

# Medical Officer of Health: Report to The Board of Health

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**Medical Officer of Health/Executive Officer**

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# Medical Officer of Health Update

## Strengthening Public Health

In August 2023, the Ministry of Health unveiled its three-pronged *Strengthening Public Health* plan. The first prong, voluntary mergers, resulted in nine of the existing 34 Public Health Units agreeing to merge into four. Funding for health units not merging was restricted to 1% increases over three years. Health units hoped that the second prong, the review of the *Ontario Public Health Standards* (OPHS), would result in a net reduction of the work of health units. This would allow health units to continue to operate with what is in effect a period of budgetary reduction before the third prong, a revision of the public health funding approach, comes into effect.

At the end of May, the draft revised OPHS was made available to health units for review and comment. Health units were given a month to each submit a single survey with their feedback on the draft OPHS document and 14 associated draft protocols. The survey was due June 20, and at the time of writing this report, the internal process to collect and collate feedback was not yet complete. Thus far, it does not appear that the draft OPHS contain any significant divestment of roles or responsibilities from health units. This is concerning from a budgetary standpoint unless the review by health units leads to significant change.

## Per- and Polyfluoroalkyl Substances (PFAS)

The Health Unit has been in ongoing discussions with the Department of National Defense (DND), the City of North Bay, and the Ministry of the Environment, Conservation and Parks (MECP) since the DND notified us at the end of 2016 of PFAS contamination of Trout Lake, Lees Creek, North Bay Jack Garland Airport, the Canadian Forces Base (CFB) North Bay, and monitoring wells located near Canadian Forces Base (CFB) North Bay.

The then Medical Officer of Health, Dr. Chirico, issued a PFAS report and recommendations in 2017. Progress has been made on many of the recommendations to protect the health of the population, and current PFAS levels in the municipal drinking water supply are below the MECP draft objective. However, PFAS exposure through the North Bay municipal drinking water supply and several small or private drinking water systems remains much higher than the provincial average. The level below which PFAS in drinking water no longer poses a concern for human health is unknown.

The Health Unit continues to monitor and analyze the situation and evidence so that we can make further recommendations as necessary, and we also continue to advise the public on the risks and mitigation strategies they may employ to reduce their exposure. As a part of this work, the Health Unit participated in a forum on June 20, 2024, at North Bay City Hall to provide more information to the public regarding the issue of local PFAS exposure. DND and the MECP were also participants in this forum.

# Programs and Services Updates

## Corporate Services

### *Communications*

- Planned proactive communications in the event of a measles case in the district, which included consultations with the Communicable Disease Control (CDC) program, to allow for a quick response from Communications in the event of an outbreak.
- Disseminated information on Canadian Public Health Week, Earth Week, National Immunization Awareness Week, Emergency Preparedness Week and National AccessAbility week.
- Partnered with Jet North Bay and Moose FM in Parry Sound to run a one-week radio contest sharing emergency preparedness best practices.
- The third-year nursing students presented their final projects with topics related to sexual health and health promotion. Their content is currently being used on the Health Unit's youth-focused Instagram account.
- Engaged with Sexual Health to plan a targeted syphilis awareness campaign (in progress).
- Supported Healthy Living with a well-being campaign to promote volunteerism among older adults in the community, as well as a campaign to highlight Canada's Low-Risk Alcohol Drinking Guidelines. The Alcohol Guidelines campaign is currently live and running on social media and through Google Ads across our district.

### *Facilities Operations*

#### North Bay

- Received two reupholstered wheelchairs making them IPAC compliant and ready to use in clinics.
- Obtained quotes and secured services for garden and lawn maintenance.

#### Parry Sound

- Ordered and received two area rugs for the reception and waiting room area to assist with noise dampening.

#### COVID-19

- Weekly monitoring of Personal Protective Equipment cleaning supplies for respiratory infections (sanitizer and disinfectant).

### *Information Technology*

- Moved the Policies, Procedures, and Medical Directive to the new SharePoint site.
- Working to close the Mindoka portal.

- Sexual Health program laptops and docking stations were refreshed.
- Logitech Tap for Microsoft Teams installed in the Magnetawan Room.

