alPHa ACTIVITIES

Election Guide
alPHa and the Ontario Public Health Association are presently collaborating on an Election Guide to inform voters and candidates alike on public health and its issues. Stay tuned for more news in future communiqués.

Street Vendor Regulation
The Council of Ontario Medical Officers of Health (COMOH), a section of alPHa, and the Association of Supervisors of Public Health Inspectors of Ontario (ASPHIO) have joined together to draft an interim set of guidelines on the inspection of street food vending carts. The guidelines, to be used by health units in Ontario, are a response to a recent amendment to the Food Premises Regulation that allows for the sale of a greater variety of food by street vendors. It is hoped that by following the guidelines, health units will achieve consistency across the province in approving and inspecting street food vending carts.

Grow Ops
At the request of its Board of Health Section members, alPHa recently conducted a survey of health units to determine the extent to which marijuana grow operations (‘grow ops’) and crystal meth labs are becoming a public health issue across the province. Eighteen of 36 health units responded to the survey. Results showed that 11 health units are working with municipalities, police, and building departments in the assessment and remediation of dwellings used as grow ops and meth labs. Some health units have existing policies and a number are in the process of determining what their role should be and what policies need to be in place. At least two health units reported that they are in the process of developing municipal bylaws on the issue.
Federal Tobacco Programme
In June, aPHa wrote Canada's health minister to express its grave concerns over the federal government's failure to renew the Federal Tobacco Control Programme (TCP). As part of the Federal Tobacco Control Strategy (2001-2011), the Programme regulates the manufacture, sale, labelling and promotion of tobacco products and develops and implements initiatives to reduce or prevent the harm associated with tobacco use. The end of the Programme's authority to fund grants and contributions to anti-tobacco groups came on March 31, 2007. However, on a positive note, funding was restarted three months later following advocacy by anti-tobacco groups. To view aPHa's letter, go to http://www.alphaweb.org/docs/lib_009764913.pdf, and visit http://www.alphaweb.org/docs/lib_009900129.pdf to see the response by Canada's health minister.

Food Premises Regulation
In April, aPHa wrote Minister of Health and Long-Term Care George Smitherman to inform him the Association has encouraged all boards of health to adopt Common Approaches for Farmers' Markets and Special Events. Produced by ASPHIO and endorsed by the aPHa Board, the document outlines health unit protocols for the inspection of food premises that are exempt from the requirements of the Food Premises Regulation (O. Reg 562/90). View the letter to Minister Smitherman at http://www.alphaweb.org/docs/lib_009534654.pdf to learn more.

HEAL
Earlier this spring, aPHa teamed with the Centre for Behavioural Research and Program Evaluation (CBRPE) at the University of Waterloo and the Ministry of Health Promotion (MHP) to work on a framework to develop key considerations in supporting community partnerships for Healthy Eating Active Living (HEAL). It was widely recognized that public health will be a key player in the delivery of HEAL programs.

Poverty Reduction
aPHa has written Premier Dalton McGuinty in support of a Toronto Public Health report that addresses the impact of poverty on children's current and future health. aPHa called on the Premier to commit to a Poverty Reduction Strategy, including increasing the minimum wage and increasing social assistance and Ontario Disability Support payment rates, among other tactics. For further information go to http://www.alphaweb.org/docs/lib_009475620.pdf and visit http://www.alphaweb.org/docs/lib_009914924.pdf to view Premier McGuinty’s response which addresses the government’s initiatives to reduce poverty.

Bill 171
In late April, the Association submitted its comments on the health-related aspects of Bill 171, Health System Improvements Act (see http://www.alphaweb.org/docs/lib_009661642.pdf). These included support for the following: creation of the proposed Ontario Agency for Health Protection and Promotion, an implementation plan to realize the Agency and government commitment to providing adequate financial and human resources to the public health sector for executing health units' new responsibilities in small drinking water systems.

Canadian Directory
The Association is presently updating its annual Canadian Public Health Directory, which lists all public health offices in the country and their sub-offices. The 2007-2008 Directory will be available for purchase by the public in early fall. Look for an upcoming announcement in the next edition of this newsletter.

TIP:
aPHa keeps an online library of current and past correspondence to government on a variety of public health issues. To access it, go to the aPHa web site and click on “Online Library” and search by document type or key words.
From the Executive Director

This summer I have found some time to read up on leadership. While there seems to be a plethora of interesting reading out there right now, I would like to share a short excerpt from the most recent Harvard Business Review. The following is taken from Building A Leadership Brand by Dave Ulrich and Norm Smallwood.

