

**NEW****Directions**

December 13, 2007

*“I wish you and your families a safe and happy holiday season and all the best in the new year.”*

**A**s we come to the end of 2007 and I reflect on our accomplishments as we make the transition to our new organizational model, I am pleased at how much we were able to achieve together.

This past year saw monumental change in the life of the ministry as the Local Health Integration Networks (LHINs) assumed their full responsibilities and the stewardship organizational structure that I announced in October 2006 took on more tangible shape.

The year began with ministry staff working hard to make operational four new branches — Performance Improvement and Compliance, LHIN Liaison, Financial Management and the former Health Reform Implementation Team — that were all crucial to support our work and relationship with the LHINs.

The former Regional Offices, decommissioned in the spring, assured a smooth transition to the LHINs by facilitating knowledge transfer and supporting relationship building with health system stakeholders. Through the Local Information Incident Support Team (LIIST), staff continued their hard work as they assisted in finalizing hospital agreements and provided communications, incident and emergency management support to bridge the gap, while the LHINs built capacity in their new roles. To former Regional Office staff, I say a heart felt thank you for your dedication and contribution over the years.

A number of important transition milestones were reached this fall. Several divisions finalized their detailed organizational design down to the staff level and began to take on new roles working in a stewardship environment. Other divisions announced their SMG organizational structure, with more transition work to be done in these areas in the coming year, namely Health System Accountability and Performance and the capital areas of Health System Investment and Funding.

Since stewardship is much more than a structural shift, we invested a great deal of time and resources to help us all understand the changing culture and our role in implementing the new stewardship model. Learning and development programs and opportunities to dialogue have provided us with some of the knowledge, skills and competencies we will need as we move forward. These include numerous Deputy Minister and Assistant Deputy Minister forums, the Stewardship Awareness program, the FYI Series, the Stewardship Council and the Stewardship in Action leadership program. This month, I also announced a new program which will provide learning opportunities for administrative support staff.

It has been my pleasure over the past months to have had the opportunity to meet with many of you. I will continue these vital conversations because I want to hear more from you as we undertake the ministry's stewardship role.

There have been and will continue to be challenges and growing pains in the short-term. But given the talented, dedicated and



## Year-end brings us one step closer to stewardship

A message by  
Deputy Minister Ron Sapsford

innovative individuals working in this ministry, I am confident that we will forge ahead in building a stronger organization and becoming an able steward of a health system of which all Ontarians can be proud.

The management team and I are sincerely grateful for the wealth of experience and passion that you continue to share with us as we move along this journey together. We look forward to another eventful year and to working together in 2008.

I wish you and your families a safe and happy holiday season and all the best in the new year.

*Ron*

Editor's Note: Thank you to our readers and contributors over the past year and a reminder that you can read past issues of *NEW Directions* online in the [Newsletters](#) section.

### **NEW** Directions

*NEW Directions*, published for employees of the Ministry of Health and Long-Term Care by the Communications and Information Branch, can be read on-line at INFOweb at <http://intra.moh.gov.on.ca/>.

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#### **Do you have questions about the organizational change?**

- Ask your manager
- E-mail your questions or comments to the feedback account at [anewdirection@ontario.ca](mailto:anewdirection@ontario.ca)
- Call the feedback line at 1-888-862-0528 or TTY: 1-800-387-5559