SUBJECT: Licence Agreement with Dr. Ted Haines BOH07046 (City Wide)

RECOMMENDATION:

(a) That the Board of Health approve the execution of a Licence Agreement with Dr. Ted Haines to conduct occupational health clinics at 2 King Street West, 2nd floor, Dundas.

(b) That the Medical Officer of Health be authorized and directed to execute the necessary Licence Agreement with Dr. Ted Haines in a form satisfactory to Legal Counsel.

EXECUTIVE SUMMARY:

PHS is proposing to enter into a formal Agreement with Dr. Ted Haines in which Public Health Services (PHS) will provide clinic space to Dr. Haines in exchange for his consultant services as an occupational health and safety specialist. Currently Hamilton Public Health Services has an informal, month-to-month agreement with Dr. Haines.

In exchange for the use of the clinic space, Dr. Haines will provide the following services:

- provide consultation on corporate policy with respect to organization and delivery of health and safety programming;
• act as a consultant to Public Health Services on policy and issues related to occupational health and safety; and
• provide educational sessions on occupational health and safety issues to medical students or residents on rotation with Public Health Services.

BACKGROUND:

To increase the efficiency of existing clinic space and obtain the expertise of an occupational health physician, PHS proposes entering into a formal Agreement with Dr. Haines to provide occupational health services consultation in exchange for the use of PHS clinic space.

Currently PHS leases space at 2 King St West, 2nd floor in Dundas for sexual health clinics. During the hours when clinic services are not run, the clinic remains vacant.

PHS requires expertise in the area of occupational health and safety to assist in meetings its obligations as an Employer under Section 25 (2)(e) of the Occupational Health and Safety Act. In particular, expertise is required to provide consultation on policy development, occupational health and safety issues to management and the PHS Multi-site Joint Occupational Health and Safety Committee and assist in medical students’ and residents’ education while they are on rotation with PHS.

Dr. Haines is a physician on the Medical Staff of Chedoke-McMaster Hospitals in Hamilton, Ontario. He is also a professor in the Occupational Health and Environmental Medicine Program at McMaster University. Dr. Haines has an extensive background in occupational and environmental health and is a consultant in Clinical Occupational Health and Epidemiology. He has considerable national and international experience in the field of environmental and occupational health.

ANALYSIS/RATIONALE:

PHS will receive needed occupational health and safety advice from an expert in the field with no additional expenditures. In exchange, Dr. Haines will run a clinic in existing space that is presently not being used on a full time basis.

Clinic space will be allocated to Dr. Haines on Wednesday afternoons from 1:00pm to 5:00 pm. Dr. Haines will pay the equivalent of 15.25% of his proportionate interest in the premises ($19,000) by providing the services outlined above.

The value of Dr. Haines' professional services was determined based on the current market rate of health and safety consultancy of $200/hour in the city of Hamilton.

Dr. Haines is currently providing consultation on the development of an infection control program and policies for PHS. These include policies for day-day operations and pandemic planning. These policies can potentially be used by other parts of the organization and where permitting, his services can be accessed to address areas of overlap between PHS and other City Departments.
ALTERNATIVES FOR CONSIDERATION:

Alternatively, PHS could contract with Dr. Haines or another consultant on a fee for service basis.

FINANCIAL/STAFFING/LEGAL IMPLICATIONS:

Providing clinic space in lieu of dollars allows us to obtain Dr. Haines’ expert advice without additional dollars being spent.

The requirements of the Licence Agreement will be formalized between the City of Hamilton Public Health Services and Dr. Haines in a form agreeable to both parties. The Licence Agreement needs to be approved by the Landlord of 2 King St. W.

POLICIES AFFECTING PROPOSAL:

This agreement allows PHS to better meet its requirements as an Employer under Section 25 (2)(e) of the Occupational Health and Safety Act. In turn, the expertise will result in improved policies governing staff working conditions.

RELEVANT CONSULTATION:

Legal Services and Real Estate have been consulted in the development of the draft Agreement with Dr. Haines.

CITY STRATEGIC COMMITMENT:

Community Well-Being is enhanced. ☑ Yes ☐ No
The development of PHS policies regarding infection control will ensure that PHS has appropriate policies and procedures to protect both staff and clients.

Environmental Well-Being is enhanced. ☑ Yes ☐ No
The development of PHS policies regarding occupational health and safety will ensure that PHS provides a safe environment for employees and the community.

Economic Well-Being is enhanced. ☑ Yes ☐ No
Entering into this Agreement eliminates PHS’ need to use additional funds to contract this expertise, while more efficiently utilizing current space.

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
Using Dr. Haines’ expertise allows PHS to develop a more comprehensive health and safety program to support and protect staff and the community. Organizations that care for the safety of their staff are more likely to attract and retain their needed talent.