

Appendix A – Engagement on Health Authority Act

EMPLOYEE INFORMATION SESSIONS (Department of Health and Social Services and Yukon Hospital Corporation)

The health care providers and staff currently working in the system are our greatest asset. Ensuring an effective transition of staff, including working closely with unions, will be one of the key activities during the transition period. The department and HTAC, which includes the Yukon Hospital Corporation, will continue hosting information sessions with internal and external stakeholders on the progress of health system transformation and steps to establishing a health authority.

Employee Group / Union	Approach / Considerations	Engagement Lead and Timing
HSS Employees	<p>A dedicated email account was created for employees to send inquiries and questions regarding health system transformation.</p> <p>Also – an anonymous survey was created to capture employee questions, concerns and comments of health system transformation.</p>	<p>Lead - HSS</p> <ul style="list-style-type: none"> • Winter 2022



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<p>HSS Transformation Networks</p>	<p>Since January 2023, Transformation Networks have been formed to provide an avenue for the workforce to participate in the health system transformation by providing input, voicing the thoughts of their teams, and acting as peer-to-peer change champions.</p> <p>The networks are structured based on divisions within Health and Social Services, with some of the smaller divisions doing corporate-related functions grouped together as follows:</p> <ul style="list-style-type: none"> • Community and Primary Care • Continuing Care • Social Services • Innovation, Quality and Performance, Deputy Minister's Office, Corporate Services and Human Resources. • Yukon Hospital Corporation 	<p>Lead - HSS</p> <p>Winter 2022</p> <ul style="list-style-type: none"> • Email account and anonymous survey created to gather employee feedback on health system transformation. <p>January 2023 (ongoing)</p> <ul style="list-style-type: none"> • Transformation networks within HSS have provided input, represented the perspectives of their teams, and acted as peer-to-peer change champions. <p>March 2023</p> <ul style="list-style-type: none"> • Management met with EMS staff ahead of transition from Community Services to HSS <p>October/November, 2023</p> <ul style="list-style-type: none"> • Presentation on legislation development to all HSS transformation networks.
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HSS Employees

Deputy Ministers' Road Show Summer /

Fall 2023

- Referred Care Clinic
- CYFFT Outreach and Counselling
- Strategic Policy and Planning
- Mental Wellness and Substance Use Services
- Home Care
- CSCHC
- Disability Services
- Withdrawal Management, Intensive Treatment, Kitchen, Domestic Aides
- Income Support Unit (ISU)
- Community Outreach Services, Adult Protection Unit, People Development and Service Enhancement (PDSE)
- Insured Health
- Population and Public Health Evidence and Evaluation
- Psychiatric Outreach and Early Psychosis (POPEPI)
- Division Support Services
- Health Promotion Unit
- Safety and Clinical Excellence - Continuing Care
- Midwifery
- Chronic Conditions Support Program (CCSP)
- Privacy Team
- Emergency Social Services
- Copper Ridge Place – Continuing Care

Lead - HSS DMs

June to September 2023

- Deputy Minister' road show visited 26 work units across HSS, and 8 rural communities.

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	<ul style="list-style-type: none"> • Forensics • Family and Children's Services • Whistle Bend Place – Continuing Care • Thompson Centre – Continuing Care • Environmental Health <p>HSS Workplace Community Visits</p> <ul style="list-style-type: none"> • Watson Lake • Dawson • Destruction Bay • Faro • Ross River • Old Crow • Beaver Creek • Haines Junction 	
<p>HSS Employees</p>	<p>Deputy Ministers' Virtual Road Show</p> <p>The online session was similar to the in-person roadshow meetings but held online for those who could not join the in-person sessions.</p>	<p>Lead - HSS DMs August 30, 2023</p>