## *Planning and Evaluation*

### **Population Health Assessment**

- The Nipissing Parry Sound Data Collaborative has solidified three measures for the social determinants of health (SDOH) indicators tab of the planned Health and Well-being Dashboard. The indicators include economic security, food security, and housing. This first layer of the dashboard is planned to be completed in the Fall.
- Analysis of vaping data for students in our region from the Ontario Student Drug Use and Health Survey was completed. Healthy Schools will use this data to plan for upcoming vaping campaigns. The data is being prepared to put on the website and the next indicator to analyze will be mental health and racism/discrimination.

### **Effective Public Health Practice**

- Multiple programs, committees, and working groups are developing renewed outcomes, interventions, and indicators to respond to community needs and measure their impact.
- New templates and approaches to establishing indicators and performance measures are being piloted with Health Unit groups.
- The Health Unit is now in the final phase of strategic planning – Strategy and Launch. Leveraging the great work accomplished from the Direction phase where three strategic priorities were drafted with associated goals and strategies in a two-day priority setting retreat, this phase will focus on finalizing the strategic plan document.

### **Health Equity**

- The Health Unit held a first meeting of its newest committee, the Health Equity Hive. This committee's purpose is to coordinate a strategic, centralized, and collective organizational impact on health equity. Initial tasks include establishing an internal communications plan, developing a strategy for receiving and addressing internal requests for consultation or collaboration, and identifying 2024 priorities for action.
- Engaging with students from the Near North District School Board's Student Senate to understand their perceptions and/or experiences of factors that contribute to safer and inclusive schools and classrooms for 2SLGBTQ+ students. Their input will contribute towards a resource being developed for dissemination to local school boards on ways to create 2SLGBTQ+ inclusive school spaces.

## *Indigenous Engagement*

### **Food Summit: Good Food for Good Health, June 3-4, 2024**

On June 3, staff from Healthy Living and Healthy Schools at the Health Unit, Canadore College, NOSM University, and [NOURISH](#) greeted 50+ participants from several communities to help prepare an Indigenous Foodways dinner in the Health Unit teaching kitchen. There were several discussions that shared knowledge and experience in traditional food for health and wellness

outcomes, specifically looking at the intersection of crown land management and food sovereignty in Northern Indigenous communities.

June 4 was a day of planning collective action in Northern Ontario. Participants had a tour of the Canadore College First Peoples' Center, Indigenous Wing at The Village; including Mshibizhiwgaming (Great Lynx Lodge), Harvest Room (with newly installed certified pulley and harvesting room), Community Kitchen, and the ImpAct-Climate Campus Living. This was followed by round table discussions regarding supporting Indigenous food sovereignty in various settings (community/health care settings/schools).



## *Quality Assurance*

### **Policies and Procedures – Reported Quarterly**

- Second quarter data (April 1 to June 30) to follow in next report.
- Quality Assurance documents were successfully transitioned from the external Mindoka portal to the Health Unit's new Policies and Procedures SharePoint site on April 29, 2024. This transition is in keeping with the Health Unit's objective to migrate documents to a cloud-based system with increased control over internal data. The folder structure was also reorganized during this process to improve accessibility, and the change has been met with positive feedback across the organization so far.

### **Quality Issue Reports (QIR) - Reported Quarterly**

- Second quarter data (April 1 to June 30) to follow in the next report.

## Clinical Services

### *Communicable Disease Control*

#### **Pertussis (whooping cough)**

Pertussis is a disease that is caused by the bacteria *Bordetella pertussis*. It can cause a serious infection of the lungs and breathing airways. Pertussis is known for uncontrollable, violent coughing fits that often make it hard for people to breathe. After coughing repeatedly, someone with pertussis often needs to take a deep breath, which causes a “whooping” sound. Pertussis cough can affect people of all ages. It is most serious for infants and women in their third trimester of pregnancy, especially if they have not been vaccinated.

In May there was a greater than expected number of confirmed pertussis cases in the Health Unit area. An outbreak of pertussis has been declared in the Municipality of West Nipissing. A public health bulletin was issued to local health care providers about the increase in cases and the outbreak in the Municipality of West Nipissing. Information about pertussis and the increase in cases was communicated to the public.

