Central East LHIN
RLISS du Centre-Est

Victorian Order of Nurses-Canada-Ontario Branch and Durham Hospice Integration

Presentation to the Central East LHIN Board of Directors on January 28, 2015

Ontario
Local Health Integration Network
Réseau local d'intégration des services de santé

Victorian Order of Nurses and Durham Hospice Transition Plan

- Objectives and Aims
- Final Integration Plan: Background
- Integration Plan: Benefits
- Transition Costs
- Rationale for Transition Costs
- Board Motion

Victorian Order of Nurses and Durham Hospice Integration: Objectives and Aims

Durham Community Health Services Integration Strategy: Background and Aims:

February 12, 2012: The Central East LHIN Board of Directors approved the Durham Community Services Integration Strategy which proposed to address demographic pressures and examine opportunities for system improvement.

The overall aim behind this approach was to:

- improve client access to high-quality services,
- create readiness for future health system transformation and;
- make the best use of the public's investment.

Victorian Order of Nurses and Durham Hospice Integration: Final Integration Plan: Background

February, 2013: The Final Integration Plan proposing the transfer of all LHIN funding and accountability from Durham Hospice to Victorian Order of Nurses (VON) was presented to both the VON and the Durham Hospice Boards of Directors.

February 24, 2013: This Final Integration Plan was approved by the VON Board of Directors.

March 11, 2013: The Final Integration Plan was approved by the Durham Hospice Board of Directors.

March 27, 2013: The Central East LHIN Board of directors passed a Motion to “not stop” the proposed integration of hospice services between VON and Durham Hospice.

Victorian Order of Nurses and Durham Hospice Integration: Benefits

- **Collocation**: One central office will improve efficiencies by integrating back office supports and eliminating duplicate expenses.

- **Corporate functional supports** provided by VON will enhance standardized processes that will support best practices for service delivery, human resources, quality and risk, technology, finance, payroll, communications, and fund development.

- **Durham Hospice Board Members** will join VON's Community Corporation thus ensuing that this specialized expertise is retained.

- **Co-branding** of VON and Durham Hospice will ensure continued support of Durham Hospice's vision, mission and values.

Victorian Order of Nurses and Durham Hospice Integration: Benefits

- **Durham Hospice staff and volunteer positions** will be retained thus ensuring the continuation of the associated knowledge of the community served and the current quality of service provided by Durham Hospice.

- **VON currently holds accountability for the Palliative Pain and Symptom Management Consultant** and is therefore well positioned for new hospice and palliative care funding.

- **VON and Durham Hospice will integrate their fundraising expertise** thus creating an exciting approach to fund development to support Palliative Care and Hospice Services in Durham.

Victorian Order of Nurses and Durham Hospice Integration: Transition Costs

One-Time Transition Costs	FY 14/15	FY 15/16	FY 16/17
Human Resources Adjustment	$75,664.		
Project Management	$42,000.*	$5,000.	
Technology and Equipment		$31,760.	
Legal Fees	$95,000.	$5,000.	
Governance and Audit Expenses	$1,200.	$1,200.	$5,200.
Total	**$213,864.** **Minus * CE LHIN approved reallocation of funds in FY 13/14=$27,000** **$186,864.**	**$42,960.**	**$5,200.**

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Victorian Order of Nurses and Durham Hospice Integration: Rationale for Transition Costs

The transition costs requested will provide the financial supports required to achieve the final outcome of a full integration of the Hospice and Palliative Care Services currently offered by Durham Hospice with the Victorian Order of Nurses.

These financial supports will:

- Support the smooth employment transition of Durham Hospice staff to VON.
- Support the new infrastructure elements that will be necessary in the integrated office space.
- Support the development of a new brand that will incorporate both the VON and Durham Hospice corporate cultures.
- Support the corporate, legal and insurance costs incurred by both organizations in achieving this integration.
- Support the final wind down of the Durham Hospice Non-Profit Corporation