

HE-CI-1

Ministry of Health
and Long-Term Care

Ministère de la Santé
et des Soins de longue durée



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February 8, 2010

Dear Colleagues:

Subject: Update on the Performance Management Working Group

Since the publication of our last communiqué, the ministry has continued to work with the Performance Management Working Group (PMWG) on developing the components of the performance management framework. One of the most tangible products of this process is the *Initial Report on Public Health*, which the ministry released in August 2009. The report can be accessed via the following link:

http://www.health.gov.on.ca/english/public/pub/pubhealth/init_report/index.html

The next major project for the PMWG is the development and implementation of organizational standards that will apply to public health units. These organizational standards set expectations for governance, administration and organizational effectiveness, and will be implemented through accountability agreements.

The standards have been developed based on research into recommended organizational best practices in the literature on accreditation, national performance standards (US) and organizational effectiveness and good governance. The Capacity Review Committee (2006) also recommended the inclusion of organizational standards as part of a comprehensive performance management system for public health, as it would support public health units in demonstrating their accountability for governance, administration, and fiscal management.

Now that a set of draft organizational standards has been developed, PMWG has recommended that a consultation with the public health sector be held. This consultation will occur in two phases:

- A focus group meeting with selected key informants from across the province is planned for March, 2010. This will provide an opportunity to explore outstanding policy issues, identify gaps and consider implementation issues in depth.
- A sector wide e-survey is planned for later in the spring. The survey will be widely promoted so that public health professionals and sectoral organizations with an interest in the proposed organizational standards will have an opportunity to comment.

A public health funding review project is also underway within the ministry, and a survey of business staff within public health units is expected as part of this project. Although these two surveys are not expected to occur at the same time, please be aware that these are two different initiatives.

The consultation on the organizational standards and the completion of the work required to support their implementation is tied to the work on several other components of the

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performance management framework which are also underway. Specifically, the ministry is working on:

- the development of a measurement and monitoring strategy related to both program standards and organizational standards
- the development of accountability agreements, which will replace the existing Program Based Grants (PBG) funding process
- the development of a range of tools and supports to assist health units to improve service delivery practices and outcomes

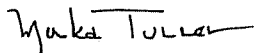
Completion of these projects is required to support the implementation of accountability agreements, which would come into effect as of January 2011. To this end, negotiations between each board of health and the ministry on performance targets on priority items must occur prior to this date. We recognize that municipal elections in the fall of 2010 may impact boards of health membership, and that this must be taken into account in the planning process for these negotiations.

Members of the PMWG, including representatives with connections to APHEO, aPHa, COMOH and ICES, have provided advice and guided this process since its inception in December 2007. The PMWG has recommended the expansion of the working group to include a current board of health member, and the process of recruiting an interested individual is now underway.

The Terms of Reference for the Performance Management Working Group articulate the role of this group as providing advice to the ministry on the policy issues and development of implementation strategies for these components of the performance management framework. A copy of the working group's Terms of Reference is available on the public health portal at: <https://www.publichealthontario.ca/portal/server.pt?open=512&objID=1467&PageID=0&mode=2>

If you have any questions regarding the initial report or work of the performance management working group, please contact Monika Turner, Director, Public Health Standards Branch (416-327-7423) or monika.turner@ontario.ca

Yours truly,



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