#### **Measles**

As of May 29, 2024, 23 confirmed cases were reported in Ontario in 2024. The cases occurred in nine different public health units. Six cases required hospitalization, including five children and one adult. All hospitalized children were unimmunized; of these, there was one death. There have been no confirmed cases in the Health Unit area.

#### **Influenza**

Since the beginning of the 2023-2024 season, there have been a total of 358 lab-confirmed cases of influenza; 261 cases of influenza A, 94 cases of influenza B and three co-infections with influenza A and B reported in the district.

#### **Outbreak Activity**

From March 31, 2024, to May 31, 2024, the CDC program managed 19 outbreaks in long-term care homes, retirement homes, other high-risk congregate living settings, childcare settings, and the community. This included seven COVID-19 outbreaks, six outbreaks caused by an unknown respiratory illness, one outbreak of pertussis, and four outbreaks caused by an unknown enteric illness.

### *Professional Practice*

Key initiatives in Professional Practice included consultations with staff on professional practice and privacy issues, ensuring compliance, and promoting best practices. A notable project was the support provided to the Oral Health program to select an Electronic Medical Record (EMR) system, a crucial step towards modernizing their operations. This involved facilitating a Privacy Impact Assessment (PIA) process to promote alignment with privacy regulations and safeguard client data effectively.

In addition, there has been increased collaboration with Nipissing University and Canadore College. These collaboration efforts concentrated on discussions on how to continue to support student placements in the Bachelor of Science in Nursing (BScN) program now that these two nursing schools are no longer integrated. The third year of a BScN program is typically when placements occur in public health and community settings. Discussions continue in preparation for the September start date and how to best support these students.

Furthermore, new Transition to Public Health Program sessions started in mid-May, engaging 17 staff participants and equipping them with the essential knowledge and skills for their roles. These efforts reflect the ongoing commitment to enhancing the skills and knowledge of public health practitioners new to our Health Unit team, helping them to be prepared for their roles and contributing to the overall improvement of public health services.

### *Oral Health and Vision Screening*

In collaboration with Information Technology and the Privacy Committee, Oral Health is changing dental software to support the growth of the clinics.

We have entered into an agreement with a dentist in the Parry Sound area who will be working in our Parry Sound clinic once weekly. The first treatment day was May 28, 2024, and the team saw seven clients.

### *Sexual Health/Clinical Information/Harm Reduction*

The Health Unit observed an increase in the number of HIV/AIDS cases reported in the Town of Parry Sound in 2024. The HIV Urgent Response Group has been re-established to increase resource availability and support the Sexual Health team in reviewing and revising a comprehensive approach to HIV prevention in the Parry Sound area. A public health bulletin was recently sent to health care and social service providers in the Parry Sound area to inform them of this increase and to encourage testing.

We are hoping to get an Our Healthbox (OHB) vending machine at our 345 Oak Street West location in North Bay. The OHB offers low-barrier access to health products and community health and social service information using advanced interactive SMRT1 technology. Individuals can anonymously access take-home HIV self-testing kits, naloxone, and harm reduction supplies. Our Healthbox is an initiative out of REACH Nexus, a national HIV research group based at St. Michael's Hospital in Toronto. If we can obtain a machine, it will be the second OHB in the district, as one is currently being installed in Sturgeon Falls.

Information collected through the Overdose / Negative Drug Reaction Reporting System was sent to more than 160 community partners in weekly email updates and through the Health Unit's interactive surveillance dashboard. From April 1st, 2024, to May 28th, 2024, within the Health Unit district, there were 36 overdoses / negative drug reactions reported with two resulting in death.

