

TO: Chair and Members of the Board of Health

FROM: Christopher Mackie, Medical Officer of Health / Chief Executive Officer

DATE: 2018 May 17

POTENTIAL NURSE PRACTITIONER (NP) SECONDMENT

Recommendation

It is recommended that the Board of Health:

- 1. Receive Report No. 030-18 re: “Potential Nurse Practitioner (NP) Secondment”;*
- 2. Approve the continuation of secondment discussions with Addiction Services Thames Valley; and*
- 3. Approve the relevant funding for 0.4 FTE NP support for the First Nations communities to the end of 2018.*

Key Points

- In response to the opioid crisis in London and Middlesex County and in neighbouring First Nations, Addiction Services Thames Valley and the Southwest Ontario Aboriginal Health Access Centre are working to address urgent and immediate needs by establishing addiction treatment clinics in London and neighbouring First Nations.
- Middlesex-London Health Unit (MLHU) has received a request for a full-time secondment from Indigenous leaders, Addiction Services Thames Valley (ADSTV), and the Southwest Ontario Aboriginal Health Access Centre for a Nurse Practitioner (NP) to work in addiction treatment.
- From June to December 2018, it is proposed that MLHU contribute 0.4 FTE in salary and benefits for the NP to work in local First Nations communities in partnership with SOAHAC, the remainder of the NP salary and benefits being paid by ADSTV.

Background

Addiction Services Thames Valley (ADSTV) is creating an in-house clinic space at 200 Queens Avenue, which will allow a fuller scope of nurse and nurse practitioner (NP) service to a typically hard-to-serve population without primary care providers. They require NP expertise to get the clinic up and running, and to continue to define their place in the spectrum of intersecting healthcare addictions-related services. ADSTV is in need of interim NP support three days per week; they expect to hire a full-time NP to meet their clinical service needs in a more sustainable manner.

The Southwest Ontario Aboriginal Health Access Centre (SOAHAC) is also in the process of setting up an addictions clinic, located at their SOAHAC Chippewa site, which will provide opioid and stimulant replacement therapy to all members of the Chippewa, Oneida, and Munsee First Nations. The service would be integrated within the existing Indigenous primary care model. While the overarching goal is to create a sustainable plan for these services, SOAHAC has an immediate need for NP expertise to provide service in their Chippewa clinic two days per week. Please see [Appendix A](#), which is the briefing note to the SOAHAC Board of Directors.

MLHU fully disinvested its NP-led Family Health Clinic providing primary care services to pregnant women and families with young children in January 2018, as these primary care services were available in the broader community, and are not within public health's mandate. At this time, while MLHU does not have a practicing NP in any of its programs, the organization maintains an NP position within its collective agreement with ONA.

Financial and Staffing Implications

At this time, it is anticipated that MLHU would negotiate a secondment agreement with ADSTV for 1.0FTE. The NP at MLHU, currently employed in a Public Health Nurse position, is very interested in this secondment opportunity. Implications are as follows:

- The NP would remain an MLHU employee, receive MLHU's NP salary rate, accrue seniority, maintain all benefits, continue to pay into the pension fund, and maintain MLHU vacation allotment.
- Until December 2018, MLHU would bill ADSTV for 0.6FTE of the NP, and the remaining 0.4FTE of the NP position would be allocated by ADSTV to SOAHAC at Chippewa with \$53,314.29 in financial support from MLHU (using variance).
- Should the secondment be renegotiated beyond December 2018, MLHU would bill ADSTV for the full 1.0FTE.
- Both administrative and clinical supervision would be provided by ADSTV.
- Reporting within MLHU would be to the Program Lead, Harm Reduction.
- The 1.0FTE PHN position currently filled by the NP would be posted to ensure full PHN capacity remains in place.

Next Steps

With the Board of Health's approval, a Secondment Agreement will be drafted with ADSTV and SOAHAC. Additionally, an MOU will also be drafted with the Ontario Nurses' Association (ONA) regarding the temporary reinstatement of the NP position and the PHN backfill. Once both Agreements are finalized, the NP would begin working for ADSTV and the PHN position will be posted. It is anticipated that this secondment would begin in June 2018.

This report was prepared by the Environmental Health and Infectious Disease Division.



Christopher Mackie, MD, MHSc, CCFP, FRCPC
Medical Officer of Health/CEO