

CITY OF HAMILTON

PUBLIC HEALTH SERVICES *Clinical and Preventive Services*

TO: Mayor and Members Board of Health	WARD(S) AFFECTED: CITY WIDE
COMMITTEE DATE: September 16, 2013	
SUBJECT/REPORT NO: Healthy Smiles Ontario Staffing Complement (BOH13035) (City Wide)	
SUBMITTED BY: Elizabeth Richardson, MD, MHSc, FRCPC Medical Officer of Health Public Health Services Department	PREPARED BY: Glenda McArthur (905) 546-2424 Ext. 6607
SIGNATURE:	

RECOMMENDATION

That the Board of Health authorize and direct the Medical Officer of Health to increase complement in the Healthy Smiles Ontario program by 0.96 FTE dental staff within the approved provincial funding grant.

EXECUTIVE SUMMARY

In 2010, the City of Hamilton Public Health Services (PHS) submitted a plan to deliver the Healthy Smiles Ontario (HSO) program. One component of this program included the delivery of HSO treatment at the main Dental Clinic. Preventive services are provided in two community agency sites and a PHS Multi-service Clinic.

In 2012, we conducted a Health Equity Assessment of HSO to provide recommendations on increasing uptake for HSO services. Early results demonstrate that we need to provide direct services to areas of Hamilton that are most affected by

poverty. Mapping of current HSO clients demonstrates that most eligible clients live in the downtown neighbourhoods.

In October 2012, PHS acquired a new mobile dental bus with two complete dental suites which has increased our capacity to offer services to our high need neighbourhoods. With the addition of the second dental suite, we submitted a proposal to adjust the FTE complement that is allocated to HSO in order to provide treatment on the dental bus. The proposal did not require any additional resources to the approved 2012 budget allocation. The proposal was reviewed as part of the 2013 provincial budget submission and the complement adjustment was approved.

Alternatives for Consideration – See Page 4

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

Financial: Staffing changes are accommodated within existing approved budget allocation for 2013.

Staffing: Total FTE complement for this program will change from 9.04 FTE to 10.0 FTE.

Healthy Smiles Proposed Change to Staffing Complement							
Current Model				Proposed Model			
Staff	FTE	Cost	FT/PT*	Staff	FTE	Cost	FT/PT*
Manager	1.0	\$124,848.34	FT	Manager	1.0	\$124,848.34	FT
Program Secretary	0.4	\$25,935.98	PT	Program Secretary	1.0	\$64,221.00	FT
Clinical Dentist	1.85	\$248,669.34	PT	Clinical Dentist	1.0	\$138,982.97	PT
Dental Assistant	0.57	\$37,661.06	PT	Dental Assistant	1.0	\$66,072.03	PT
Dental Clinic Lab Assistant	1.0	\$54,184.73	FT	Dental Clinic Lab Assistant	2.0	\$108,369.46	FT
Dental hygienist	3.0	\$228,628.41	FT	Dental hygienist	3.0	\$228,628.41	FT
Dental Claims Payment Clerk	1.0	\$64,221.45	FT	Dental Claims Payment Clerk	1.0	\$64,221.45	FT
Receptionist	0.22	\$13,108.86					
TOTAL	9.04	\$797,258.17			10.0	\$795,343.66	
FT/PT* Full time/Part time							

Legal: No legal implications

HISTORICAL BACKGROUND (Chronology of events)

In 2010, the City of Hamilton PHS submitted a plan to deliver the HSO program. One component of this program included the delivery of HSO treatment at the main Dental Clinic. The preventive services are provided in two community agency sites and a PHS Multi-service Clinic.

In 2012, we conducted a Health Equity Assessment of HSO to provide recommendations on increasing uptake for HSO services. Early results demonstrate that we need to provide direct services to areas of Hamilton that are most affected by poverty. Mapping of current HSO clients demonstrates that most of these clients live in the downtown neighbourhoods. As a result, we have targeted our promotion and screening services in partnership with some of the community agencies located in these neighbourhoods. We have seen a steady increase of approximately 30-35% in uptake of HSO each year.

POLICY IMPLICATIONS/LEGISLATED REQUIREMENTS

HSO is funded through the 2013 Program-Based Grant request for mandatory and related public health programs

RELEVANT CONSULTATION

Not Applicable

ANALYSIS / RATIONALE FOR RECOMMENDATION

(include Performance Measurement/Benchmarking Data, if applicable)

In October 2012, PHS acquired a new mobile dental bus with two complete dental suites, which has increased our capacity to offer services to our high need neighbourhoods. With the addition of the second dental suite, we submitted a proposal to adjust the FTE complement that is allocated to HSO. The proposal did not require any additional resources to the approved 2012 budget allocation. The proposal was reviewed and approved as part of the 2013 budget submission to the Ministry of Health and Longterm Care (MOHLTC).

The proposal requested an adjustment to the Dental providers FTE complement which would support the assignment of clinical providers to the mobile dental bus. Re-allocation of administrative functions to a full-time program secretary will ensure timely management of reporting functions. Many of the reporting adjustments must be completed manually as the Oral Health Information Support System (OHISS) is not fully developed to support the HSO program.

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 additional increase in complement.

Financial: Minimal reduction in funding as the 2013 funding allocation is based on the staffing adjustment

Staffing: Reduced service delivery on the Dental Bus and continued challenges to manage manual administrative tasks and reporting to HSO.

Legal: No legal implications.

Given these considerations, this alternative is not recommended.

ALIGNMENT TO THE 2012 – 2015 STRATEGIC PLAN:

Strategic Priority #2

Valued & Sustainable Services

WE deliver high quality services that meet citizen needs and expectations, in a cost effective and responsible manner.

Strategic Objective

- 2.1 Implement processes to improve services, leverage technology and validate cost effectiveness and efficiencies across the Corporation.
- 2.3 Enhance customer service satisfaction.

APPENDICES / SCHEDULES

Not Applicable