As a prerequisite to building a leadership brand [i.e., becoming an organization that leads in its field and produces strong leaders], organizations must master what we call the Leadership Code. Roughly speaking, the code consists of these requirements: First, leaders must master strategy; they need to have a point of view about the future and be able to position the organization for continued success with customers. Next, they must be able to execute, which means they must be able to build organizational systems that work, to deliver results, and to make change happen. Additionally, they must manage today’s talent, knowing how to motivate, engage, and communicate with employees. They must also find ways to develop tomorrow’s talent and groom employees for future leadership. Finally, they must show personal proficiency – demonstrating an ability to learn, act with integrity, exercise social and emotional intelligence, make bold decisions, and engender trust.

You’ll be glad to know that under the Code no one person is expected to have all of these competencies. Rather, Ulrich and Smallwood suggest that organizations that develop skills in all of these areas will find themselves in leadership positions. There truly is strength in numbers. Just a few thoughts to ponder in the dog days of summer.

Linda Stewart

Advocacy Committee Update

At its April 24 meeting, the alPHA Advocacy Committee reviewed the resolutions that were submitted for consideration at the June annual conference and made recommendations on these to the Association’s Executive Committee. Committee members categorized the resolutions as either key strategic directions, existing alPHA positions, localized issues or different from a current alPHA position. Specific action were then taken on the resolutions depending on the category they fell under (e.g. resolution recommended to go forward to the annual conference or to be returned to sponsor for further clarification, etc.).

The Committee also closed the following resolutions given that their operative clauses have been fulfilled:

- A00-4 Boarding or Lodging Homes
- A01-11 Colorectal Cancer Screening
- A05-1 Improving Access to Contraception in Ontario
- A05-12 Type 1 Diabetes in Children
- A05-14 Community Pharmacies and Public Health Emergencies
- A05-19 Tax Relief for Families with Children Living in Poverty

Recently, the Advocacy Committee prioritized the resolutions that were passed at the June annual conference to ensure appropriate focus and optimum effect for alPHA’s advocacy efforts. In ranking the resolutions, the Committee considered the four different levels of priorities the resolutions could be assigned based on the degree to which the resolution a) relates to the Association’s mandate or is able to influence public health functions; b) has an impact at the population level; c) are subjects on which alPHA can speak credibly; d) are subjects on which alPHA can create opportunities for policy change; e) is time-sensitive and; f) requires sustained advocacy.

The next meeting of the Advocacy Committee takes place on October 30, 2007.
2007 Annual Conference Wrap-Up

alPHa's 21st annual conference Public Health Connects, held June 10 to 12, was a great success that saw over 100 registered delegates convening in Windsor, Ontario to learn about collaborative relations. Highlights, including photos, speaker presentations and the Distinguished Service Awards Dinner, may be viewed online at http://www.alphaweb.org/AGM2007.asp

Many thanks to the talented, hardworking staff at Windsor Essex County Health Unit for their assistance in organizing this event. Special thanks to sponsors Merck Frosst Canada and Mosey & Mosey Benefits Plan Consultants for their generous financial support.

And, congratulations to Monika Turner of the Ministry of Health and Long-Term Care, Public Health Division, who won a digital camera in our conference evaluation draw.

alPHA Annual Report Available Online


Fitness Challenge

Each year alPHA issues a Fitness Challenge to Ontario health unit staff members. Staff are invited to take part in a 30-minute physical activity of their choice for the day. Sudbury & District Health Unit was named this year's winner in the May 17 Challenge. Sudbury, which achieved a 100% participation rate, engaged in a variety of interesting activities, including Taekwondo, belly dancing, and picking up trash along sidewalks. Honourable mentions go to Brant County Health Unit and Elgin St. Thomas Health Unit for also achieving 100% participation.

DATEBOOK | Mark your calendars...

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<tr>
<th>Date</th>
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<tr>
<td>Nov. 8 &amp; 9, 2007</td>
<td>First Canadian Roundtable on Public Health Ethics</td>
<td>Delta Montréal Hotel, Montréal, Québec</td>
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<td><a href="http://www.ethics-ethique.ca/">http://www.ethics-ethique.ca/</a></td>
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<td>Dec. 6 &amp; 7, 2007</td>
<td>alPHA Fall Workshop</td>
<td>Holiday Inn Toronto Yorkdale</td>
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<td>Featuring section meetings for Medical Officers of Health, Board of Health Members and Affiliates. Also featuring special guest presentations and networking opportunities.</td>
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<td>Feb. 7 &amp; 8, 2008</td>
<td>Winter Semi-Annual Meeting</td>
<td>Toronto, Ontario</td>
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<td>June 8-10, 2008</td>
<td>2008 alPHA Annual Conference</td>
<td>Toronto, Ontario</td>
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It’s really easy! Just get a quote for your auto or home insurance, and you’ll be entered into the contest.
The value of one. The power of many.

