




CITY OF HAMILTON
PUBLIC HEALTH SERVICES
Office of the Medical Officer of Health

TO:	Mayor and Members Board of Health
COMMITTEE DATE:	September 18, 2014
SUBJECT/REPORT NO:	Appointment of Associate Medical Officer of Health – BOH14033 (City Wide)
WARD(S) AFFECTED:	City Wide
PREPARED BY:	Elizabeth Richardson (905) 546-2424, Ext. 3502
SUBMITTED BY:	Elizabeth Richardson, MD, MHSc, FRCPC Medical Officer of Health Public Health Services Department
SIGNATURE:	

RECOMMENDATION

- (a) That Dr. Jessica Hopkins be appointed as Associate Medical Officer of Health, and the necessary documentation forwarded to the Minister of Health & Long-Term Care for approval;
- (b) That Dr. Jessica Hopkins be appointed as an Acting Medical Officer of Health until such time as the Minister of Health & Long-Term Care approves her appointment as Associate Medical Officer of Health.

EXECUTIVE SUMMARY

Dr. Hamidah Meghani commenced her position as Halton Region's Commissioner and Medical Officer of Health on Monday, July 14th, 2014, creating a vacancy. Dr. Jessica Hopkins has been recruited to fill this position. Under the *Health Protection & Promotion Act (HPPA)*, Council, in its role as Board of Health, must formally appoint Associate Medical Officers of Health and have these appointments approved by the Minister of Health & Long-Term Care. As the appointment process through the Ministry can take several months, it is recommended that Dr. Hopkins be appointed as an Acting Medical Officer of Health, as permitted under the *HPPA*. This will allow Dr. Hopkins to carry out the full scope of the position in the absence of the Medical Officer of Health until such time as the Minister's approval is received.

Alternatives for Consideration – See Page 3

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

Financial: There are no new financial implications related to approving this appointment.

Staffing: There are no new staffing implications related to this appointment.

Legal: The *HPPA* provides the legislative framework under which AMOHs and Acting MOHs are appointed and carry out their work.

HISTORICAL BACKGROUND (Chronology of events)

Not Applicable

POLICY IMPLICATIONS AND LEGISLATED REQUIREMENTS

None identified.

RELEVANT CONSULTATION

The City's Human Resources has been consulted and provided advice and assistance in the recruitment of this position.

ANALYSIS AND RATIONAL FOR RECOMMENDATION

(Include Performance Measurement/Benchmarking Data if applicable)

Dr. Hopkins received her Medical Degree from the University of Western Ontario. Her training in Public Health & Preventive Medicine was completed at McMaster University and she was admitted into Fellowship with the Royal College of Physicians and Surgeons in 2010. Dr. Hopkins is also a certified Family Physician and has a Masters of Health Science specializing in Epidemiology and Community Health from the University of Toronto. Accordingly, she fulfils the requirements for appointment as an Associate Medical Officer of Health stipulated under the *HPPA*.

Dr. Hopkins has spent the past four years as an Associate Medical Officer of Health in Niagara Region providing senior management and medical oversight for many areas of public health, including communicable disease control, vaccine preventable diseases, community mental health, environmental health and surveillance and epidemiology. She has contributed to the evolution of public health provincially, participating on committees with the Ministry of Health & Long-Term Care, Ministry of Education, and Public Health Ontario. She is known as an innovative, collaborative leader with strong working relationships within the community she has served, and a reputation for action. She has partnered with McMaster and Brock Universities looking for new and effective ways to improve the public's health through both research, and placements for the students who

will become the next generation of public health and health system professionals. She also holds level 300 certification in both Operations and Planning functions under the Incident Management System for emergency response.

Hamilton's Medical Officer of Health and Associate Medical Officers each provide medical leadership and consultation to a portfolio of programs within Public Health Services. The Medical Officer of Health also provides overall organizational leadership and management as required under the *HPPA*. Dr. Hopkins will assume the portfolio held by Dr. Meghani, which includes the Health Protection programs of Infectious Disease and Infection Control, Tuberculosis, Safe Water, Food Safety, Health Hazard Investigation, and the Family Health programs of Healthy Babies Healthy Children, Reproductive Health, Child Health, and Child & Adolescent Services.

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 fill this position. This is not recommended, as medical leadership, oversight and consultation would be unavailable to a large portion of PHS programs and services. This would result in delays in service in many program areas, reduced quality of service due to lack of timely advice and oversight, as well as reduction in overall level of service as a reduced number of issues and projects could be addressed. Liability would also be an issue due to challenges in both providing appropriate medical oversight, and maintaining existing and evolving standards of care. The annualized cost of this position is approximately \$215,000 gross/\$55,000 net. However, any savings would be offset by losses in provincial subsidy, and the higher cost of alternate expert consultation required to move priority projects forward, and provide medical oversight for clinical issues, which would be a more costly and less efficient way of conducting business.

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 Priority #2

Valued & Sustainable Services

WE deliver high quality services that meet citizen needs and expectations, in a cost effective and responsible manner.

Strategic Objective

2.2 Improve the City's approach to engaging and informing citizens and stakeholders.

2.3 Enhance customer service satisfaction.

Strategic Priority #3

Leadership & Governance

WE work together to ensure we are a government that is respectful towards each other and that the community has confidence and trust in.

Strategic Objective

3.1 Engage in a range of inter-governmental relations work that will advance partnerships and projects that benefit the City of Hamilton.

3.2 Build organizational capacity to ensure the City has a skilled workforce that is capable and enabled to deliver its business objectives.

APPENDICES AND SCHEDULES ATTACHED

Not Applicable