

**CITY OF HAMILTON**

**PUBLIC HEALTH SERVICES**  
*Healthy Living Division*

<b>TO:</b> Mayor and Members Board of Health	<b>WARD(S) AFFECTED:</b> CITY WIDE
<b>COMMITTEE DATE:</b> September 16, 2013	
<b>SUBJECT/REPORT NO:</b> Public Health Nurse Secondment to Hamilton Health Sciences/Juravinski Cancer Centre (BOH13034) (City Wide)	
<b>SUBMITTED BY:</b> Elizabeth Richardson, MD, MHSc, FRCPC Medical Officer of Health Public Health Services Department	<b>PREPARED BY:</b> Kevin McDonald (905) 546-2424 Ext.1984
<b>SIGNATURE:</b>	

**RECOMMENDATION**

- (a) That the Board of Health authorize and direct the Medical Officer of Health to execute an agreement between Hamilton Health Sciences in a form satisfactory to the City Solicitor that supports a secondment of a Public Health Nurse to Hamilton Health Sciences in the position of Tobacco Management and Cessation Coordinator, and
- (b) That the Board of Health authorize and direct the Medical Officer of Health to increase complement in the Healthy Living Division Tobacco Control Program by 0.5 full time equivalent Public Health Nurse during the length of the secondment outlined in subsection (a).

**EXECUTIVE SUMMARY**

The City of Hamilton Public Health Services (PHS) was approached by Hamilton Health Sciences (HHS) regarding a strategic opportunity to second a Public Health Nurse (PHN) from Public Health Services' (PHS) Tobacco Control Program to the part-time temporary position of Tobacco Management and Cessation Coordinator. The seconded PHN would return full-time to her position with PHS at the conclusion of the project.

HHS has created the new position of Tobacco Management and Cessation Coordinator to support the implementation, evaluation and sustainability of Cancer Care Ontario's (CCO) Framework for Smoking Cessation in the Regional Cancer Programs.

CCO's Regional Cessation Strategy is detailed in Appendix A. The number of new patient visits in 2012 to the Juravinski Cancer Centre (JCC) was 7,825. As outlined above, the goal of the Regional Cessation Strategy is to ask each new patient their smoking status and to provide brief clinical intervention, as appropriate. The JCC serves the entire Local Health Integration Network 4 region. The JCC estimates that approximately 30% of their patients are smokers, making the potential total reach of this program 2,185 patients.

To support the secondment and not affect PHS' front line Healthy Living Division Tobacco Control Program, it is necessary to backfill the 0.5 FTE in PHS. Based on the secondment agreement that will be entered into with HHS, all wages, benefits and other work related expenses (such as mileage reimbursement for the Tobacco Management and Cessation Coordinator) will be reimbursed by HHS. The City of Hamilton PHS has entered into secondment agreements in the past with HHS which have proven to be mutually beneficial to both parties.

By supporting the secondment, the City of Hamilton benefits by expanding the positive influence that PHS can have in health care systems design, delivery, evaluation and advocacy in the area of smoking cessation policy and treatment. It supports staff development and staff engagement; and it further enhances and works towards achieving our objectives related to the Ontario Public Health Standards and the Smoke-Free Ontario Strategy.

***Alternatives for Consideration – See Page 5***

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

**Financial:** The City of Hamilton will invoice HHS on a monthly basis for all salary, benefits and other work related expenses such as mileage reimbursement payable by HHS. The wages, benefits and any staff reimbursements will be subject to adjustment

in accordance with the Ontario Nurses' Association collective agreement or otherwise in accordance with salary and benefit adjustments authorized by the City.

**Staffing:** To maintain the front line service the PHS Healthy Living Division, Tobacco Control Program, requires an increase of 0.5 FTE in PHN complement. When the secondment ends, the PHN complement would be decreased through attrition in accordance with the applicable collective agreement.

**Legal:** Legal Services has been engaged in the development of the agreement with the HHS, in order to effect the secondment as outlined in this report.

### **HISTORICAL BACKGROUND** (Chronology of events)

Tobacco use and exposure to second-hand smoke increase the risk of a number of chronic diseases, including certain cancers. Despite decades of public smoking cessation campaigns and decreasing smoking prevalence, 19% of Ontarians aged 12 or older continue to smoke (Statistics Canada, 2011).