ReNew Ontario Progress Report 2007 (July 31, 2007)

2007 Ontario Health Plan for an Influenza Pandemic (July 25, 2007)
http://www.health.gov.on.ca/english/providers/program/emu/pan_flu/pan_flu_plan.html

2007 Canada’s Report Card on Physical Activity for Children and Youth (June 27, 2007)
http://www.activehealthykids.ca/Ophea/ActiveHealthyKids_v2/programs_2007reportcard.cfm


MOHLTC Results-based Plan - 2007-2008 (June 2007)
http://www.health.gov.on.ca/english/public/pub/ministry_annual/annual_rep07_08/annual_rep07_08.html#1.1

http://www.ipc.on.ca/index.asp?navid=46&fid1=623

Canadian Cancer Statistics 2007 (April 11, 2007)
http://www.cancer.ca/ccs/internet/mediareleaselist/0_3208,3172_1613121606_1832106104_langid-en,00.html

Canada’s Food Guide for First Nations, Inuit and Métis (April 11, 2007)

Providing leadership in public health management
Justice Archie Campbell, 1942-2007

The alPHA Board of Directors would like to acknowledge the exemplary work of Justice Archie Campbell, who passed away on April 17. Justice Campbell led the SARS Commission, which investigated the 2003 SARS outbreak in Ontario and recommended major improvements to the health system. He produced three reports in all, identifying weaknesses in the province’s health system (First Interim Report, 2004), responding to then-current government plans for legislative changes (Second Interim Report, 2005) and telling the stories of those whose lives were severely affected by SARS (Final Report, 2007). In his final report, Justice Campbell praised front-line health workers, including public health staff, and singled out for recognition their invaluable contributions and heroism in containing the outbreak.

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Coming in September

**Beyond the Basics - Enhancing Your Preceptor Practice Workshop Reach and Teach Kits**

Each kit contains the following four modules:

- Overcoming Conflicts & Challenges with Students
- Promoting Critical Thinking
- Providing Constructive Feedback
- Diversity & Learning

Developed by the Public Health Research, Education and Development (PHRED) Connection.

The purpose of the ‘reach and teach’ kits are to provide health units across the province of Ontario with an interprofessional resource to support the professional development of public health staff working with students.

Each kit contains a lesson plan/curriculum, Power Point presentation, learning activities, evaluation tools, references and facilitator resources including a PHRED Fast Fact Sheet for quick information about the module topic.

This free resource will be sent to every health unit in Ontario in early September.

For more information, please contact:
Karen Jenkins, PHRED Connection Chair
Middlesex-London Health Unit
Tel: (519) 663-5317 ext. 2597

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**alPHA Board of Directors**

**April 27 Meeting Update**

The alPHA Board passed the following motions:

- approval of the Association’s 2007 Strategic Plan, which presents the organization’s existing governing statements, reviews the current environment in which public health operates, and sets out proposed strategic priorities for the next two years;
- recommendation that alPHA meet the Minister of Children and Youth Services to discuss health units’ financial concerns with the delivery of the Healthy Babies, Healthy Children program;
- support for Toronto Public Health’s report (January 15, 2007) on the cost of the Nutritious Food Basket and recognition for the need for public health to highlight the issue of improved access to nutritious food for low-income people and families as a provincial issue;
- adoption of the resolution Fluoridation of Drinking Water, which calls on the government to establish an Ontario Fluoridation Office; and
- recommendation that draft alPHA resolution A07-1, Request for 100% Provincial Funding of Mandatory Health Programs and Services go forward to the June annual conference for debate and voting.

...continued on next page.
2007-2008
alPHa Board of Directors
Members of the alPHa’s 2007-2008 Board of Directors were elected as follows:

Executive Committee
President .......................................................... Vance Blackmore
             BOH, Middlesex-London
Vice President & COMOH Chair ...................... Charles Gardner
              COMOH, Central East Region
Past President ................................................. Liana Nolan
                      COMOH
Board of Health Section Chair ....................... Valerie Sterling
              BOH, Toronto
Treasurer ....................................................... Maria Harding
              BOH, Thunder Bay
Affiliate Representative .................................. Dale Jackson
                        AOPHBA

Directors
Liz Haugh .................................................... OPHA - Ontario Public Health Association
Malcolm Lock .............................................. COMOH, Central West Region
Mary Johnson ................................................ BOH, Eastern Ontario
Helen Mulligan ............................................ BOH, Brant
Allan Northan .............................................. COMOH, Northern Region
Rosana Pellizzari .......................................... COMOH, Toronto
Paul Roumeliotis .......................................... COMOH, Eastern Region

