

Medical Officer of Health: Report to The Board of Health

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Medical Officer of Health Update

Ontario Budget 2024

The 2024 Ontario budget was tabled on March 26, 2024. There was only one direct mention of public health, relating to investing in Indigenous and northern public health programs and supporting women's and children's health in Indigenous and remote communities.

Certain budget items, however, will have indirect but potentially significant impacts on public health. Most notably there were several measures in this budget related to alcohol sales that are concerning from a public health standpoint. These include freezing of the beer basic tax indexation and LCBO mark-up rates for another two years and potentially ending the 6.1 percent onsite wine basic tax. The government's efforts to promote a more competitive alcohol marketplace in Ontario risk driving up alcohol consumption and the direct impacts of alcohol.

A more competitive alcohol marketplace will also be encouraged by the province's plan to allow 8,500 more retail outlets to sell alcoholic beverages such as beer and wine. The push to increase access and reduce the cost of alcohol runs contrary to the recommendations in the [Chief Medical Officer of Health's Annual Report](#) which was released in March 2024. This report focuses on tobacco/vaping products, cannabis, alcohol, and opioids. Dr. Moore highlights the health impacts and social and financial costs to society related to substance use. He quotes a direct attributable cost related to alcohol consumption in Ontario at \$7.11 billion, almost triple that for opioids in Ontario.

Parry Sound Office Open House

An open house for the new office at 90 Bowes Street in Parry Sound was held on April 10, 2024. The office opened to clients in October 2023, and signage went up in March. The event was well attended by media, current and former Board of Health members, and representatives from community partners including the Canadian Mental Health Association, West Parry Sound Health Centre, and Wasausking First Nation. Board of Health Chairperson, Rick Champagne; Board of Health member and Mayor of the Town of Parry Sound, Jamie McGarvey; and James King, from the constituency office of MPP Graydon Smith were also present to provide welcoming remarks. The event included a ribbon cutting ceremony and self-guided tours of the office with plenty of Parry Sound Office staff and management on hand, eager to answer questions.

The new office is welcoming, functional, and contemporary; with a similar look and feel to the North Bay office. It provides a 35% increase in square footage over our previous location in Parry Sound. This allowed for the construction of two dental operatories to enable the Health Unit to see Parry Sound Oral Health clients close to home.



Programs and Services Updates

Corporate Services

Communications

- Relayed Ministry of Health messaging to the public around solar eclipse safety.
- Communications led the planning of the Parry Sound office Open House on April 10.
- Planned proactive communications in the event of a measles case in the district.
- Worked with internal programs and committees to prepare messaging for national weeks of public health significance this spring, including Canadian Public Health Week,

Earth Week, National Immunization Awareness Week and Emergency Preparedness Week.

- Guided nursing students at the Health Unit through a social media content creation project, allowing them a creative outlet to demonstrate their new knowledge of public health topics and understand what goes into crafting a targeted message.
- Worked with Sexual Health to plan a targeted syphilis awareness campaign.
- 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.

Facilities Operations

North Bay

- Cleaned first floor exterior windows.
- Reupholstered two wheelchairs to make them IPAC compliant.

Parry Sound

- Signage installed on the exterior and interior of the building.
- Installed main floor access readers for ease of access for staff.

Covid 19

- Weekly monitoring of Personal Protective Equipment cleaning supplies for Covid 19 (sanitizer and disinfectant).

Information Technology

- Launched our new Policies, Procedures, and Medical Directive SharePoint site.
- Sexual Health refresh laptops ordered.
- Launched Viva Engage Communities to support streamlined communication across the organization.
- Completed routine network firmware upgrades on switches and access points.
- Collaborated with our Healthy Schools and VPD programs to launch our HealthEdConnect SharePoint site in partnership with our local school boards.

Planning and Evaluation

Population Health Assessment

- An analysis of potential impacts on the de-fluoridation of community water sources in the Town of Parry Sound and Township of McDougall are in progress. This analysis will compare school oral health screening outcomes as performed by Oral Health program staff on an annual basis prior to and after de-fluoridation was initiated in 2016. Analysis will be compared to a controlled population that had access to fluoridated community water across the same time periods.

