accountability Branch, Public Health Division, MOHLTC
Kelci Gershon	Manager (A), Strategic Policy & Planning Branch, Health Promotion Division, MOHLTC
Amy Hope	Manager, Executive Office, Public Health Division, Office of the Chief Medical Officer of Health, MOHLTC
Naomi Kasman	Senior Health Analyst, Health Analytics Branch, Health System Information Management & Investment Division, MOHLTC
Colleen Kiel	Manager (A), Health Promotion Accountability and Performance, Health Promotion Implementation Branch, Health Promotion Division, MOHLTC
Roselle Martino	Executive Director, Public Health Division, Office of the Chief Medical Officer of Health, MOHLTC

* Indicates a member who has stepped down and the years participated on PMWG.

Laura Pisko	Director, Health Promotion Implementation Branch, Health Promotion Division, MOHLTC
Paulina Salamo	Manger, Standards and Performance, Public Health Standards, Practice and Accountability Branch, MOHLTC
Stacey Weber	Manager, Early Learning and Child Development Branch, Early Years Programs Unit, MCYS
Michele Weidinger	Lead, Standards and Performance, Public Health Standards, Practice and Accountability Branch, MOHLTC