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<p>HSS and YHC Transformation Networks (employees)</p>	<p>Staff gathered for two days of training to learn about change from experts, from People with Lived Experience in change from each other.</p> <p>The focus was on how we can work together in preparation of system-wide changes that are part of the creation of the health authority, the development of the new Department of Health and Social Services and long-term clinical services integration.</p>	<p>Lead - HSS November 1 and 2, 2023</p>
<p>HSS Employees</p>	<p>HSS DMs and ADMs hosted a series of four all-staff meetings to discuss health system transformation.</p>	<p>Lead - HSS DMs January 1 to February 3, 2023</p> <ul style="list-style-type: none"> • Four all-staff virtual meetings
<p>HSS Employees</p>	<p>HSS launched a SharePoint site to house key information for employees to access. YHC was provided with the same information for their staff.</p>	<p>Lead - HSS DMs October 2023</p>
<p>YHC Employees</p>	<p>YHC released a CEO message to all staff and launched a SharePoint site to house FAQ and HA project overview documents</p>	<p>Lead - YHC November 2023</p>
<p>HSS & YHC Employees</p>	<p>Two days of training for Transformation Network members (HSS & YHC) on change management and system-wide preparations for the new health authority and HSS,</p>	<p>Lead - HSS Lead November 2023</p>

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<p>HSS Employees</p>	<p>HSS released the 2nd annual report for Putting People First</p>	<p>Lead - HSS DMs December 2023</p>
<p>HSS and Yukon Hospital Corporation Staff</p>	<p>Virtual All-Staff - Yukon government and the Yukon Hospital Corporation</p>	<p>Lead - HSS DMs and YHC CEO March 8, 2024</p> <ul style="list-style-type: none"> • Online meeting held at 2 – 3:30 PM <p>Lead - YHC March 20, 2024</p> <ul style="list-style-type: none"> • Online Town Hall held at 1-2:30pm
<p>YHC Employees</p>	<p>CEO message to all staff on the tabling of the Health Authority Act</p>	<p>Lead – YHC March 2023</p>

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<p>HSS & YHC Employees</p>	<p>Hosting up to three open houses per week over 4-6 weeks.</p>	<p>Co-Lead – HSS, YHC, CYFN First meetings scheduled for:</p> <ul style="list-style-type: none"> • March 27 @ 7:30pm (Virtual) • March 28th at 3am. (Virtual) • April 4 @ 9:15am (Whitehorse, Yukon Hospital Cafeteria) • April 5 @ 10am (Virtual) • April 9 @ 10am (Virtual) • April 10 @ 7:30pm (Virtual) • April 11 @ 10am (Virtual) • April 16 @ 10am (Virtual) • April 17 @ 7:30pm (Virtual) • April 19 @ 10am (Dawson, Hospital Meeting Room) • April 23 @ 10am (Virtual) • April 24 @ 7:30pm (Virtual) • April 25 @ 2pm (Watson Lake, Hospital Meeting Room) • April 30 @ 10am (Virtual)
<p>HSS & YHC Employees</p>	<p>Community visits to community hospitals and community health centres.</p>	<p>Co-Lead – HSS, YHC, CYFN Priority will be given to the communities with hospitals – projected timing is mid-April.</p>
<p>General Public</p>		
<p>Public</p>	<p>Open Houses held in person for the general public.</p>	<p>Co-Lead – HSS, YHC, CYFN April 18 @ 7:30pm (Dawson City, TBD) April 22 @ 6pm (Whitehorse, KDCC) April 25 @ 7pm (Watson Lake, TBD)</p>

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Unions		
<ul style="list-style-type: none"> • Professional Institute of the Public Service of Canada (PIPSC) • Public service Alliance of Canada • Yukon Employees' Union 	<p>Joint information sessions involving representatives from:</p> <ul style="list-style-type: none"> • the Health and Social services transformation team • Yukon Hospital Corporation • Public Service Commission, representing Yukon Government as employer 	<ul style="list-style-type: none"> • April 9, 2024 @ 8:00am • April 11, 2024 @ 11:30am • Regular monthly meetings to be scheduled going forward

