



PRAIRIE MOUNTAIN HEALTH
SANTÉ PRAIRIE MOUNTAIN

Annual Report

2022-2023



Health and Wellness for All

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Prairie Mountain Health acknowledges that it provides services in facilities and sites located on the original lands and traditional territories of the Cree, Dakota, Ojibway, Oji-Cree and homelands of the Red River Métis.

Prairie Mountain Health respects that the First Nation Treaties were made on these territories, and we commit to continued collaboration in partnership with First Nation, Métis and Inuit people in the spirit of reconciliation.

LETTER OF TRANSMITTAL

We have the honour to present the annual report for Prairie Mountain Health (PMH) for the fiscal year ended March 31, 2023. The annual report was prepared under the Board of Director's guidance in accordance with *The Health System Governance and Accountability Act* and directions provided by the Minister of Health. All material, including economic and fiscal implications known as of March 31, 2023 have been considered in preparing this annual report. This report reviews the actions and initiatives of PMH for the fiscal year April 1, 2022 to March 31, 2023. The Board of Directors has approved this report.

The COVID-19 pandemic continued to impact our activities, planning, and integration of services throughout the fiscal year. Through the ongoing challenges of COVID-19, we remained steadfast in our commitment in providing the best care we could with a focus of communicating with our staff and stakeholders in as timely manner as possible. Our regional Incident Command Structure remained connected and aligned to the COVID-19 provincial structure to ensure effective, consistent, efficient coordination and collaboration in all pandemic priority areas. Many staff were reassigned or redeployed to various teams and services to directly assist in the battle against the pandemic.

We cannot thank enough the volunteers, organizations, businesses and other stakeholders who provided additional support wherever they could. How fortunate we all are to be backed by proud and caring Manitobans! We sincerely thank all our internal and external stakeholders for their patience, guidance and support throughout the last year as we worked through challenges and opportunities in health care.

Health system transformation is ongoing and work towards refocusing our system to better meet the needs of all Manitobans lies ahead. PMH, along with Manitoba Health and Shared Health will keep the communication lines open with communities, patients and staff as this journey unfolds.

To the Board of Directors and Executive Management Team – thank you for your leadership over the past year. To our staff – thank you for your contribution each and every day in ensuring the best possible care and service is provided within PMH.

To our community partners – thank you for working with us, challenging us and supporting us as we work towards our Vision of “*Health and Wellness for All*”.

Respectfully submitted,



Lon Cullen,
Chair, Board of Directors



Brian Schoonbaert,
CEO, Prairie Mountain Health

CEO MESSAGE

First, I would like to wholeheartedly acknowledge our healthcare staff, who have been asked to go above and beyond their everyday responsibilities. We know this has left staff feeling overwhelmed, exhausted and at times uncertain. We remain committed to offering the most services we can based on available health human resources. We have put more emphasis on providing support for staff to also take care of themselves! We look forward to the new and improved opportunities and possibilities that lie ahead.



Brian Schoonbaert

NEW AND EXPANDED HEALTH CARE FACILITIES

During 2022-2023, Prairie Mountain Health (PMH) participated in the ground-breaking ceremony for the new Neepawa Hospital. Also, it held a local public information session for stakeholders, which was well attended. Construction on the new 60-bed hospital, with an expanded Emergency Department and the addition of a hemodialysis suite, is now well underway. It's anticipated the new hospital, nearly four times the size of the current site, will be completed sometime in 2025.

Expansion work has also started at Brandon Regional Health Centre (BRHC) and the Western Manitoba Cancer Centre (WMCC). The BRHC redevelopment will see a new 16-bed ICU developed on the main floor, a renovation to the Neonatal ICU and additional medical beds added to the 2nd floor. These renovations will further enhance an overall plan to ensure Brandon remains an intermediate healthcare hub in the Province and the primary acute care centre within our health region.

The Dauphin Regional Health Centre (DRHC) started renovations in late 2023 to add a new endoscopy unit, relocate the cancer care unit to the main floor and add medical beds to the hospital's second floor. Emergency Department renovations also commenced in Killarney, Souris and Virden, which will see dedicated registration and ED triage and refreshed treatment spaces when everything is completed.

More information on the PMH cornerstone capital projects and other notable capital updates can be found beginning on Page 46.

ACCESS TO CARE/INCREASED CAPACITY

We've remained actively involved with the provincial Surgical and Diagnostic Recovery Task Force. PMH and Shared Health continue to work through the design, construction and operational details to add a CT scanner to the Swan Valley Health Centre (SVHC) in Swan River. We were very pleased to participate in the provincial government announcement in the summer of 2022, and along with Shared Health, we anticipate the new scanner will be up and running in 2024.

In the spring of 2022, we joined provincial officials in Russell to acknowledge the long-awaited addition to the Russell Health Centre for an expanded cancer care unit. The local Expanding Community Cancer Care Committee (ECCC) raised an impressive \$1.8 million of the \$2.5 million required for the capital construction project, with the Province contributing \$700,000 for the remaining capital costs.



Russell Expanding Community Cancer Care Committee members are joined by community, health centre, Prairie Mountain Health and provincial officials to acknowledge the construction start on the cancer care unit expansion at Russell Health Centre.

RECRUITMENT/RETENTION

There has been significant work with our health partners, including Manitoba Health, Shared Health and several educational institutions, to invest in people—our most valuable resource! We continue working with the Province to align with the Health Human Resource Action Plan, launched in November 2022. The \$200-million provincial plan committed to retaining, training, and recruiting healthcare staff across the Province, aiming to add 2,000 healthcare providers and eliminate mandated overtime.

In collaboration with the Province and Assiniboine Community College, key nursing programs were announced for our region. A one-time, 25-student cohort practical nursing program in Neepawa was unveiled in late February 2023. In early March 2023, ACC announced it was offering a second intake of the Practical Nursing program at the rural rotating training site in Virden, Manitoba. The program will start in September 2024 with a capacity of 25 students.

We were excited to participate in the February 2023 provincial healthcare recruitment mission to the Philippines. Following the overseas mission, we continued our efforts to ensure that those who accepted employment offers would have the support they needed to succeed once they arrived in the latter half of 2023. PMH allocated 64 positions as a result of the recruitment initiative, which were spread out through registered nursing, licensed practical nursing and health care aides.

More information on recruitment and retention activities can be found beginning on Page 19.

INNOVATION

PMH prides itself on trying new strategies or approaches to enhance our collective ability to provide better care. In partnership with Health Canada and Shared Health, PMH initiated a pilot project to further improve access to addiction services within the health region. With the support of funding from Health Canada's Substance Use and Addictions Program (SUAP) and in collaboration with local health partners and stakeholders, PMH began offering mobile Rapid Access to Addiction Medicine (RAAM) clinic days in three communities: Wuskwi Siphik, Russell and Virden.

In November 2022, the Erickson Health Centre was the recipient of the Healthcare Excellence Canada Grant aimed at implementing evidence-based wellness strategies for care home residents and staff. The project has had a positive impact, and we look forward to evaluating the results. These are just two examples of how we continuously work towards improving access to care and enhancing programs and services for the patients, residents and clients we serve.

MILESTONES

Congratulations to the Brandon Satellite Residency Campus, which reached a 10-year milestone in 2023. PMH continues its strong partnership with the University of Manitoba Residency Program and is excited about the recruitment possibilities for graduates of the campus programs. Speaking of milestones, the Parkland Family Medicine Unit based in Dauphin is set to recognize its 30th year of operation in 2023. We are fortunate to have these two well-established and successful programs in our health region.

2022/2023 FINANCIAL POSITION

PMH's audited financial statements show an annual surplus of \$4.1M for the 2022/2023 fiscal year. This surplus includes a restructuring gain of \$8.9M related to transfers in and out with Shared Health, offset by a capital deficit of \$4.7M due to the timing of capital funds and related amortization. The COVID-19 pandemic continued to pose challenges in the year, contributing to additional expenditures in many areas, such as extra personal protective equipment and other supplies, additional cleaning and distancing measures, and overtime and agency costs related to staffing shortages. Global economic impacts and resulting inflation caused service and supply prices to increase significantly. *(More information on the region's financial position can be found beginning on Page 51).*

OUR YEAR AHEAD

Over the next year, we will continue to work towards a new normal as a different pandemic stage comes into focus. The PMH Board and Executive Team will continue to advance our regional strategic goals in coordination with the Province and Shared Health and continue with our robust health planning processes and community engagement opportunities.

On behalf of the PMH Board and Management, we sincerely recognize, acknowledge and appreciate our staff. Staff continue to give of themselves with dedication, care and compassion. In the face of the worldwide pandemic, we have learned that it truly takes everybody, all healthcare workers from all classifications who are part of Team PMH, to work towards our Vision of: *"Health and Wellness for All."*

Thank you for your collaborative efforts, which help serve our patients, residents and clients every day!

Sincerely,

A handwritten signature in blue ink, appearing to read 'B. Schoonbaert', written over a horizontal line.

Brian Schoonbaert
PMH CEO

MESSAGE DU DIRECTEUR GÉNÉRAL

En premier lieu, j'aimerais remercier chaleureusement nos travailleurs du secteur de la santé, qui ont dû assumer bien plus que leurs tâches quotidiennes. Nous savons que les membres du personnel se sont sentis débordés, épuisés et parfois inquiets. Nous sommes toujours déterminés à offrir le plus de services possible compte tenu des ressources humaines à notre disposition au chapitre de la santé. Nous avons apporté plus de soutien aux membres du personnel, afin qu'ils puissent également prendre soin d'eux-mêmes! Nous réjouissons des nouvelles et meilleures possibilités qui vont maintenant s'offrir à nous.

NOUVELLES INSTALLATIONS DE SOINS DE SANTÉ ET AGRANDISSEMENT D'INSTALLATIONS EXISTANTES

En 2022-2023, Prairie Mountain Health (PMH) a participé à la pose de la première pierre du nouvel hôpital de Neepawa. L'ORS a également organisé une séance d'information publique à l'intention des parties prenantes de la région, laquelle a suscité beaucoup d'intérêt. La construction du nouvel hôpital de 60 lits est bien entamée. Le service d'urgence, auquel viendra s'ajouter une salle d'hémodialyse, sera agrandi. Le nouvel hôpital, qui sera presque quatre fois plus grand que l'établissement actuel, devrait être prêt quelque part en 2025.

Les travaux d'agrandissement ont également commencé au centre régional de santé de Brandon (CRSB) et au Western Manitoba Cancer Centre (WMCC). Le réaménagement du CRSB comprendra un nouveau service de soins intensifs de 16 lits au rez-de-chaussée, le réaménagement du service de soins intensifs néonataux et l'ajout de lits au service de médecine du deuxième étage. Ces travaux de réaménagement s'ajoutent au plan global visant à s'assurer que le CRSB demeure un centre de santé intermédiaire provincial et le principal centre de soins actifs de notre région sanitaire.

Le centre régional de santé de Dauphin (CRSD) a entamé des travaux de réaménagement à la fin de 2023 pour se doter d'un nouveau service d'endoscopie, déplacer le service de cancérologie au rez-de-chaussée et ajouter des lits au service de médecine du deuxième étage de l'hôpital.

Les travaux de réaménagement du service d'urgence ont également commencé à Killarney, Souris et Virden. Ces localités disposeront désormais d'espaces dédiés à l'inscription et au triage des cas, et profiteront de meilleures salles de traitement une fois les travaux menés à terme.

Vous trouverez à la *page 46* de plus amples renseignements sur les principaux projets d'immobilisations de PMH et d'autres mises à jour dignes de mention à cet égard.

ACCÈS AUX SOINS ET AUGMENTATION DE LA CAPACITÉ

Nous avons poursuivi notre participation active au groupe de travail provincial sur le diagnostic et le rétablissement. PMH et Soins communs Manitoba sont encore en réflexion quant aux détails de conception, de construction et de fonctionnement, en vue de l'ajout d'un tomodensitomètre au centre de santé Swan Valley (CSSV) de Swan River. Nous étions très heureux de participer à l'annonce du gouvernement provincial à l'été 2022 et, avec Soins communs Manitoba, nous prévoyons la mise en service du nouveau tomodensitomètre en 2024.

Au printemps 2022, nous sommes joints aux représentants provinciaux à Russell, pour saluer l'ajout tant attendu d'un plus grand service de cancérologie au centre de santé de Russell. Le comité d'Expanding Community Cancer Care (ECCC) de la région a recueilli la somme impressionnante de 1,8 million de dollars sur les 2,5 millions de dollars requis pour ce projet d'immobilisations, la contribution de la province s'élevant à 700 000 dollars pour couvrir le reste de cet investissement.

RECRUTEMENT ET MAINTIEN DE L'EFFECTIF

En collaboration avec nos partenaires du secteur de la santé, notamment Santé Manitoba, Soins communs Manitoba et plusieurs établissements d'enseignement, nous avons beaucoup accompli au chapitre de l'investissement dans les personnes, lesquelles constituent notre plus précieuse ressource! Nous continuons à œuvrer de concert avec la province conformément au Plan d'action sur les ressources humaines en santé, publié en novembre 2022. Ce plan provincial d'une valeur de 200 millions de dollars vise à retenir, former et recruter des travailleurs du secteur de la santé dans toute la province, en vue d'attirer 2 000 prestataires de soins de santé et d'éliminer les heures supplémentaires obligatoires.

En collaboration avec la province et l'Assiniboine Community College (ACC), on a procédé à l'annonce d'importants programmes en soins infirmiers pour notre région. À la fin du mois de février 2023, on a dévoilé l'offre unique d'un programme à Neepawa, soit la formation de 25 infirmières praticiennes et infirmiers praticiens. L'ACC a annoncé au début du mois de mars 2023 qu'il offrirait à nouveau, pour une deuxième fois, le programme de soins infirmiers auxiliaires à Virden, au Manitoba, là où ont lieu en rotation des programmes en région rurale. Ce programme débutera en septembre 2024 et pourra accueillir un nombre maximal de 25 étudiants.

En février 2023, nous avons eu le bonheur de participer à la mission provinciale de recrutement de professionnels en soins de santé aux Philippines. Après cette mission à l'étranger, nous avons veillé à ce que les personnes ayant accepté une offre d'emploi aient le soutien requis pour réussir une fois arrivées, soit

durant la deuxième moitié de l'année 2023. PMH a attribué 64 postes consécutivement à ce projet de recrutement. Ces nouveaux employés sont des infirmières ou infirmiers autorisés, des infirmières ou infirmiers auxiliaires et des aides en soins de santé.

Vous trouverez à la *page 19* de plus amples renseignements sur les activités de recrutement et de maintien en poste du personnel.

INNOVATIONS

L'ORS Prairie Mountain Health s'enorgueillit de l'essai de nouvelles stratégies ou méthodes d'amélioration de sa capacité collective à fournir de meilleurs soins. En partenariat avec Santé Canada et Soins communs Manitoba, PMH a lancé un projet pilote visant à améliorer l'accès aux services de lutte contre les dépendances dans la région sanitaire. Avec le soutien financier du Programme sur l'usage et les dépendances aux substances de Santé Canada, et en collaboration avec les partenaires de santé et les parties prenantes de la région, PMH a commencé à offrir des séances mobiles d'une journée d'accès rapide aux traitements des dépendances (ARTD) dans trois collectivités : Wuskwi Siphik, Russell et Virden.

