



CITY OF HAMILTON
PUBLIC HEALTH SERVICES
Healthy Families Division

TO:	Mayor and Members Board of Health
COMMITTEE DATE:	July 10, 2020
SUBJECT/REPORT NO:	Arrell Youth Centre Secondment (BOH17008(b)) (City Wide)
WARD(S) AFFECTED:	City Wide
PREPARED BY:	Chris Pickersgill (905) 546-2424 Ext. 3787
SUBMITTED BY:	Jennifer Vickers-Manzin, CNO Director, Healthy Families Division Public Health Services
SIGNATURE:	

RECOMMENDATION

- a) That the Board of Health authorize the reduction of the Public Health Services School Program complement by 0.34 FTE resulting from the termination of the Secondment Agreement between Banyan Community Services Inc. and the City of Hamilton Public Health Services.

- b) That the Board of Health authorize Public Health Services to reassign the seconded Public Health Nurse, to a budgeted vacancy in the Public Health Services School Program.

EXECUTIVE SUMMARY

Public Health Services (PHS) has seconded a Public Health Nurse (PHN) to Banyan Community Services Inc. since 1990. PHS has received notice from Banyan Community Services Inc. for the termination of the secondment agreement effective April 16, 2020. Funding from the secondment agreement supports a 0.34 FTE PHN. Staffing implications are minimal as there is an opportunity to reassign the seconded PHN to a vacancy within the School Program. PHS will continue collaborate with Arrell Youth Centre (AYC) staff to ensure other relevant PHS programs and services continue to be available and utilized.

Alternatives for Consideration – Not Applicable

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OUR Mission: To provide high quality cost conscious public services that contribute to a healthy, safe and prosperous community, in a sustainable manner.

OUR Culture: Collective Ownership, Steadfast Integrity, Courageous Change, Sensational Service, Engaged Empowered Employees.

FINANCIAL – STAFFING – LEGAL IMPLICATIONS

Financial: Banyan Community Services Inc. has been purchasing 0.34 FTE of School Program PHN services at a rate of \$38,300 annually. The secondment agreement will end April 16, 2020. The termination of the contract will not result in financial burden as the accompanying FTE will be reduced.

Staffing: PHS plans to reassign the seconded PHN to a vacancy within the program.

Legal: Banyan Community Services Inc. has terminated the secondment in accordance with the terms outlined in the Secondment Agreement.

HISTORICAL BACKGROUND

Banyan Community Services Inc. currently operates two secure custody/detention centres; Arrell Youth Centre (AYC) and Peninsula Youth Centre (based in Niagara Region). AYC is the only secure custody youth detention program in Hamilton. AYC provides services to youth between the ages of 12-18 years who have been found guilty of an offence under the *Youth Criminal Justice Act* and received a custodial disposition.

School Program PHN services have been seconded on site to AYC since 1990. Prior to the most recent secondment agreement renewal, the PHN's role within AYC focused on both health promotion and primary care activities. On July 1, 2019, the secondment agreement was renewed at a reduced complement due to budget considerations within Banyan Community Services Inc. (BOH17008 (a)). This renewal marked a reduction in FTE from 0.46 FTE to 0.34 FTE and prioritized primary care services.

On February 14, 2020, City of Hamilton staff received written notice as per the terms of the secondment agreement to terminate the contract effective April 16, 2020. In response to budget considerations, Banyan Community Services has elected to recruit and retain nursing staff to fulfil the primary care role across both youth detention sites.

POLICY IMPLICATIONS AND LEGISLATED REQUIREMENTS

Not Applicable.

RELEVANT CONSULTATION

Solicitor, Legal and Risk Management Services, Corporate Services has reviewed the Secondment Agreement and has acknowledged the termination of the secondment aligns with the contract.

Manager, Labour Relations has consulted on Ontario Nurses' Association (ONA) Collective Agreement and human resource implications.

Manager of Finance and Administration, and Business Administrator have reviewed the financial content of this report.

Ontario Nurses Association Bargaining Unit President has been notified of the Secondment Agreement termination.

Director of Residential Services, Banyan Community Services Inc. has engaged in dialogue with PHS for transition planning and continued collaborative work with PHS.

ANALYSIS AND RATIONALE FOR RECOMMENDATION

The termination of the secondment is fiscally beneficial for Banyan Community Services Inc. and improves primary care nursing coverage across both detention centre sites. The termination also realigns that PHN role with work as outlined in the Ontario Public Health Standards. PHS remains committed to a collaborative working relationship to ensure other relevant PHS services are maintained for this population.

ALTERNATIVES FOR CONSIDERATION

Not applicable.

ALIGNMENT TO THE 2016 – 2025 STRATEGIC PLAN

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Our People and Performance

Hamiltonians have a high level of trust and confidence in their City government.

APPENDICES AND SCHEDULES ATTACHED

Not Applicable.