

2019 Annual Service Plan: Foundational Standards

Population Health Assessment Standard

2018 Accomplishments:

The Epidemiologist fulfilled 13 formal requests and dozens of informal requests for population health assessment; project highlights include the Strategic Plan companion document “Information on the Health of the Population in Leeds, Grenville and Lanark”; municipal dashboards with 2016 Census data; an Indigenous Health Profile; and Lyme Disease Case Analysis.

Highlights of the Epidemiologist’s collaboration with the Champlain and South East LHIN include formation of a Data Collaboration working group; collaborative training on R software, and a Report on Chronic Obstructive Pulmonary Disease.

A poster presentation was given at the Association of Public Health Epidemiologists of Ontario about “Spatio-Temporal Description of Lyme Disease Incidence in an Eastern Ontario PHU.” The Epidemiologist also continued to support a research project at Queen’s University by sharing data related to Lyme disease and tick dragging.

2019 Plans to Implement the Standard:

To implement this Standard, the Epidemiologist will continue respond to Population Health Assessment requests and conduct detailed analyses driven by local priorities and emerging issues. Specific planned projects include reports on environmental health, infectious diseases and chronic diseases and injuries. The use of tools such as Instant Atlas, Tableau, and GIS analysis will be used to report data spatially, to assist in identifying priority populations and for sharing local data. The Epidemiologist will also monitor and report on syndromic surveillance data, iPHIS data, narcotic/opioid data, tick-related data, and support food-borne outbreak analysis as needed.

The Health Unit will continue to engage the Champlain and South-East (SE) Local Health Integration Networks (LHINs) through participation in several working groups. The Epidemiologist’s collaboration with the LHINs includes:

- SE LHIN – Public Health Unit (PHU) data and analytic collaboration group.
- SE LHIN – PHU R analytic software training group.
- SE LHIN – PHU Canadian Community Health Survey health equity indicator project lead

The Medical Officer of Health’s collaboration with the LHINs includes:

- SE LHIN Opioid Task Force
- SE LHIN Leeds, Grenville and Lanark (LGL) Sub-region Integration Table
- SE LHIN MOH/CEO Meetings
- SE LHIN and Champlain Cross LHIN Boundary Dialogue
- Consultation about the Champlain LHIN and SE LHIN Strategic Plan and Annual Service Plan
- SE LHIN LGL Board Collaborative Governance

As well, the Health Unit will continue to contribute data to a research project at Queen’s University on the geographic distribution of Lyme disease; and will participate in Locally Driven Collaborative Projects (details below in Effective Public Health Practice part b).

Health Equity Standard

2018 Accomplishments:

Health Equity was included as a key component in the Health Unit's Strategic Plan for Population Health. The Board of Health adopted an Indigenous Land Acknowledgement that is included in every Board of Health meeting and is part of the 2019-2022 Health Unit Strategic Plans.

A Health Equity Committee was initiated in late 2018 with representation from all departments, with the purpose of supporting implementation of the Health Equity requirements in the Ontario Public Health Standards (OPHS) and the Health Unit's Strategic Plan.

The Health Equity Coordinator sits on a number of community committees, including the Leeds Grenville Poverty Alliance, and has presented the health equity concept and tool kit to a number of these groups. Monthly media campaigns on the Social Determinants of Health (SDOH) were conducted to increase community awareness; and the calculation of a local living wage was completed.

2019 Plans to Implement the Standard:

To embed a health equity lens throughout all programs and services, the Health Unit will update existing health equity tools to reflect the OPHS. Health Equity tools will be integrated into Health Unit planning processes, including program planning, communication planning, and social media planning. The Health Equity Committee will continue throughout 2019. A health equity lens will also be included in Health Unit-wide and program-specific committees.

To identify effective local strategies to reduce health inequities, small groups of staff will complete the Indigenous Cultural Safety training program, with support from the SE LHIN. The Health Equity Coordinator will connect with the Indigenous leads from local school boards, and the Health Unit will organize a Blanket Exercise for staff. The Health Equity Coordinator will continue to identify and engage with local indigenous organizations, including Lanark County Neighbours for Truth and Reconciliation. A local 2019 communication campaign will be focussed on priority populations, and the Health Unit will continue to build staff capacity to apply proportionate universalism to program planning.

