



INFORMATION REPORT

TO:	Chair and Members Governance Review Sub-Committee
COMMITTEE DATE:	November 17, 2023
SUBJECT/REPORT NO:	2023 Board of Health Self-Evaluation Results (BOH23040) (City Wide)
WARD(S) AFFECTED:	City Wide
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SIGNATURE:	

COUNCIL DIRECTION

Not Applicable.

INFORMATION

The purpose of this information report is to provide an update on the Board of Health's self-evaluation process and results for 2023. As per the 2022 Annual Performance and Accountability Report (Report BOH23024), Public Health Services staff committed to bringing forward results and recommendations of the 2023 Board of Health's self-evaluation in Q3 2023; this report fulfils this commitment.

Regular self-evaluation is a best practice in good governance. It aligns with the five areas of focus outlined in the City of Hamilton's Our People and Performance Plan, including:

1. Effective leadership;
2. Healthy, respectful, and supportive workplace;
3. Continuous learning;
4. Performance excellence and accountability; and,
5. Enabling communications.

In addition to being a valuable continuous improvement tool, the Board of Health is accountable for implementing the Ontario Public Health Standards. The Ontario Public

OUR Vision: To be the best place to raise a child and age successfully.

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.

Health Standards include a Public Health Accountability Framework and Organizational Requirements to ensure that boards of health have the necessary foundations within the four domains of program and service delivery, financial management, governance, and public health practice to successfully implement the Ontario Public Health Standards. Under the Good Governance and Management Practices Domain, boards of health are required to have a self-evaluation process of its governance practices and outcomes that is completed at least every other year. The self-evaluation process must also include an analysis of the results, board of health discussion, and implementation of feasible recommendations for improvement, if any.

The Board of Health has engaged in a self-evaluation process every other year since 2014 (Report BOH14001). The most recent Board of Health self-evaluation was conducted in 2020 (Report BOH20021(a)). The self-evaluation that was scheduled for 2022 was postponed due to the municipal election and instead took place between June and August 2023, in which it was integrated into the broader community consultation process directed to staff at the Council Meeting on February 8, 2023 to explore options and recommendations for formulating potential changes to the Board of Health's governance structure.

Overview of the 2023 Board of Health Self-Evaluation Process and Results

On behalf of Public Health Services, an external public policy consulting firm called MASS LBP led a stakeholder and community consultation to explore options for an effective governance structure for the Board of Health. As part of this process, MASS LBP emailed all 16 Board of Health members to request their participation as key informants in qualitative, semi-structured interviews to gather insights on good governance for local public health, including Board of Health strengths, challenges, and opportunities for improvement. 14 Board of Health members (88%) participated in the interviews, which were conducted individually from June to August 2023.

To complete the self-evaluation, Board of Health members were posed with an additional question: "What issues do you identify with the Hamilton Board of Health's current governance model that prevent it from fulfilling the tenets of good governance?" Responses to this interview question fulfilled the requirements of the biennial Board of Health self-evaluation process. Please refer to Appendix "A" to Report BOH23040 for MASS LBP's report highlighting the detailed findings of the Board of Health's self-evaluation.

Most of the Board of Health's self-evaluation findings focused on the governance structure of the Board of Health and the Public Health Standing Committee. As such, MASS LBP considered these results in their stakeholder and community consultation report entitled "MASS LBP Hamilton Public Health Services: Board of Health Governance Models What We Heard Report", which is Appendix "A" of Report BOH23039. As such, these self-evaluation findings can be discussed as part of the

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conversations surrounding the “Options for the City of Hamilton’s Board of Health Governance” Recommendation Report BOH23039.

APPENDICES AND SCHEDULES ATTACHED

Appendix “A” to Report BOH23040

MASS LBP Hamilton Board of Health
Self-Evaluation Report