

**Report to
Rapport au:**

**Ottawa Board of Health
Conseil de santé d'Ottawa
16 April 2018 / 16 avril 2018**

**and Council
et au Conseil
25 April 2018 / 25 avril 2018**

**Submitted on April 9, 2018
Soumis le 9 avril 2018**

**Submitted by
Soumis par:
Sponsors' Group / Groupe de parrains**

**Contact Person
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Councillor Shad Qadri, Chair, Ottawa Board of Health / Conseiller Shad Qadri,
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Ward: CITY WIDE / À L'ÉCHELLE DE LA VILLE File Number: ACS2018-OPH-BOH-0007

SUBJECT: SPONSORS GROUP REPORT ON THE SELECTION AND APPOINTMENT OF A NEW MEDICAL OFFICER OF HEALTH – *IN CAMERA* – PERSONAL INFORMATION ABOUT AN IDENTIFIABLE INDIVIDUAL – REPORTING OUT DATE: FOLLOWING COUNCIL APPROVAL

OBJET: RAPPORT DU GROUPE DE PARRAINS SUR LA SÉLECTION ET LA NOMINATION D'UN NOUVEAU MÉDECIN CHEF EN SANTÉ PUBLIQUE – À HUIS CLOS - AFFAIRES PRIVÉES CONCERNANT UNE PERSONNE QUI PEUT ÊTRE IDENTIFIÉE - DATE DE COMPTE RENDU : SUR APPROBATION PAR LE CONSEIL

REPORT RECOMMENDATIONS

That the Board of Health for the City of Ottawa Health unit refer the following to Council, subject to the candidate providing a written acceptance of offer and proof of qualifications as outlined in the *Health Protection and Promotion Act*:

1. That Council approve the appointment of Dr. Vera Etches as the City of Ottawa's new Medical Officer of Health; and
2. Subject to approval of recommendation 1, that Council transmit its recommendation for approval of the appointment to the Minister of Health and Long-Term Care.

RECOMMANDATIONS DU RAPPORT

Que le Conseil de santé de la circonscription sanitaire de la ville d'Ottawa présente ce qui suit au Conseil, à condition que la candidate fournisse une acceptation écrite de l'offre et une preuve qu'elle a les qualités et les compétences exigées par la *Loi sur la protection et la promotion de la santé* :

1. Que le Conseil approuve la nomination de la docteure Vera Etches à titre de nouvelle médecin chef en santé publique de la Ville d'Ottawa.
2. Sous réserve de l'approbation de la première recommandation, que le Conseil transmette à la ministre de la Santé et des Soins de longue durée une recommandation visant l'approbation de cette nomination.

BACKGROUND

At its meeting of February 5, 2018, the Board of Health received a presentation outlining the legislative requirements and Ministry guidelines with respect to the recruitment, selection and appointment of a Medical Officer of Health and providing an overview of options available to the Board, based on precedent. Following the presentation, the Board approved Motion 21/04, as referenced below:

Motion 21/04

Moved by Member Fleury

WHEREAS on November 8, 2017, Dr. Isra Levy provided notice of his resignation from the City of Ottawa Health Unit, effective January 8, 2018; and

WHEREAS at a special meeting held on November 14, 2017, the Board of Health approved the appointment of Dr. Vera Etches as Acting Medical Officer of Health until such time as Council appoints a new Medical Officer of Health; and

WHEREAS at its meeting of February 5, 2018, the Board of Health received information with respect to the legislative requirements and guidelines of the Ministry of Health and Long Term-Care as well as options for the selection and appointment of a Medical Officer of Health; and

WHEREAS the selection and appointment of a new Medical Officer of Health is one of the most significant tasks undertaken by a Board of Health; and

WHEREAS the position of the Medical Officer of Health as head of the Ottawa Public Health Unit makes it important that the Board seize the initiative as it relates to the “next steps” in this matter;

THEREFORE BE IT RESOLVED that the Board of Health for the City of Ottawa Health Unit establish a Sponsors Group comprised of no less than three (3) Board Members, namely Mark Taylor, Peter Tilley and Shad Qadri; and

BE IT FURTHER RESOLVED that the Sponsors Group be tasked with the responsibility of further exploring the options for the selection and appointment of a new Medical Officer of Health and report back to the Board at its April meeting with recommendations on how to move forward; and

BE IT FURTHER RESOLVED that the work of the Sponsors Group should include, but not be limited to, the following areas:

- a) Timeline implications;**
- b) Cost implications;**
- c) Precedent for such processes; and**
- d) The potential pool of qualified candidates.**

On March 8, 2018 the Sponsors Group, comprised of BOH members Mark Taylor, Peter Tilley and Shad Qadri, met in person to review and discuss the recruitment, appointment, and succession planning of the new Medical Officer of Health for the City

of Ottawa Health Unit. The Sponsors group met a second time, via conference call, on March 18, 2018 to finalize their recommendation.