## *Vaccine Preventable Diseases*

### **Summary of 2023/2024 School Vaccine Program**

Suspensions under the Immunization of School Pupils Act (ISPA) were reinstated this school year following a pause during the COVID-19 pandemic. To expedite “catch-up” with school-aged students. The following actions were initiated to increase the number of students who are fully immunized:

#### September 2023 – Grade 11 and 12 Suspensions

- 443 student suspension notices sent out (August)
- 293 students were suspended (September)
- Of the 293 students suspended from school, 43% were compliant with ISPA\* by the end of the suspension period

#### January 2024 – Secondary School Suspensions\*\*

- 586 student suspension notices sent out (December 2023)
- 111 students were suspended (January)
- Of the 111 students suspended from school, 92% were compliant with ISPA by the end of the suspension period

#### March 2024 – Elementary School Suspensions

- 1,155 student suspension notices sent out (February)
- 372 students were suspended (March)
- Of the 372 students suspended from school, 98% were compliant with ISPA by the end of the suspension period

\*Compliant with ISPA means the student was vaccinated, submitted a statement of conscience or religious belief (Affidavit), or submitted a medical exemption.

\*\*Includes secondary schools with grades 7 &8

### **Hepatitis B (HB) and Human Papilloma Virus (HPV) Publicly Funded Vaccine Campaign**

May marked the final in-school clinic for grade 7 students receiving HB and HPV vaccines across the district. In total, 1,484 HB and 1,529 HPV vaccines were administered at in-school clinics this school year. While uptake was lower than pre-pandemic rates, plans are under way for a representative of the Health Unit to participate on the Provincial HPV Task Force Advisory Committee under the leadership of the Canadian Public Health Association. The project aims to build awareness and commitment around the National Advisory Committee on Immunization’s call for action for 90 percent of 17-year-olds to be fully vaccinated against HPV by 2025. Cervical cancer is almost exclusively caused by HPV and is preventable in a high number of cases. HPV is also related to 80%-90% of anal cancers, 40% of vaginal and vulvar cancers, 40%-50% of penile cancers, and 25%-35% of mouth and throat cancers.

## **Annual Vaccine Fridge Inspections**

In May and June, the Vaccine Preventable Diseases (VPD) team visited and inspected the vaccine fridges of 100 healthcare providers and pharmacies who administer publicly funded vaccines. During these visits, public health staff also provide education and resources.

## **Annual Childcare Assessment**

Each year, the Health Unit is required to conduct an Annual Childcare Assessment. This requires an immunization record assessment for all children registered in childcares and includes staff, volunteers, placement students, and family members of home childcare locations within the district. In all this includes assessment of approximately 1,500 immunization records.

## **COVID-19 Vaccine Spring Campaign**

The Spring COVID-19 vaccine campaign began in early April and will run through to the end of June. This campaign targets people over 65 years of age and those who are immunocompromised. The recommendation for the general public is to receive their next dose during the Fall respiratory season. Vaccines are being primarily provided by participating pharmacies and uptake has been slow but steady.

## **Intake Services**

While the rush of the COVID-19 pandemic has slowed, interest in vaccines and vaccine information from the public, community partners, and health care has been high. From January 1 to April 31, the vaccine nurses responded to more than 5,500 vaccine-related calls.

## **Community Services**

### *Environmental Health*

The Office of the Auditor General of Ontario is conducting a performance audit related to Non-Municipal Drinking Water, including facilities the Health Unit deals with, such as, small drinking water systems (SDWS), water systems that fall under the *Health Protection and Promotion Act*, and private water facilities of rural and suburban homeowners. The Health Unit has submitted a considerable volume of documents during the initial and follow-up processes. The audit is ongoing, and the auditors may undertake additional activities, which may include site visits, interviews, or requests for further documentation.

Two public health inspectors have left the organization to join other agencies for family reasons. Their vacancies have affected program delivery, resulting in a pause on compliance inspections of low-risk facilities. Validated complaints for these facilities will still be investigated. The program has put on hold the delivery of food handling certification training for the busy summer season. Those in need of certification are encouraged to access alternatives, including online delivery or courses offered at the neighbouring health units.

Reopening of seasonal activities is resuming, including reviewing resort applications, community event permits, farmers market applications assessments, and beach management, in addition to the regular year-round inspections and several demands. A public health student has been hired to assist with beach water sample collections.