Health Equity

- As per recommendations generated from the Health Unit's 2023 Health Equity Needs Assessment, the Health Unit has formed a new committee called the Health Equity Hive. This committee's purpose is to coordinate a strategic, centralized, and collective organizational impact on health equity. Members have been selected from nominations made to the Executive Team to represent corporate, community and clinical services; members vary in their role, relationship to and unique perspectives on health equity and community needs. The first meeting will be held in Spring 2024.

Effective Public Health Practice

- A manuscript entitled "COVID-19 outbreak at a residential apartment building in Northern Ontario, Canada" was recently accepted for publication by the journal *Epidemiology and Infection*. The final version of the article is now available [online](#). This article was the result of a collaboration between two Health Unit staff as co-authors (within Planning and Evaluation and the Communicable Disease Control program), and three co-authors from external agencies including the Public Health Agency of Canada, and the Public Health Ontario Laboratory. This investigation was supported by staff across various Health Unit programs including Communicable Disease Control, Planning & Evaluation, Vaccine Preventable Diseases, and Environmental Health.
- The middle of March marked the end of the Understanding Phase (i.e. data collection) of the strategic planning process and the start of the Direction Phase. In this phase, draft priorities were set in a two-day planning retreat in mid-April with the Strategic Plan Advisory Committee (SPAC) and Executive Team (ET), facilitated by Platinum Leadership. As part of this phase, internal and external stakeholders will have the opportunity to provide input on the draft priorities.

Quality Assurance

Policies and Procedures

- A total of 62 policies, procedures, and associated documents were processed between February 7, 2024, and March 22, 2024: 29 documents issued, 16 new document numbers assigned, and 17 documents archived.

Quality Issue Reports (QIR)

Quarter 1 Data

- A total of 21 QIRs were completed (closed) in the first quarter of 2024 (January 1 to March 31, 2024). Three were level 0 (near miss, no harm, loss, or damage), 13 were level 1 (incident did occur but no harm, loss, or damage), and 5 were level 2 (temporary or minor harm, loss, or damage – recovery in days/weeks). There were no level 3 issues (permanent or semi-permanent harm, loss, or damage – recovery within 1 year) completed.

- One of the QIRs was classified as related to resources, one was classified as related to people, and 19 were classified as related to professional/organizational standards.

Clinical Services

Communicable Disease Control

Measles

Measles is a highly contagious respiratory virus. Symptoms of measles include fever, cough, runny nose, white spots in the mouth followed by a red blotchy rash. Measles cases are contagious from four days before the rash appears until four days after the appearance of the rash.

In Ontario, measles has been rare, owing to the high vaccination rates. As a result, most measles cases are travel-related. Due to an increase in measles activity globally and lower vaccination rates Ontario has started to see more cases of measles.

As of April 10, 2024, eleven confirmed cases have been reported in Ontario in 2024. The cases occurred in seven different Public Health Units. A case previously reported in the Simcoe Muskoka District Health Unit was confirmed as a false positive on March 26, 2024. There have been no confirmed cases in the NBPSDHU. Ten cases were associated with travel outside of Canada and one case occurred in an individual with no known source of exposure.

The CDC team is preparing in the event a case is reported locally. CDC is collaborating with Healthy Schools and the Vaccine Preventable Disease program to respond if a case is reported in a school setting. Public Health Bulletins have been circulated to Health Care Providers alerting them to the increase in cases and providing updated provincial guidance documents.

Influenza

Since the beginning of the 2023-2024 season, there have been a total of 338 lab-confirmed cases of influenza reported in the district. As of April 16, there is sporadic influenza activity in the district, meaning we have identified some cases but there are no institutional outbreaks.

Outbreak Activity

From February 1, 2024, to March 31, 2024, the CDC program managed 19 outbreaks in long-term care homes, retirement homes, other high-risk congregate living settings and childcare settings. This included 5 COVID-19 outbreaks, 4 outbreaks caused by an unknown respiratory illness, 3 outbreaks of Influenza A, 1 outbreak of pertussis, 1 outbreak of food poisoning and 5 outbreaks caused by an unknown enteric illness.

