



TO: Chair and Members of the Board of Health
FROM: Dr. Christopher Mackie, Medical Officer of Health and CEO
DATE: November 2, 2017

ORAL HEALTH TEAM STAFFING MODEL RESTRUCTURE

Recommendation

It is recommended that Report No. 061-17 re: “Oral Health Team Staffing Model Restructure” be received for information.

Key Points

- Dental hygienists have experienced increased workloads due to an increase in follow-up cases.
- Four part-time Registered Dental Hygienist positions will be converted into three full-time positions by reallocating the time from one vacant 0.7 FTE Dental Hygienist position. There is no net change in cost or FTE.
- Scheduling full-time positions will better support the Health Unit in fulfilling its mandate to provide timely, responsive client follow-up from school screenings.

Background

Registered Dental Hygienists (RDH) are responsible for the Oral Health Assessment and Surveillance Protocol, and provide dental screening in all schools in Middlesex and London. The number of children eligible for follow-up and contact by the Health Unit after the school screening has occurred has increased from 654 in the 2014–15 school year to 1,743 in 2016–17. In addition, while the Ministry has not yet released its new protocols for oral health screening, it is anticipated that there may be additional screening in elementary schools. By increasing its complement of full-time registered dental hygienists, the Health Unit will be better positioned to meet the demands of the new oral health protocols.

Dental Hygienist Staffing Complement

Three part-time Registered Dental Hygienist positions will be converted into full-time positions. This change can be accomplished by reallocating the time from one 0.7 full-time-equivalent (FTE) Dental Hygienist position (currently vacant due to a retirement) to three existing part-time positions. Scheduling full-time positions will better support the Health Unit in fulfilling its mandate to provide timely, responsive follow-up for children in need of dental treatment.

Current RDH FTE Complement	New RDH FTE Complement
1.0	1.0
0.6	0.6
0.7	1.0
0.8	1.0
0.8	1.0
0.7 (vacant)	0
Total: 4.6 FTE	Total: 4.6 FTE

This change will increase efficiency and impact. It is also cost-neutral with respect to the Health Unit's budget, as staff members already receive a percentage in lieu of benefits on top of their wages, and are already enrolled in OMERS.

This report was submitted by the Oral Health Team.

A handwritten signature in black ink, appearing to read 'C. Mackie'.

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Medical Officer of Health and CEO