En novembre 2022, le centre de santé Erickson a reçu une subvention d'Excellence en santé Canada pour la mise en œuvre de stratégies de mieux-être axées sur des données probantes, offertes aux résidents et au personnel des foyers de soins. Le projet a eu de bonnes répercussions et nous sommes impatients d'en évaluer les résultats. Ce ne sont là que deux exemples de nos efforts constants d'amélioration de l'accès aux soins, ainsi que des programmes et des services que nous offrons à nos patients, résidents et bénéficiaires.

ÉTAPES IMPORTANTES

Félicitations au Brandon Satellite Residency Campus qui a franchi le cap des dix années d'existence en 2023.

L'ORS Prairie Mountain Health poursuit son indéfectible partenariat avec le programme de résidence de l'Université du Manitoba, et se réjouit des possibilités de recrutement pour les diplômés des programmes du campus. En outre à cet égard, le service de médecine familiale de Parkland, situé à Dauphin, célébrera sa 30^e année d'activité en 2023. Notre région sanitaire est chanceuse de disposer de ces deux programmes bien établis et qui connaissent un réel succès.

SITUATION FINANCIÈRE DE 2022-2023

Les états financiers vérifiés de PMH font état d'un excédent annuel de 4,1 millions de dollars pour l'exercice 2022-2023. Cet excédent comprend un gain de restructuration de 8,9 millions associé aux transferts d'entrée et de sortie avec Soins communs Manitoba, compensé par un déficit en immobilisations de 4,7 millions en raison du calendrier du fonds des immobilisations et de leur période d'amortissement. La

pandémie de COVID-19 a continué de causer des difficultés durant l'année, ce qui a entraîné des dépenses supplémentaires dans de nombreux domaines, comme le surplus requis en matière d'équipement de protection personnelle et d'autres fournitures, les activités supplémentaires liées au nettoyage et à la distanciation, les heures supplémentaires et le recours aux agences nécessités par la pénurie de personnel. L'impact de l'économie mondiale et de l'inflation qui en a résulté a entraîné une importante augmentation des prix des services et des fournitures. (Vous trouverez à la page 51 de plus amples renseignements sur la situation financière de la région.)

L'ANNÉE À VENIR

Au cours de l'année à venir, nous continuerons de bâtir une nouvelle normalité, alors qu'une autre phase de la pandémie se profile à l'horizon. Le conseil d'administration et l'équipe de direction de PMH poursuivront leur démarche vers l'atteinte des objectifs stratégiques pour la région, en collaboration avec la province et Soins communs Manitoba. Ils continueront d'appliquer leur énergique procédure de planification en matière de santé et d'exploiter les possibilités de mobilisation communautaire.

Le conseil d'administration et l'équipe de direction de PMH reconnaissent, célèbrent et apprécient sincèrement leur personnel. Nos travailleurs dévoués et compatissants prennent leur travail à cœur. Notre lutte contre la pandémie mondiale nous a fait réaliser que, pour concrétiser notre vision (« *La santé et le bien-être pour tous* »), la contribution de tous est essentielle, soit celle de tous les travailleurs de la santé qui font partie de l'équipe de PMH, quelle que soit leur classification.

Nous vous remercions pour votre collaboration. Votre labeur contribue à offrir des services tous les jours à nos patients, nos résidents et nos bénéficiaires.

Sur ces mots, je vous prie d'agréer mes salutations distinguées.

Le directeur général de PMH,



Brian Schoonbaert

BOARD GOVERNANCE

Prairie Mountain Health operates under the direction of a Board of Directors, appointed by the Minister of Health. The Board's mandate and responsibilities arise from the *Regional Health Authorities Act*. The Act provides the legislated responsibility and authority to plan, manage, deliver, monitor and evaluate health services within the region. The Board does this in a variety of ways, including providing sufficient oversight measures and ensuring the organization's accountability by monitoring and evaluating its performance. This includes interacting and communicating with its stakeholders and partners, which includes the general public. Although Board members reside in various communities throughout the health region, they represent the entire region at the Board table.

The PMH Board of Directors conducts about 10 meetings per year, through a combination of virtual and in person meetings.

The Board oversees the establishment of regional strategic priorities contained within the Strategic Plan. Associated performance measures and major initiatives are monitored on a regular basis. Normally, strategic priorities are constant over a five-year period, however, due to the COVID-19 pandemic and Health System Transformation, the PMH Strategic Plan priority period was extended by a year ending in 2022.

Supporting the work of the Board of Directors are four (4) Standing Committees of the Board:

- 1) **The Finance / Audit Committee** advises and makes recommendations to the Board respecting:
 - a. the annual budget for capital and operating revenues and expenditures for the ensuing fiscal year;
 - b. review of management's plans, processes and systems necessary to obtain reasonable assurance that financial risk is being effectively managed and controlled
 - c. the audit plan and results of the external audit,
 - d. the development of Board policies for the management of funds in accordance with relevant legislation and financial reporting and controls, investment, banking, insurance, donations, bequests, endowments, tendering and purchasing
- 2) **The Human Resources Committee** advises and makes recommendations to the Board respecting:
 - a. Human Resource priorities within PMH with respect to recruitment and retention policies designed to make the work force of PMH more reflective of the population of the Province of

Manitoba with special attention to Indigenous peoples and to meet the needs of the francophone population of Manitoba.

- b. Engaging with other institutions and organizations in PMH and the Province of Manitoba regarding recruitment to assist in development and implementing joint programs to recruit and retain health care professionals and health care workers in PMH.
- c. Advocacy & Support to recruitment and retention strategies for Prairie Mountain Health
- d. Liaising with communities trying to foster collaborative relationships and keeping them engaged in recruitment and retention.

3) **The Quality/Patient Safety Committee** advises and makes recommendations to the Board respecting:

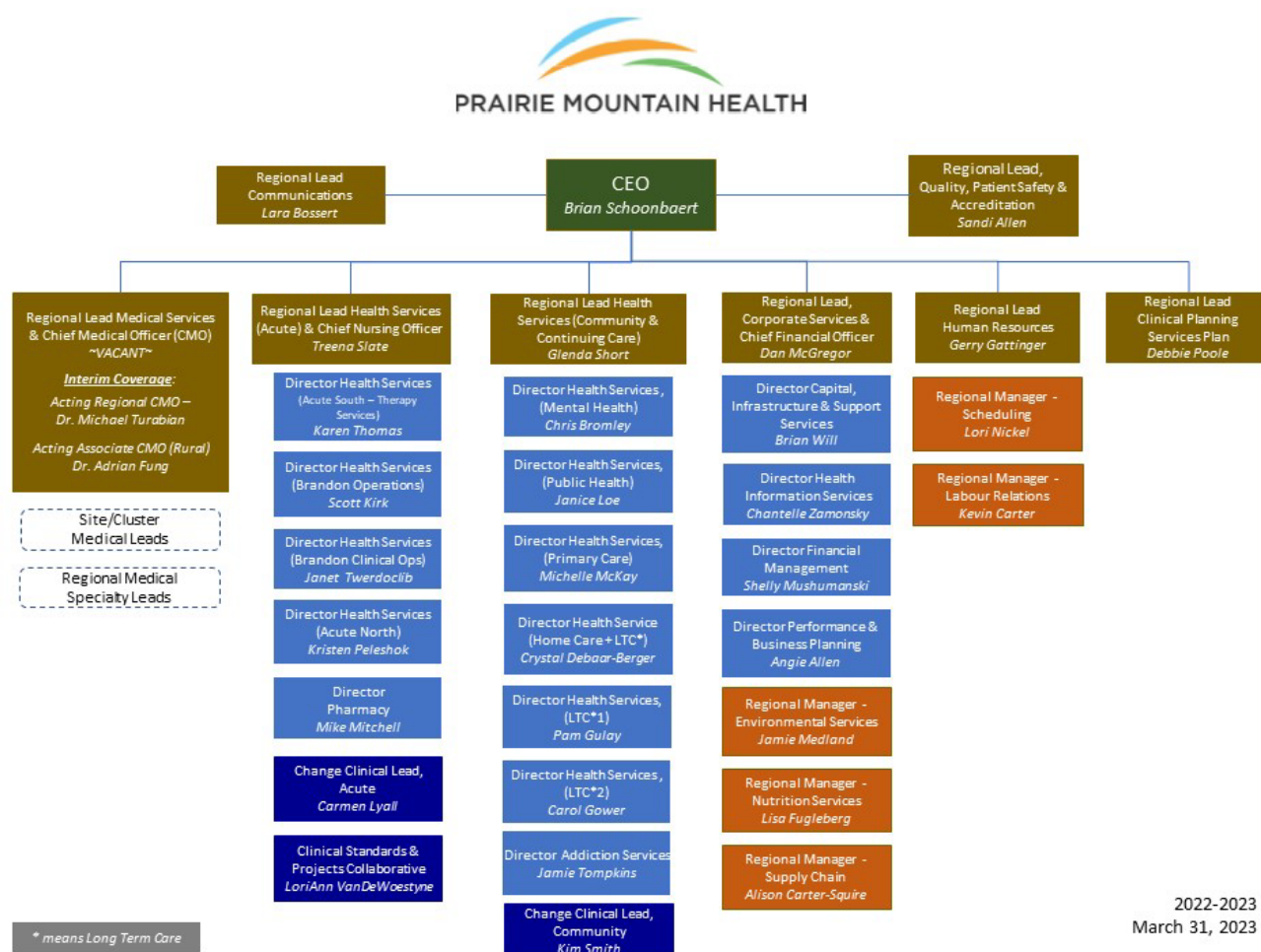
- a. Standards and practices to improve quality, patient safety and innovation in health care
- b. Structures and processes to monitor and review performance related to quality, patient safety, community input and feedback and compliance with accreditation standards;
- c. Approving and monitoring key system-level performance measures/indicators of quality and patient safety
- d. Reviewing critical incident reports and safety learning summaries; and monitoring actions taken to address recommendations for improvement in an effort to build a culture of safety and learning.
- e. Learning through listening to patient stories to better inform the work of the committee.

4) **The Regional Ethics Committee** advises and makes recommendations to the Board respecting:

- a. Fostering an ethical climate within PMH and promote the integration of ethical practice

STAKEHOLDER/HEALTH PARTNER CONSULTATION: Stakeholder meetings are held across the region with stakeholders and health partners to discuss local health related issues. Meetings may be held 'in-person' or by virtual means.

ORGANIZATIONAL STRUCTURE



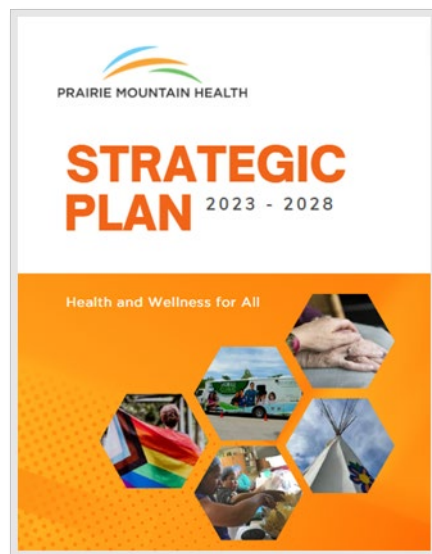
Organizational Structure 2022 - 2023

- Staffing at the senior Leadership level for Prairie Mountain Health remained relatively status quo throughout 2022 – 2023.
- The only significant change in leadership was the vacancy in the Regional Lead – Medical Services & Chief Medical Officer position. While recruitment is underway for this position, interim coverage was provided by Dr. Michael Turabian and Dr. Adrian Fung. As well, during this interim period, Pharmacy Services began temporarily reporting through the Regional Lead – Health Services Acute & Chief Nursing Officer.

STRATEGIC PLANNING

In spring 2022, Prairie Mountain Health embarked on the development of a new five-year strategic plan for 2023 – 2028. This plan is a road map of where we are, where we are going and how we will get there. It defines who we are, identifies our organizational priorities and lists specific goals to achieve those priorities. Several of these goals also advance our commitment to the Truth and Reconciliation Commission Calls to Action.

Throughout the strategic planning process, we ensured our overall plan is aligned with provincial Health System Transformation and the implementation of Manitoba's Clinical and Preventive Services Plan.



Planning sessions involved the PMH Board of Directors, Executive Management Team and portfolio Directors. We were fortunate that many staff also engaged in the process and we received feedback from a broad range of community partners that helped to form the strategic goals for the organization.

Based on a review of existing data and input received, we developed a new Vision, Mission and Values for Prairie Mountain Health that will guide our actions over the next five years.

VISION: Health and Wellness for All

MISSION: We partner with others to promote and improve health through quality, client-centred healthcare.

VALUES:

Integrity - We commit to honesty and ethical behaviour.

Accountability - We take ownership of our actions.

Equity - We strive to deliver health services where and when they are most needed.

Respect - We believe that kindness matters – to each other and those we serve.

Engagement - We connect, listen, and work together.

Quality - We aim for excellence, individually and collectively.

We are proud of the [PMH 2023-2028 Strategic Plan](#) and are confident that we will improve the health status of the residents of Prairie Mountain Health.

PMH COMMUNICATIONS

The region continued to improve internal and external communication processes in 2022-2023. These include:

Website – www.prairiemountainhealth.ca – In February 2023, PMH launched a redesigned website to better help the needs of our clients and visitors. This includes real time emergency department schedules which are updated daily. We strive to provide easy access to current news, events, public alerts, information about programs and services, as well as career opportunities.

Staff Intranet – Our internal website designed specifically for staff knowledge ensures our employees can easily find policies, health program/service information, internal directory assistance, education updates and career information. Our intranet also consists of a file sharing system to help staff work within team environments. The weekly electronic staff newsletter, *Prompt*, is also housed within the Intranet.

Health Plus - A subscription-based electronic newsletter which has greatly reduced the need for printed copies saving both the environment and cost. Those wishing to subscribe to the Health Plus monthly newsletter can visit the PMH website to register.

[Join our mailing list](#) [View all editions](#)

Human Resources Support – In 2022-2023, the Communications team increased focus on public awareness of careers and recruitment initiatives. One such initiative included the purchase (with funds provided by the Brandon Regional Health Centre Foundation) of a canopy tent and banners for use in parades, fairs and events across the region.

Promotional Material Development – Used to assist all programs and services in the development and design of consistent and easy-to-understand public education matter such as pamphlets and posters.

Social Media - Prairie Mountain Health has active Facebook, Instagram and Twitter accounts along with a YouTube channel.

Video Production – External and internal videos are created for staff education, and general public information. Videos are also produced for virtual public education such as post knee and hip operation and heart attack recovery.

Digital Signage – Plans for a new electronic messaging system is currently under review. This proposal plans to expand what was our past system to include more communities and incorporate donor recognition information.