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Yukon First Nation government or committee	Approach / Considerations/ Details	Engagement Lead and Dates
<p>Invited:</p> <p>Carcross/Tagish First Nation</p> <p>Champagne and Aishihik First Nations</p> <p>Kluane First Nation</p> <p>Kwanlin Dün First Nation</p> <p>Liard First Nation</p> <p>Little Salmon/Carmacks First Nation</p> <p>First Nation of Na-Cho Nyäk Dun</p> <p>Ross River Dena Council</p> <p>Selkirk First Nation</p> <p>Ta'an Kwäch'än Council</p> <p>Teslin Tlingit Council</p> <p>Tr'ondëk Hwëch'in</p> <p>Vuntut Gwitchin First Nation</p> <p>White River First Nation</p>	<p>The department held meetings with CYFN and eight Yukon First Nations between April and August 2023. Some nations were unable to meet due to flooding, wildfires, summer scheduling conflicts, etc.</p> <p>The department presented an overview of the creation of a health authority as a key recommendation of PPF.</p> <p>The presentation also included a brief rationale for a health authority and sought feedback from Yukon First Nations about how to work together to build Shāw Kwä'a.</p>	<p>Lead – HSS</p> <p>April 11, 2022</p> <ul style="list-style-type: none"> • Little Salmon Carmacks First Nation <p>April 25, 2022</p> <ul style="list-style-type: none"> • Selkirk First Nation <p>June 13, 2022</p> <ul style="list-style-type: none"> • Ta'an Kwächän Council <p>June 22, 2022</p> <ul style="list-style-type: none"> • Tr'ondëk Hwëch'in <p>June 23, 2022</p> <ul style="list-style-type: none"> • Carcross/Tagish First Nation <p>July 14, 2022</p> <ul style="list-style-type: none"> • Vuntut Gwitchin First Nation <p>July 19, 2022</p> <ul style="list-style-type: none"> • Council of Yukon First Nations <p>August 8, 2022</p> <ul style="list-style-type: none"> • Champagne and Aishihik First Nations (CAFN)

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<p>Joint Senior Executive Committee (JSEC)</p>	<p>JSEC is a committee comprised of YFN Executive Directors and YG Deputy Ministers.</p> <p>HTAC Co-Chairs presented on work to-date on health authority legislation, partnerships, committees and territorial health plan, advancing community wellness and strategic vision for the health authority.</p>	<p>Lead – HTAC Co-Chairs</p> <p>November 24, 2023</p> <ul style="list-style-type: none"> • Health and Wellness Yukon <p>Presentation delivered by HTAC co-chairs</p>
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<p>Health Transformation Advisory Committee</p>	<p>Engagement is ongoing.</p> <p>HTAC actively supports implementation of health system transformation, including the development of health authority legislation.</p> <p>This committee advises on the development of Yukon's health authority and the ongoing implementation of Putting People First. They provide policy and operational-related recommendations and implement the priorities and direction from the Minister and the Chiefs Committee on Health to work towards creating the proposed health authority. They are guided by a jointly developed Terms of Reference and a workplan that is updated regularly.</p> <p>HTAC facilitated First Nations, employee and external stakeholder information sessions through January and February 2024.</p>	<p>Lead – HTAC Co-Chairs</p> <p>July 2023 - ongoing</p> <ul style="list-style-type: none"> • The first HTAC meeting was July 26, 2023. • This committee has met 14 times since formation. • First meeting included the Minister and Chiefs Committee on Health. • Co-Chairs are made up of one YG member and one FN member. • HTAC Co-Chairs hold bi-weekly meetings. <p>September 2023</p> <ul style="list-style-type: none"> • Members of CCOH and HTAC as well as support staff (CYFN and HSS) travelled together to attend information sessions on the BC First Nation Health Authority <p>November 2023</p> <ul style="list-style-type: none"> • Members of CCOH and HTAC as well as support staff (CYFN and HSS) travelled together to Anchorage, Alaska to learn about the Southcentral Foundation and witnessed the Nuka System of Care in practice.
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<p>Health and Social Development Commission</p>	<p>Updates have been provided to First Nation Health and Social Services/Wellness directors by CYFN at the commission meetings.</p>	<p>Lead - YFN</p> <ul style="list-style-type: none"> • September 13, 2022 • December 7, 2022 • May 31, 2023
<p>Leadership (Yukon Forum)</p>	<p>Presented on the importance of partnership and proposed the oversight and partnership committees. Committees were established in summer of 2023.</p>	<p>Lead - YFN</p> <ul style="list-style-type: none"> • YFN-HTAC and CCOH has provided updates on work advancing through HTAC to YFN Leadership on an ongoing basis.

