

WOHT Leadership, Accountability and Governance Principles

October 15, 2020

The design, practices, and decisions of the Western Ontario Health Team (“WOHT”) will reflect the following leadership, accountability and governance principles.

1. The WOHT is a voluntary association of independent WOHT Members who are committed to voluntarily working together to achieve the mission and vision of the WOHT while reflecting the Province’s directions and priorities for OHTs. As a voluntary association the WOHT recognizes that each WOHT Organization Member retains full authority and control of its own governance, operations, budget, and staff.
2. The leadership, accountability, and governance of the WOHT accommodates the diverse range in the size, scope of services and governance mechanisms across the for-profit and not-for-profit organizational members who make up the WOHT’s Organization Members as well as a diverse range of Individual Members. Collective decisions and actions by the WOHT require the agreement of WOHT Members and their willingness to act collectively in achieving the outcomes expected of an WOHT. Given the large number of members, the WOHT will formalize its relationships through written agreements, governance arrangements, and/or other instruments.
3. The WOHT is committed to the inclusion of patients, families and caregivers in the governance of the OHT and their engagement in the co-design of initiatives designed to improve access, quality care coordination and integration of health care services across the OHT’s attributed population. It is critical that all improvement initiatives include patients, families and caregivers who have experience with health care system as it relates to the health services that are being addressed in an initiative. Equally important is the inclusion of regulated and non-regulated healthcare professionals who have relevant experience within the scope of each improvement initiative.
4. The WOHT recognizes the importance of engaging with the Indigenous Nations, communities and agencies to co-manage and co-develop healthcare services that reflect the culture, priorities and care needs of Indigenous People who are part of the WOHT’s attributed population.
5. The WOHT recognizes the importance of engaging with the Francophone Community and other communities residing in the geographic area served by the WOHT, to ensure that the needs of these communities are reflected in initiatives to achieve an integrated health care system serving WOHT’s attributed population.
6. The WOHT’s leadership, accountability and governance structure and practices will reflect the Guidance for Ontario Health Teams: Collaborative Decision-Making Arrangements for a Connected Health Care System set out by the Ontario Government and be fit for purpose to enable and encourage all WOHT Members to work better together, including all health care providers, patients and caregivers, throughout the health care journey to:
 - be guided by the **Quintuple** Aim, shared vision and goals,
 - promote the adoption of safe, effective, integrated and innovative health care practices,
 - be built on collaboration, partnership, trust, communication, and mutual respect between patients, families, caregivers, providers, and communities, and
 - minimize or eliminate administrative or bureaucratic hurdles that do not add value and present barriers to delivering better, more coordinated care for patients.

By the time the WOHT achieves a mature state, it will be responsible for providing a full and coordinated continuum of care for all but the most specialized conditions and procedures not available within the WOHT.

7. The WOHT is accountable to its members for planning, leading and pursuing initiatives that reflect the consensus of the members and the direction the Province provides to approved OHTs. The WOHT welcomes new members to join the WOHT who are interested and willing to support the WOHT and to participate in the work required to enhance the collective integration of healthcare to improve the health of our attributed population. To support this principle the WOHT governance framework will include mechanisms that support:
 - population health management and enhancing the integration of healthcare for the attributed population,
 - shared WOHT strategic plan and initiatives based on co-design principles,
 - shared decision-making and conflict resolution,
 - performance management and reporting,
 - information management and sharing, and
 - resource allocation.
8. The WOHT is committed to sustaining a strong leadership structure to provide a unifying vision and strategy, drive integration of care and change management, and bring providers and patients, families, and caregivers together to rethink how care is delivered, while using data and analytics to create a culture of learning, performance measurement, and continuous quality improvement. With the exception of the Operations Team, WOHT's leaders will come from its participant organizations, healthcare providers and individuals who are willing and volunteer to commit some of their time to serving on the WOHT's Coordinating Council, Advisory Tables, Working Groups and improvement projects that may be required. The focus is to seek out individuals who have the appropriate experience, skills, and relevant expertise to serve on the various groups established by the WOHT.
9. Given the large number and diverse range of healthcare organizations and providers who serve WOHT's attributed population, the Coordinating Council will be structured on a cluster representation basis in order to ensure that healthcare clusters have a voice while keeping the size of the Council to a manageable number of individuals.
10. As this OHT matures, the WOHT will evolve its leadership, accountability and governance practices and framework to reflect the consensus of its participants, future provincial direction and the evolving nature of the OHT from its initial start to its mature state. At its mature state the WOHT leadership, accountability and governance design and practices will reflect the expectation that the OHT will function under a single funding and accountability framework, an organization framework that ensures the full continuum of integrated and coordinated care for its entire attributed population, and comprehensive measures of the OHT's performance. Key to the success of the WOHT is the appropriate engagement of patients, caregivers, physicians, and clinical leaders in all aspects of the OHT's work.
11. Throughout the evolution of this OHT, the WOHT will maintain regular communications and dialogue with its members and other interested parties. To aid in this communication the WOHT will establish and maintain a central brand and an associated communications strategy.