

## Summary

I am a healthcare professional with extensive experience and a record of achievement in developing strategies, plans and programs that impact population health. Extensive knowledge of Canada's healthcare sector, digital health landscape, organizations and key stakeholders within the health ecosystem, and related policies, business drivers and market forces. I have earned a reputation for tackling complex problems by applying creative problem-solving approaches which are rooted in real world evidence and epidemiology principles to develop solutions. Engaging and collaborating with a broad range of stakeholders, I have a proven record of leveraging deep insight of Canadian and international government healthcare systems and plans to inform evidence-based strategy, policies, plans and programs that are aligned with market needs.

## Skills

- Clinical Research
- Evaluation and Benefits Realization
- Governance
- Health Informatics
- Knowledge Translation
- Quality and Business Process Improvement
- Strategic Planning
- Team Leadership

## Experience

Sep 2020- Jun 2025	Director of Clinical Innovation and Knowledge Transfer <b>Bayshore HealthCare</b>
Aug 2019- Jun 2020	Knowledge Translation Consultant <b>SE Health</b>
2016- May 2019	Director of Strategic Policy and Planning <b>Canada Health Infoway</b>
2012-2016	Director of Planning and Research <b>Canada Health Infoway</b>
2007-2012	Senior Strategy and Planning Specialist <b>Canada Health Infoway</b>
2004-2007	Strategic Manager, Centre for Research in Women's Health <b>Sunnybrook &amp; Women's College Health Sciences Centre</b>
2002-2004	Executive Director, Fetal Medicine Centre <b>Mount Sinai Hospital</b>
1996-2002	Director, Fetal Diagnosis and Treatment Centre <b>Hospital For Sick Children &amp; University of Toronto</b>
1988-1996	Assistant Director, The Motherisk Program <b>Hospital For Sick Children</b>

## Education

- Public Executive Program Certificate  
**Smith School of Business, Queen's University**
- MHSc, Health Administration  
**Institute of Health Policy, Management & Evaluation  
University of Toronto**
- MSc, Clinical Pharmacology  
**University of Toronto**
- BSc, Toxicology  
**University of Toronto**

# Anne Pastuszak

## Experience

Sep 2020-  
Jun 2025

### Director of Clinical Innovation and Knowledge Transfer Bayshore HealthCare

- Supported the Chief Nursing and Clinical Officer during the COVID pandemic by regularly updating the current state of rapidly changing vaccination, IPAC and hiring policies and epidemiological statistics and trends across all provinces and the federal government.
- Established a webinar series that connected front-line care providers across Canada to infectious disease experts and Bayshore's Chief Nursing and Clinical Officer and created the opportunity to ask questions about delivery home and community care during the COVID pandemic.
- Evaluated the current state then improved the process of reporting NQuIRE indicators to the Registered Nurses Association of Ontario as part of Bayshore's requirement as a Best Practice Spotlight Organization.
- Worked with the Chief Nursing and Clinical Officer and the Directors of Clinical Practice, Quality and Risk and Patient Safety, and Health Information and Privacy to create and finalize key performance indicators to measure and demonstrate the impact of CQHIP at Bayshore.
- Led the evaluation and measured the benefits of new standardized, enterprise-wide orientation and preceptorship programs for newly hired nurses, micro-credentialling courses for paraprofessionals and e-learning modules for front-line care providers.
- Created knowledge products to move information from CQHIP's Subject Matter Experts to Bayshore's divisions, branches and locations across Canada.
- Improved the logic, content and standardized messaging of CQHIP's programs and services on Bayshore's internal web to better inform the rest of the organization about the value and role of CQHIP.

Aug 2019-  
Jun 2020

### Knowledge Translation Consultant Saint Elizabeth Health

- Worked closely with the Senior Vice President of Knowledge and Practice, the Research Director, and lead researchers within SE Research Centre, Advanced Practice Leaders, Business Development team, Communications team, and Head of Public Voice, and individuals within these areas who lead complex, high-impact health services or health systems knowledge transfer products.
- Translated knowledge and created marketing outputs from the research and development that occurred within research, business development and the clinical programs, in order to position SE Health as a thought leader through differentiation, support the use of evidence to influence policy, and support business growth and development.