Communication Plan - internal and external evaluations continue regarding the effectiveness of the region's communication methods.



[Prairie Mountain Health](#)

9.3K FOLLOWERS

9% ↑ since 2022



[@prairiemthealth](#)

2236 FOLLOWERS

8.9% ↑ since 2022



[Prairie Mountain Health](#)

Videos created for both staff and public education



[@prairiemthealth](#)

1349 FOLLOWERS

9.6% ↑ since 2022

ABOUT PMH

Prairie Mountain Health spans an area from the 53rd parallel in the north to the United States border in the south and from the Saskatchewan border across to Lake Manitoba to the east. It covers an area of 67,000 square kilometres.

This land is defined as the traditional territories of the Cree, Dakota, Ojibway, Oji-Cree and homelands of the Métis. Acknowledging traditional territories and treaties confirms recognition and respect for the Indigenous populations, past and present.

There are 14 First Nation communities situated in the geographical area of PMH. The First Nation communities of Ebb & Flow, Keeseekoowenin, O-Chi-Chak-Ko-Sipi and Skownan are signatory to Treaty # 2 that was signed in 1871. Gambler First Nation, Pine Creek, Rolling River, Sapotaweyak Cree Nation, Tootinaowaziibeeng, Waywayseecappo and Wuskwi Sipiik are signatory to Treaty # 4 that was signed in 1874.

The Dakota First Nation communities of Birdtail Sioux, Sioux Valley and Canupawakpa are not a part of the numbered treaties. However, they are recognized as having occupation of territories within Manitoba and have secured alliances and arrangements with the Crown.

The Manitoba Métis Federation (MMF) is represented by seven regions with a provincial Métis population of well over 120,000. The MMF-Southwest and MMF-Northwest regions are within the boundaries of PMH with a small pocket of several northern Métis Locals/communities affiliated to MMF's The Pas Region.

PMH is home to 38 Hutterite communities, all of which are located south of Riding Mountain National Park.

There are two designated Francophone communities; St. Lazare in the district of Asessippi and Ste. Rose in the district of Agassiz Mountain. There is also a significant French speaking community on and around the Canadian Forces Base Shilo.



PMH at a Glance

Health and Wellness for All



Geographic area: 67,000 sq. kms

First Nation communities: 14

Number of municipalities: 58

Northern Community Councils: 15

Hutterite communities: 38

Prairie Mountain Health region (approx. shaded green area on map to the left) is one of five Regional Health Authorities in Manitoba.

Communities listed are for area/boundary reference points only and do not indicate the total number of communities, or size of communities, within PMH.



Population within PMH: 168,876

Percentage of MB population: 12.6 %

Indigenous population within PMH: 31,170

Indigenous population (as % of MB Indigenous pop.): 13.1%

Number of PMH employees: 7,500

Total number of physicians: 244

Number of specialists: 81

Nurse Practitioners: 26



Acute care sites: 20

Acute care beds: 795

Long term care sites: 43

Long term care beds: 2,003

Transitional care sites: 9

Transitional care beds: 91

Non-devolved (Affiliates): 6

Shared Health EMS (ambulance) facilities: 38

Psychiatry Beds: 57

Primary Health Care Centres: 7

In-House Addiction Treatment Facilities: 2



Dialysis Units: 4

MRI machines: 2

CT Scan machines: 2

Mobile Clinic: 1
(Primary care bus)

Community Cancer Programs: 7

My Health Teams: 2

Telehealth communities: 27

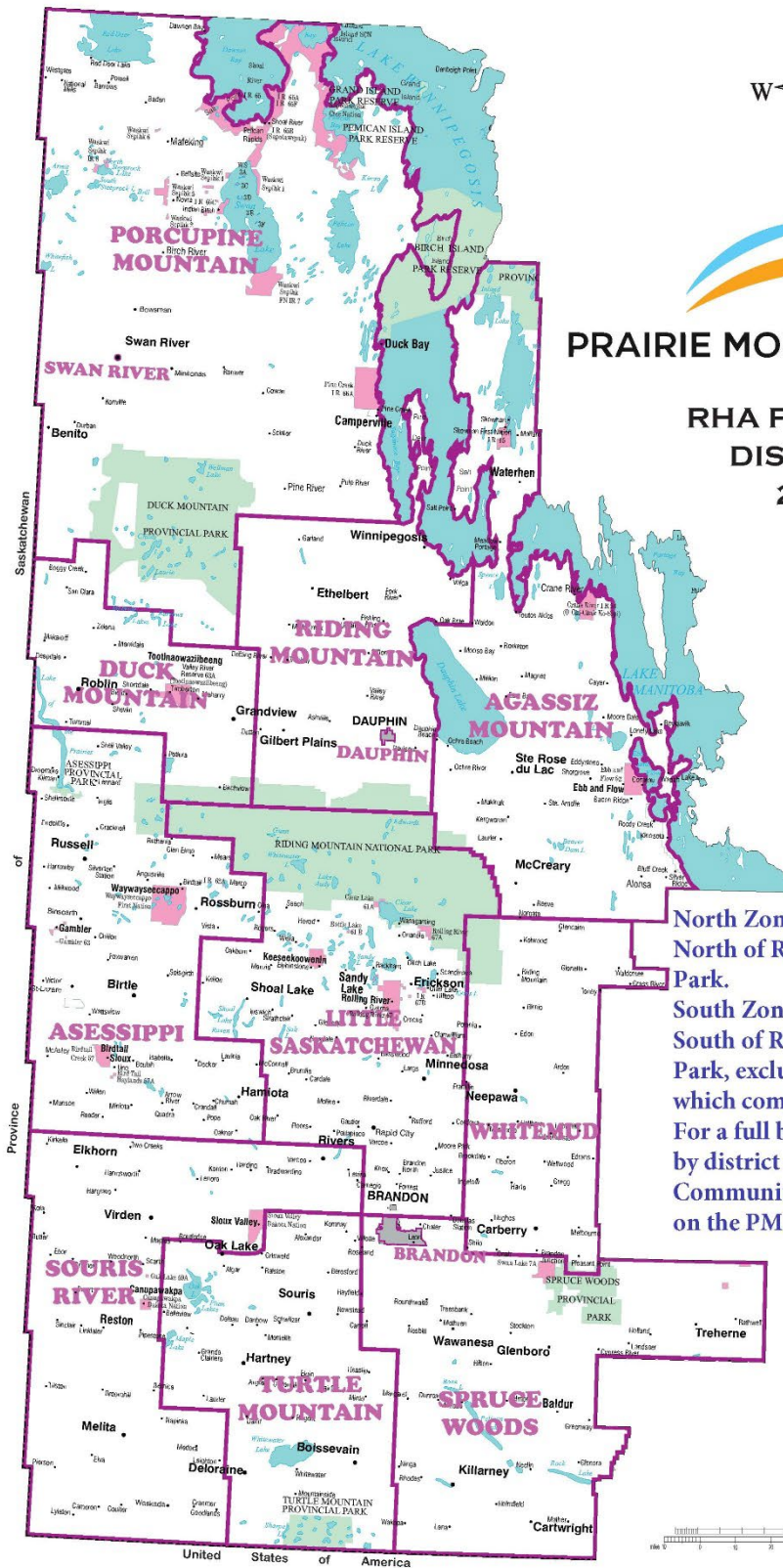
**This is a snapshot of services offered within PMH. Visit www.prairiemountainhealth.ca for information on additional services.



All numbers are subject to change and were accurate at time of creation | September 2023.

www.prairiemountainhealth.ca





PRAIRIE MOUNTAIN HEALTH

RHA PLANNING DISTRICTS 2020

North Zone is made up of all districts North of Riding Mountain National Park.

South Zone is comprised of all districts South of Riding Mountain National Park, excluding the city of Brandon, which comprises Brandon Zone.

For a full breakdown of municipalities by district see Appendix 3 in the Community Health Assessment found on the PMH internet.

REPROMAP

Ph: 204-636-3584 Fax: 204-701-3585
email: repro@repromap.com
www.repromap.com

1551 Main Street South - 101 Box 770 - Dauphin, MB R7N 3B7

Capacity Building

Establish a sustainable workforce that meets future needs of PMH

Create a positive and safe work environment

Prairie Mountain Health (PMH) continues active efforts on all fronts to recruit health-care providers to the region. During the past year (2022-2023), PMH is pleased to provide a few highlights in some select areas.

NURSE PRACTITIONERS

Two Nurse Practitioners (NPs) started in different regional locations in 2022-2023. The Yellowhead Community Clinic in Shoal Lake welcomed NP Cathy Scofield-Singh in March 2023. She joined the Shoal Lake Medical Team at the Clinic. Earlier, NP Danielle Lewis accepted a position with PMH at the Souris Medical Clinic, Souris Hospital and Sioux Valley Health Centre. The health region continues to be very active in Nurse Practitioner recruitment and retention efforts. As of March 31, 2023, 23 NPs were providing service within 27 communities, which include shifts on the Mobile Clinic, services at medical clinics and in the 7th Street Health Access Centre.

During the last year, PMH initiated a program aimed at experienced Baccalaureate nurses to consider enhancing their skill-set to become Nurse Practitioners. The program included loan support and also required a return of service agreement.

For more information on Nurse Practitioners within PMH, view the health region's website here <https://www.pmh-mb.ca/nurse-practitioners>



NPs Cathy Scofield-Singh (Shoal Lake) and Danielle Lewis (Souris)

PHYSICIAN/SPECIALITY RECRUITMENT

PMH successfully recruited two general surgeons, an orthopedic spine surgeon, an Obs/Gynecologist, an anesthesiologist and an oral surgeon to Brandon. Four physicians from the Brandon residency program (three Emergency Room physicians, and one hospitalist) remained in Brandon. There were also two clinical assistants and one physician assistant recruited to Brandon. The region also secured two clinical assistants and one physician assistant in Brandon.

IMG PHYSICIAN RECRUITMENT

One of the initiatives the region utilizes as part of its overall recruitment strategy is the provincial Medical Licensure Program for International Medical Graduates (MLPIMG). The 'IMG Program' assists foreign-trained doctors in obtaining their medical license to be able to practice as a primary care (family) physician in Manitoba. In return for regional sponsorship, IMG physicians agree to practice in their respective communities for four years. The Program is supported by the University of Manitoba —Max Rady College of Medicine, the College of Physicians and Surgeons of Manitoba and Manitoba Health.

In 2022/2023, these communities included Neepawa, Roblin, Russell, Virden and Swan River. All of the physicians commenced work in September/October 2022.



**Dr. Jawed was recruited to the
Neepawa Medical Clinic in
September 2022**

INTERNATIONAL HEALTH-CARE PROVIDER RECRUITMENT

PMH was pleased to be a part of the provincial delegation that headed to the Philippines in February 2023 on a recruitment drive to interview qualified internationally educated nurses and other health-care providers (including health care aides) to potentially work within the health region. The mission included recruitment efforts in three cities (Manila, Cebu and Iloilo) and applicants were pre-screened to ensure those that would be interviewed have the skillset and qualifications required to work in Canada. Additional work would be done with Manitoba Immigration pathway officers to help guide and assist successful applicants with the support they would need in the immigration and settlement process. It was anticipated new hires could begin as early as September 2023.

HOME for the SUMMER

The 2022 Home for the Summer Program, an inter-professional summer student initiative coordinated with the Health Care Providers Network of Manitoba, saw a total of nine (4 first/5 second-year medical Students) experience clinical opportunities in family practice, obstetrics/gynecology, ER, Indigenous Health, Pathology, Cancer Care, Addictions Medicine and hospital based medicine (Hospitalist). There were 16 post-secondary students that participated in the program, fulfilling summer student roles in Mental Health, Pharmacy, Health Information Services, Human Resources, Community Support Services, Respiratory Therapy, Clinical Education, Public Health.

Two Regional Interprofessional Projects took place over the summer where students from varied health programs worked together on each of the projects. A group of four students worked on a Long Term Care project focusing on pressure injuries in long term care and the second group of three students concentrated their efforts in the Emergency Room (ER) focusing on pediatric ER visits. Thank you to all students who contribute to the health care workforce.

EDUCATIONAL LOAN PROGRAM

In August 2022, PMH introduced an interest free Educational Loan Program to assist employees financially in furthering their education at a post-secondary institution in a health-related field of study. Several staff members have applied and been approved for loans. Upon completion of the program, a mutually agreed upon re-payment plan is arranged with the employee. This program supports both staff in their advancement of their educational needs as well as enhances the care we deliver by the new educational learnings that they will apply to their positions.

JANUARY BUS TOUR

Health-care students from both the University of Manitoba and Brandon University were a part of a two-day tour in January 2023, with site visits to Dauphin Regional Health Centre, St. Paul's PCH (Dauphin), Grandview Health Centre, Roblin Health Centre/PCH and Russell Health Centre. During the road trip, information was also shared about communities the bus went through which included Gilbert Plains, Neepawa, Minnedosa and Shoal Lake.



Planned activities at Asessippi Ski Resort (between Roblin and Russell), and Northgate Trails, located in Riding Mountain National Park, provided participants with a chance to get some exercise and have some fun!

PRACTICAL NURSING PROGRAMS

PMH was excited to learn of the province's investment of \$2.1 million in a one-time, 25-student cohort at Assiniboine Community College (ACC) for a practical nursing diploma program in Neepawa. Graduates of the program will be eligible to fill positions at the new hospital under construction in Neepawa, scheduled for completion in 2025. ACC also announced two rural rotating practical nurse training opportunities in Virden. The initial Virden-site program commenced in September 2022 with capacity for 25 students. The second intake, with capacity for another 25 students, is set to start in September 2024.

MONTHLY CAREER SPOTLIGHT

Each month a new career takes the spotlight for individuals to learn about the responsibilities, education requirements and opportunities available in a specific department/program/service. The following careers have been showcased through social media platforms and on the PMH website; Health Care Aide, Nursing, Medical Device Reprocessing, Facility Engineering Services (include trades & maintenance) and Health Information Services. It is important to highlight the variety of careers one can have in the healthcare system and try to attract new workers. To learn more about these career opportunities, visit <https://prairiemountainhealth.ca/careers/career-spotlight/>

CAREER FAIRS / CAREER PRESENTATIONS

The Recruitment Team delivered 36 career presentations to a variety of audiences throughout the year including high school students and post-secondary students. Career pathing information is made available along with navigation of the diverse employment opportunities in health care. Attendance at 18 career events/fairs included community events for public as well as University/College fairs designed for specific student groups such as nursing. Dauphin Health Centre hosted the Lifeworks Class during two different occasions for a field trip to the facility to learn about a variety of health care careers. Promotion of health care careers continues through high school, post-secondary and public connections.

MEDICAL STUDENT RURAL WEEK

A near full slate of first-year medical students from the University of Manitoba's (U of M) Max Rady College of Medicine (Rady Faculty of Health Sciences) participated in 'Rural Week' (May 2022) within PMH. During the last two years, the COVID pandemic had limited both the number of students participating in health facilities as well as normally scheduled community activities. PMH remained an active partner throughout the week— with 23 medical students assigned to nine communities. Communities participating in 2022-2023 included Brandon, Dauphin, Hamiota, Roblin, Neepawa, Russell, Ste. Rose, Treherne, Souris.



