THE BOARD OF HEALTH PRESENTS REPORT 08-010 AND RESPECTFULLY RECOMMENDS:

1. Emergency Planning Update – BOH08037 (City Wide) (Item 5.2)
   That Report BOH08037 respecting Emergency Planning Update be received.

2. Universal Influenza Immunization Program - BOH08038 (City Wide) (Item 5.3)
   That Report BOH08038 respecting Universal Influenza Immunization Program be received.

Council – October 29, 2008
3. **Child and Adolescent Budget 2008 - 2009 BOH08026a (City Wide)** (Item 5.4)

   That a staffing reduction of 1.0 FTE be approved to offset a projected deficit for the budget year 2008 - 2009.

4. **Smoke-Free Ontario Tobacco Control 2008 Budget BOH08034 (City Wide) (Item 5.5)**

   That the 2008 Smoke-Free Ontario Tobacco Control Program budget, which is 100% funded by the Province of Ontario, be approved.

5. **Mental Health/Outreach Team Budget 2008-2009 - BOH08039 (City Wide) (Item 5.6)**

   That the 2008-2009 Mental Health/Outreach Program budget, which is 100% funded by the Province of Ontario, be approved.

6. **Nutritious Food Basket - BOH08029 (City Wide) (Item 5.7)**

   (a) That Report BOH08029 regarding the cost of a Nutritious Food Basket be received;

   (b) That the Mayor write to the Premier of Ontario and the Minister of Community and Social Services to request that the Province act on the following components of the Poverty Reduction Strategy as soon as possible:

   (i) Establish an independent committee including low-income people, policy experts and advocates to develop rational and just criteria for determining Ontario Works (OW) and Ontario Disability Support Program (ODSP) rates;

   (ii) Implement OW and ODSP rates that reflect the real cost of living and are indexed annually to reflect inflation, including the findings of yearly Nutritious Food Basket surveys conducted by local Boards of Health based on protocols established by the Ontario Ministry of Health and Long-Term Care; and

   (iii) Set the shelter component maximum for OW clients at 85 percent of the median market rent for each local housing market, based on annual surveys conducted by the Canadian Mortgage and Housing Corporation;

   (c) That Council request that all levels of government make significant investments in affordable housing.

   **Council – October 29, 2008**
7. **Physician Recruitment and Retention Steering Committee Report 08-002 (Item 8.1)**

(a) **Key Performance Indicators**
That the Key Performance Indicators, as of September 15, 2008, be received.

(b) **Current Physician Statistics, as of September 15, 2008**
That the Current Physician Statistics, as of September 15, 2008, be received.

(c) **Physician Recruitment and Retention Budget – December 1, 2007 to November 30, 2008**
That the Physician Recruitment and Retention Budget – December 1, 2007 to November 30, 2008, be received.

(d) **Resubmission of Underserviced Application (Physicians)**

(i) That the Mayor be authorized and directed to forward the letter, attached hereto as Appendix A to the Honourable Ted McMeekin, Minister of Government and Consumer Services respecting the City of Hamilton’s application for Underserviced Designation regarding family physicians.

(ii) That the Physician Recruitment Specialist be authorized and directed to resubmit, on behalf of the City of Hamilton, an Application for Underserviced Designation to the Ministry of Health and Long-term Care.

(e) **Unpaid Summer Leave of Absence**
That the unpaid summer leave of absence, requested by the Physician Recruiter, from June 22, 2009 through September 7, 2009, be approved.

8. **Incentives for Physicians to remain in Hamilton (New Item)**

(a) That appropriate staff, including the City Manager, the General Manager of Planning and Economic Development and the Director of Economic Development and Real Estate, be directed to prepare a report to be presented to the Economic Development and Planning Committee with recommendations on incentive programs to retain physicians within the City;

(b) That the issue of Hamilton’s physician shortage be referred to the Fairness to Hamilton Campaign Sub-Committee for consideration
and for inclusion on the Fairness to Hamilton Campaign Sub-Committee’s web site.

9. Communications (Item 11.1)

That the disposition of the following communication Item be approved:

(a) Copy of a letter from J. Paul Whelan, M.D., F.R.C.S.(C), Braley Gordon Chair of Urology, McMaster University, addressed to Pat Mandy, CEO of the LHIN respecting the application by St. Joseph’s Healthcare for funding of an extracorporeal shock wave lithotripsy program.