The Health Unit conducted an Emergency Preparedness campaign in collaboration with the local media in Parry Sound and North Bay. Listeners were provided with the option of winning prizes if they successfully answered the trivia questions. Approximately ten prizes were given to the public during the week of May 6-11, which is Canada's and Ontario's Emergency Management Week. The team continues to liaise with municipalities regarding extreme heat, which has the potential to cause poor air quality from wildfires. A Health Unit representative participated in the Military Emergency Management Exercise in Mattawa, simulating a flood event on May 4, 2024. The team also participated in Community Safety and Emergency Preparedness Day on Saturday, May 25, 2024, showcasing the role of the Health Unit in this regard.

**Verdict on Provincial Offence Charges Issued to Stewarts Decorating**

On Monday, June 3, 2024, the Ontario Court of Justice, North Bay Courthouse, rendered its decision concerning the Provincial Offence charges that were issued by the Health Unit against the business operations of Stewart’s Decorating between January and May of 2021 under both sections 10 of the *Reopening Ontario (A Flexible Response to COVID-19) Act* (ROA) and section 100 of the *Health Protection and Promotion Act* (HPPA). The charges were issued during this period in connection with observed non-compliance with COVID-19 regulatory requirements of the ROA in place at the time, and for non-compliance with a section 22 Order issued in accordance with the HPPA.

The Ontario Court of Justice entered convictions on 36 of the 38 Provincial Offence charges, with two charges dismissed by the Court in its decision.

*Healthy Families*

The Ministry of Children, Community and Social Services (MCCSS) released a report in May 2023 that reviewed Healthy Babies Healthy Children (HBHC) program practices, processes, and polices across Ontario’s health units. The third-party study examined how health units across Ontario were delivering the HBHC program. The report acknowledged the long-standing challenges meeting the HBHC program metrics within the current MCCSS funding envelope. While the Health Unit has long been in support of HBHC locally, pressures within the 2024 budget necessitated a reduction in the cost-shared contribution towards HBHC. This resulted in the elimination of a 0.8 Family Home Visitor position in 2024.

**Annual Service Metrics:**

<b>HBHC Service Metrics</b>	<b>Annual: April 1, 2023, to March 31, 2024</b>
Births to resident families	940
Prenatal referrals	45
Early Childhood referrals	21
Postpartum Screens	568
HBHC postpartum follow-ups	428
In depth assessments (intakes)	88
HBHC with-risk home visits (total program visits)	817
Active families (HBHC receiving 2+ visits)	58
Families on HBHC waitlist at end of March	31

Although innovative service delivery practices are being utilized, ongoing budget pressures related to current MCCSS funding levels will continue given increasing community needs. Ongoing program review and evaluation will provide further program innovation and efficiencies as staff strive for continued quality program delivery. The following continuous quality improvement projects are currently underway.

*Postpartum screening rates:* Working collaboratively with our local birthing hospitals to ensure effective and seamless transitions for families from the hospital to their communities.

*Community partner referrals:* Working with community partners to increase the referral rate to the HBHC Blended Home Visiting Program. We have seen a decrease in referral rates since the pandemic and are using multiple outreach strategies to increase visibility and awareness of HBHC program services.

*Clinic Practice improvements:* An evidence informed Model for Blended Home Visiting was adopted post COVID that identified competencies and roles for the Public Health Nurse and the Family Home Visitor who work together in delivering services to high-risk families. HBHC staff report more positive family outcomes since adopting the client centered practice model which focuses on positive behavior changes.

## Healthy Living

### Representation at Ontario Dietitians in Public Health (ODPH) Presentations

#### International Congress of Nutrition and Dietetics

A dietitian from the Healthy Living program presented the “Towards a Weight Inclusive Approach” position statement, on behalf of the Ontario Dietitians in Public Health (ODPH) at the 19<sup>th</sup> annual International Congress of Nutrition and Dietetics in Toronto in June 2024. The presentation was in partnership with a dietitian at Chatham-Kent Public Health and aimed to demonstrate the importance of adopting a weight-inclusive approach in public health.

Weight bias and the resulting stigma and discrimination is a significant public health problem and social justice issue that leads to health inequities. The position statement provides professionals with evidence-informed recommendations for advancing weight-inclusive care in public health practice.

