

**CITY OF HAMILTON**

**PUBLIC HEALTH SERVICES**  
*Office of the Medical Officer of Health*

<b>TO:</b> Mayor and Members Board of Health	<b>WARD(S) AFFECTED:</b> CITY WIDE
<b>COMMITTEE DATE:</b> July 11, 2012	
<b>SUBJECT/REPORT NO:</b> Appointment of Associate Medical Officer of Health (BOH12022) (City Wide)	
<b>SUBMITTED BY:</b> Elizabeth Richardson, MD, MHSc, FRCPC Medical Officer of Health Public Health Services Department	<b>PREPARED BY:</b> Elizabeth Richardson (905) 546-2424 Ext. 3501
<b>SIGNATURE:</b>	

**RECOMMENDATION**

- (a) That Dr. Hamidah Meghani 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. Hamidah Meghani 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. Mackie commenced a secondment to the Public Health Agency of Ontario on July 3, 2012, creating a temporary vacancy. Dr. Hamidah Meghani has been recruited to fill this position. Under the *Health Protection and 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. Meghani be appointed as an Acting Medical Officer of Health, as permitted under the *HPPA*. This will allow Dr. Meghani 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 \*\****

**FINANCIAL / STAFFING / LEGAL IMPLICATIONS** (for Recommendation(s) only)

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

**Staffing:** The staffing implications are outlined in this report. However, the Board of Health should be aware that the Ministry of Health and Long-Term Care is not currently considering new AMOH appointees for the 100% provincially funded top-up under the Physicians Services Agreement. Therefore, until such time as the Ministry may approve the supplementary compensation, the compensation available is the City's base rate, which is approximately two-thirds of the amount if the top-up were being granted.

**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)

N/A

**POLICY IMPLICATIONS**

None identified

**RELEVANT CONSULTATION**

Consultation has been carried out with staff from the Public Health Division of the MOHLTC, who have provided information on both the appointment process and compensation parameters for the new AMOH.

The City's Human Resources has also been consulted and provided advice on the compensation issues outlined in this report.

**ANALYSIS / RATIONALE FOR RECOMMENDATION**

(include Performance Measurement/Benchmarking Data, if applicable)

Dr. Meghani received her Medical Degree from McMaster University. Her training in Public Health & Preventive Medicine was completed at the University of Toronto and she has been admitted into Fellowship with the Royal College of Physicians and Surgeons. She is also a certified Family Physician and has a Masters of Public Health in Family and Reproductive and Family Health from Columbia University. Accordingly, she fulfils the requirements for appointment as an Associate Medical Officer of Health under the *HPPA*.

The Medical Officer of Health and Associate Medical Officers each provide medical leadership and consultation to a portfolio of programs within Public Health Services (PHS). The Medical Officer of Health also provides overall organizational leadership and management as required under the *HPPA*. Dr. Meghani will take over Dr. Mackie's portfolio which includes the Health Protection programs of Infectious Disease and Infection Control, 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. The annualized cost of this position is \$214,000 gross/\$53,000 net. However, any savings would be offset by the cost of alternate expert consultation required to move priority projects forward, which would be a more costly and less efficient way of conducting business.

**CORPORATE STRATEGIC PLAN (Linkage to Desired End Results)**

Focus Areas: 1. Skilled, Innovative and Respectful Organization, 2. Financial Sustainability, 3. Intergovernmental Relationships, 4. Growing Our Economy, 5. Social Development, 6. Environmental Stewardship, 7. Healthy Community

***Skilled, Innovative & Respectful Organization***

- ◆ Council and SMT are recognized for their leadership and integrity

**APPENDICES / SCHEDULES**

N/A