Students took part in a variety of rural physician practices, and in most cases, tagged along with a 'doc' to see how their patient days unfolded. Students also received assignments that allowed them to explore communities on their own. Rural Week, as part of the U of M medical 1 curriculum, first started in 2003.

MEDICAL STUDENT RURAL INTEREST GROUP

In partnership with the Manitoba Health Care Providers Network (MHCPN) and Max Rady College of Medicine, Faculty of Sciences, PMH hosted the University of Manitoba medical student Rural Interest Group in Brandon in January 2023. The Rural Interest Group (RIG) weekend highlighted the benefits of practicing medicine in rural communities and available lifestyle opportunities. Some 34 first and second-year medical students took part.

PMH continues to be a strong advocate for the initiative as it provides the health region with additional opportunities to engage medical students early in their training.

Clinical workstations were set up at Brandon Regional Health Centre that allowed students to put their skills to the test by undertaking tasks like suturing, casting and airway management. Both MHCPN and PMH sincerely appreciate the support of regional physicians, staff and volunteers who help make the RIG weekend a success.



2022 FAMILY MEDICINE RETREAT

Prairie Mountain Health (PMH) was proud to host the provincial Family Medicine Residents' Retreat, which took place in Brandon in September 2022. The in-person event had been on hold for the past few years because of the COVID-19 pandemic. Over 90 family medicine residents attended the weekend gathering, which featured information sessions on breastfeeding, geriatric frailty, Medical Assistance in Dying, point of care ultrasound and physician billing and finance information. An interactive job fair

allowed many recruiters, including Regional Health Authorities and physician clinics throughout the province, to showcase their areas to prospective doctors. PMH plans to stay in touch with those interested in rural medicine.



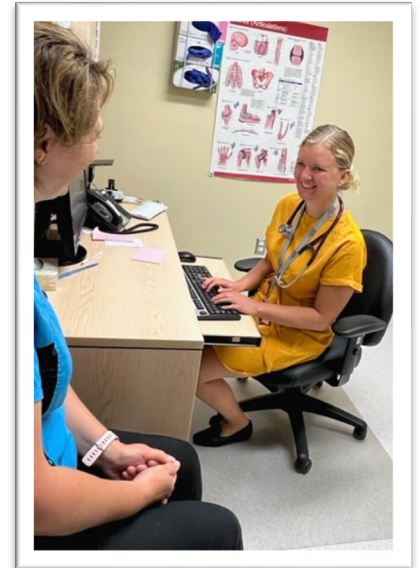


PRAIRIE MOUNTAIN HEALTH

Physician Assistant: Swan River

Physician Assistants (PAs) are health-care professionals who practice medicine under the supervision of a physician. They complement existing services and aid in improving patient access. PMH continues recruiting for these professionals and in 2022-2023, PA, Charnae Betcher, a Swan River resident, returned to her home community to work. Charnae is based at the Swan Valley Primary Care Centre (SVPCC) as part of the My Health Team initiative.

Betcher graduated with a Master of Physician Assistant Studies (MPAS) from the University of Manitoba (U of M) in October 2022. Of the three PA programs in Canada, UM is the only one to offer the program at a master's level. MPAS is a highly competitive program, with over 150 applicants vying for just 15 spots.



A Physician Assistant has the skills and experience to deal with medical emergencies, specialty practice environments, and everyday healthcare needs. The PA is a physician extender and not an independent practitioner; they work under the direction of supervising physicians within the client/patient-centered care team. As part of their comprehensive responsibilities, PAs can:

- conduct physical exams, diagnose and treat illnesses, order and interpret tests.
- counsel on preventive health care.
- assist in surgery, and write prescriptions.
- participate in education, research and provide some administrative services.

In Brandon, some PAs assist in general and specialist surgery along with areas like kidney disease and the renal unit. In Dauphin, the two PAs undertake different responsibilities —one works within the surgery program and the other within primary care. Physician Assistants also support psychiatry services.

Prairie Mountain Health CEO Brian Schoonbaert says the region has hired more Physician Assistants, Nurse Practitioners and Clinical Assistants to expand primary care availability. We continue to meet with our stakeholders and partners to review challenges and discuss potential solutions to health human resource shortages that the rest of the province and country face now.

Health System Sustainability

Develop regional infrastructure and processes

PROVINCIAL INFECTION AND PREVENTION CONTROL (IPC) POSITIONS

Prairie Mountain Health (PMH), in collaboration with Shared Health and Manitoba Health, moved forward with new provincial Infection Prevention and Control (IPC) positions. The targeted positions are specifically for Personal Care Homes (PCHs). These new positions are part of recommendations within the 2021 Stevenson Review, which outlined 17 actions to address immediate needs and the longer-term changes required to strengthen Manitoba's long-term care system. During the past year, work teams comprised of health system leaders, Personal Care Home (PCH) operators and long-term care organizations have worked together to propose these recommendations. The positions included a Provincial PCH Infection Prevention and Control Lead as well as IPC Nurse positions and IPC Associate positions.

The IPC Associate positions are new positions that were created to provide a 'day to day' presence to coordinate, lead and review infection control practices that staff follow in PCHs. PMH was very fortunate to receive funding for two Infection Control Nurses and nine Infection Control Associates to cover our 41 Personal Care Homes.

HEALTH CARE AIDE SUPPORT

As part of the Stevenson Review, a recommendation to review staffing levels in PCHs was undertaken. As a result, one of the strategies developed to enhance recruitment and retention efforts included designated grants to support the hiring of more health care aides. The Personal Care Home grant was specific to both trained and untrained health care aides (*with the condition that uncertified HCAs 'upskill' to become certified trained HCAs and they were new to the PCH.*) The support also extended to cover the cost of the education for an untrained Health Care Aide to obtain their Health Care Aide Certification with no costs to the staff member. A Return-of-Service agreement of one-year was attached to the initiative.

SERVICES NOTIFICATIONS

Staffing challenges at a number of health-care facilities within PMH region prompted the need to temporarily adjust ED and hospital admission hours at several sites to ensure reliable and consistent health services for residents and visitors. The challenges, resulting from a combination of vacancies, staff leaves and vacations were discussed with physician leadership, site staff, as well as key community stakeholders. These shortages heightened during the summer and Christmas holiday season in 2022. Information campaigns alerted the public to call ahead to see if their ED was open along with a reminder to consistently check the PMH website to

see the most up-to-date Emergency Department Schedules. Posters were circulated in facilities within affected communities. Social media platforms also provided timely updates.

All updated schedules can be found on the PMH website at

<https://www.prairiemountainhealth.ca/emergency-department-schedules>. Throughout, PMH remained committed to recruitment efforts of health-care staff across many sectors as well as physicians.

EMPLOYEE WELLNESS COMMITTEE

The overall goal of the Regional Employee Wellness Committee is: *"healthy employees, healthy workplace, healthy community"*. Throughout 2022-2023, the Employee Wellness Committee remained committed to supporting the mental health of our employees. The Committee continued to ensure staff could access the most current resources to support their mental health wellness throughout the year. The Wellness Committee organized or promoted a number of events, activities and educational opportunities all focused on the overall health and wellbeing of our hard working and dedicated staff. Some of these included:

- Truth & Reconciliation was promoted in September through the Wellness committee. Staff were encouraged to wear orange on September 30th as well as send in photos of their Indigenous art. Additionally, several books were added to Self-Development Resources for staff to sign out.
- Anti-bullying and the message of being kind to others was promoted on 'Pink Shirt Day'.
- Funding for staff to boost morale and provide team building opportunities via an Employee Wellness activity grant application process. Many of the submitted applications focused on providing staff with a fun, stress relieving activity such as a staff BBQ, bowling or a paint night.
- In March, in honour of Employee Appreciation month, the committee had various activities and larger prizes awarded for participation.



LEADERSHIP DEVELOPMENT

This past year, the need for increased education and support for leadership became clearly apparent. After three years of tirelessly leading staff through a grueling pandemic, the majority of PMH supervisors, managers and directors, like the staff they lead, were exhausted and burned out. Staff Development worked regionally and provincially to offer supports and education for managers to help them provide the support their staff needed.



A monthly fireside chat style education series, Leadership Lessons, provided the opportunity for executive leaders across the province to share their experiences and lessons learned with other healthcare leaders in Manitoba. Some of the topics covered included Putting Leaders' Emotional Intelligence to the Test, Putting into Practice Leadership Skills, The Evolution of a Nursing Leadership Approach, and the Elimination of Anti-Indigenous Racism. This series continues into the 2023-2024 fiscal year.

Leaders were also invited to attend virtual workshops on the topic of Building Resiliency. These workshops were designed to help leaders learn strategies and acquire tools to help them be an example of resilience for their teams. The workshop also addressed the need for leaders to make room for all kinds of emotions as staff dealt with the toll of the pandemic as they lead with strength while supporting the emotional wellbeing of staff (and themselves!).

EMPLOYEE RECOGNITION PROGRAM

The Employee Recognition program recognize staffs who have met long-service milestones of 20, 25, 30, 35, 40, 45 and 50 years of service. The program also recognizes PMH retirees. After two years of being unable to celebrate in person due to the pandemic in 2020 and 2021, this year saw the return of in-person celebration events in Brandon and Dauphin!



Over 200 long-service milestone staff were invited to bring a guest to join the PMH Board and Executive Management Team for a Trivia Night with complimentary wine and appetizers. Awards of appreciation were also given to long-service staff and retirees.

IMPROVED HEALTH STATUS & REDUCING HEALTH DISPARITIES

Partner to address social determinants of health and inequities

PMH MOBILE CLINIC

The PMH Mobile Clinic provides primary care services for people living in or near the communities of Birdtail Sioux Nation, Ebb and Flow First Nation, Keeseekooenin Ojibway Nation and O-Chi-Chak-Ko-Sipi First Nation. The 'clinic on wheels' provides a full range of services such as physical exams, diagnostic tests, immunizations, referrals and family care.



With the easing of COVID-19 restrictions during the last year, the Mobile Clinic saw a resurgence of in-person appointments for 2022 – 2023. Although it caused disruption, the pandemic also provided space for innovation. One learning was virtual care could be utilized to ensure client needs were met. This has altered and shaped how the Mobile Clinic functions on days where cancellations are inevitable due to adverse weather and road conditions. Rather than not providing service at all due to the clinic not being able to get to the community, we now offer services virtually on many of those days. Virtual care will continue to remain a mode of delivery that will ensure continuity and decrease service disruptions.

Where we recognize the value of virtual care and the importance of flexibility, we also noticed that a challenge through the pandemic was the inability to conduct direct physical examinations with some clients. An increase in the severity and complexity of conditions seen on the Mobile Clinic has been noted and believed to be due to lengths of times where clients were not seen as frequently in-person.

Each community the Mobile Clinic visits is unique, yet the relationships the providers establish with their clients makes this program successful despite the differences. Maintaining those relationships while offering appointments both virtually and in-person has been a priority.

Overall the Mobile Clinic visited the four communities it serves 137 times in 2022-2023 with a total of 3,143 client encounters, 85% of which were in-person, and 15% virtual.

INDIGENOUS HEALTH CLIENT INITIATIVE

PMH expanded its Indigenous Health staffing complement, including three Indigenous Health Client Advocates who help cultivate a relationship between Indigenous clients and health-care providers that is culturally sensitive and promotes culturally safe care and interactions. Indigenous Health Client Care Advocates facilitate communication between clients, families and care providers, providing emotional support and advocacy, language and medical translation where possible, and knowledge transfer of federal funding for health services to help facilitate spiritual and cultural care.

SAPOTAWEYAK CREE NATION PARTNERSHIP

PMH representatives were excited to be on hand for Grand Opening ceremonies of the new Sapotaweyak Cree Nation Primary Care Centre, which were held in June 2022. One of the key initiatives offered through the Centre involves the PMH My Health Team, developed in part, through a partnership with Sapotaweyak Cree Nation. Team members continue to provide itinerant services out of the new Centre, including nurse practitioner and physician services.

The My Health Team (MyHT) of professionals is located primarily within the Swan Valley Primary Care Centre (SVPCC) and provides outreach to serve clients in their homes, community settings, and remote locations such as Sapotaweyak and Wuskwi Siphik First Nations. All MyHT providers accept self-referrals from individuals in the community and any other health-care provider.

“Working with the My Health Team has been great as it has increased services provided within the community which strongly benefits the people living here,” said Sevanna Delaronde, Nurse in Charge, Sapotaweyak Cree Nation Health Authority. “Transportation into Swan River is an ongoing barrier to health care so the My Health Team improves accessibility by providing care right in the community,” Delaronde added.

PRIMARY CARE COLLABORATION

Lack of access to Primary Care services can negatively impact all clients, in particular vulnerable and marginalized clients. Access to primary care can be improved by further meshing primary care with community-based support services that clients may utilize for other reasons. Regular care network meetings involving community-based service providers is an important component in ensuring the needs of community members are met. Additionally, setting up a drop in services for clients to attend for any type of service



Pictured are (l-r) Rachel Dahl, PMH Registered Nurse/Nurse Practitioner (RN/NP) Sevanna Delaronde, SCN RN, Debbie Schulz, PMH RN/NP and Darlene Shingoose SCN RN.

facilitates the client's ability to get services. Brandon's 7th Street Health Access Centre works in partnership with many organizations, such as the Friendship Centre, Salvation Army, the Blue Door, and others, as well as regional partners to provide this collaboration.

TEEN CLINICS

PMH offers Teen Clinics in 16 different locations (three in Brandon and the remaining 13 outside of Brandon). During the last year, two new schools (Carberry and Neepawa) were added as locations. Teen Clinic activity increased as it was the first year in a couple of years –due to the COVID pandemic – that full-time classes resumed for all students.

In 2022-2023, there were 885 visits at Teen Clinics for various reasons including reproductive health, STBBI testing, mental health support, chronic conditions addictions and substance use and some other visits. Over 2,200 students took part in interactive games and display boards with Teen Clinic 'topics of the month', which included information on vaping, healthy relationships, substance use, and alcohol consumption.

Teen clinic services are offered by a variety of health-care providers including Nurse Practitioners, Public Health Nurses, Addictions Workers, Mental Health workers, Health Promotion staff and administration staff. PMH works collaboratively with our education partners to provide Teen Clinic services with the goal of helping students learn to be responsible for their own health and wellness.

MEAL IN 30 (NEEPAWA)

During Nutrition Month in March, the Neepawa Eats Healthy Committee introduced the Meal in 30 Project – a partnership with local community groups, agencies, the health region and the Neepawa Gladstone Co-op and Neepawa Safeway Grocery stores. "Meal in 30" kits started March 1st, 2023 at participating grocery stores. Shoppers looked for featured "Meal in 30" recipes, tried them at home, and then informed the committee what they thought by answering a short questionnaire (and a chance to win a grocery prize pack at the end of each month). The project also ran during April and May 2023.



