SUBJECT: Appointment of Associate Medical Officer of Health- BOH08017 (City Wide)

RECOMMENDATION:

(a) That Dr. Christopher Mackie be appointed as Associate Medical Officer of Health upon completion of the requirements outlined in BOH08017, and that the necessary documentation be forwarded to the Minister of Health & Long-Term Care for approval.

(b) That Dr. Christopher Mackie be appointed as an Acting Medical Officer of Health until such time as the Minister of Health & Long-Term Care approves his appointment as Associate Medical Officer of Health.

EXECUTIVE SUMMARY:

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. Recruitment into 1.0 FTE of the 1.6 FTE current vacancies has been successful, with recruitment for the remaining vacancy continuing. As the appointment process through the Ministry can take up to several months, it is recommended that Dr. Mackie be appointed as an Acting Medical Officer of Health, as permitted under the Health
BACKGROUND:

The current vacancies were created with the resignation of Dr. Matthew Hodge late in 2007, and Dr. Julie Emili reducing her time with the City to 0.4 FTE in order that she could begin part-time family practice.

ANALYSIS/RATIONALE:

Dr. Mackie received his Medical Degree from the University of Manitoba, and his Masters of Health Sciences degree from the University of British Columbia. His training in Community Medicine at McMaster University will be completed in June of this year, with the specialty examinations undertaken in early June. Twelve months of his 5 years of training were done at Hamilton’s Public Health Services, specifically in the areas of chronic disease prevention and senior management.

The Medical Officer of Health and Associate Medical Officers each provide medical leadership and consultation to the programs across Public Health Services, with the Medical Officer of Health providing overall organizational leadership and management as required under the HPPA. Dr. Mackie, as a new Community Medicine Specialist will spend the initial months of his appointment undertaking a combination of project leadership for selected long-term issues, with more focused work in each of the PHS Divisions in order to gain familiarity across the many programs of the department. Dr. Julie Emili will continue in her role providing consultation to the Tuberculosis, STD and Sexual Health, and Residential Care Facilities programs.

ALTERNATIVES FOR CONSIDERATION:

In order to ensure timely and effective response to public health demands, no other alternatives have been considered at this time.

FINANCIAL/STAFFING/LEGAL IMPLICATIONS:

These recommendations are made in accordance with the Health Protection and Promotion Act.

This position is part of the existing budget and complement of Public Health Services. Dr. Mackie has been hired at 1.0 FTE and will be joining the department, on completion of his Royal College training in Community Medicine, in July.

POLICIES AFFECTING PROPOSAL:
Recruitment has been carried out consistent with the City’s Human Resources policies.

**RELEVANT CONSULTATION:**

Consultation has taken place with Human Resources.

**CITY STRATEGIC COMMITMENT:**

By evaluating the "Triple Bottom Line" (community, environment, economic implications) we can make choices that create value across all three bottom lines, moving us closer to our vision for a sustainable community, and Provincial interests.

**Community Well-Being is enhanced. ☑ Yes ☐ No**

By ensuring full complement of staff, PHS is able to meet its service levels and strategic commitments to ensure Community Well-being.

**Environmental Well-Being is enhanced. ☑ Yes ☐ No**

By ensuring full complement of staff, PHS is able to meet its service levels and strategic commitments to ensure Environmental Well-being.

**Economic Well-Being is enhanced. ☑ Yes ☐ No**

By ensuring full complement of staff, PHS is able to meet its service levels and strategic commitments in a cost effective and efficient manner, as well as impact the underlying determinants of health that contribute to overall Economic Well-being.

Does the option you are recommending create value across all three bottom lines?

☑ Yes ☐ No

Do the options you are recommending make Hamilton a City of choice for high performance public servants?

☑ Yes ☐ No

The Associate Medical Officer of Health provides required consultation and support to staff as a member of an interdisciplinary, interdependent organization.