Professional Practice

Over the past few months, Professional Practice has been engaged in consultation activities, primarily focusing on providing guidance to staff on various professional practice matters. This includes addressing inquiries from staff regarding professional practice, privacy concerns, and updates to medical directives. Additionally, there has been involvement in larger project-based consultations, such as assisting in improving the efficiency of processes for school suspensions for students who are lacking in mandated vaccines.

Professional Practice has been actively involved in evaluating the feasibility of implementing RN prescribing within our practice environment. Furthermore, professional practice has been contributing to consultation and review efforts regarding updates to the Public Health Agency of Canada Core Competencies for public health professionals and sections of the Ontario Public Health Standards.

Oral Health and Vision Screening

We have secured permanent full-time positions for a Certified Dental Assistant and a Registered Dental Hygienist in our Parry Sound office. These positions will be responsible for school screenings, clinical treatment, and community outreach. We are still actively seeking a dentist for our Parry Sound office.

We are now starting to see clients in the new Parry Sound space. During the months of January and February 2024, the following preventive appointments took place:

- 6 Healthy Smiles Ontario clients
- 8 Ontario Seniors Dental Care Program clients
- 1 Health Unit Adult client

In the North Bay office, a total of 447 restorative and preventive appointments occurred:

- 192 Healthy Smiles Ontario clients
- 163 Ontario Seniors Dental Care clients
- 92 Health Unit Adult clients

Sexual Health/Clinical Information

The Health Unit continues to respond to new cases of syphilis within the North Bay Parry Sound district, adapting to emerging trends with a shift in the focus population for our public health interventions. The internal Syphilis Response Group continues to evaluate the situation and implement interventions from a health promotion and case and contact management lens.

With Public Health Nurses reintegrated back into school settings since September, the number of students seen in-school is steadily increasing. In school settings, Public Health Nurses provide access to a range of sexual health services to students during the school day.

Enhanced Harm Reduction (EHR) & Needle Syringe Program (NSP)

Harm Reduction

Last month, a public health bulletin and a community warning poster were distributed to healthcare, social and community service providers, informing them of the increased drug toxicities attributed to a new illicit drug (medetomidine/dexmedetomidine) supply in Ontario. In March 2024, the Ontario Harm Reduction Distribution Program announced that fentanyl testing strips would be provided to Health Units with one-time funding, in addition to other harm reduction supplies already provided and distributed to core NSP sites.

We continue to work to increase access to NSP and naloxone for individuals who use drugs/substances through community collaboration. We supported onboarding The Gathering

Place's warming center as they became a satellite naloxone distributing site while operating during the Winter months.

Surveillance

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 February 1, 2024, to March 27, 2024, within the Health Unit district, there were 31 overdoses / negative drug reactions reported with three resulting in death.

Vaccine Preventable Diseases

School Suspension Process

VPD is at the tail end of the elementary school suspension process. Students who did not meet the requirements of the Immunization School Pupils Act were suspended on March 6 and March 20, 2024. In all, 1155 suspension orders were mailed out. As of April 10, 22 students remain on suspension. One area of concern includes the number of non-medical exemptions (affidavits) received from parents/guardians. This number has increased dramatically from 19 in 2022 to 136 in 2023 and 179 from January to March of 2024. While this is a trend mirrored at the provincial level, it is concerning as it does impact overall vaccine coverage rates which can be a contributing factor to outbreaks of vaccine preventable diseases.

Measles Preparedness

With measles cases on the rise provincially and worldwide, VPD has been working collaboratively with the Communicable Disease Control team and the Healthy Schools team to update our emergency response processes. This includes ensuring emergency plans are in place, website communication and fact sheets are up to date. We are ready to assist with vaccine record assessments, case and contact management, provision of information and guidance to partners and the public, and to mobilize with post exposure prophylaxis (PEP) measures.

Hepatitis B (HB) and Human Papilloma Virus (HPV) School Clinics

April and May mark the second round of HB and HPV vaccines series completion in grade 7/8 schools. VPD staff will provide vaccine clinics in all 42 schools across the district.

