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**June 28, 2010**

**Hospital Improvement Plan Approved by PRHC's Board**

*Staff and Physicians ideas form basis of a plan that*

Peterborough, ON: In response to the recommendations of PRHC's Peer Review, today PRHC's Board of Directors approved its Hospital Improvement Plan (HIP) to March 31, 2012. It now goes the CE LHIN Board for review and consideration on July 20.

In the wake of some 60 recommendations in the Peer Review, PRHC was required to submit a HIP to the CE LHIN Board by June 30, 2010. The Peer Review mandate directed PRHC to develop a HIP that put the hospital in a balanced position by March 31, 2012.

"PRHC's HIP takes into account some of the recommendations made by the recent Peer Review," said Ken Tremblay, PRHC's President and CEO. "Our plan also found savings of approximately \$27M within the two-year time frame," he added.

"PRHC's plan is based on suggestions from front line staff and physicians; who came up with some 2400 cost saving and process improvement ideas. These ideas were distilled, evaluated and ranked. Our home-grown plan maintains quality of care and protects the full scope of the hospital's current regional services and programs. I encourage everyone to read the plan. It's on the hospital's website," said Tremblay.

The interventions in PRHC's recovery plan include closing 20 beds and front line and management restructuring affecting about 182 FTE positions. To minimize job loss, the restructuring will make use of existing vacancies wherever possible, normal attrition including retirement options.

It also targets capturing savings by, for example, reducing annual sick time use from 13 days per full time employee to the Ontario hospital average of 10 days; reducing non-union and management ranks by 20 FTEs; reducing patient length-of-stay to peer group benchmark; and lowering long-standing reliance on overtime through more effective scheduling.

"Job loss is never easy, and the no one takes this lightly. While everyone recognizes these changes are significant, so is the size of the problem," said Tremblay.

As part of developing this HIP, PRHC hosted open information and consultation sessions both within the hospital, with key health care partners, as well as seven open community and regional sessions. Written submissions were received. The plan was modified as feedback was incorporated.

"PRHC will report on progress in achieving the plan will be made openly and regularly," said PRHC Board Chair, Barb Cameron. "It the Board's expectation that PRHC will deliver on this plan, making the changes necessary to address the deficit and stabilize the financial health of the organization—all the while continuing to provide the care and service expected."

"The plan was prepared in a serious and principled way," said Tremblay. "It is one we can deliver on *and* maintain quality and safety, as well as preserve the services and programs this region demands. We are hopeful new programming such as PCI and radiation therapy will be offered at PRHC in the future. Getting our financial house in order is the first important step to attract and convince funders of new and expanded investment."

The HIP will be posted on PRHC's public website on June 29: [www.prhc.on.ca](http://www.prhc.on.ca)

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