

Pembroke Regional Hospital

MEMO

To: All PRH Staff and Physicians
From: Sabine Mersmann, President and CEO
Date: August 25, 2023
Subject: Brent McIntyre to join Senior Leadership Team

I am pleased to announce that after thorough consideration, Brent McIntyre, our Director of Human Resources, will be assuming a new role within Pembroke Regional Hospital. Effective Tuesday, September 5th, he will become the Vice-President of Human Resources and a valued member of the Senior Leadership Team.

Brent joined our health care team in February, 2022, bringing with him many years of human resources and leadership experience from his time spent at the Renfrew County District School Board.

Given the strategic importance of workforce stabilization and the value we place on recruitment and retention, integrating human resources representation into our Senior Leadership Team will ensure that our decision-making in this area will be strategic and well-informed.

I wanted to let you know that as part of our decision-making process for this announcement, we looked at other hospitals of comparable size to ours and noted that the overwhelming majority have human resources expertise at their leadership tables, and in all cases, their number of vice-presidents exceeded ours.

It is important to note that we have decided not to fill the vacant Director position in the Human Resources department. Instead, Ralph Hatem, and Sheldon Higginson, our Managers of Human Resources and Occupational Health and Safety, will continue reporting directly to Brent.

Going forward, I am confident that having an additional vice-president on the Senior Leadership Team will enable us to engage more with all of you. This added presence will facilitate regular participation in huddles, engagement in Gemba walks and addressing areas of improvement to bolster staff satisfaction and overall morale.

Please join me in welcoming Brent into this new role.