Affiliate Representatives
Mary Lou Decou ................................................. APHEO
             Association of Public Health Epidemiologists in Ontario
Ken Gorman .................................................... ASPHP
             Association of Supervisors of Public Health Inspectors of Ontario
Tracy Allan-Koester ....................................... OSNPPH
               Ontario Society of Nutrition Professionals in Public Health
Theresa Schumilas .......................................... HPO
               Health Promotion Ontario
Joyce Sinton ................................................... OAPHD
               Ontario Association of Public Health Dentistry
Carol Timmings ............................................... ANDSOOHA
               Public Health Nursing Management

June 10 Meeting Update
The alPHa Board continues to closely monitor developments concerning the draft Ontario Public Health Standards and supports health units, through alPHa, taking an active role in the development of a performance measurement system and indicator framework for the Standards.

The Board adopted the following motions:

- confirmation that alPHa will partner again with the Ontario Public Health Association in holding a public health conference in the fall of 2008;
- support for COMOH action in tackling MOH retention and recruitment issues;
- approval of the 2007-2008 budget for the Association; and
- approval of BDO Dunwoody LLP as alPHa’s auditor for 2007-2008.

Upcoming Meetings of the alPHa Board

September 28, 2007
December 6, 2007
(at Fall Workshop)
February 7, 2008
(at Winter Semi-Annual Meeting)
April 4, 2008
June 8 & 10, 2008
(at alPHa Annual Conference)

Our sincere thanks to the following past Directors who generously contributed their time and efforts: Gayle Bursey, Gil Hebert, Matthew Hodge, Carolyn Kuntz, Robert Kyle, Larry O’Connor, Fran Scott and Bruce Timms.
Affiliates’ Corner

ANDSOOHA .................... http://www.andsooha.org/
Ontario’s public health nursing management organization has been participating in a number of consultations in the past half year. ANDSOOHA was a member of the task force that developed the provincial government’s New Graduate Promise initiative, a campaign that guarantees all new nurses in Ontario will have a job in the province when they graduate. ANDSOOHA also has a seat on the Joint Provincial Nursing Committee where it provided input on the first public health nursing sector survey undertaken by the Nursing Secretariat. On a national level, ANDSOOHA partnered with other provincial nursing organizations earlier in the year to discuss the possibility of a national public health leaders network.

On October 3-4, 2007 the public health nursing managers’ association will hold its annual general meeting and workshop in Toronto. In addition to networking opportunities with colleagues, the event will feature guest speakers and updates on key public health topics.

APHEO ......................... http://www.apheo.ca/
For the past several years, the Association of Public Health Epidemiologists in Ontario has been involved in developing a set of core competencies for public health epidemiologists. That project was completed in five steps, and produced five associated documents. In March 2007, The Core Competencies for Public Health Epidemiologists were discussed at a national meeting of public health epidemiologists organized by the Public Health Agency of Canada (PHAC). PHAC recently awarded APHEO a multi-year contract to administer a pilot project in outbreak management, including the establishment of an expert panel to provide epidemiological expertise and advice for the Denmark Group.

ASPHIO ......................... http://www.asphio.ca/
The Association of Supervisors of Public Health Inspectors of Ontario held its Spring Meeting on May 14 and 15, which featured updates from the Ministry of Health and Long-Term Care on the draft Ontario Public Health Standards and issues related to performance management as well as an update on the Regional Infection Control Networks.

ASPHIO has also been working with the Canadian Institute of Public Health Inspectors on strategic issues such as ongoing training and development of public health inspectors (PHIs) as well as reviewing current public health practicum opportunities for PHI students in accordance with Board Certification.

HPO .................. http://hpotestblog.squarespace.com/home/
Health Promotion Ontario held its 20th anniversary conference on May 10 and 11. Sixty-eight health promoters from across Ontario gathered in Toronto and shared ideas and heard guest presentations that, among other things, looked back at the history of health promotion and major successes over the years. They also listened to several speakers on the future of health promotion and health promotion competencies.

OAPHD .......................... http://www.oaphd.on.ca/
In recent years there have been a number of challenges to Ontario municipalities’ rights to add fluoride to the water supply. The Ontario Association of Public Health Dentistry has responded by proposing the concept of a fluoridation center of excellence which could be used as a resource by the entire public health system. The so-called Fluoridation Office could act as an expert witness in legal proceedings and also be responsible for conducting research and knowledge transfer activities.