Neepawa Eats Healthy is a group of dedicated partners representing local organizations and community members working together to improve healthy eating outcomes in the community.

"The goals of this project are to encourage local community members to cook and prepare healthy, budget friendly meals at home, build food skills, eat healthy and shop local " commented, Amanda Naughton Gale, committee member of the Neepawa Eats Healthy group.

The committee promoted a 'recipe of the month' which was quick and easy, included vegetables and/or fruit, had easy substitutions (based on some basic shelf ingredients) and remained budget friendly!

MEET OFF MAIN NIGHTS (SWAN RIVER)

Swan Valley Inter-agency, in partnership with Red Road Compass, Community Mobilization, Community Mental Health Association and Prairie Mountain Health My Health Team, came together to offer 'Meet off Main nights.' With so many pressing issues - addiction, mental health, trauma, poverty, homelessness and crime, there are no easy solutions. Meet off Main aimed to provide a safe, welcoming space for people to use the washroom, have a drink of water/coffee/tea and a warm meal while meeting valuable local service providers. With regular friendly faces provided by local addiction supports, social work supports, nurses, volunteers and community connectors, Meet off Main ultimately strived to connect those in need with those who can help.

After one year of providing space, hospitality, respect and services, those who use the program are incredibly grateful and appreciative. There were over 1500 visits by around 100 unique guests. Those who use the space look forward to the warmth of the area and meal and those who greet and interact with them.

COMMUNITY VOLUNTEER INCOME TAX PROGRAM

The Community Volunteer Income Tax Program (CVITP) is a free service to help low-income individuals with simple tax situations complete and file their income tax and benefit return. In 2022-2023, the total benefits and refunds to residents within PMH who used CVITP to complete their taxes was \$7,043,527. The average return to an individual client was around \$3,573. In Brandon, 14 volunteers helped clients with their returns, and in the rural areas, there were 11 volunteers who gave of their time.

CVITP is a collaboration between community organizations and the Canada Revenue Agency. Through this program, community organizations such as PMH bring together volunteers who prepare income tax returns for free. The program helps ensure that seniors, newcomers, students and all low-income residents maintain access to all the benefits to which they are entitled. This includes GST refunds, Canada Child benefit, MB Rent assist, Disability Tax credits, Pharmacare deductibles and more.



PRAIRIE MOUNTAIN HEALTH

Dietitians pay important role

Have you ever wondered why some foods give you energy while others make you crash? If you've ever been curious about the science behind nutrition, or what foods you should be eating to feel your best both mentally and physically, consider consulting a registered dietitian.

"We're not the food police so we're really trying to correct that misconception about our role," says Chantal Morais, a registered dietitian in Prairie Mountain Health. "Dietitians work across the health system, providing nutrition advice and recommendations in a variety of settings ranging from health promotion and prevention of chronic diseases to personal care homes and critical care units."



Chantal Morais

Dietitians have long been important members of health-care teams working across Manitoba, but the importance of their role was heightened during the pandemic with the need for appropriate nutrition and hydration policies in all settings.

"We know that a good baseline nutrition and being well-nourished can help keep people out of hospital, or if they are admitted for care, it's for a shorter time," Morais says. "When someone is malnourished, they are at higher risk of being readmitted to hospital, so our work in supporting patients to develop the knowledge and tools to stay nourished decreases recovery time and chances of readmission."

For Morais, each work day is a little different. As a dietitian working in health promotion, she works with community groups and organizations to promote healthy eating with a special focus on nutrition, food skills education and healthy food environments. With the cost of food on the rise, food security is top of mind for many groups and organizations that Morais works with.

"Because we work with diverse groups of people and communities, we need to be caring, compassionate and aware of social justice and the right to food security," adds Morais, who also leads various sessions for First Nations communities and health-care providers, and facilitates regional programs including [Strive to Thrive](#)

and [Craving Change](#). “People are looking for ideas for foods that are culturally relevant to them and are nourishing to their mind, body and spirit within their current budget. We can help with that.”

Passionate about her work and her profession, Morais gets excited when talking about bringing communities and community partners together to improve and support the health and well-being of a community.

“Working with various public health nurses and getting to visit different communities, there’s a lot of variety of work that I get to do,” Morais says.

“Seeing communities come together to develop wellness activities and keeping that momentum going in that community is what makes my job worthwhile. Supporting the health and well-being of a community is so rewarding.”

Morais has worked in rural Manitoba since completing her studies at the University of Manitoba. She worked first in Virden alongside a clinical team and then, after completing a master’s in public health, transitioned to her current role supporting health promotion in Hamiota and surrounding area.

“There are lots of opportunities and so much you can do as a dietitian,” Morais says. “Working rurally, I’m part of a really great interprofessional team and a great team of dietitians. I know rural jobs can be a bit lonely, especially if you are the only dietitian at a particular site, but there’s a whole team to stay connected with and always somebody that you can consult with. There’s always support here.”

Allied health providers like dietitians work in every community, across the full continuum of care needs and across the entire lifespan of the patients they serve.

“Our allied health providers are always there,” Morais says. “We’re often working behind the scenes in hospital, long-term care facilities, primary care facilities and in prevention. If you’re interested in nutrition, there’s so much opportunity to grow and mould your practice to align with your interests and what you’re passionate about.”



Chantal Morais (centre and wearing a striped shirt) stands in the Neepawa Arts Forward kitchen with Immigrant Settlement Services’ Cooking in Canada program preparing for a meal with newcomers.

Health System Innovation

Develop a culture of quality improvement

Plan based on experience, evidence and best practice

STEVENS ON REVIEW IMPLEMENTATION

In 2021, Manitoba Health called for a review of practices, policies and oversight, including staffing levels in Personal Care Homes (PCHs) following a significant COVID outbreak in a private PCH in Winnipeg. Dr Stevenson, who was contracted to do the review, made 17 recommendations on the operation of PCHs in the Province of Manitoba. Recommendations included but were not limited to; changes in staffing levels (housekeeping, nursing and allied health), implementation of eChart, provincial standardization of pandemic plans/policies, designated Infection Prevention and Control Professional positions and review of the current Long Term Care Licensing Standards. PCHs that have implemented their additional recreation, rehabilitation aides and nursing complement have noted the dedicated time that staff are getting to spend with residents and improvements to residents health status.

During 2022-2023, PMH PCHs started hiring into these new positions that expanded the staffing levels for nursing and added new Allied Health resources. PCH staff and residents have noted how wonderful it is to have more access to recreation activities, where an increase in recreation staff has afforded these enhancements. New Occupational Therapists that were hired have also commented on how it is so beneficial that they are able to regularly review residents in PCHs to monitor their seating, activity and well-being, which may not have occurred as frequently when they were providing both acute and PCH care.

MOVE (MOBILIZATION OF VULNERABLE ELDERLY)

The MOVE intervention is an interprofessional approach that focuses on early and consistent mobilization of older adults admitted to hospital. Due to its success, the initiative has spread throughout many hospitals across Canada and internationally. The initiative is aimed to assist clients in maintaining functional independence, reduce length of stay and improve client flow.

In PMH, the initiative was first applied at Dauphin Regional Health Centre. Pandemic related activities slowed implementation, but it is now fully implemented and seeing good results. Expansion of the initiative is planned for a rehabilitation floor at Brandon Regional Health Centre and amongst some other acute care rural hospitals.

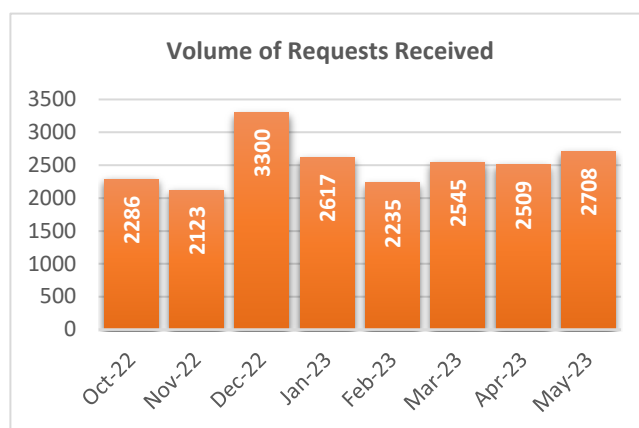
LONG TERM CARE ACCESS COORDINATOR (LTCAC)

To facilitate client flow into PCH, the Long Term Care Access Coordinator (LTCAC) is the regional point person to coordinate/manage the PCH wait lists including the Alternate Level of Care (ALC) movement of clients to Transitional Care Units or PCH beds from Acute Care or Community. LTCAC works with all PMH sites as well as the other regions in identifying bed placement for clients to ensure they are matched and placed in a timely fashion to a vacant bed to facilitate flow across the healthcare system. While clients may not be placed initially in their first facility of choice they will be moved to that facility as their turn comes on the wait list.

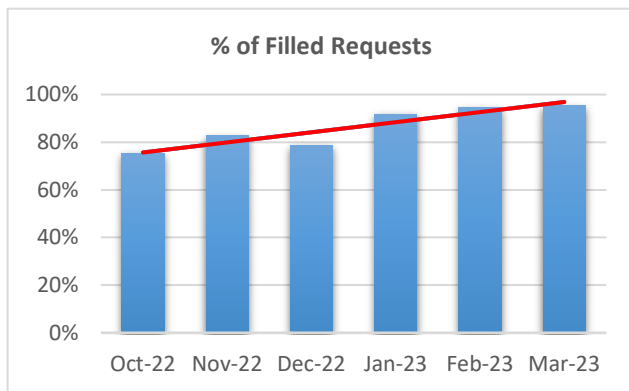
REGIONAL AGENCY PROCUREMENT OFFICE

As a result of staffing vacancies and recruitment challenges in order to keep all facilities operational, PMH has historically had to lean on external Agencies to assist with supporting Nursing and HCA vacancies within the Region. Traditionally, the responsibility of coordinating these external staff has fallen on individual site program managers and their designates.

In an effort to provide consistency within this process, maintain a centralized database and reduce the workloads for site managers, the Agency Procurement Office (APO) was established. In mid-June 2022, the APO officially opened and began a gradual roll-in of the various PMH Acute and Long-Term Care facilities. Our region was the first in the province to offer this kind of service and to date, a total of 47 sites have been incorporated into the program.



Centralizing the procurement of Agency staff within PMH means all of the relative information is stored in one database. This allows for a broader analysis and review of multiple variables pertaining to PMH's use of external Agencies. It is used to track trends across the Region and evaluate the success of the program. Data is analyzed and monitored to prevent the double booking of Agency staff, quantify concerns related to attendance and place holding, verify invoicing and the tracking and follow up of Agency billbacks.



In October 2022, the APO began tracking indicators relative to its operation. Key data sets include volume of requests received and the rate in which those requests are filled. Currently, the APO is receiving approximately 87 requests each day and securing agency for 95% of required shifts. In addition to securing Agency staff, the office is also responsible for booking accommodations and intake of all related invoices.

The APO will continue to gradually roll in 13 remaining sites, to complete the goal of providing full coverage to the entire PMH Region. As the APO evolves, processes will be refined with the objective of continuing to maintain fiscal responsibility while providing vital scheduling support to our partnering Acute and Long-Term Care facilities.

ACCREDITATION

PMH underwent a full Accreditation Survey in May and October 2021. Although successful Accreditation status was achieved, there were several areas that required follow-up.

Due to the transition of Addictions Services (formerly known as Addictions Foundations of Manitoba, or AFM) to PMH, extensive work was done to ensure Addiction Services had implemented or incorporated PMH policies, practices and systems that aligned with Accreditation Canada standards. Additional evidence was completed and submitted and we await the review and response from Accreditation Canada.

Additional follow-up evidence from PMH was also required in areas of Medication Management, Cancer Care, Critical Care, Medical Device Reprocessing, and Perioperative and Invasive Procedures. The majority of the follow-up evidence required was related to implementation of pre-existing draft policies and procedures. PMH has submitted the additional evidence requested and we await a review and response from Accreditation Canada.

Planning has begun in PMH for a 2024 Accreditation Survey, as well as participation in the new Provincial Accreditation sequence to begin in 2025. In compliance with provincial regulations, complete accreditation results are posted on the PMH website under the “about us” (Regional Reports) section or you can view the full report [here](#)

CLIENT SATISFACTION

Hearing the Voice of the Customer is important to PMH and helps ensure we are Client-Centered and incorporating the patient/client/family voice and making improvements in the delivery of care and service. PMH surveys clients of most programs and services at least every two years. Manitoba Health conducts a Client Experience survey in acute care on an on-going bases. All surveys provide data results that are used to create site or program level reports to help inform activities, or decisions to improve the patient experience.

PMH strives for a 75% “excellence” rating and many programs achieve that level. Results from surveys are used on team/department level actions plans and are shared with The Governing Board Quality Patient Safety Sub-committee, and Accreditation Quality and Required Organizational Practice (ROP) Teams.

A public report is created from the Broad categories of the PMH Declaration of Patient Values and its posted on the public website. See link [PMHQuarterly_CEQ_Report_03-01-2022.pdf \(prairiemountainhealth.ca\)](https://prairiemountainhealth.ca/PMHQuarterly_CEQ_Report_03-01-2022.pdf)





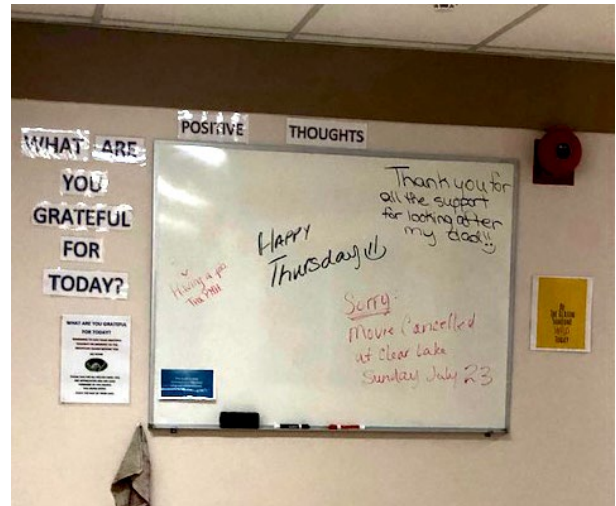
PRAIRIE MOUNTAIN HEALTH

Erickson Health Centre

In November 2022, the Erickson Health Centre was the successful recipient of a Healthcare Excellence Canada Grant for a project aimed at enhancing the wellness of staff and care home residents. By applying simple, evidence-based wellness strategies as daily practices, goals were identified to strengthen the overall wellness of staff on an individual level, as well as improve the overall team culture and facility atmosphere.

A few examples of the wellness strategies included: deep breathing, a 'gratitude wall' where a word of gratitude can be expressed, bi-weekly newsletters featuring various topics such as self-care tips, finding happiness, and the importance of social connections. Of course, having fun is a critical element of wellness, so Erickson Elementary students provided a 'Joke of the Day'. A monthly challenge for staff (e.g. 'scavenger hunts') and social events (e.g. lunch pot lucks and BBQ's) helped create opportunities for positive social interactions.