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<p>Yukon First Nation governments</p>	<p>Letter sent to YFN governments inviting Yukon First Nations Leadership, executive directors and technical staff to engage on the co-development of the Bill through an in-person session at the Kwanlin Dun Cultural Centre.</p> <p>Bilateral discussions (pre and post workshop) invitations for partners who were unable to attend the in-person session and for those who wanted to provide additional input or had further questions. Bilateral meetings supported in-person and virtually.</p> <p>In-person engagement session on review of the Bill with Yukon First Nations Leadership, executive directors and technical staff, was facilitated by the Health Transformation Advisory Committee co-chairs.</p>	<p>Joint Leads - HTAC with HSS & CYFN</p> <p>December 2023 and January 2024</p> <ul style="list-style-type: none"> • Invitations to the in-person session sent. <p>January to March 2024</p> <ul style="list-style-type: none"> • Invitations for bilateral discussions sent. <p>January 18 and January 19, 2024</p> <ul style="list-style-type: none"> • In person session with Yukon First Nations was held at the Kwanlin Dun Cultural Centre. <ul style="list-style-type: none"> • Yukon First Nations representatives in attendance were: Little Salmon Carmacks First Nations, Carcross/Tagish First Nation, First Nation of Na-Cho Nyäk Dun, Teslin Tlingit Council, Kwanlin Dun First Nation, Champagne and Aishihik First Nations, Selkirk First Nation, Ta'an Kwäch'än Council and Council of Yukon First Nations.
<p>One-on-One Engagement Sessions with Yukon First Nations</p>		
<p>Little Salmon Carmacks First Nation</p>	<p>Presentation on the health authority legislation to Chief and Council.</p>	<p>Lead - HTAC Date TBD</p> <ul style="list-style-type: none"> • In person session

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White River First Nation	Presentation on the health authority legislation to Chief and Council.	<p>Lead - HTAC March 27, 2024</p> <ul style="list-style-type: none"> Virtual session
Ross River Dena Council	Presentation on the health authority legislation to Chief and Council.	<p>Lead - HTAC Date TBD</p> <ul style="list-style-type: none"> We are working with RRDC to confirm a date and time.
Liard First Nation	Presentation on the health authority legislation to Chief and Council.	<p>HTAC Date TBD</p> <ul style="list-style-type: none"> We are working with LFN to confirm a date and time.
General Public		
	Presentation on the health authority legislation to health system users at the KDCC.	<p>Lead – HSS, YHC and CYFN Date April 13th from 1-3</p>

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YG Engagement with YEU, the bargaining agent representing YG employees				
DATE	FROM	TO	TYPE	CONTENT
2022 02 03	Director, LRB	YEU Negotiator	Power Point Presentation	Power Point Presentation providing an overview of implementation and the related aspects of Health and Wellness Yukon.
2022 03 02	DM Health	YEU Negotiation Team	Meeting	HSS DM Health and Director, Transformation, Innovation and Putting People First - provided update on Putting People First to YEU Bargaining Team. Used presentation provided to YEU February 2022.
2022 11 22	DM Health	President, YEU	email	DM Health – Advance copy of Putting People First Annual Report
2022 11 29	Director, LRB	President, YEU	meeting	Meeting with HSS DM Health – Bargaining Teams EMS Transfer- first stage of Health Authority
2022 12 01	Manager, LRB	Negotiator, PSAC	email	Staff message re: EMS transfer to HSS, in preparation for eventual transfer to H&WY
2023 03 23	Director, LRB	President, YEU	email	Confirms intention of ongoing consultation
2023 07 19	Director, LRB	President, YEU	email	Advising of joint press release
2023 09 25	Director, LRB	President, YEU	email	Project update
2023 10 04	DM Health	President & VP, YEU	meeting	HSS DM Health, ADM Corporate Services and LR meet with YEU Vice President to discuss high-level plans.
2023 10 23	Director, LRB	President & VP, YEU	email	Advising of all-staff message
2023 11 01	Director, LRB	President, YEU	email	Sharing Health Transformation overview document
2023 11 02	Director, LRB	President, YEU	email	Clarifying documents from 11/01
2023 11 07	Director, LRB	President, YEU	email	Official notice of development of the Health Authority Act
2023 12 12	Director, LRB	President, YEU	email	Advising of all-staff message
2024 01 18	n/a	n/a	meeting	HSS Corporate and Social Services ADMs present H&WY update to YEU at Joint Consultation Committee; agree to make H&WY updates a standing item on JCC.
2024 01 18	Director, LRB	President, YEU	email	Follow-up to JCC clarifying that formal notice of consultation has not yet been issued