2016-  
May 2019

### Director of Strategic Policy and Planning Canada Health Infoway

- Researched, analyzed and reported on national and international policies and legislative agendas, identifying legitimacy of various policy instruments in advancing digital health in Canada, to inform organizational strategy.
- Directly influenced strategic development of innovative ACCESS Digital Health Strategy through thought leadership related to virtual care, evidence-based briefings and active influencing up.
- Wrote corporate reports and business plans, aligning them with federal recapitalization, for an audience that included organizational leaders, senior government officials and other key stakeholders.
- Prepared current state analysis of patient portals and personal health records in Canada and comparator countries. Analyzed the impact of governance, funding, workforce, policy, legislation and privacy and security.
- Authored numerous influential thought pieces and reports which included Virtual Hospitals in Canada, mapping of activities to plans and priorities of Canada's Department of Indigenous Services, and "Our Commitment to Curbing Opioid Misuse" for The Hill Times Policy Briefing.

- 2012-2016 **Director of Planning and Research  
Canada Health Infoway**
- Led the strategic thinking, development and maintenance of short and long-term strategic plans, and supported the development of annual summary corporate plans and funding strategies to realize Infoway's vision and mission.
  - Contributed to the development of key pan-Canadian strategies, as a thought leader and subject matter expert, including "Accelerating Clinical Interoperability in Canada", "Opportunities for Action – A pan-Canadian digital health strategic plan" and "Driving Access to Care – Infoway's Strategic Plan 2017-2022".
  - Integral part of team that developed strategy and business case for PrescribeIT, an innovative multi-jurisdiction digital prescribing system, which transformed Infoway's business model and how Canadians procure medication.
  - Researched, monitored and tracked emerging global health information technology trends and activities of key domestic and international organizations, and briefed leadership team to inform current and future priorities.
  - Developed evidence packages on key strategic areas, including mental health, palliative care, and home and community care, to inform Health Canada and provincial healthcare stakeholders Health Accord discussions and promote consensus on key opportunities and challenges.
  - Led numerous initiatives that identified and aligned national healthcare priorities and policies with Infoway's capacity, and developed business cases to solicit investment in solutions.
- 2007-2012 **Senior Strategy and Planning Specialist  
Canada Health Infoway**
- 2004-2007 **Strategic Manager, Centre for Research in Women's Health  
Sunnybrook and Women's College Health Sciences Centre**
- Performed in a broad role encompassing strategic planning, financial management, informing vision and objectives in women's health research, and leading numerous special projects. Collaborated closely with executive management team and Board while leading an initiative geared to prepare Women's College Hospital for a planned de-amalgamation from Sunnybrook Health Sciences Centre. Implemented the necessary policies and procedures to support WCH's new Research Ethics Board, while working with Toronto Academic Health Sciences Network colleagues and framed by the Tri-Council Policy Statement: Ethical Conduct for Research involving Humans in order to receive accreditation by Canadian Institutes of Health Research.
- 2002-2004 **Executive Director, Fetal Medicine Centre  
Mount Sinai Hospital**
- Collaborated with clinical colleagues in the Departments of Obstetrics & Gynaecology and Clinical Genetics to advance necessary operations to support a hospital-based birth defects registry. Established methodological framework for a birth defects registry pilot, performed environmental scans and needs assessments of clinical departments, created information flow process and reporting forms for data gathering. Nominated by Health Canada to the Advisory Group of Canadian Congenital Anomalies Surveillance Network - Member of Steering Committee, Prenatal Diagnosis and Screening working group, and Communications working group.
- 1996-2002 **Director, Fetal Diagnosis and Treatment Centre  
Hospital For Sick Children & University of Toronto**
- Seconded to provide vision and strategic leadership for a consortium of clinical programs at four teaching hospitals (Hospital for Sick Children, Toronto General Hospital, Mount Sinai Hospital, Women's College Hospital) in creating the Fetal Diagnostic & Treatment Centre, each involved in pre and postnatal diagnosis and treatment of fetal and neonatal anomalies.
  - Organized more than 40 scientists, administrators and health care providers through its first University of Toronto Research Retreat to formalize mission, vision and clinical/research/education objectives of the Centre. Established and directed the inter-hospital, inter-disciplinary steering, clinical, research and education committees to advance the Centre's objectives, and identify opportunities and benefits of collaborative knowledge translation.
- 1988-1996 **Assistant Director, The Motherisk Program  
Hospital For Sick Children**
- Shaped the clinical, research, education and outreach strategies of this Teratogen Information Service into an internationally recognized program. Led team in counseling pregnant women, physicians, nurses, pharmacists, geneticists and public health officials; and created, updated and refined the evidence-based clinical recommendations used by Motherisk staff and physicians, research protocols and database, and methodologies used by clinic staff and researchers.