The grant helped establish an 'R & R room' that included comfortable seating, inspirational reading material and yoga mats to provide staff members a space to recharge during breaks. Along the hallways of the health centre are posters strategically placed with motivational quotes and words of encouragement lining the walls.



Although there has been a significant progress, staff, PMH continues to strive for wellness improvements for individuals who work and live at the Erickson Health Centre.

IMPROVED ACCESS TO CARE

Facilitate client-centered flow through the entire health care system

Reduce barriers to access for more remote and/or vulnerable populations

MOBILE RAAM PILOT PROJECT

Developed in partnership with Shared Health and Health Canada, through Substance Use and Addictions Program funding, mobile RAAM clinics improve client access to addiction medicine and deliver targeted based services based on need.

Over the past year, Mobile RAAM Clinics have been set up in Virden, Russell and Wuskwi Siphik First Nation. The program has a complement of two teams, consisting each of a nurse, rehabilitation counsellor and administration. One physician assists both teams. The Program has partnered with Brandon University to develop and execute an evaluation report.



The Mobile RAAM team has developed a strong relationship within Wuskwi Siphik First Nation by becoming involved with community events and ceremonies, which in turn has built trust between the community and PMH. Health Canada has extended Mobile RAAM funding until March 31, 2024. We are hoping to continue and expand this program in the future due to its success.

IN-PATIENT MEDICAL WITHDRAWAL MANAGEMENT

In 2022-2023, PMH worked towards implementing a Medical Withdrawal Management Service (MedWMS) consisting of four beds within the Brandon Regional Health Centre. *(The service was implemented in mid-April 2023).* This service provides support to individuals requiring medical support to withdraw from substances while also assisting the individual connect to the next stop on their recovery journey. The service consists of nursing, social work, a peer worker and physician support. The PMH MedWMS fills a needed gap in the service continuum for substance use treatment in our region, and a purposeful focus on creating meaningful connections with and between community-based addictions and mental health services, which have supported this successful implementation. Patients may be connected to the service through their primary care practitioner, community-based mental health and addiction programs, Rapid Access to Addiction Medicine (RAAM) clinics as well as through the emergency department.

FLU AND COVID CLINICS

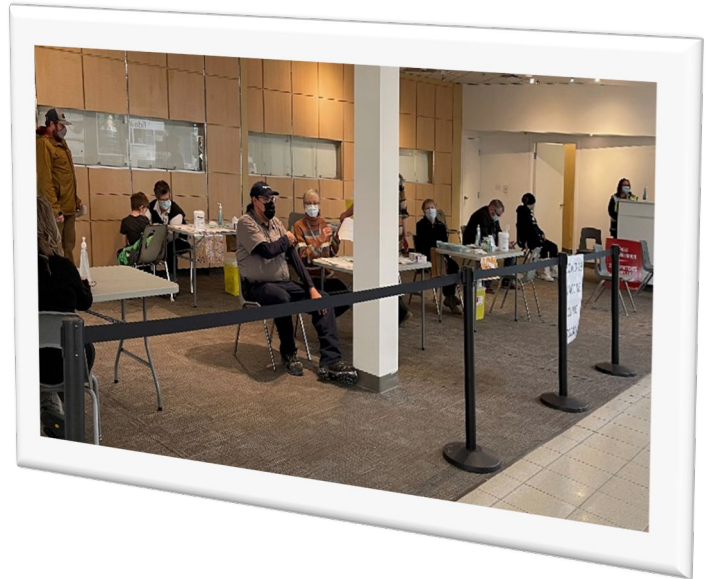
Prairie Mountain Health (PMH) seasonal flu clinics began in early November 2022. At the same time, the COVID vaccine, including the Bivalent booster vaccine, were offered. The free public clinics ran throughout the region until the end of November.

The region continued to offer clinics in December and early 2023 in a variety of communities and regularly at the Shoppers Mall in Brandon. Urban Indigenous Clinics at Makaday Ginev Memorial Centre wrapped up COVID-19 vaccine clinics after a year of operating. These clinics were a great partnership with PMH, Brandon Friendship Centre and Bear Clan. Elders were present for support and clients were given a meal to take home.

Ensuring clients had access to the vaccine has been important so the team worked to coordinate and offer in a parks, communities and Public Health Nurse offices.

RESPIRATORY CLINIC

Following an increase in people presenting with Influenza, COVID, Respiratory Syncytial Virus (RSV) and other conditions, a Respiratory Clinic reopened in Brandon for a period in December 2022- early 2023. The Clinic was located next to the Brandon Emergency Department and physicians and other PMH staff were available three days a week.



IMPROVED SERVICE DELIVERY

Improve client safety throughout the Region

Develop client-centered optimal models of service delivery

FLEXIBLE ASSERTIVE COMMUNITY TREATMENT (FACT)

PMH is introducing Flexible Community Treatment (FACT) into the continuum of services offered to individuals experiencing serious and enduring mental health concerns, including co-occurring mental health and substance use disorders.

Flexible Assertive Community Treatment offers traditional rehabilitation supports, in addition to a wraparound, and assertive, model of care. Within PMH, the FACT program encompasses both traditional Psychosocial Rehabilitation

(PSR) supports and Community Assertive Recovery and Engagement (CARE) multi-disciplinary team support.

Psychosocial Rehabilitation (PSR) services promote personal recovery, quality of life, and successful community integration for persons who have a mental illness or a mental health concern.



***Ventures** is part of Prairie Mountain Health (PMH), Mental Health Services, Psychosocial Rehabilitation (PSR) Program. It provides supervised work skills assessment and training, primarily to individuals with enduring mental illness.*

The program aims to increase success and fulfillment in the living, learning, working and social environments of the person's choosing, and includes the following programs and services:

- Individualized Community Services
 - Proctor Program
 - CSW Supports
- Residential Care
- HERO Clubs
- Mental Health Promotion Clinic
- Employment Development
 - Vocational Rehabilitation counselors
 - Ventures

Individuals who are a part of the FACT program will have access to both PSR and CARE support. The type of support will change depending on client need. In 2022-2023, PMH began a transformation into the FACT model of care. This included the development and implementation of shared care processes, and recruitment of additional staffing to support the model.

MOBILE FOOD CARTS

Prairie Mountain Health (PMH) tried new approaches to enhance dining experiences within its long-term care homes. One such improvement was the introduction of a “Suzy Q Cart” within Birtle Personal Care Home (PCH) in late 2022 and Minnedosa Personal Care Home (PCH) in early 2023. This mobile cart keeps food hot (or cold for cold meals) and allows Nutrition services staff to bring the food to the table. Residents could see and smell the food and are offered a choice of which food items they would like to have and how much they wish to eat. The food is served at the right temperature right from the cart.



Before Suzy Q, staff prepared meals for residents based on previously communicated preferences delivering the pre-plated food on. Nutrition services maintained lists of likes/dislikes and tried hard to ensure the food met the residents’ wishes. However, food was often wasted as residents did not feel like eating the option or the amount provided. Sometimes food was cold by the time residents arrived to eat. Within PMH, three additional PCHs will be introducing Suzy Q carts to enhance the dining experience for residents.

In those PCHs where there is no Suzy Q cart, sites are working as a team with the goal to move away from pre-pouring juices or beverages and offering a choice of beverages at meals or snack and on request.

SMILEZONE FOR BRHC PEDIATRIC UNIT

In August 2022, some of Brandon Regional Health Centre's (BRHC) youngest patients were given a new reason to smile, with the implementation of a ‘Smilezone’ within the hospital’s pediatric unit—the first in the province! PMH, in collaboration with the BRHC and Smilezone Foundations, along with generous contributions from three families through the Smilezone Foundation, celebrated newly minted fun murals, child-friendly furniture and other sensory development materials meant to help improve the experience for children and families. The friendly facelift would further ease stressful experiences for children and their families and further enhance activity-based options for staff.





PRAIRIE MOUNTAIN HEALTH

Brandon Satellite Residency Campus

Prairie Mountain Health (PMH) continues its strong partnerships with two University of Manitoba residency programs located within the health region. The Brandon Satellite Campus, along with the Parkland Family Medicine Residency Unit, based in Dauphin, has provided exceptional opportunities for physicians to train in rural settings and has further increased the number of physicians who continue to practice in rural and more remote communities.

In 2013, the University of Manitoba (UM) established the Brandon Satellite Campus, designed to expand the postgraduate training of physicians to recruit more doctors to rural Manitoba. Two years later, with mounting success, UM expanded the initiative with enhanced programs for emergency medicine, psychiatry and an anesthesia program. In 2017, another expansion allowed students to take their third year of medical school in Brandon. In 2023, the Residency Campus reached a ten-year milestone of training and education success.

Dr. Joanne Maier is the Associate Dean of the UM Max Rady College of Medicine's Brandon Satellite Campus. Dr. Maier says the residency program continues to play a prominent role in the region and province and has enjoyed tremendous support.

"It is great to see most of the physicians involved in precepting and teaching and the programs increasing," Maier said. "Also, it's wonderful to see so many graduates working in Brandon and rural Manitoba! It really has made a difference for recruitment and retention."



Dr. Joanne Maier

Dr. Maier says several exciting programs have developed over time that the Brandon Satellite Campus is pleased to highlight.

“Three programs— two postgraduate and one undergraduate— have been developed that are based almost entirely in Brandon. This includes a two-year family medicine residency, a five-year psychiatry residency and a one-year longitudinal clerkship (third year of medical school with clinical rotations). There is a hybrid program (postgraduate) for a five-year anesthesia residency, which includes a portion of the training in Brandon. And, we have many visiting medical students, residents and physician assistant trainees doing a variety of rotations here throughout the year.”

Across the province and country, recruitment and retention of health-care providers remain top of mind, including the ongoing challenge of finding more doctors for rural areas. Looking back on Brandon Satellite Campus over the past 10 years, the tongue-in-cheek reference of ‘grow your own’ has taken on even greater significance.

“We know there are factors associated with the increased probability of physicians choosing to practice in rural and remote communities, some of which include rural upbringing, positive undergraduate rural exposure, postgraduate exposure outside of urban areas and stated intent/preference for general or family practice primary care,” Maier stated.

“The main purpose of developing a satellite campus here was to improve recruitment and retention by training rurally, which has been effective. Many of the graduates from Brandon family medicine and Brandon family medicine/emergency medicine enhanced skills training have remained in Brandon or rural Manitoba. Many of the graduated physicians working here are from Brandon or the area. And, the other programs based here are now starting to have residents that are graduating.”

Maier says physician preceptors and PMH continue to be very supportive of the medical residents, medical students and UM Brandon Satellite Campus. PMH CEO Brian Schoonbaert says the health region has a lot to offer and regularly touches base with residents within the residency programs.

“We always say, come and enjoy, or continue to enjoy, our ‘good nature’! For health-care professionals, this applies to living and working in rural Manitoba. We really don’t have to sell the benefits of living in our region if residents are from rural areas; they already know how special it is. But we do have to continue to promote the diverse practice opportunities that exist region-wide, from family practice to specialized positions. We remain committed to continuing that,”

Maier says the campus initiative continues to evolve, and there is an opportunity to develop more rural training positions in family medicine, enhanced skills in emergency medicine/family medicine, psychiatry and anesthesia in a sustainable way.

“Other generalist specialty rural training is needed and being explored. These will all require the appropriate funding from government, support from the respective University of Manitoba departments, support from PMH, training, retention and recruitment of preceptors here and adequate infrastructure.”

Maier says UM is developing new and strengthening current partnerships between other Rady Faculty of Health Sciences’ colleges (dentistry, rehabilitation sciences, pharmacy and nursing) and the respective Brandon departments, moves she adds, can only benefit the city and region.



Drs Jilian DeCosse (simulation facilitator), Marsha Giesbrecht, Amanda Donohoe and Mryanda Sopel participate in a learning session while training at Brandon Satellite Campus.

Photo Credit: Sandy Black

“There’s a need to increase physician resources for rural PMH communities, including First Nations communities in the area and training family medicine residents in these communities may improve this.”

Looking ahead, Dr. Maier says partnerships have been and will continue to be, critical to developing programs at the Brandon Satellite Campus.

“There are many stakeholders involved in the success of this distributed campus, including UM, PMH, Brandon Regional Health Centre, the many departments and physicians in Brandon and the health region, all of the interprofessional team members, our administrative team, Sioux Valley High School and the provincial government.”

CAPITAL/SAFETY & SECURITY INITIATIVES



Prairie Mountain Health (PMH) continues to move forward on several major construction and renovation projects in partnership with Manitoba Health and Shared Health. Within PMH, several health centres and the Western Manitoba Cancer Centre will undergo new construction, renovations, and/or enhancements of clinical programs and spaces over the next few months and years.

NEEPAWA HEALTH CENTRE

In late 2022, construction commenced on a new Neepawa Health Centre, which when completed, will be nearly double the size of the existing hospital. Features of the new health centre will include:

- 60 acute care inpatient beds, up from 38 at the current Neepawa site.
- an expanded emergency department designed to best practice standards that include treatment and assessment rooms, trauma rooms, a stretcher bay and an ambulance bay.
- adding a hemodialysis suite with nine dialysis stations.
- enhanced space for a number of other programs, such as surgery, diagnostics, and palliative care, as well as outpatient services like chemotherapy (6 treatment stations).

The new hospital is being built east of Neepawa on the north side of the Yellowhead highway near the Lions Campground.

BRANDON REGIONAL HEALTH CENTRE

In 2022-2023, construction commenced to expand and renovate clinical spaces within the Brandon Regional Health Centre (BRHC) and Western Manitoba Cancer Centre (WMCC). At BRHC, this includes:

- a new 16-bed Intensive Care Unit – main level.
- approximately 30 additional medical beds on – the 2nd floor.
- 3rd floor – mechanical space
- 4th floor – shell space for potential future expansion
- a renovation to the Neonatal Intensive Care Unit.



The BRHC main parking lot was being extended to Victoria Avenue to make room for the new building to be constructed in the old parking lot, north of BRHC.

WESTMAN MANITOBA CANCER CARE CENTRE

An expanded and renovated WMCC will serve as a regional cancer hub, providing enhanced cancer services for patients across western Manitoba. The project will include the following:

- 7,000-sq.-ft. expansion and renovation of existing space, including additional exam rooms and treatment spaces.
- space for a '*Centre of Hope*' for counselling and recovery patients to have additional support and resources.
- second medical linear accelerator, used for delivering external beam radiation treatments to patients with cancer.

Preparation work on the new addition began towards the end of the 2022-2023 fiscal year.

DAUPHIN REGIONAL HEALTH CENTRE

Renovations to the Dauphin Regional Health Centre (DRHC) got underway in March 2023 to convert the former temporary Emergency Department space to enhanced patient care areas and further increase hospital inpatient capacity. This includes:

- a new Endoscopy suite will relocate all endoscopy procedures out of the existing operating room, further free up operating space, and increase surgical capacity.
- a new Chemotherapy unit, relocating the existing unit on the hospital's third floor to the main floor.
- adding nine additional inpatient beds (seven on medicine, two on surgery).