The Ontario Cancer Plan cites the development and implementation of a focused approach to cancer risk reduction as a priority for 2011-15, with regional cancer centres becoming models of implementing cancer risk reduction initiatives by 2015. To this end, CCO has provided its Regional Cancer Programs (RCPs) with funding in 2012/13, specifically to undertake smoking cessation activities.

HHS has created the new position of Tobacco Management and Cessation Coordinator to support the implementation, evaluation and sustainability of CCO's Framework for Smoking Cessation in the RCPs.

City of Hamilton PHS was approached by HHS regarding a strategic opportunity to second a PHN from PHS Tobacco Control Program to the part-time temporary position of Tobacco Management and Cessation Coordinator. The seconded PHN would return full-time to her position with PHS at the conclusion of the project.

This initiative aligns with the Cessation Pillar of the Smoke Free Ontario Strategy; it will broaden the range of health professionals engaged in smoking cessation, and will increase the availability of cessation services in hospitals. Furthermore, it aligns with the Ontario Public Health Standard's Chronic Disease Prevention goal to reduce the burden of preventable chronic diseases of public health importance, specifically:

- The Board of Health shall ensure the provision of tobacco use cessation programs and services for priority populations, and
- The Board of Health shall increase the capacity of community partners to coordinate and develop regional/local programs and services related to comprehensive tobacco control.

The intention of PHS and HHS is for this secondment to take effect September 30, 2013 if approved and continue for approximately 18 months.

#### **POLICY IMPLICATIONS**

No policy implications.

#### **RELEVANT CONSULTATION**

Legal Services was consulted on the terms of the secondment agreement.

Helen Klumpp, Manager of Finance and Administration, reviewed the overall financial content of the secondment agreement.

The following City of Hamilton staff were consulted concerning the implications of the secondment agreement:

- Julie Shott, Labour Relations Officer
- Jody Boyd, Risk Management
- Dorothy Barr, Chief Nursing Officer

#### **ANALYSIS / RATIONALE FOR RECOMMENDATION**

(include Performance Measurement/Benchmarking Data, if applicable)

HHS / JCC serves the Local Health Integration Network 4 and is the regional cancer treatment centre for Central West Ontario; currently serving approximately 280,000 patients in the City of Hamilton (Cancer Care Ontario, 2012).

The benefits to the City of Hamilton in supporting this secondment are as follows:

- The PHS PHN will have increased opportunities to facilitate knowledge transfer between PHS, HHS and each of the regional oncology programs located within Central West Ontario.
- The PHS PHN will have an opportunity to advise and facilitate the implementation and evaluation of evidence-based smoking cessation policies, procedures, programs and services in the area of smoking cessation consistent with the PHS' strategic objectives which are aligned with the Ontario Public Health Standards and the Smoke-Free Ontario Strategy.

- It further reinforces the community partnerships with HHS, primary care providers, and regional oncology programs across the region.
- It is consistent with the City's values of teamwork; the City's strategic objectives of a skilled and respectful workplace, and supports a culture of "engaged and empowered employees" and delivering "sensational service".

### **ALTERNATIVES FOR CONSIDERATION**

(include Financial, Staffing, Legal and Policy Implications and pros and cons for each alternative)

The Board of Health could direct the Medical Officer of Health to decline the secondment and deny the additional 0.5 FTE PHN requiring PHS to decline the offer from the HHS.

**Financial:** No financial implications. All costs related to this initiative will be covered by the secondment agreement.

**Staffing:** The PHN secondment request would be denied.

**Legal:** No legal implications. No secondment agreement would be required.

**Pro:** The limited work associated with developing and maintaining a secondment agreement and overseeing an additional PHN, would be avoided.

**Con:** Denying the secondment will have a negative influence on the relations that the City of Hamilton has with the other community agencies involved in this project including HHS, primary care providers and regional oncology programs. It would also be inconsistent with the City's values and goals and affect the trust that staff has in management to improving the culture of the organization.

Given these considerations, this alternative is not recommended.

### **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

***Intergovernmental Relationships***

- ◆ Maintain effective relationships with other public agencies

***Social Development***

- ◆ Residents have increased access to evidence-based smoking cessation treatment options.

***Healthy Community***

- ◆ Adequate access to evidence-based smoking cessation treatment options.

**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.*

<b>APPENDICES / SCHEDULES</b>
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Appendix A – Cancer Care Ontario’s Regional Cessation Strategy

### Cancer Care Ontario's Regional Cessation Strategy

