



SMP Health

St. Andrew's

Community Health

Implementation Plan

Bottineau County

North Dakota

Updated 12/1/2021

Our Mission

“St. Andrew's Health Center, in union with the Sisters of Mary of the Presentation, works for the glory of God by bringing the Word and Healing of Jesus Christ to all, with a special concern for the poor and elderly. Through the shared ministry with the laity, St. Andrew's Health Center participates in the health care mission in the work of healing which is the work of God. Our individual inspiration is Jesus and His Gospel message. Permeated with the Charism of the Sisters of Mary of the Presentation, we minister to one another and to all who come to us for care.”

St. Andrew's Health Center has been a part of the community since 1913; our mission is to provide services to all who come to us for care; this is something that we are very proud of. Our ability to better the lives of those most in need is the core of our beliefs and knowing that we can make a difference in the lives of those we serve. In addition, we believe that through our leadership and presence in the community we have been and will continue to be an essential part of the healthcare delivery team.

The organizations have collaborated and developed an Implementation Plan, using information from the Community Health Needs Assessment, from lessons learned through collaborative meetings, and from community surveys. The Implementation Plan will address the priorities identified in the Community Health Needs Assessment by establishing goals, objectives and initiatives to improve the healthcare provided in the area and improve the health of communities that are served. The leader and team associated with the various initiatives will develop action steps and timelines, and will report the progress to the CEO. The CEO and Board of Directors of SAHC will monitor progress and provide reports to the community.

Through this process, goals have been established to address the identified health needs. Objectives and Action steps have been developed to address these goals. The goals and related priorities addressed follow below.

Community Health Strategic Implementation Plan

Covered Facilities: St. Andrew's Health Center

Community Health Needs Assessment: A Community Health Needs Assessment ("CHNA") was performed in Summer 2019 to determine the most pressing health needs of the St. Andrew's Health Center service area.

Implementation Plan Goals: The Board of St. Andrew's Health Center has determined that the following health needs identified in the CHNA should be addressed through the implementation strategy noted for each such need:

1. Not Enough Jobs with Livable Wages within the Community

Specific Needs Identified in CHNA:

- Strive to provide community members, including the uninsured and working poor, have access to jobs with livable wages.

Key Objectives:

Continue to provide employment positions that are competitive in wages, therefore providing opportunities to earn a livable wage.

Implementation Strategies:

Continue to be one of the largest employers in the county, continue to offer excellent benefit programs, continue to offer training reimbursement and job security. Through being good stewards of our resources, providing quality healthcare, and, we strive to

The goals:

1. Utilize data available to pay competitive market wages for positions at SAHC.

St. Andrew's Health Center will continue to utilize the North Dakota Hospital Association wage and salary survey data to ensure that employment positions are within market value for each and every position. Market adjustments are made yearly to facility positions which increases the base wages for each position according to the NDHA data. Each employee will receive a yearly review, and upon

successful review could have their wage or salary increase by a budgeted percentage. The timeline for this project is yearly assessments.

12/1/2020 update:

St. Andrew's Executive Team will review the NDHA Wage and Salary Survey to determine if the survey truly equates to the true salary market in our region. Adjustments may be made based upon the review to make and keep St. Andrew's Health Center a viable option for healthcare professionals and ancillary department employees.

12/1/2021 update:

St. Andrew's Executive Team and Board of Directors approved substantial changes to the wage scale for the 2022 budget. However, St. Andrew's continues to experience substantial inflation in the market for Human Resources. As such, the wage scale will be re-evaluated to ensure St. Andrew's can be competitive in the market for talent. This evaluation will take into account competitors outside of the healthcare space.

2. Depression and anxiety

Specific Needs Identified in CHNA:

- Ensure all community members, including the uninsured and working poor, have access to mental health services.

Key Objectives:

To offer professional services within the county that focus specifically on mental and emotional health.

Implementation Strategies:

Work collaboratively with additional organizations to identify the specific needs within the area concerning mental and emotional health.

The goals:

1. Work with the Rural Mental Health Consortium.....

12/1/2020 update:

SAHC will continue to partner with the Rural Mental Health Consortium.

SAHC will evaluate the need and feasibility of bringing in Medication Assisted Therapy to aid in decreasing opioid addiction in the region.

12/1/2021 update:

The Rural Mental Health Consortium is no longer functional. However, St. Andrew's continues to provide mental health services in its Rural Health Clinic. The feasibility of a MAT program continues to be evaluated.