Respiratory Syncytial Virus (RSV) Vaccine Campaign

The RSV vaccine campaign has officially ended. In all, the Health Unit distributed 1250 doses of RSV vaccine to eligible community partners. It is anticipated that this vaccine campaign will resume in the Fall of 2024.

Community Services

Environmental Health

The Office of the Auditor General of Ontario (OAGO) is conducting a 2024 performance audit on non-municipal drinking water programs (including small drinking water systems and private drinking well water), for which local public health units are responsible. The audit is currently in the planning phase and the OAGO has requested data and documentation from the Health Unit on inspected systems over the past 5 years. Requests for information are being made to help determine the scope and objectives for the audit. It is not yet known if the Health Unit will be selected as an audit site.

Healthy Families

Positive Parenting

Positive early relationships set the stage for healthy development, emphasizing the importance of supportive caregiving from the start. Positive parenting is identified as a key focus area within the OPHS Healthy Growth and Development guideline. Together with community partners the Health Unit promotes early relational health to build resilience in children, families, and communities, and to address inequities/social determinants of health that contribute to childhood adversity. Parents and caregivers are responsible for meeting the basic needs of their children, growing their active minds, and helping them to feel safe, secure, and loved.

Healthy Families is continuing to implement a parenting strategy that includes client-facing programs and services as well as population-based initiatives:

- Family Health Information Line - a phone line staffed by PHNs that supports expecting, new, and current parents with questions and challenges related to parenting.
- Triple P Online for parents to learn skills and confidence needed to raise healthy children and build stronger family relationships.
- HBHC Program - home visiting service to support parents who are dealing with additional challenges to gain life skills and confidence and knowledge as a parent.
- Creation and dissemination of a Positive Parenting Framework to ground and enhance internal programs.
- Currently exploring other evidence-based parenting programs to adopt and deliver.
- Ongoing collaboration with community partners through the Comprehensive Approach to Positive Parenting (CAPP) and the Muskoka Nipissing Parry Sound Children and Youth Planning Table (CYPT).
- Participating in provincial parenting community of practice groups

Adverse Childhood Experiences¹ (ACEs) are potentially traumatic events that occur in childhood and may include things like experiencing violence, abuse, neglect or witnessing violence in the home. It may also include growing up in a household with significant dysfunction such as substance use issues or poor parental mental health. Evidence suggests that safe, stable, and nurturing relationships are instrumental in the development of resilience (Canadian Paediatric Society, Early Years Task Force).

Due to the complexity of addressing the impact ACEs on children and families, there is a need for universal and targeted strategies. No single intervention or program can address all aspects of positive parenting.



Figure 1. Adverse and Positive Childhood Experiences

In 2020, the Health Unit with community partners participated in a health promotion campaign to increase knowledge of positive parenting strategies among parents throughout the district.

Four key messages were used to achieve this goal:

1. Listen, respond, and connect with your child
2. Help your child recognize their emotions
3. Let your child play
4. Take care of yourself

These messages continue to align with our best evidence and continue to be promoted to raise public awareness and provide education throughout the year. Over the month of April there will be several Positive Parenting posts on the Health Unit Corporate Facebook page.

Muskoka Nipissing Parry Sound Children and Youth Planning Table (CYPT)

¹Ellis, W.R. & Dietz, W.H. (2017). A new framework for addressing adverse childhood and community experiences: The building community resilience model. *Academic Pediatrics*, 17(7s), S86-S93.

The purpose of Muskoka Nipissing Parry Sound Children and Youth Planning Table (CYPT) is to improve the health and wellbeing of children and youth (birth to age 18) in the Districts of Muskoka, Nipissing, and Parry Sound by using a collaborative community-based planning approach and evidence-informed actions. CYPT membership includes senior-level leaders and decision-makers from child and youth serving agencies from across these districts. In 2023 the CYPT identified Impact and Foundational priorities:

- Positive Parenting
- Preventing and mitigating the impact of adverse childhood experiences
- Youth mental health promotion and substance use prevention
- Framework for measuring the wellbeing of children and youth
- Community-wide continuums of care

Two members of the Healthy Families program have been designated leads within the CYPT Positive Parenting Priority area. Public Health's role is to facilitate the community planning, implementation, and evaluation process. The inaugural meeting of this group will occur later this month.