OAPHD continues to conduct OPENWIDE, its advocacy campaign that is trying to raise awareness of the difficulty certain population segments have in accessing dental care. The campaign advocates for systemic and financial changes to improve access to dental care. It calls on like-minded health and social organizations to lobby for publicly-funded dental care for low-income people, support programs and services that reduce poverty, and support efforts to remove systemic barriers to dental care.

OSNPPH ....................... http://www.osnpph.on.ca/
Many health groups embraced the federal government’s announcement of a fitness tax credit earlier this year, including the Ontario Society of Nutrition Professionals in Public Health. OSNPPH welcomed the news and wrote Canadian minister of finance Jim Flaherty, encouraging the federal government to allow “a greater proportion of the population [to] take advantage of physical activity opportunities.” The public health nutritionists’ group also made a number of recommendations such as subsidies for low-income families needing to buy sports equipment for their children.

OSNPPH has corresponded with the Dieticians of Canada regarding the sharing of resources and the collection of data from callers to assist health units ensure provincial nutrition services are reaching all residents. To date, the response from the Dieticians of Canada has been positive.
Mosey & Mosey is a full-service group insurance consulting firm specializing in the Public Sector. We represent more Public Sector clients than any other consulting firm in Ontario and we are well positioned to deliver superior consulting services, proactive plan management strategies and a comprehensive service portfolio at a competitive cost.

The Mosey & Mosey team of professionals has been providing benefit plan management in the Public Sector since 1971; this longevity is testament to our reputation for service excellence, the cornerstone of our organization.

Mosey & Mosey is proud to partner with alPHa to provide group benefit services to health units across Ontario. We have a strong relationship with alPHa that has been in existence for more than 15 years. We currently provide consulting services to 13 health units throughout the Province of Ontario.

Effective June of 2007 Mosey & Mosey is pleased to offer Absence and Disability Management consulting services.

As an employer you know the importance of managing absenteeism. As a health unit you are more aware than most of the ramifications of unhealthy employees. You also know that absenteeism management encompasses far more than your short and/or long-term disability plan.

You may not be aware of the additional services available from Mosey & Mosey to help you effectively manage absenteeism at your workplace.

What does absenteeism management mean to your organization? Have you taken the important first step of recognizing the connection between casual absence and both short and long-term disability?

The following services are available:

- Employee Satisfaction Survey Development;
- Attendance Audit;
- Attendance Management;
- Short-term Disability Audit (self-insured);
- Short-term Disability Audit (fully-insured);
- Long-term Disability Audit;
- Prescription Drug Audit.

Mosey & Mosey is proud of our longstanding relationship with alPHa, and we look forward to continued success into the future.

For information on Mosey & Mosey services including Absence and Disability Management, please feel free to contact: Mary Crunkleton, Senior Consultant, Disability Management Specialist 1-800-268-8383 or (905) 361-2014, Ext. 260 • 100 Milverton Drive, Suite #604 • Mississaugua, ON • L5R 4H1
Website: www.moseyandmosey.com • Email: mcrunkleton@mosey.on.ca
Member News

Dr. Elizabeth Alvarez was recently appointed as Thunder Bay District Health Unit's Associate Medical Officer of Health. A new MPH graduate from the United States, she will be on a one-year contract, assisting primarily with implementation of the health unit's latest strategic plan.

As of July 16, Dr. Nicola Mercer is the new Acting Medical Officer of Health for the Wellington-Dufferin-Guelph Health Unit. She is a Board-certified anesthetist who has practised in the Guelph area for 15 years. Her interest in working in prevention and affecting public health policy changes is further supported by her decision to enroll in the Master of Public Health program at the University of Waterloo this fall. Nicola replaces Dr. Doug Kittle, the previous Acting MOH, who completed a three-month term at the Health Unit.

Dr. Dennis Hong was appointed Acting Medical Officer of Health for Porcupine Health Unit on May 16. A licensed surgeon in Canada, Oregon and Washington states, Dennis recently specialized in obesity surgery and has published over a dozen articles on gastric surgery and the use of robotics in surgery. He studied medicine at the University of Toronto and both epidemiology and surgery at McMaster University in Hamilton. Dennis replaces Dr. Nancy Woods, who was appointed Acting MOH in January 2007.

In Memoriam

We at alPHA were saddened to hear of the death of Lori Chow, Director of Health Promotion and Chronic Disease at the Thunder Bay District Health Unit and former alPHA Board member (2000 to 2002), on May 19. Well-known as a pioneer in the field of health promotion, Lori was a member of the province’s Capacity Review Committee. In 2001, she received alPHA’s Distinguished Service Award for her outstanding contributions to public health. Our condolences to Lori’s family and friends.