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Hello my name is Twitchy Siddiqui and currently I'm working in the Emergency Room at John Stroger Hospital as a License Practical Nurse.

While I recognize there is a great need to change, I commend the approach the County is taking to make healthcare move forward. I, find that the drastic measures currently being instituted can be a great detriment to the patients that we currently serve. The elimination of the License Practical Nursing positions will leave many areas being dangerously short staffed, in particular the Emergency room. Also, units on the hospital floor will suffer. LPN's have been a great constant asset to Cook County Hospital, especially in the E.R. for many years. Also, as a vital part of the workforce, there is a patient care need for LPN's.

To give us a 60 day notice, stating that the end goal, is to create a modern, integrated health system with the right staff in the right place at the right time, is insulting. Can management show cause that our positions aren't needed? Why weren't provisions made to retain the LPN's who have been such loyal and reliable hard workers for so many years? In keeping with the **VISION, MISSION and IMPACT 2020**, we deserved an opportunity to be allowed to return to school in a timely fashion to **upgrade** our skills and be allowed to become RN's so that we could retain our jobs.

Eliminating the LPN's from County Health Care System and the Emergency Room:

- 1.) Will result in Departments that has already been operating short staffed, with longer wait times, becoming progressively worst
- 2.) Patient care will be affected, with patient Safety being a dangerously big issue
- 3.) Prolonged waiting times, whole teams (sections) will need to be shut down in E.R.
- 4.) The E.R. have a total of eight LPN's that are Professional, and very high functioning within their job description. (Drawing Blood, Administering Medications, Hanging IV's, Giving Injections, Assisting MD's with Gynecological Exams)

Alternative Approach:

- 1.) Stop the job elimination of LPN's , NOW
- 2.) Allow LPN's an opportunity to expand their skills within a reasonable time frame
- 3.) Explore other options that can be considered top heavy

The Principles of IMPACT 2020 states that the SYSTEM offered the following goal for its three-year strategic plan based on CCHHS' vision and developed five principles that would guide the creation and execution of the plan: to build a high-quality safe, reliable, patient-centered, integrated health system that maximizes resources to ensure the greatest benefit for the patients and communities we serve.

Why wasn't the LPN's notified and ENCOURAGE three years ago to further their EDUCATION???

PRINCIPLES

At the outset of *Impact 2020*, the System offered the following goal for its three-year strategic plan based on CCHHS' vision and developed five principles that would guide the creation and execution of the plan: to build a high-quality, safe, reliable, patient-centered, integrated health system that maximizes resources to ensure the greatest benefit for the patients and communities we serve.

These five principles, outlined below, challenge CCHHS to step out of its historical role to transform into a modern, integrated health system leveraging all of its component parts to lead in the provision of high-quality health care and the elimination of health disparities throughout Cook County.



Improve health equity

Health equity is achieved when every person has the opportunity to attain his or her full health potential and no one is disadvantaged from achieving this potential because of social position or other socially determined circumstances.¹



Provide high quality, safe, reliable care

The quality of patient care is determined by the quality of infrastructure, training, competence of personnel and efficiency of operational systems.² The fundamental requirement is the adoption of a system that is 'patient centered' and the implementation of highly reliable processes.



Maximize financial sustainability and demonstrate value

Transformation requires significant focus on financial management to ensure that limited resources are expended in accord with the strategic priorities. Ensuring and measuring the value of CCHHS programs and services against appropriate industry standards will be critical for CCHHS to thrive in a competitive environment.



Develop the workforce

CCHHS' 6,700+ employees are its biggest asset. Building employees' skills through education and development opportunities focused on improving efficiency and quality of care, as well as staff and patient satisfaction will serve as the basis for all of its work.



Lead in medical education, clinical investigation and research relevant to vulnerable populations

Cook County has a rich history of medical training and top-notch clinical research, particularly for vulnerable populations. This legacy is an important component to maintain the System's workforce pipeline and develop effective innovations in care.

These five principles reflect the System's unique market position as a public safety net system with a rich history of providing quality patient care to vulnerable populations as well as significant contributions to medical training and clinical investigation. *Impact 2020* recognizes that CCHHS must work closely with the larger community, including but not limited to health care, social services, government and community groups to develop solutions to address the social determinants that disproportionately impact the populations CCHHS serves.

¹"Health Equity," *Chronic Disease Prevention and Health Promotion*, The Centers for Disease Control and Prevention, 10 Feb. 2015.

²Rao GN, ed. *How Can We Improve Patient Care? Community Eye Health*. 2002;15(41):1-3.

ABOUT **IMPACT 2020**

The 2017-2019 strategic planning process began in early 2016 with an analysis of *Vision 2015*, the five-year strategic plan that was adopted by the Cook County Health & Hospitals System (CCHHS) Board of Directors in 2010. CCHHS has made significant progress in the last five years toward the achievement of the goals detailed in *Vision 2015*. These achievements can be found in the Appendix.

The following mission and vision statements were adopted in *Vision 2015* and continue to reflect CCHHS' philosophy today.

MISSION

To deliver integrated health services with dignity and respect regardless of a patient's ability to pay; foster partnerships with other health providers and communities to enhance the health of the public; and advocate for policies which promote and protect the physical, mental and social well-being of the people of Cook County.

VISION

In support of its public health mission, CCHHS will be recognized locally, regionally and nationally – and by patients and employees – as progressively evolving model for an accessible, integrated, patient-centered and fiscally-responsible health care system focused on assuring high-quality care and improving the health of the residents of Cook County.
