



**CITY OF HAMILTON**  
**PUBLIC HEALTH SERVICES**  
*Healthy Families Division*

<b>TO:</b>	Mayor and Members Board of Health
<b>COMMITTEE DATE:</b>	January 11, 2021
<b>SUBJECT/REPORT NO:</b>	Hamilton Family Health Team Secondment BOH13002(b) (City Wide)
<b>WARD(S) AFFECTED:</b>	City Wide
<b>PREPARED BY:</b>	Bonnie King (905) 546-2424 Ext. 1587
<b>SUBMITTED BY:</b>	Jennifer Vickers-Manzin, CNO Director, Healthy Families Division Public Health Services
<b>SIGNATURE:</b>	

**RECOMMENDATION**

- (a) That the Board of Health authorize the reduction of the Public Health Services Healthy Families Division complement by 0.50 FTE resulting from the termination of the Secondment Agreement between the Hamilton Family Health Team (HFHT) and the City of Hamilton Public Health Services; and
- (b) That the reduction be achieved through a current vacancy.

**EXECUTIVE SUMMARY**

Public Health Services (PHS) has seconded a Public Health Nurse (PHN) to the Hamilton Family Health Team (HFHT) since July 1, 2011. PHS received notice from the HFHT for the termination of the secondment agreement effective January 8, 2021. Funding from the secondment agreement supports a 0.50 FTE PHN in the Healthy Families Division. Staffing implications are minimal as there is an opportunity to reduce the 0.5 FTE through a current vacancy. PHS will continue to collaborate with the HFHT teams to promote opportunities for HBHC screening and to ensure linkages with other PHS programs and services.

**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:** The HFHT has purchased 0.50 FTE Healthy Families Division PHN services annually. The secondment agreement ends on January 8, 2021. The termination of the contract will not result in a financial pressure as the accompanying FTE will be reduced.

**Staffing:** The reduction of 0.5 FTE will be achieved through a current vacancy.

**Legal:** The HFHT has terminated the secondment in accordance with the terms outlined in the Secondment Agreement.

## **HISTORICAL BACKGROUND**

Public Health Services (PHS) has seconded a Public Health Nurse (PHN) to the Hamilton Family Health Team since 2011. Since this time, a strong collaborative partnership has been developed and maintained through the liaison PHN role and leadership participation on a variety of HFHT committees with respect to child health. The HFHT has identified an internal position that will assume the responsibility for promoting child health and access to community supports for rostered families and they have affirmed their commitment to maintaining the collaborative partnership between PHS and the HFHT. We will continue to build on our partnership successes and to maintain strong interprofessional communication going forward.

## **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 has been notified of the end date of the secondment.

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

HFHT Manager 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 the HFHT, and it allows them to utilize internal resources to continue the excellent work of promoting child health within HFHT practices, and to foster ongoing collaboration with PHS.

### **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.