



NORTHUMBERLAND HILLS HOSPITAL

inspiring strength, dignity and compassion

NEWS RELEASE – FOR IMMEDIATE RELEASE

Hospital President and CEO announces retirement

NORTHUMBERLAND COUNTY, Friday, February 1, 2008 – At a news conference earlier today, Northumberland Hills Hospital Board Chair Sid Trevail announced that Joan Ross, President and CEO, has confirmed plans for her retirement in November 2008.

Echoing comments made at a staff gathering early this morning, Mr. Trevail stated that the Board and the CEO have prepared for this day by developing a succession plan based on Joan's stated intention for the last two years. The plan ensured that the Board is well prepared for the necessary recruitment process, including the six-month time frame estimated by leading search agencies to recruit a new President and CEO in today's market.

Said Mr. Trevail: "Joan will have been with our hospital for 12 years when she steps down. During this time, our hospital has evolved from two smaller hospitals, with far fewer services and limited integration, to the new facility we enjoy today. We have more patient services available locally, including rehabilitation, palliative care and dialysis, and we have had significant growth in other areas, as well."

Some of the other achievements Mr. Trevail listed during Ms. Ross's term as CEO include the hospital's transition to digital diagnostics (now complete) and the addition of sophisticated technologies such as nuclear medicine, Computed Tomography (CT) scanning and Magnetic Resonance (MR) imaging.

"To accommodate this growth, Mr. Trevail noted, "the operating budget has more than doubled. This is no small feat in times when budgets are very constrained."

"What is evident when we look back at the last 12 years," he noted, "is the strong sense of strategic direction we have in our hospital, and the many things that have been accomplished as a result. Joan led the successful re-branding of the organization to Northumberland Hills Hospital and, under her leadership, our hospital has become just that: a hospital for the whole County, and beyond."

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Ms. Ross added that it has been a very difficult decision but one that will allow new leadership to further strengthen the hospital and afford her an opportunity to pursue other interests. She described 2008 as “a year of change,” noting that not only has she chosen to retire in late 2008, but that NHH’s Vice President, Patient Services, Mary Anne Shill will precede her in retirement this summer.

“Mary Anne has been with the organization since June 2000 and has provided me with strong support and leadership in the clinical area. Mary Anne is one of those extraordinary individuals who can accomplish difficult goals with dignity and respect. She has been very involved with physician recruitment and the day-to-day operations of the hospital and it will be difficult to find someone with her energy, knowledge and enthusiasm,” Joan stated. The search for Mary Anne Shill’s replacement will begin immediately and will include both internal and external candidates.

Mr. Trevail concluded the press conference with praise for the entire NHH team. “A mark of an exceptional leader is the team she or he assembles to meet the organization’s needs. Thanks to Joan, we have an excellent team at NHH today, and while we will say good-bye in 2008 to an excellent CEO and Vice President, they leave us very well positioned as a leader in the small community hospital sector.”

For further information, a backgrounder detailing the career histories of the CEO and Vice President, Patient Services is available, together with a Q&A. For more information, reporters are asked to contact Jennifer Gillard at 905-377-7757 or jgillard@nhh.ca.

About Northumberland Hills Hospital – The Northumberland Hills Hospital (NHH) is located approximately 100 kilometres east of Toronto. The 137-bed acute care hospital delivers a broad range of core services, including medical/surgical care, complex/long-term care, rehabilitation, palliative care, obstetrical care and intensive care. NHH also sponsors a Community Mental Health Centre and an Assertive Community Treatment Team. The hospital serves the catchment area of west Northumberland County. A mixed urban and rural population of approximately 60,000 residents, west Northumberland is comprised of the Town of Cobourg, the Municipality of Port Hope and the townships of Hamilton, Cramahe and Alnwick/Haldimand. NHH employs over 500 people and is an active member of the Central East LHIN. For more information, please visit www.nhh.ca.