



TO: Chair and Members of the Board of Health

FROM: Christopher Mackie, Medical Officer of Health/ CEO

DATE: 2020 May 21

STAFFING UPDATE

Recommendation

It is recommended that the Board of Health Receive Report No. 024-20 “Staffing Update” for information.

Key Points

- With the redeployment of employees to the COVID-19 response, some teams have been left short-staffed and required additional temporary support; therefore, three two additional temporary full-time Public Health Nurses will be hired for the Infectious Disease Control (IDC) team, and one for the Best Beginnings (BB) team.

Temporary Hiring

In order to quickly mobilize additional staff to support the rapid increase in workload and need for resources, MLHU recruited several positions (PHNs, Managers, Program Assistants and a Receiving and Operations Coordinator) for temporary three-month assignments. Almost all of these temporary hires were recent retirees or employees who had recently resigned for other roles where their work had been put on hold. Many of these assignments will end in June, but some may need to be extended depending on the continued work associated with Covid-19. Even with these hires the redeployment of employees to the Covid-19 Task Force has left both the Infectious Disease Control (IDC) team and the Healthy Babies Healthy Children team short-staffed and in need of additional temporary support.

The Infectious Disease Control (IDC) team has been providing strong leadership to the Covid-19 Task Force as the Manager of the team, PHNs and Public Health Inspectors (PHI) are in lead roles for the Case and Contact Management teams and Outbreak and Facilities teams. In total, there have been 3 PHNs, 6 PHIs, and 1 Health Promoter redeployed to Covid-19 work from the IDC team. There continues to be ongoing infectious disease control work required in the community outside of Covid-19 and in order to meet these needs we will be hiring two temporary full-time PHNs until the end of the year.

Within HBHC, there is an anticipated need for additional support due to the compression of vacation in the third and fourth quarters, and the expected increase in births within the next year. The Best Beginnings teams have also redeployed a manager, 1.5 PHNs and 7 Family Home Visitors to support the Covid-19 work. In order to provide additional temporary support to the Best Beginnings teams, a temporary full-time PHN has been hired from May to the end of the HBHC fiscal year, March 2021. Based on historical gapping, it is likely that the HBHC budget will be able to cover this cost. Barring this, funding will be sought through the COVID funding process.

Next Steps

As work begins on the next stage of Recovery of Operations, the Human Resources team will continue to work with the Operations leads on the Incident Management System (IMS) team, as well as the leads for Continuity of Operations, to meet the resource and staffing needs for any new or ongoing work.

This report was prepared by the Healthy Organization Division.

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

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Medical Officer of Health