#### National Basic Income Guarantee Forum

A Health Unit dietitian from the Healthy Living program represented the Ontario Dietitians in Public Health (ODPH) at the May national [Basic Income Guarantee Forum](#) in Ottawa. They were a panelist at a session on basic income and food insecurity, highlighting the work of ODPH to ensure consistency on the monitoring food affordability mandate within the Ontario Public Health Standards. ODPH updates and distributes the Ontario Nutritious Food Basket costing tool and associated guidance for data collection, as well as household income scenarios to put food costing data within the context of household income. This local level work across the province contributes

to what is known about the connection between food insecurity and inadequate income and has been central to public health advocacy related to income security.

The Health Unit has long supported the idea of and called for a basic income, acknowledging income is one of the most powerful [social determinants of health](#).

### **Changes in Substance Use in North Bay and Parry Sound During the COVID-19 Pandemic: Perspectives of People Who Use Substances and Community Partners**

During the COVID-19 pandemic, the Health Unit region saw a significant increase in the number of opioid related overdoses<sup>1</sup>. In 2020, the Health Unit region had the fifth highest opioid-related death rate in Ontario (38.6 per 100,000) with deaths rising from 21 in 2019 to 50 in 2020 (Public Health Ontario, 2024). To better understand this local data and the unique community needs, community health promoters along with community partners and people with lived experience conducted a research project aimed to answer the following questions:

1. How has substance use changed for people who live in North Bay since the COVID-19 pandemic started in March 2020?
2. Why have overdoses and deaths increased in North Bay since the COVID-19 pandemic started in March 2020?
3. What can we do to reduce overdoses and deaths?

Surveys were conducted in early 2021 in North Bay and late 2021/early 2022 in Parry Sound. Respondents included individuals aged 18 years and older who lived in North Bay or Parry Sound and had used substances during the pandemic. Informed by the survey results, interview and focus group guides were developed and conducted in each community. People who use substances were interviewed, and community partners working in mental health, addiction, and social service agencies participated in focus groups. A formal report of the data collected for each community was recently completed. The project found that the COVID-19 pandemic created more situations of risk for people who use substances locally, putting individuals at a higher risk for overdose. Potential solutions were identified to support people who use substances to do so more safely and reduce the increased risk of overdose. Solutions varied by community, but some commonalities included: an overdose prevention site; education on how to use safely and available services; safer supply programs; support groups; broad social service supports (including housing and other social services); and increased naloxone availability and training. Full reports on the data collected and solutions identified are available and will be posted to the Health Unit website. Short summary reports of the research findings for each community will also be made available.

### *Healthy Schools*

#### **Planet Youth Nipissing (Icelandic Prevention Model)**

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<sup>1</sup> The term 'overdose' is used throughout the report; however, it should be noted that newer terms such as 'drug poisoning' and 'drug toxicity' are increasingly being used since they are more accurate and less stigmatizing. For more information: [Briefing note on terminology](#) (Needle Syringe Program Community of Practice, n.d.)

Planet Youth Nipissing is making significant progress with the school survey now completed, setting a solid foundation for the subsequent steps in the Icelandic Prevention Model. The high level of community engagement and strong coalition membership are promising indicators for the upcoming phases. The invitation to submit a funding request for Stream 2 by the Public Health Agency of Canada marks a critical opportunity to secure resources for implementing and evaluating effective interventions.

*Current Phase:*

- Data Collection and Processing

*Survey Participation:*

- Overall Response Rate: 72%
- Highest Community Participation: 90%
- Timeline: Data collected in April and May 2024, results to be disseminated in 6-8 weeks.

*Upcoming Actions:*

- Data Verification and Community Consultations: Planned for Fall 2024.