Recommendation: Be received.

FOR THE INFORMATION OF COUNCIL:

(a) CHANGES TO THE AGENDA (Item 1)

The Clerk advised of the following change to the agenda:

Added delegation request (Item 4.5) from Doctor Larry Levin, President of the Ontario Dental Association representing the Ontario Dental Association and the Hamilton Academy of Dentistry wishing to address the Board at the November 24, 2008 meeting with respect to water fluoridation.

The agenda was approved as amended.

(b) DECLARATIONS OF INTEREST (Item 2)

None declared.

(c) MINUTES (Item 3)

The Minutes of the September 22, 2008 meeting were approved as presented.

(d) DELEGATION REQUESTS

The following delegations requests were approved to address the Board at Council – October 29, 2008
the November 24, 2008 meeting:

(i) Cindy Mayor wishing to address the Board to present new information respecting water fluoridation. (Item 4.1)

(ii) Carole Clinch wishing to request that the City discontinue the fluoridation of municipal drinking water and to present the reasons why. (Item 4.2)

(iii) Peter Van Caulart wishing to present recent information disclosed at the International Society of Fluoride Research conference in August 2008 and to rebut Health Canada’s presentation material from the July Board of Health meeting. (Item 4.3)

(iv) Diane Sprules, wishing to address the Board regarding water fluoridation and new developments. She attended the International Society of Fluoride Research conference in August at the University of Toronto and heard international scientists speak on this issue. (Item 4.4)

(v) Doctor Larry Levin, President of the Ontario Dental Association representing the Ontario Dental Association and the Hamilton Academy of Dentistry wishing to address the Board with respect to water fluoridation. (Added Item 4.5)

(e) ADVISORY/SUB-COMMITTEE/VOLUNTEER COMMITTEE MINUTES

The following Volunteer Committee Minutes were received for information:

(i) Minutes of the Community Food Security Stakeholder Advisory Committee Meeting of June 4, 2008.

(ii) Minutes of the Community Food Security Stakeholder Advisory Committee Meeting of September 3, 2008.

(f) PHYSICIAN RECRUITEMENT AND RETENTION STEERING COMMITTEE REPORT 08-002

Councillor Ferguson presented the Physician Recruitment and Retention Steering Committee Report and provided an overview of the physician shortage currently being experienced in the City.
The Board acknowledged the extraordinary work of Jane Walker, the Physician Recruitment Specialist and the advances made by the Physician Recruitment and Retention Steering Committee.

The Board approved the Steering Committee Report and received the Minutes of the Management Sub-Committee to the Physician Recruitment and Retention Steering Committee, dated March 31, 2008.

A discussion followed regarding other possible strategies in addition to those recommended in the Report, such as asking the Province to re-examine its criteria.

On a motion the Board directed appropriate staff to prepare a report outlining incentives to retain physicians and also referred this issue to the Fairness to Hamilton Campaign Sub-Committee.

(g) Outstanding Business List (Item 11.2)

The due dates of the following Items of the Outstanding Business List were amended as follows:

(i) Item “A” – Residential Care Facilities By-law, (Due: October 27/08) Proposed New Due Date: November 24, 2008

(ii) Item “B” – Report outlining the pros and cons of a 3 colour inspection certificate system and associated costs and demonstration of web software (Due: October 27/08) Proposed New Due Date: December 8, 2008

(h) Adjournment

There being no further business, the meeting adjourned at 9:55 a.m.

Respectfully submitted,

Mayor F. Eisenberger, Chair
Board of Health

Ida Bediou
Legislative Assistant
Board of Health
October 27, 2008
October 30, 2008

The Honourable Ted McMeekin
Minister of Government and Consumer Services
Whitney Block
99 Wellesley Street
4th Floor, Suite 4320
Toronto ON M7A 1W3

Subject: The City of Hamilton’s Application for Underserviced Designation

Dear Minister McMeekin:

Since the establishment of the City of Hamilton’s Physician Recruitment and Retention initiative almost four years ago, we have competed for physicians being lured elsewhere by Ministry of Health and Long Term Care (MOHLTC) incentives provided through their underserviced designations. If the incentives of the Underserviced Area Program were truly benefiting the northern communities, as originally intended, and all Southern Ontario communities competed on equal footing, we would understand why we have not been designated as underserviced. However, every single community surrounding Hamilton has been designated as Underserviced; while we have been unsuccessful in our attempt to obtain the same status in spite of our obvious need.

