



CITY OF HAMILTON
PUBLIC HEALTH SERVICES
Family Health Division

TO:	Mayor and Members Board of Health
COMMITTEE DATE:	June 16, 2014
SUBJECT/REPORT NO:	Healthy Birth Weights Project Update - BOH14002(a) (City Wide)
WARD(S) AFFECTED:	City Wide
PREPARED BY:	Jen Vickers-Manzin (905) 546-2424, Ext. 3559
SUBMITTED BY: SIGNATURE:	Elizabeth Richardson, MD, MHSc, FRCPC Medical Officer of Health Public Health Services Department

RECOMMENDATION

That the Medical Officer of Health be authorized and directed to extend the temporary Healthy Birth Weight Project Manager position through December 2015.

EXECUTIVE SUMMARY

As reported in January 2014 in report BOH14002, low birth weight is a complex issue requiring a community-wide approach. The Healthy Birth Weights (HBW) Coalition, initiated by Public Health Services (PHS), is made up of members from 30 community and health care organizations working together to increase the incidence of healthy birth weights.

The HBW Project Manager has been essential to the progress made to date. This position was filled as an 18 month temporary position in PHS in January 2013, and funded by reallocating funds within PHS. HBW Coalition members feel strongly that without the coordination and support from the Project Manager, this work will not move forward and support the extension of the position.

Given the ongoing need, PHS is exploring opportunities to reallocate the existing budget and create a permanent HBW Project Manager position as part of the 2015 budget request. In the meantime, it is recommended that the temporary HBW Project Manager position be extended through December 2015, with costs offset by temporarily reallocating existing funding within PHS.

Alternatives for Consideration – See Page 4

FINANCIAL – STAFFING – LEGAL IMPLICATIONS (for recommendation(s) only)

Financial: The HBW Project Manager's salary would be offset by reallocating funding within PHS, as was done in 2013 and the first part of 2014. PHS is exploring opportunities to reallocate the current budget and create a permanent position as part of the 2015 budget request.

Staffing: Extension of 1.0 FTE temporary Project Manager for 18 months.

Legal: No legal implications

HISTORICAL BACKGROUND (Chronology of events)

In 2011, a coalition to address low birth weight was initiated by PHS. Members of this coalition, now called the HBW Coalition, include:

- Access Midwives
- Affiliated Services for Children and Youth
- Catholic Children's Aid Society
- Catholic Family Services
- Centre de Sante Communautaire
- Children's Aid Society
- City of Hamilton Community Services (Social Development and Early Childhood)
- City of Hamilton Public Health Services (Family Health; Healthy Living)
- Community Midwives of Hamilton
- Good Shepherd – Angela's Place, Notre Dame
- Hamilton Best Start
- Hamilton Community Foundation
- Hamilton Family Health Team
- Hamilton Health Sciences
- Hamilton Regional Indian Centre
- Hamilton Urban Core
- Hamilton Wentworth District School Board
- Hamilton Wentworth District Catholic School Board
- Maternity Centre of Hamilton
- McMaster Children's Hospital
- McMaster School of Nursing
- Native Women's Centre
- North Hamilton Community Health Centre
- Salvation Army –Grace Haven and New Choices
- St. Joseph's Healthcare
- St. Joseph's Immigrant Women's Centre
- Victoria Order of Nurses

- Wesley Urban Ministries
- Young Mothers Study

In February 2013, the HBW Project Manager position was created and filled as an 18 month temporary position, funded by temporarily reallocating funding within PHS. The purpose was to address the corporate strategic priority 1.5 (v) “the development and implementation of a maternal health strategy to reduce the incidence of low birth weight”. The HBW Project Manager position is scheduled to end in July 2014. Community-wide initiatives are underway and HBW Coalition members identify an ongoing need for the HBW Project Manager position.

POLICY IMPLICATIONS AND LEGISLATED REQUIREMENTS

The “Changing Budgeted Complement Type” section of the Budgeted Complement Control Policy states: “From Temporary, less than 18 month duration, to Temporary longer than 18 month duration requires Council approval.”

RELEVANT CONSULTATION

Julie Shott, Labour Relations Officer, Human Resources Department, reviewed the labour relations content of the report.

CUPE 1041 was consulted and supports the extension of this temporary position through December 2015.

Helen Klumpp, Manager, Finance and Administration, reviewed the financial content of the report.

ANALYSIS AND RATIONAL FOR RECOMMENDATION

(Include Performance Measurement/Benchmarking Data if applicable)

The promotion of healthy birth weights is complex. Some of the primary risk factors for low birth weight relate more to social and environmental conditions than to biology. Some risk factors for low birth weight include: smoking, low income, maternal age, low education, nutrition and drug and/or alcohol use. Attempting to address health issues from a social determinant approach requires a multi-year collaborative approach with strong leadership.

The HBW Project Manager position has been identified by both PHS and community partners as essential to increasing the incidence of healthy birth weights in Hamilton. The following accomplishments highlight the impact of this role:

- Generation of local data to support program planning and effective service delivery.
- Coordination of three multi-sectorial HBW action teams to address key areas which

contribute to HBW:

- Building a Care Pathway for young parents and service providers, to reduce duplication of services and have a streamlined approach to community collaboration.
- Developing consistent community-wide education for professionals working with youth in Hamilton to build capacity and create a common approach.
- Developing smoking cessation supports/programs targeted to pregnant and postpartum women that are based on best practices.
- Facilitating successful applications to \$85,000 in collaborative grant funding to support HBW project activities.
- Establishment of partnerships with key stakeholders to ensure appropriate service delivery to targeted populations.
- Coordinating hiring of youth to support research and lead the development of resources for young parents.

Coalition members acknowledge the significance and importance of the HBW Project Manager role. Some comments from Coalition members include:

“The HBW Project Manager position is invaluable. Her strong sense of community engagement and coordination is needed to keep this program moving forward.”

“It is evident that the HBW Project Manager has great skills and compassion for the work she leads. Community Collaboration is difficult and she always finds a way to make the work feel easy with so much accomplished to date.”

ALTERNATIVES FOR CONSIDERATION

(Include Financial, Staffing, Legal and Policy Implications and Pros and Cons for each alternative)

The Board of Health could choose not to approve the extension of the HBW Project Manager position through December 2015.

Financial: Salary costs associated with the HBW Project Manager position would be avoided.

Staffing: The HBW Project Manager position would be discontinued effective July 2014.

Legal: No legal implications

Policy: No policy implications

Pros: This approach would avoid the need to reallocate funding to offset the HBW Project Manager's salary, and these funds could be directed to other public health priorities.

Cons: Active outreach and engagement with local communities that ensure the HBW strategy continues to reflect the needs, strengths, and priorities of our community would be delayed, or foregone. Progress towards meeting strategic priority 1.5 (v) would be delayed or may not be achieved. Stakeholder and Coalition membership engagement would be decreased and fractured.

This alternative is not recommended.

ALIGNMENT TO THE 2012 – 2015 STRATEGIC PLAN

Strategic Priority #1

A Prosperous & Healthy Community

WE enhance our image, economy and well-being by demonstrating that Hamilton is a great place to live, work, play and learn.

Strategic Objective

- 1.5 Support the development and implementation of neighbourhood and City wide strategies that will improve the health and well-being of residents.

APPENDICES AND SCHEDULES ATTACHED

Not Applicable