Phase 1 of the project, which mainly involved main floor renovations for Endoscopy and Chemotherapy, were expected to be completed in the Fall of 2023.

KILLARNEY, VIRDEN AND SOURIS HEALTH CENTRES

Construction work began on three additional renovations planned for Emergency Departments (EDs) in Virden, Killarney and Souris. When completed, the renovations will remodel the EDs so that they can provide:

- dedicated space for registration and triage for those attending the ED. This will provide greater privacy but also better sight lines for staff to view patients and the waiting area.
- refreshed treatment spaces (e.g. new paint, flooring, etc.);
- improved wayfinding for those arriving at the Emergency Department and for those coming to visit inpatients;

In 2022-2023, PMH provided timely updates for patients, staff and community residents as each of the projects progressed through various stages.

CT SCANNER SWAN VALLEY HEALTH CENTRE (SWAN RIVER)

Manitoba Premier Heather Stefanson, Health Minister Audrey Gordon and Prairie Mountain Health CEO Brian Schoonbaert joined community representatives and stakeholders in July 2022 to formally announce a plan to install a CT Scanner within Swan Valley Health Centre in Swan River. The province committed \$2 million to the initiative and the surrounding communities were contributing \$1-million. The next step in the process involved hiring a consultant to see where the CT Scanner could be located within the hospital.



RUSSELL EXPANDING COMMUNITY CANCER CARE PROJECT



In May 2022, the province announced that it would contribute the remaining \$700,000 required to proceed with a building expansion to the Russell Health Centre that would see a significant space enhancement for the crowded cancer care unit. Through dedication, commitment and passion for their project, the Expanding Community Cancer Committee, represented by 15 area communities surrounding the Russell-Binscarth area, raised over \$1.8 million of the \$2.5 million needed to move ahead with construction.

Once completed, the expanded cancer unit will be nearly four times the size of the current area, with a separate entrance to the facility, seven treatment bays, and a waiting room and physician's office.

PMH CEO Brian Schoonbaert says the region has collaborated with health partners and stakeholders to plan for the necessary building parameters, construction costs and associated timelines for the important capital project. PMH will contribute annual operating costs for the expansion, including staffing and supplies.



SAFETY AND SECURITY PROJECTS

In 2022-2023, there were several safety and security projects approved including various work within BRHC, several PCHs, HVAC renovations at multiple sites and some fire alarm system replacements at various PCHs.

FRENCH LANGUAGE SERVICES

In December 2018, the first French Language Services (FLS) plan for Prairie Mountain Health received approval from the Minister of Health, Seniors and Active Living and the Minister responsible for Francophone Affairs. The FLS Plan seeks an integrated approach in ensuring and improving access to health services in French in the Prairie Mountain Health region.

A FLS Steering Committee is in place to guide the work to achieve four main objectives:

- PMH will develop an environment that encourages and supports all staff in their efforts to provide French language services.
- PMH will identify the strengths and weaknesses of its FLS delivery capacity with the objective of improving service delivery.
- PMH will ensure written and electronic documents are available in both official languages. Appropriate bilingual signage will be visible in facilities/properties within PMH.
- PMH will ensure that a francophone lens is used when planning for new or existing facilities, programs, services and initiatives.

In 2022-2023, the work of the FLS Committee continued with a focus on identifying bilingual capacity within PMH, development of FLS policies and Active Offer training for staff. An evaluation of the 5-year FLS Strategic Plan was undertaken in preparation for the next Prairie Mountain Health 5 year Strategic Plan which is to be completed in 2023 / 2024.

To the Board of Directors of Prairie Mountain Health:

Opinion

The summary consolidated financial statements, which comprise the summary consolidated statement of financial position as at March 31, 2023, and the summary consolidated statements of operations, remeasurement gains and losses, changes in net financial assets (debt) and cash flows for the year then ended, and related notes, are derived from the audited financial statements of Prairie Mountain Health (the "Organization") for the year ended March 31, 2023.

In our opinion, the accompanying summary consolidated financial statements are a fair summary of the audited consolidated financial statements, in accordance with Canadian generally accepted auditing standards.

Summary Consolidated Financial Statements

The summary consolidated financial statements do not contain all the disclosures required by Canadian generally accepted auditing standards. Reading the summary consolidated financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited consolidated financial statements and the auditor's report thereon. The summary consolidated financial statements and the audited consolidated financial statements do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial statements.

The Audited Consolidated Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited consolidated financial statements in our report dated June 21, 2023.

Management's Responsibility for the Summary Consolidated Financial Statements

Management is responsible for the preparation of the summary consolidated financial statements in accordance with Canadian generally accepted auditing standards.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary consolidated financial statements are a fair summary of the audited consolidated financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standards (CAS) 810, Engagements to Report on Summary Financial Statements.

Brandon, Manitoba

June 21, 2023

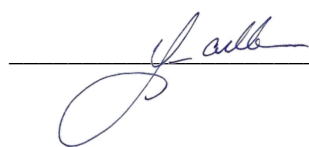


Chartered Professional Accountants

Prairie Mountain Health
Summary Consolidated Statement of Financial Position
As at March 31
(in thousands of dollars)

	2023	2022
		<i>Restated</i>
FINANCIAL ASSETS		
Cash and cash equivalents	\$ 40,024	\$ 51,552
Accounts receivable	12,421	7,435
Investments	9,227	9,357
Due from Manitoba Health and Seniors Care	73,642	96,812
Other assets	98	292
	135,412	165,448
LIABILITIES		
Accounts payable and accrued liabilities	\$ 59,529	\$ 78,506
Unearned revenue	15,326	26,222
Employee benefits payable	34,458	33,314
Employee future benefits payable	39,080	40,188
Capital lease	-	97
Long-term debt	121,669	137,770
Asset retirement obligation	48,418	46,453
	318,480	362,550
NET DEBT	\$ (183,068)	\$ (197,102)
OTHER ASSETS		
Inventories held for use	5,864	5,487
Prepaid expenses	2,536	1,557
Tangible capital assets	269,985	281,276
	278,385	288,320
ACCUMULATED SURPLUS	\$ 95,317	\$ 91,218
ACCUMULATED SURPLUS IS COMPRISED OF:		
Accumulated capital and operating surplus (deficit)	90,178	85,740
Restricted	5,036	5,312
Accumulated remeasurement losses	103	166
	\$ 95,317	\$ 91,218

Approved on behalf of the Board



Director



Director

Prairie Mountain Health
Summary Consolidated Statement of Operations
For the year ended March 31
(in thousands of dollars)

	Budget 2023		Actual 2023		Actual 2022
	Total	Operating	Capital	Total	Total
					<i>Restated</i>
REVENUE					
Manitoba Health and Seniors Care revenue	\$ 483,955	\$ 547,793	\$ 21,145	\$ 568,938	\$ 577,734
Mental Health and Community Wellness revenue	30,523	37,785	-	37,785	30,653
Separately funded programs	1,590	1,544	-	1,544	1,493
Authorized/residential charges	35,997	35,584	-	35,584	35,566
Non-insured income	2,000	2,137	-	2,137	1,769
Other income	14,589	11,918	3,789	15,707	16,412
Investment income	760	2,113	-	2,113	854
	569,414	638,874	24,934	663,808	664,481
EXPENSES					
Acute care services	\$ 230,464	\$ 263,336	\$ -	\$ 263,336	\$ 270,921
Personal care home services	155,786	176,299	-	176,299	176,062
Therapy services	9,743	9,743	-	9,743	9,500
Community based home care services	40,480	43,924	-	43,924	40,423
Community based health services	20,894	29,624	-	29,624	36,167
Community based mental health services	26,221	33,710	-	33,710	27,886
Emergency medical services	-	108	-	108	95
Medical remuneration	39,654	46,758	-	46,758	41,590
Regional undistributed costs	23,012	32,048	-	32,048	37,885
Future employee benefits	3,500	3,218	-	3,218	3,309
Reserve for major repairs and equipment	102	113	-	113	155
Amortization of tangible capital assets	19,189	-	18,135	18,135	20,407
Accretion	-	-	1,965	1,965	1,960
Interest expense	4,495	-	4,942	4,942	4,935
Loss (gain) on disposal of tangible capital assets	-	-	(17)	(17)	(13)
Minor equipment purchases	1,561	-	4,369	4,369	1,197
	575,101	638,881	29,394	668,275	672,479
SURPLUS (DEFICIT)	\$ (5,687)	\$ (7)	\$ (4,460)	\$ (4,467)	\$ (7,998)
ANCILLARY OPERATIONS					
Ancillary income	\$ 2,640	\$ 2,512	\$ -	\$ 2,512	\$ 3,053
Ancillary expenses - other	1,554	2,618	-	2,618	2,781
Ancillary expenses - amortization of tangible capital assets	283	-	234	234	329
ANCILLARY SURPLUS (DEFICIT)	803	(106)	(234)	(340)	(57)
SURPLUS (DEFICIT) BEFORE OTHER ITEMS	\$ (4,884)	\$ (113)	\$ (4,694)	\$ (4,807)	\$ (8,055)
RESTRUCTURING GAINS (LOSSES)	-	1,467	7,439	8,906	-
SURPLUS (DEFICIT) FOR THE YEAR	(4,884)	1,354	2,745	4,099	(8,055)
ACCUMULATED SURPLUS (DEFICIT), BEGINNING OF YEAR		(2,575)	93,793	91,218	128,366
ADJUSTMENT DUE TO ADOPTION OF PS SECTION 3280					(29,093)
ACCUMULATED SURPLUS (DEFICIT), END OF YEAR		\$ (1,221)	\$ 96,538	\$ 95,317	\$ 91,218

Prairie Mountain Health
Summary Consolidated Statement of Change in Net Assets (Debt)
For the year ended March 31
(in thousands of dollars)

		<i>Budget</i>	<i>Actual</i>	Actual
		2023	2023	2022
				<i>Restated</i>
Surplus (deficit) for the year	\$	(4,884)	\$ 4,099	\$ (8,055)
Acquisition of tangible capital assets			(7,078)	(9,858)
Amortization of tangible capital assets		19,189	18,369	20,736
Loss (gain) on sale of tangible capital assets		-	(17)	(13)
Proceeds on sale of tangible capital assets		-	17	13
Decrease (increase) of inventory		-	(377)	43
Decrease (increase) of prepaid expenses		-	(979)	990
Change in Net Assets (Debt)	\$	14,305	\$ 14,034	\$ 3,856
Net Assets (Debt), beginning of year		\$	(197,102)	\$ (200,958)
Net Assets (Debt), end of year		\$	(183,068)	\$ (197,102)

A full set of audited consolidated financial statements are available from Prairie Mountain Health

Prairie Mountain Health
Summary Consolidated Statement of Cash Flows
For the year ended March 31
(in thousands of dollars)

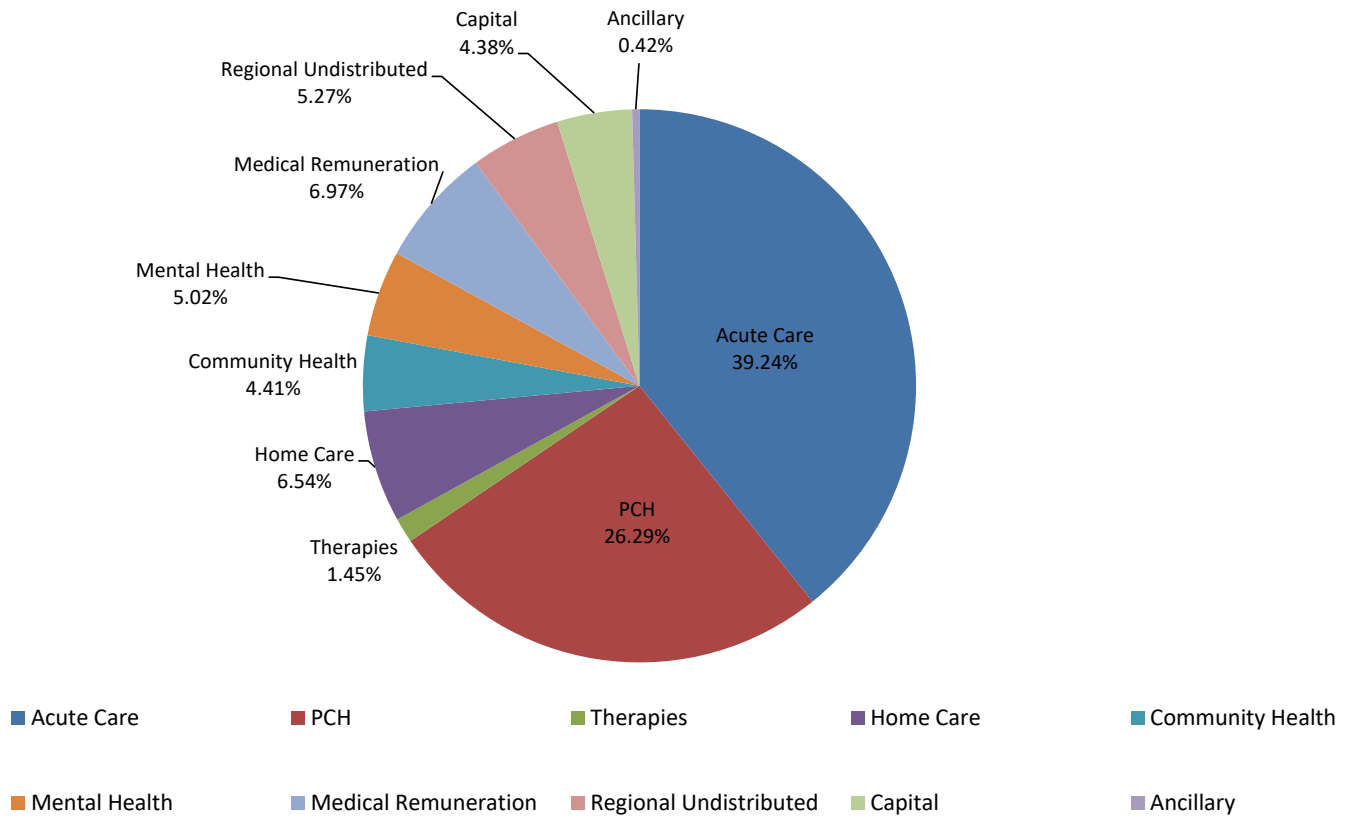
	2023	2022
		<i>Restated</i>
OPERATING TRANSACTIONS		
Surplus (deficit) for the year	\$ 4,099	\$ (8,055)
Adjustments to determine net cash provided by (used in) operating activities		
Loss (gain) on disposal of tangible capital assets	(17)	(13)
Amortization of tangible capital assets	18,369	20,736
Accretion expenses	1,965	1,960
Changes in non-cash operating working capital items:		
Accounts receivable	(4,986)	(900)
Due from Manitoba Health and Seniors Care	23,170	(51,869)
Inventories held for use	(377)	43
Prepaid expenses	(979)	990
Other long term assets	194	6
Accounts payable and accrued liabilities	(18,977)	32,813
Unearned revenue	(10,896)	1,773
Employee future benefits	36	(475)
	11,601	(2,991)
CAPITAL TRANSACTIONS		
Proceeds on sale of tangible capital assets	17	13
Cash used to acquire tangible capital assets	(7,078)	(9,858)
	(7,061)	(9,845)
INVESTING TRANSACTIONS		
Portfolio investment transactions	130	(70)
FINANCING TRANSACTIONS		
Repayment of loans and advances	(16,198)	(4,847)
NET CHANGE IN CASH	(11,528)	(17,753)
CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR	51,552	69,305
CASH AND CASH EQUIVALENTS, END OF YEAR	\$ 40,024	\$ 51,552
Supplementary Information		
Interest received	\$ 2,113	\$ 854
Interest paid	4,942	4,935

A full set of audited consolidated financial statements are available from Prairie Mountain Health

Prairie Mountain Health
Summary Consolidated Statement of Remeasurement Gains and Losses
For the year ended March 31
(in thousands of dollars)

	2023	2022
		<i>Restated</i>
Accumulated remeasurement gains and (losses) at beginning of year	\$ 166	\$ 418
Unrealized gains (losses) attributable to:		
Portfolio investments	(63)	(252)
Accumulated remeasurement gains (losses) at end of year	\$ 103	\$ 166

Expenditure by Program/Service 2022-2023



2022-2023 Expenditures (in thousands of dollars)

Acute Care	\$ 263,336	39.24%
PCH	176,412	26.29%
Therapies	9,743	1.45%
Home Care	43,924	6.54%
Community Health	29,624	4.41%
Mental Health	33,710	5.02%
Medical Remuneration	46,758	6.97%
Regional Undistributed	35,374	5.27%
Capital	29,394	4.38%
Ancillary	2,852	0.42%
	\$ 671,127	100.00%

ADMINISTRATIVE COSTS 2022/2023

Administrative Costs

The Canadian Institute of Health Information (CIHI) defines a standard set of guidelines for the classification and coding of financial and statistical information for use by all Canadian health service organizations. **Prairie Mountain Health** adheres to these coding guidelines.

