



MEMORANDUM

(Please post on employee bulletin boards)

Date: July 15, 2016
To: All staff
From: Marie Blais, Assistant to the Director of Human Resources
Subject: **Implementation of New Organizational Structure**

As mentioned in Daniel St-Amour's memo dated **May 6, 2016**, the CBHSSJB will be implementing a new organizational structure that is designed to strengthen the role of Cree culture within our organization and improve the services we provide. The new organizational structure is the result of over two years of research, reflection, and listening to concerns and suggestions from staff and other stakeholders, and was approved by the Board of Directors at the end of March 2016.

As promised, please find attached a copy of the new organizational structure. There are a number of changes in the new structure that we would like to highlight, namely:

- The addition of a number of key positions within Nishiiyuu as part of this department's new and expanded mandate to develop traditional services and evaluate the organization's performance;
- The transfer of Youth Protection and Youth Healing under Pimuchteheu;
- The transfer of the Directors of Professional Service and Quality Assurance for Nursing, Allied Health and Psycho-Social under Miyupimaatisiin;
- The transfer of Direct Miyupimaatisiin Access Coordination Centre (previously Cree Patient Services) under Administrative Services;
- The creation of Director of Professional Service and Quality Assurance for Midwifery and Director of Pre-Hospital Emergency Services and Emergency Measures; and,
- The creation of a new committee at both the organizational and community level with a mandate to coordinate and integrate clinical programs and services.

This new structure helps to clarify roles, balance workload, break down silos and facilitate collaboration, particularly among the administrative, planning and clinical functions of our organization.

The changes mainly involve reporting relationships, as some services will change departments and the sizes of the departments will be rebalanced. There are large sections of the organization, such as the **Community Miyupimaatisiin Centers (CMCs)**, that are not directly impacted by the new organizational structure. In fact, the new structure is intended to further help develop and support the services being provided at the community level.

It is also important to mention that the number of positions at the CBHSSJB has not been reduced as a result of the new organizational structure, and no employees will be asked to relocate to another community. The majority of the new positions mentioned above were actually created by modifying existing positions.

The implementation of the new organizational structure will **begin in July and should be completed by December 2016**.

Answers to your questions

We will continue to provide information regarding the implementation of new organizational structure over the new few months.

However, if you have any questions, please send them to 18TCR.NewOrgStructure@ssss.gouv.qc.ca and a member of the implementation team will review your questions and post an answer in the *Employee Zone* section of the CBHSSJB website (<http://www.creehealth.org/employee-zone>).

We encourage you to share this information with your colleagues.

Thank you again in advance for your support and collaboration with this process.

Marie Blais

Assistant to the Director of Human Resources