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2024 01 31	Director, LRB	President, YEU	email	Provides slide deck for stakeholder sessions
2024 02 01	DM, HSS	President & VP, YEU	email	DM Health emails to invite discussion on YEU's news release re: staffing shortages
2024 02 16	Director, LRB	President, YEU	email	Advising of upcoming all-staff meeting
2024 02 28	Director, LRB	President & VP, YEU	email	Invitation to attend all-staff meeting
2024 03 08	Director, LRB	President, YEU	email	YEU attend all-staff meeting

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STAKEHOLDER INFORMATION SESSIONS

The following table lists the stakeholder information sessions that were hosted by the department with Health Transformation Advisory Committee members through the months of January and February 2024. In the case that the proposed date was unavailable, groups were offered a contact to arrange an alternate date.

External Stakeholders	Organization or Health and Social Services Sector	Information Session Date
Yukon Hospital Corporation Board	Yukon Hospital Corporation	January 31, 2024 at 12:00 pm
Association of Social Workers in Northern Canada	Allied Health Professionals	February 1, 2024 at 9:00 am
Canadian Association of Occupational Therapists	Allied Health Professionals	February 1, 2024 at 9:00 am
Physiotherapy Association of Yukon	Allied Health Professionals	February 1, 2024 at 9:00 am
Psychological Society of Yukon	Allied Health Professionals	February 1, 2024 at 9:00 am
Yukon Dental Association	Allied Health Professionals	February 1, 2024 at 9:00 am
Yukon Denturists Society	Allied Health Professionals	February 1, 2024 at 9:00 am
Yukon Licensed Practical Nurses	Allied Health Professionals	February 1, 2024 at 9:00 am
Yukon Pharmacists Association	Allied Health Professionals	February 1, 2024 at 9:00 am
Yukon Speech-Language Pathology and Audiology Association	Allied Health Professionals	February 1, 2024 at 9:00 am
Autism Yukon	Health NGOs	February 8, 2024 at 10:00 am
Blood Ties Four Directions	Health NGOs	February 8, 2024 at 10:00 am
Canadian Mental Health Association, Yukon Division	Health NGOs	February 8, 2024 at 10:00 am
Hospice Yukon Society	Health NGOs	February 8, 2024 at 10:00 am
KDFN Health Centre/Land Based Healing Camp	Health NGOs	February 8, 2024 at 10:00 am
Line of Life	Health NGOs	February 8, 2024 at 10:00 am
Opportunities Yukon	Health NGOs	February 8, 2024 at 10:00 am
Queer Yukon	Health NGOs	February 8, 2024 at 10:00 am
Sign Post Seniors - Watson Lake	Health NGOs	February 8, 2024 at 10:00 am
St Elias Seniors Society	Health NGOs	February 8, 2024 at 10:00 am