*Coalition Details:*

- Membership: 44 individuals
- Organizations: 22 organizations

*Funding Opportunity:*

- Agency: Public Health Agency of Canada (Youth Substance Use Prevention Program - YSUPP)
- Funding Stream: Stream 2 – Implementation and Intervention Research
- Objective: Support communities to identify, test, and rigorously evaluate interventions according to steps 4-10 of the Icelandic Prevention Model (IPM).
- Notification of Successful Applicants: Fall 2024

## **Finance**

The Finance Team has submitted the following documents:

- 2023 Annual Reconciliation Report
- 2023 Annual Report
- 2023 Revenue Canada Charity Return
- 2024 - 2025 Infection Prevention and Control Hub budget
- 2024 - 2025 Stay on Your Feet budget
- 2023 - 2024 Stay on Your Feet year-end report
- 2023 - 2024 Healthy Babies Healthy Children year-end report

The following documents were sent to municipalities:

- 2023 Municipal Financial Information Return
- Health Unit Audited Financial Statements

## Human Resources

### *Employee & Labour Relations*

The Joint OPSEU/ONA/Management committee meeting was held on June 17, 2024.

### *Occupational Health and Safety*

Occupational Health and Safety procedures moving forward relate to Call Bell, Code White, Overdose Response and Administration of Naloxone Nasal Spray, and Critical Incident Debriefing.

The Internal Mental Health Working Group (IMHWG) initiated several activities for staff as part of Association of Local Public Health Agencies (alPHa) Workplace Health and Wellness Month, including in-person (North Bay and Parry Sound) and virtual Tea & Talks, Lunchtime Trivia, Virtual Lunch and Games, and Lunchtime Walks. The IMHWG has prioritized activities for the next two years, with most of the work led by Human Resources in consultation with the working group and others as needed.

### *Professional Development*

Internal professional development sessions recently coordinated by Human Resources since the last report include:

<b>Professional Development Session</b>	<b>Date</b>	<b>Number of Participants</b>
Basic Life Support Certification	April 25, 2024	2
Basic Life Support Certification	May 9, 2024	1

### *Staffing*

The following temporary positions were recently filled. These vacancies were created because of a resignation, internal transfers, leaves of absence, summer student funding to assist with workload and to work on projects that have been partially funded by other organizations / agencies:

- Community Health Promoter, Healthy Living (1.00 FTE) from April 2, 2024, to March 28, 2025
- Public Health Nurse, Sexual Health and Clinical Information (0.20 FTE) from April 8, 2024, to December 27, 2024
- Registered Dental Hygienist, Oral Health & Vision Screening (1.00 FTE) from April 29, 2024, to December 31, 2024
- Data Analyst, Planning and Evaluation (1.00 FTE) from April 29, 2024, to December 31, 2024

- Public Health Nurse, Communicable Diseases Control (1.00 FTE) from May 1, 2024, to April 18, 2025
- Executive Assistant, Office of the Medical Officer of Health/Executive Officer (Casual) from May 6, 2024, to August 2, 2024
- Student Public Health Inspector, Environmental Health (1.00 FTE) from May 27, 2024, to August 23, 2024
- Harm Reduction Project Manager, Sexual Health and Clinical Information (1.00 FTE) from May 30, 2024, to September 30, 2024
- Community Health Promoter, Sexual Health and Clinical Information (1.00 FTE) from June 10, 2024, to December 31, 2024
- Public Health Nurse, Healthy Families (0.80 FTE) from July 2, 2024, to May 2, 2025
- Health Promotion Specialist, Healthy Living (1.00 FTE) start date to be determined

The following permanent positions were recently filled. These vacancies were created because of resignations, a retirement, and an internal transfer:

- Human Resources Assistant, Human Resources (0.70 FTE) effective April 8, 2024
- Accounts Payable Clerk, Finance (1.00 FTE) effective May 9, 2024
- Public Health Inspector, Environmental Health (1.00 FTE) start date to be determined
- Executive Assistant, Office of the Medical Officer of Health/Executive Officer (1.00 FTE) effective July 8, 2024, working on a casual basis from June 10, 2024, to July 5, 2024

The recruitment of the following permanent and temporary positions is currently under way:

- Public Relations Specialist, Communications (1.00 FTE)
- Public Health Inspector, Environmental Health (1.00 FTE)
- Research Assistant, Planning and Evaluation (1.00 FTE)
- Program Administrative Assistant, Finance (1.00 FTE)

We continue efforts to recruit two clinic dentists, Oral Health.

There has been no net increase in permanent positions.

*Approved by*

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