The Health Unit will also implement the Registered Nurses Association of Ontario Best Practice Guideline "Embracing Cultural Diversity in Health Care: Developing Cultural Competence" through the Best Practice Spotlight Organization process. Finally, the Social Determinants of Health (SDOH) Public Health Nurse (PHN) will continue to provide health equity presentations and self-reflection activities to local community partners.

One SDOH PHN will be focussed on implementation of the requirements in the OPHS, building staff capacity, and implementing the Best Practice Guideline. The second SDOH PHN position is shared by a number of staff across a variety of program standards such as Health Equity (Municipal coalitions that support poverty prevention initiatives) Infectious Diseases (Sexual Health and Harm Reduction), Health Growth and Development (Baby Friendly Initiative).

Effective Public Health Practice Standard

2018 Accomplishments:

In April 2018 the Health Unit was designated as a Best Practice Spotlight Organization by the Registered Nurses Association of Ontario (RNAO). 22 formal requests for planning and evaluation were completed; highlights included Walking School Bus surveys; Non-Medical use of Cannabis presentations; and support for Strategic Plan input from staff.

A Social Media strategy approved by Senior Leadership Team (SLT), and included policy, process maps on scoping, planning and executing social media. Numerous requests were completed by the Communications Team, including 207 graphic design requests; 506 print requests; and 251 pamphlet requests. There were also 543 webmail submissions; 11 video requests; and 6 photography requests.

Four Planning and Evaluation Community of Practice meetings were held focussing on the Power Up Youth Summit evaluation; RNAO Fellowship work; Gananoque Food Conversations; and Change management. Other knowledge exchange activities included participation in a Continuous Quality Improvement Locally Driven Collaborative Project (research); participating in an Eastern Region Evaluation Network and completion of on-site training by the Health Unit's HUB Librarian.

A Health Unit Continuous Quality Improvement Framework was developed and discussed at SLT. Excellence Canada's standard on Excellence, Innovation and Wellness formed the foundation of The Health Unit's Strategic Plan for Organizational Excellence, which was developed in 2018. A Public Health Practice Committee was initiated late in the year.

The Nursing Professional Practice Committee facilitated the development and use of tools and processes that support excellence in documentation practices; identified the elements of a common Public Health Nurse orientation and supported the annual Nurses Week Celebration.

2019 Plans to Implement the Standard:

To implement this Standard, the Foundational Standards PHN Coordinator will provide expertise to staff to conduct program evaluations for new and modified programs. The Foundational Standards Coordinator will respond to requests to support staff in the planning process including logic model development, evaluation frameworks, and evidence reviews. The Health Unit will continue to participate in the Registered Nurses Association of Ontario (RNAO) Best Practice Spotlight Organization program which supports evidence-informed decision-making by implementing recommendations from best practice guidelines.

Health Unit staff will participate in public health networks, including the Association of Public Health Epidemiologists of Ontario; the Ontario Public Health Evaluators Network; the Eastern Regional Evaluation Network, and the Ontario Association of Communicators in Public Health. The Epidemiologist will also continue to deliver presentations to internal and external stakeholders on population health and local dashboards. The Foundational Standards PHN Coordinator will continue to facilitate a Planning and Evaluation Community of Practice for program staff and managers to provide a forum for knowledge exchange on a variety of topics related to the Foundational Standards. The Communications Team will provide leadership and technical expertise to implement activities in the Health Unit's Communication Strategy, and the Social Media Strategy, including dissemination of health information messages through multiple channels.

The Health Unit will initiate a Quality Improvement Committee to support the implementation of a

Continuous Quality Improvement framework. The Health Unit will pursue certification with Excellence Canada (Excellence, Innovation and Wellness Standard). The Client Service Standards will be reviewed, updated, and a client service promise will be developed. Implementation of the Person and Family Centred Care Best Practice Guideline will continue (part of the Registered Nurses Association of Ontario Best Practice Spotlight Organization), which will also support client service. The Health Unit will continue a Public Health Practice Committee with the purpose of coordinating Health Unit activities to support quality public health practice by all program and service providers in the Health Unit.

The Public Health Practice Committee will develop a framework for quality public health practice and an ethical framework considering input from all disciplines in Public Health. The Nursing Professional Practice Council will provide support year four of RNAO BPSO activities, with a focus on sustainability of initiatives by integration of existing BPGs into program teams as well as supporting the implementation of 2 new BPG's; Adopting eHealth Solutions: Implementation Strategies and Embracing Cultural Diversity in Health Care: Developing Cultural Competence.