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Transformation initiative comes to OSH

We have all been reading for some time about Dr. Bruce Goldberg's bold initiative to transform DHS into a World-Class organization. In some respects, such a transformation is already under way here at Oregon State Hospital.

Last week Maynard shared with all of you the impressive results you have achieved over recent months in reducing the use of seclusion and restraints throughout the organization. These results are particularly impressive given the fact that in many areas we are only beginning to see additional staff arrive on either campus. Our multi-faceted hiring process is, at times lengthier than any of us might like it to be. As we are now beginning to see increasing interest in people wanting to come to work at OSH, it seems fitting that we go to work on streamlining and expediting the hiring process in anyway we should.

Many of you know Derek Wehr and Nikki Mobely from their traditional roles here on the Salem campus. Fewer of you may be aware that they have taken on new roles as "Lean Leaders" within the DHS-wide transformation initiative. They have taken special training in order to return to OSH and begin to transform some of our traditional ways of doing business into more efficient processes with more effective outcomes using a Rapid Process Improvement (RPI) technique. OSH's multi-faceted hiring process will be their first undertaking.

While their efforts, along with a number of other OSH "team members," will benefit all hiring processes for OSH, their initial RPI effort will be on nursing vacancies. Eventually, efforts will be directed toward our Continuous Improvement Plan priorities.

I've heard from many of you in my first five months here at OSH and, consistently you are all interested in seeing OSH change. You know I agree. We need to change many old practices and, many things about our culture. We can make more progress toward changing in less time by expediting our hiring process to improve staff-to-patient ratios, reducing overtime and, in general, improving the quality of work life and quality of patient care throughout OSH.

Thanks to all of you for the good work you do at OSH every day.