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Yukon Strategy for Patient Oriented Research - YSPOR	Health NGOs	February 8, 2024 at 10:00 am
Yukon T1D Support Network	Health NGOs	February 8, 2024 at 10:00 am
Association of Yukon Communities	Municipalities	February 8, 2024 at 10:00 am
City of Dawson	Municipalities	February 2, 2024 at 1:00 pm
City of Whitehorse	Municipalities	February 2, 2024 at 1:00 pm
Town of Faro	Municipalities	February 2, 2024 at 1:00 pm
Town of Watson Lake	Municipalities	February 2, 2024 at 1:00 pm
Village of Carmacks	Municipalities	February 2, 2024 at 1:00 pm
Village of Haines Junction	Municipalities	February 2, 2024 at 1:00 pm
Village of Mayo	Municipalities	February 2, 2024 at 1:00 pm
Village of Teslin	Municipalities	February 2, 2024 at 1:00 pm
Association franco-yukonnaise	one-on-one	February 12, 2024 at 11:00 am
Yukon Ombudsman/ Yukon Information and Privacy Commissioner (IPC)	Arms Length Government Organization	February 13, 2024 at 11:00 am
Yukon Association for Birth Choices (Yukon Midwifery Association)	Health NGOs	March 6, 2024 at 11:30 am
Yukon Medical Association	Health NGOs	February 26, 2024 at 3:00 pm
Yukon Registered Nursing Association	Health NGOs	February 21, 2024 at 1:00 pm
Aspen Residence	Social Services NGOs	February 16, 2024 at 1:00 pm
Big Brothers and Big Sisters of Yukon	Social Services NGOs	February 16, 2024 at 1:00 pm
Boys and Girls Club	Social Services NGOs	February 16, 2024 at 1:00 pm
Child and Youth Advocate	Social Services NGOs	February 16, 2024 at 1:00 pm
Child Development Centre	Social Services NGOs	February 16, 2024 at 1:00 pm
Connective - Whitehorse Emergency Shelter	Social Services NGOs	February 16, 2024 at 1:00 pm
Council of Yukon First Nations - program delivery areas	Social Services NGOs	February 16, 2024 at 1:00 pm
Dawson Women's Shelter Society	Social Services NGOs	February 16, 2024 at 1:00 pm
Elder Active Yukon	Social Services NGOs	February 16, 2024 at 1:00 pm

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Fetal Alcohol Syndrome Society Yukon (FASSY)	Social Services NGOs	February 16, 2024 at 1:00 pm
Food Bank Society of the Yukon	Social Services NGOs	February 16, 2024 at 1:00 pm
Golden Age Society	Social Services NGOs	February 16, 2024 at 1:00 pm
Habitat for Humanity Yukon Society	Social Services NGOs	February 16, 2024 at 1:00 pm
Help and Hope for Families Society	Social Services NGOs	February 16, 2024 at 1:00 pm
Inclusion Yukon	Social Services NGOs	February 16, 2024 at 1:00 pm
Learning Disabilities Association of Yukon (LDAY)	Social Services NGOs	February 16, 2024 at 1:00 pm
Options for Independence	Social Services NGOs	February 16, 2024 at 1:00 pm
RCMP	Social Services NGOs	February 16, 2024 at 1:00 pm
Safe at Home Society	Social Services NGOs	February 16, 2024 at 1:00 pm
Senior Action Yukon	Social Services NGOs	February 16, 2024 at 1:00 pm
Skookum Jim Friendship Centre	Social Services NGOs	February 16, 2024 at 1:00 pm
Teegatha'Oh Zheh	Social Services NGOs	February 16, 2024 at 1:00 pm
Trondek Hwech'in Men's Shelter (Dawson Helping Tree)	Social Services NGOs	February 16, 2024 at 1:00 pm
Victoria Faulkner Women's Centre	Social Services NGOs	February 16, 2024 at 1:00 pm
Yukon Aboriginal Women's Council	Social Services NGOs	February 16, 2024 at 1:00 pm
Yukon Anti-Poverty Coalition	Social Services NGOs	February 16, 2024 at 1:00 pm
Yukon Cares	Social Services NGOs	February 16, 2024 at 1:00 pm
Yukon Council on Aging	Social Services NGOs	February 16, 2024 at 1:00 pm
Yukon Status of Women Council	Social Services NGOs	February 16, 2024 at 1:00 pm
Yukon Women's Transition Home Society	Social Services NGOs	February 16, 2024 at 1:00 pm