



TO: Chair and Members of the Governance Committee

FROM: Christopher Mackie, Medical Officer of Health / CEO

DATE: 2018 June 21

ORGANIZATIONAL STRUCTURE CHANGES

Recommendation

It is recommended that the Governance Committee receive Report No. 006-18GC re: “Organizational Structure Changes” for information.

Key Points

- The Corporate Services Division has undergone a restructuring process, following approved PBMA proposals in the 2018 budget.
- The Program Planning and Evaluation Team was realigned to Corporate Services, and the Corporate Services Division changed its name to Healthy Organization Division to better reflect the mix of support it provides across the organization.

Background

At the December 10, 2015 Board of Health meeting, the Board delegated decision-making for organizational structure to the Medical Officer of Health/CEO, and directed that the Board be kept informed of any changes to the organizational structure.

The Corporate Services Division was formed in January 2016, with the general reorganization of MLHU’s structure. This new division merged IT, Finance, Privacy and Occupational Health, and Safety, Strategic Projects and Human Resources into a single unit. The initial goal of this realignment was to permit teams to find ways to collaborate with each other, recognizing the linkages between them.

After a year of working in this new structure, it was determined that a further realignment of some of the work was necessary to ensure that tasks were matched with the most appropriate teams and roles. This restructuring required allocation of additional funds; this funding request was approved during the 2018 PBMA process.

Additionally, the Corporate Services Division renamed itself the “Healthy Organization Division,” also integrating the Program Planning and Evaluation (PPE) Team. The reporting relationships of the Population Health Assessment and Surveillance (PHAS) Team are still under consideration pending the start of the Associate Medical Officer of Health. Currently, they are reporting for administrative issues to Healthy Organization, with a dotted line to the Office of the Medical Officer of Health for content support.

The name change better reflects the role the Division plays within the organization. A Healthy Organization encompasses many domains: our people, organization of work, management practices, employee well-being, and evidence-informed decision making and performance. The Finance, Human Resources, Information Technology, Privacy, Risk, and Governance, Procurement and Operations, Program Planning and Evaluation, and Strategic Projects teams all partner actively with other divisions to build a healthier

organization. The new name aligns with the other divisions, and describes the role that each team contributes toward making MLHU a healthier organization.

Next Steps

MLHU will continue to review and amend its organizational structure on an as-needed basis to ensure that teams are optimally aligned to deliver their programs and services. Any significant changes will be brought to the Board for information, with any financial impacts coming to the Board for approval.

This report prepared by the Healthy Organization Division.

A handwritten signature in black ink, appearing to read 'C. Mackie', is positioned above the printed name.

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