Administrative costs as defined by CIHI, include:

Corporate functions including: Acute, Long Term Care and Community Administration; General Administration and Executive Costs; Board of Trustees; Planning and Development; Community Health Assessment; Risk Management; Internal Audit; Finance and Accounting; Communications; Telecommunications; and Mail Service.

Patient Care-Related costs including: Patient Relations; Quality Assurance; Accreditation; Utilization Management; and Infection Control.

Human Resources & Recruitment costs including: Personnel Records; Recruitment and Retention (general, physicians, nurses and staff); Labour Relations; Employee Compensation and Benefits Management; Employee Health and Assistance Programs; Occupational Health and Safety.

Administrative Cost Percentage Indicator

The administrative cost percentage indicator (administrative costs as a percentage of total operating costs) also adheres to CIHI guidelines. Figures presented are based on data available at time of publication. Restatements, if required to reflect final data or changes in the CIHI definition, will be made in the subsequent year.

Health System Transformation

Manitoba's Health System Transformation includes initiatives that improve patient access and the quality of care experienced by Manitobans while establishing a health system that is both equitable and sustainable. As transformation projects and initiatives are planned and implemented, opportunities to re-invest administrative efficiencies in patient care are sought out and prioritized.

Across Manitoba, within all Service Delivery Organizations with the exception of Winnipeg Regional Health Authority, administrative costs increased as a percentage of total operating costs.

The administrative cost breakdown for Prairie Mountain Health appears on the next page.

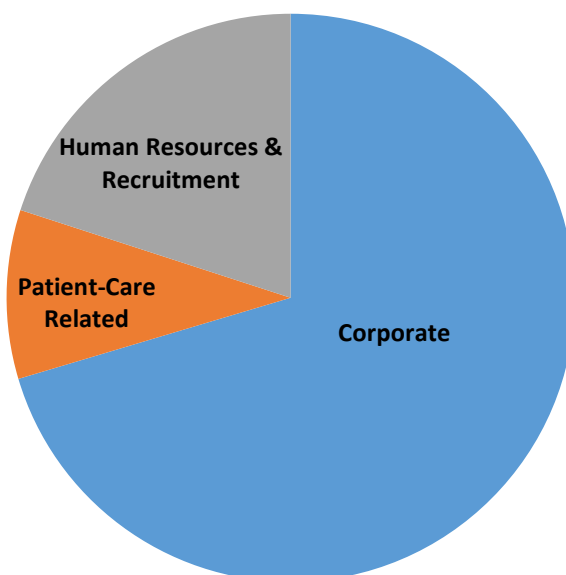
PMH Administrative costs 2021-2023

	2022/2023		2021/2022	
Corporate	\$ 17,730,270	2.71%	\$ 15,369,375	2.32%
Patient-Care Related	2,404,270	0.37%	1,069,251	0.16%
Human Resources & Recruitment	5,042,002	0.77%	6,534,055	0.99%
Total Administrative Costs	\$ 25,176,542	3.85%	\$ 22,972,681	3.47%

*2022-2023 Provincial breakdown of administrative costs is on next page.

Administrative Costs 2022/23

■ Corporate ■ Patient-Care Related ■ Human Resources & Recruitment



In 2022-2023, PMH administration costs totaled \$25,176,542. The region's total operating costs during the fiscal year were \$654,883,039.

Provincial Health System Administrative Costs and Percentages

2022/2023

REGION	Corporate	Patient-Care Related	Human Resources & Recruitment	Total Administration
Interlake-Eastern Regional Health Authority	3.12%	0.77%	1.83%	5.72%
Northern Regional Health Authority	3.51%	0.99%	1.20%	5.70%
Prairie Mountain Health	2.71%	0.37%	0.77%	3.85%
Southern Health Santé-Sud	2.96%	0.26%	1.16%	4.38%
CancerCare Manitoba	2.05%	0.61%	0.60%	3.26%
Winnipeg Regional Health Authority	2.60%	0.50%	0.80%	3.90%
Shared Health	5.03%	1.15%	1.78%	8.34%
Provincial - Percent	3.31%	0.67%	1.12%	5.16%
Provincial - Totals	\$ 197,062,268	\$ 38,799,561	\$ 65,324,313	\$ 300,485,024

2021/22

REGION	Corporate	Patient-Care Related	Human Resources & Recruitment	Total Administration
Interlake-Eastern Regional Health Authority	2.92%	0.63%	1.93%	5.48%
Northern Regional Health Authority	3.48%	0.93%	1.12%	5.53%
Prairie Mountain Health	2.32%	0.16%	0.99%	3.47%
Southern Health Santé-Sud	2.60%	0.25%	0.84%	3.69%
CancerCare Manitoba	1.70%	0.47%	0.70%	2.87%
Winnipeg Regional Health Authority	2.69%	0.55%	1.14%	4.38%
Shared Health	3.48%	0.44%	0.45%	4.37%
Provincial - Percent	2.88%	0.47%	0.93%	4.28%
Provincial - Totals	\$ 175,559,392	\$ 28,641,532	\$ 56,439,789	\$ 260,640,713

Manitoba's Health System Transformation

The Transformation Management Office was created in 2019 as a temporary structure within Manitoba's health system transformation program. The office works in collaboration with the Manitoba government, Shared Health, Service Delivery Organizations, CancerCare Manitoba and local teams of clinical and operational experts. Working together with these stakeholders, the office guides the planning and phased implementation of broad health system changes aimed at improving the quality, accessibility and efficiency of health-care services across Manitoba.

Clinical and Preventive Services Plan

This year the Transformation Management Office continued detailed planning to support the implementation of Manitoba's *Clinical and Preventive Services Plan*.

Health transformation projects underway aim to give Manitobans:

- More access to quality and equitable care at home or in the community, with less need to travel for services
- Enhanced virtual care options
- Clearer pathways for providers and patients to access specialized care
- More surgical and diagnostic capacity at designated sites in the community or closer to home
- More options for home and community care

Shared Services

Work continued this year to establish patient-focused, consistent and coordinated shared services including capital planning services, human resources, pharmacy drug purchasing and distribution, and supply chain management. The shared services projects seek to transform activities that were previously siloed across the Service Delivery Organizations into province wide shared services with standardized and efficient processes to reduce duplication of effort and data. Shared services will streamline administrative tasks, enable cross system efficiencies, and will reduce admin costs enabling a stronger focus on the clinical needs of Manitobans.

One example is the ongoing transformation of Shared Health Emergency Response Services (ERS) entered an exciting new phase with several initiatives launched to build a more robust, flexible, dynamic and provincially-integrated emergency response system. These initiatives will provide ERS with opportunities to realign, standardize and improve how it works, helping to build a sustainable emergency response system capable of meeting the needs of Manitobans. Key initiatives included introduction of a low acuity Inter-Facility Transport program and investment to boost paramedic retention and recruitment through expanded training and career advancement opportunities while enhancing patient care and improving response times for rural communities.

Additionally, approval was received for the creation of the Virtual Emergency Care and Transfer Resource Service (VECTRS) with phased implementation to begin in May 2023. Once fully operational VECTRS will be staffed 24/7 with an emergency physician, an advanced practice respiratory therapist, an advanced care paramedic and inter-facility transport coordinators who will provide medical advice and specialist consultation

to staff from urgent care centres, emergency departments, health facilities, nursing stations and ERS teams throughout the province.

Capital Projects

The Manitoba government provided a total multi-year capital investment of \$1.3 billion to support the building, expansion and renovation of health-care facilities across the province as part of Manitoba's Clinical and Preventive Services Plan.

These projects include:

- Expansion of Bethesda Regional Health Centre in Steinbach;
- Expansion of Boundary Trails Health Centre in Winkler/Morden;
- Expansion and renovation of the Brandon Regional Health Centre and Western Manitoba Cancer Centre;
- Renovations at Dauphin Regional Health Centre
- Expansion of Lakeshore General Hospital in Ashern
- Construction of a new hospital in Neepawa
- Construction of a new hospital in Portage la Prairie
- Expansion of Selkirk Regional Health Centre

The Transformation Management Office engaged with First Nations and Métis organizations and Indigenous partners on design sessions and/or blessing ceremonies at 12 locations:

- Interlake-Eastern Regional Health Authority (Ashern/Lakeshore and Selkirk)
- Prairie Mountain Health (Brandon, Dauphin, Neepawa, Souris, Tri-Lake HC (Killarney), Virden, Western Manitoba Cancer Care)
- Southern Health-Santé Sud (Bethesda, Boundary Trails and Portage)

In one example, engagement with Indigenous partners during the planning process for Bethesda Regional Health Centre, has led to the inclusion of a new cultural space to support multi-denominational services, including indigenous cultural ceremonies such as smudging.

Indigenous Partnership

Provincial Indigenous Collaborative Approach/Truth and Reconciliation Tool

The Transformation Management Office developed a draft Provincial Indigenous Collaborative Approach that provides a pathway for the provincial health system to address Indigenous priorities in collaboration with Indigenous health providers, federal partners and other agencies. The Approach will advance the Indigenous Partnership Strategic Framework (2019), an understanding of the Indigenous partner landscape and the Truth and Reconciliation Commission calls to actions, among other legislation and guidance. This will be used for engagement planning for Indigenous priorities.

Identified within the Approach are twelve Indigenous priorities which include documenting challenges, opportunities and engagement next steps. In addition, a comprehensive Truth and Reconciliation Tool has been developed to assist teams to review their work in the context of the six pillars of The Path to

Reconciliation Act (Manitoba); Truth and Reconciliation Commission of Canada Priorities; Truth and Reconciliation Commission Calls to Action; United Nations Declaration on the Rights of Indigenous Peoples Articles; National Inquiry into Missing and Murdered Indigenous Women and Girls Calls for Justice; and the Disrupt Racism commitment.

Indigenous Health Operating Model

Work on the Indigenous Health operating model is currently underway to provide a vision of how Indigenous Health will work in the future within a coordinated system of Service Delivery Organizations, government and services.

Northern Collaborative Process

In the Northern Health Region, a Northern Collaborative Working Team (NCWT) was created to represent an alliance of Indigenous agencies and partner organizations comprised of interprofessional health leaders. The NCWT will take a cooperative approach through a co-leadership model to shape CPSP planning in the North. The team is composed of clinical experts from Indigenous health delivery organizations, Northern Health Region, and Shared Health. Together, the NCWT will formulate the strategic trajectory and identify key focal points for intermediate clinical services in the Northern region.

Reporting and Accountability

Expense Reporting

The Regional Health Authorities (RHA) Act (section 38.1) requires that RHAs publish on their website expenses paid to, and on behalf of, the CEO of the health authority, as well as the senior officers of each health corporation (non-devolved hospitals and personal care homes) located within the health region. This requirement also applies to Shared Health, CancerCare Manitoba, and the Addictions Foundation of Manitoba. The CEO Expense Report for period ending March 31, 2023 can be found by accessing the PMH website –About Us section.

Public Compensation Disclosure

In compliance with the Public Sector Compensation Disclosure Act of Manitoba interested parties may obtain copies of the Prairie Mountain Health public sector compensation disclosure (which has been prepared for this purpose and certified by its' auditor to be correct) and contains the amount of compensation it pays or provides in the corresponding fiscal year for each of its officers and employees whose compensation is \$75,000 or more. This information, along with the complete set of financial statements, including the auditor's report, is available on the PMH website.

Whistleblower Protection

The Public Interest Disclosure (Whistleblower Protection) Act came into effect April 2007. This law gives employees a clear process for disclosing concerns about significant and serious matters (wrongdoings) in the Manitoba public service, and strengthens protection from reprisal. The Act builds on protections already in place under other statutes as well as collective bargaining rights, policies, practices and processes in the Manitoba public service. *As per reporting requirements regarding Section 18 of the Act, PMH did not receive any disclosures in 2022/2023 under the legislation, therefore, no investigations commenced as a result.*

Accountability Provisions

The Regional Health Authorities Act includes provisions related to improved accountability and transparency and to improved fiscal responsibility and community involvement.

As per Sections 22 and 51

The establishment by the Minister of terms and conditions of employment (compensation, etc.) to be included in the employment contract of the chief executive officer and designated senior officers of a regional health authority. *Employment contracts have been established for the CEO and all Senior Leaders of the organization. These contracts contain all terms and conditions of employment as set out by the Minister.*

As per Section 23 (2c)

The preparation, implementation and posting on the website and updating of the regional health authority's strategic plan. *Prairie Mountain Health's 2016-2021 Strategic Plan, that took effect the first day of the new fiscal year (April 1, 2016) is posted to the PMH website. *As per Manitoba Health, the Region's Strategic Plan had been extended to cover the period until 2022.*

As per Sections 23.1 and 54

The establishment by the Minister of requirements relating to accreditation of a regional health authority and the accreditation participation in RHA accreditation of health corporations and certain health care organizations and publishing of the results. *PMH has been continuing efforts related to Accreditation. Results of recent Accreditation Canada surveys can be found on the region's website.*



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