To our eight permanent family physicians recruited in 2008, Halton has recruited 20. Twelve of those 20 new recruits were International Medical Graduates (IMG’s) who, in return for acceptance into a residency program, signed an agreement with the MOHLTC to practice in a designated underserviced community upon graduation. Hamilton uses its scarce resources to train IMG’s and our wealthy neighbour benefits. Why practice up north when the booming and economically successful Burlington and Milton are designated underserviced?

Only two McMaster University Medical graduates, in the last four years, have opened permanent comprehensive care practices, contrary to the pervasive belief that graduates work close to where they have trained. Important to note is that Hamilton counts both permanent and locum family physicians in our totals; to give a complete picture of the number of physicians practicing in the community. Designated underserviced communities count only permanent, and sometimes only permanent, full-time physicians.

Graduating residents are generally in debt because of the high cost of medical training.
so they choose to go to Burlington rather than Hamilton because they are eligible for a $40,000 tuition refund. This is not acceptable.

For more than four years, zero family physicians have joined practices anywhere in Ancaster, Waterdown or Binbrook in spite of tremendous population growth and need. Waterdown, as just one example, recently lost two of its family physicians. The remaining 11 physicians in Waterdown have an average age of over 58 years old; when the average for the province is 52. MD Management notes that 55 is the age at which physicians begin to contemplate retirement. Indeed, in one month of 2007, four Hamilton family physicians retired, all of whom were in their early 50’s. The chart below illustrates the age ranges of Hamilton’s family physicians:

<table>
<thead>
<tr>
<th>Hamilton’s Family Physician Age Matrix</th>
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<tr>
<td><strong>2008 September</strong></td>
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<tr>
<td><strong>Total Family Physicians</strong></td>
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<tr>
<td><strong>Average Age</strong></td>
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<tr>
<td><strong>Physicians in their 20’s and 30’s</strong></td>
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<tr>
<td><strong>Physicians in their 40’s</strong></td>
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<td><strong>Physicians in their 50’s</strong></td>
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<tr>
<td><strong>Physicians in their 60’s</strong></td>
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<tr>
<td><strong>Physicians 70 and Older</strong></td>
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<tr>
<td><strong>Physicians Age Unknown</strong></td>
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</table>

With no prospects on the horizon for these underserved areas, the situation is only going to get worse. While the Physician Recruitment and Retention program has had some success, it is not enough. As the chart below indicates, the number of physicians working on a permanent basis has decreased substantially in the last couple of years; some of which only work part-time, permanent let alone full-time permanent hours. We are seeing more physicians working on a locum and part-time basis and we continue to experience an overall net loss.

<table>
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<tr>
<th>Results Since Inception of Family Physician Recruitment</th>
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<tbody>
<tr>
<td><strong>Year</strong></td>
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<tr>
<td>-----------</td>
</tr>
<tr>
<td>2005</td>
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<td>2006</td>
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<td>2007</td>
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<td>2008*</td>
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* As at Sept. 15, 2008.

We are not seeing the long-term commitment from new physicians that is required to
ensure that the people of Hamilton can receive comprehensive care from a primary care physician.

We are not asking for special treatment, in fact, we are simply asking for the same criteria to be applied to Hamilton, as has been applied to all other Southern Ontario communities; more specifically our surrounding communities. We currently have 40,000 citizens who do not have a family doctor. Please help us to declare Hamilton as underserviced

Thank you for your consideration and we look forward to discussing this matter with you further.

Sincerely,

Fred Eisenberger
Mayor, City of Hamilton

cc: Paul Miller, MPP, Hamilton East
    Andrea Horwath, MPP, Hamilton Centre
    Sophia Aggelonitis, MPP, Hamilton Mountain
    Ted McMeekin, MPP, Ancaster – Dundas – Flamborough – Aldershot
    Tim Hudak, MPP, Niagara West – Glanbrook