



AHI PPS MEETING OVERVIEW

Meeting Title	Employee Engagement Workgroup Meeting
Date/Time	November 2, 2015 11:00am – 12:00pm
Next Meeting	TBD – Doodle poll will be sent
Attendees	<p>In attendance: Leader: Michelle LeBeau, Champlain Valley Physician’s Hospital Brian Byrd, NYS Health Foundation Chris Hunsinger, Warren County Career Center Megan Murphy, AHI Kelly Owens, AHI</p> <p>Guests: Robert Martiniano, Center for Health Workforce Studies Angela Carroll, Center for Health Workforce Studies</p> <p>Unable to attend: Casey Caron, Clinton County Mental Health and Addictions Karyn DePalma, HCR Home Care Liliana Heredia, Community Health Care Association of NYS (CHCANYS) Jasmin Rampath, Community Health Care Association of NYS (CHCANYS) Dylan Smith, 1199/SEIU</p>



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Meeting Overview

Welcome:

Group was welcomed and it was acknowledged that Casey Caron from Clinton County Mental Health and Addictions has recently joined the workgroup.

Updates:

- Kelly Owens provided a summary of the All Partner PPS Meeting held on October 8. This meeting convened organizations that had indicated an interest in participating as a project partner – over 125 organizations were registered to participate. An overview of all 11 DSRIP projects was provided and organizations were asked to confirm project participation. Workforce information was presented in the afternoon – information was shared on milestones as well as workgroup and committee information. Discussion included the need for partner participation in surveys and analyses that will need to be completed PPS wide.
- Recent updates from DOH included changes related to the compensation and benefits analysis, which now is required for DSRIP years 1, 3 and 5.

Draft Communications Plan:

- Michelle LeBeau led discussion on developing a plan and strategy to engage the workforce. This plan would establish the vision, objectives and guiding principles on engaging staff. Michelle suggested that having individuals involved in communications may be helpful in creating a plan and also asked if there might be handful of individuals who might be interested in drafting a tool for strategic communications. The group agreed that would be helpful to have individuals involved in communications within organizations to be involved. Brian Byrd indicated someone from the NYS Health Foundation may be able to help and Michelle indicated she may be able to identify someone from CVPH. Kelly will participate and will also coordinate a meeting with interested individuals. Current communications policies will be requested from other group members who were not able to participate.

Draft plan to work with staff who may be impacted by DSRIP implementation:

- Michelle led discussion on a drafting a plan to work with individuals to may be impacted by DSRIP project implementation. A small group was requested to assist in creating a draft plan. Chris Hunsinger indicated he could assist and Michelle will reach out to Dylan Smith for participation in addition sharing some information from CVPH policies and procedures. Kelly will participate and assist in coordinating a meeting time for discussion to occur.

Next Steps:

- Meeting notes to include information on both small groups being formed and asking those who could not participate today to consider participating. Also asking workgroup members to forward templates or policies that from their organization that can be shared related to communication plans and/or impacted staff.
- Follow up will occur by Kelly to schedule meetings to draft communication plan and employee impact plan.
- Groups will meet and report progress – share draft documents at the next meeting.

Next Meeting:

Kelly will send a doodle poll for the week of 12/7.



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