DISCUSSION

Sponsors Group Recommendations:

That the Board of Health for the City of Ottawa Health unit refer the following to Council, subject to the candidate providing a written acceptance of offer and proof of qualifications as outlined in the *Health Protection and Promotion Act*:

- 1. That Council approve the appointment of Dr. Vera Etches as the City of Ottawa's new Medical Officer of Health; and**
- 2. Subject to approval of recommendation 1, that Council transmit its recommendation for approval of the appointment to the Minister of Health and Long-Term Care.**

Rationale:

In addition to her academic qualifications, Dr. Vera Etches possesses strong executive leadership competencies developed and demonstrated throughout her 12 years in senior public health management serving the public and collaborating with stakeholders.

Dr. Etches was appointed the Acting Medical Officer of Health for the City of Ottawa in November 2017 and has been Ottawa's Deputy Medical Officer of Health (MOH) since 2014. As Deputy MOH, she frequently assumed the Acting MOH designation in Dr. Isra Levy's absence.

Dr Etches has served the people of Ottawa since 2009 when she joined Ottawa Public Health (OPH) as an Associate Medical Officer of Health. She was the Medical lead on strategy to address risk of overdose due to opioid use in Ottawa and the start-up of supervised injection services run by OPH. She supported the harm reduction team to become the second in Ontario to begin distribution of naloxone to people using opioids. Dr Etches has built strategic relationships with the Champlain Local Health Integration Network, including through leading provincial research on LHIN-Public Health collaboration. Finally, led the implementation of an alignment exercise, promoting change management processes, for all of OPH to prepare to meet new provincial standards.

Dr Etches' previous experience includes Acting as the Medical Officer of Health for the Sudbury & District Health Unit in 2007-2008, where she was an Associate Medical Officer of Health from 2005-2009.

The Sponsors Group also noted that, in his recently released Annual Report, Ontario's Chief Medical Officer of Health reported that, of the 36 health units in Ontario, 10 are currently without a permanent MOH, which suggests that if the City of Ottawa Health Unit were to embark on a competitive recruitment process, the potential pool of qualified candidates would be very limited.

Based on the noted qualifications and the limited potential pool of candidates, as outlined above, the Sponsors Group established that a competition process be bypassed and that Dr. Vera Etches be appointed as the new MOH for the city of Ottawa.

The Medical Officer of Health position is designated bilingual. This requires the candidate to be tested and meet a specific proficiency in English or French as a second language, in order to meet service delivery requirements. Dr. Etches' language proficiencies will enhance OPH's capacity to provide expert medical consultation in both official languages.

Upon approval by City Council, Council is required to officially recommend the qualified candidate to the Minister of Health and Long-Term Care. The Minister may then approve the proposed appointment under Section 64 of the *Health Protection and Promotion Act* (HPPA).

RURAL IMPLICATIONS

There are no rural implications associated with this report.

CONSULTATION

As this is an administrative matter, no public consultation was undertaken in preparing this report.

LEGAL IMPLICATIONS

There are no legal impediments to approving the recommendations contained in this report. This report must be kept confidential as it contains personal information that pertains to the individual who is recommended for appointment as Medical Officer of Health. Pursuant to Section 239(2)(b) of the *Municipal Act, 2001* the Board of Health and Council may close a portion of the meeting to the public if the subject matter being considered is a personal matter about an identifiable individual, including a municipal or

local board employee. In addition the Board of Health or Council may close a portion of the meeting to the public if the subject matter is being considered is labour relations or employee negotiations under the authority of Section 239(2)(d) of the *Municipal Act, 2001*. This report may be made public after the recommendations of this report are adopted by City Council.

RISK MANAGEMENT IMPLICATIONS

No risks are associated with this recommendation

FINANCIAL IMPLICATIONS

There are no financial implications associated with this report.

ACCESSIBILITY IMPACTS

There are no accessibility impacts associated with this report.

DISPOSITION

Following Board approval, the Board of Health Secretary will transmit the report recommendation to Council, subject to the candidate providing a written acceptance of offer and proof of qualifications.