Healthy Living

North Bay and Area Food Security Network

The Healthy Living Team continues to support the facilitation of a network of food programs and social service agencies in the North Bay area involved with responding to food insecurity. The primary goals of the group include acting as a platform for sharing and networking between programs and organizations, identifying collaborative ways to support mutual clients, and engaging in raising awareness and ongoing advocacy about food insecurity in the North Bay area. Emergency food programs often support clients with social supports beyond food provision, and thus, a focal point for participating organizations has been the valuable networking and gaining an understanding of the scope of services provided by other organizations within the social service sector.

The group is in the final stages of developing their Terms of Reference and two co-chairs have been recruited from participating community organizations. A survey of emergency food programs is currently underway, aiming to capture the scale of resources being put toward emergency food provision in the community, as well as the needs from this sector, and concrete ideas related to collaboration moving forward. The network was successful in updating the North Bay Food Program Schedule, which is now posted on the City of North Bay website and is being widely distributed. A supplementary resource summarizing income supports available for low-income households in the community is also under development, acknowledging food insecurity is a symptom of low income, and households struggling to pay for food also struggle to pay for the other costs of living.

Ontario Resource Centre for Climate Adaptation Partnership

The Healthy Living Team is working with the Ontario Resource Centre for Climate Adaptation (ORCCA) and project partners to initiate the development of a local climate change community

of practice (COP). This COP will bring together partners from across the Health Unit service area with a focus on climate change adaptation. Preliminary research and community conversations are underway to learn more about how a regional climate change committee can best support community needs and priorities. These early discussions will help identify opportunities to leverage resources and reduce duplication, while informing the structure, function, and values of the committee. Next steps include plans for broader outreach and engagement.

Healthy Schools

Collaboration Across Teams

This summary highlights a collaborative opportunity identified between the Healthy Schools Team, IT Team, Vaccine Preventable Disease Team, and Communicable Disease Team. Leveraging insights from the Continuous Quality Improvement internal study, which examined the teams' external interactions with schools and boards, significant opportunities for enhancing service delivery and fostering collaboration have emerged.

The collaborative opportunity identified presents a promising avenue for enhancing our service delivery and strengthening our relationships with schools and boards. By leveraging the insights gained from the Continuous Quality Improvement study and embracing a culture of collaboration and innovation, we are poised to achieve meaningful improvements in our operations.

Key Findings:

1. **Enhanced Collaboration:** The study revealed areas where improved collaboration among the teams could streamline processes and enhance overall service delivery to our stakeholders.
2. **Continuous Quality Improvement (CQI) Framework:** By aligning with the principles of CQI, we are committed to identifying and implementing strategies that optimize efficiency and effectiveness in our operations.
3. **Immunization Suspension Process:** One specific area of focus is the enhancement of the immunization suspension process, particularly in its external communication with our school partners. Recognizing the importance of privacy and data security, measures have been devised to ensure safe sharing of information, with the support of the IT Team, while reaching our partners via technology in a more effective way. This update to process also allows us to support potential outbreaks that may affect school age youth.

Measures of Success:

1. **Cross-Team Collaboration:** Foster a culture of collaboration and knowledge-sharing among the Healthy Schools Team, IT Team, Vaccine Preventable Disease Team, and Communicable Disease Team to capitalize on synergies and improve service delivery.
2. **Technology Integration:** Utilize IT resources to implement secure and efficient mechanisms for sharing information related to the immunization suspension process

with external stakeholders, ensuring compliance with privacy regulations and safeguarding sensitive data.

3. **Training and Development:** Provide training and resources to staff members to facilitate the seamless adoption of new processes and technologies, ensuring alignment with organizational goals and objectives.

Planet Youth Nipissing (Icelandic Prevention Model)

- The Planet Youth Nipissing project (based on the Icelandic Prevention Model) is underway.
- The communities piloting this work are the Municipality of West Nipissing and City of North Bay.
- Developing and strengthening the coalition is ongoing to ensure relevant partners and community voices are included.
- Funding is being sourced through memoranda of understanding (MOUs) with participating agencies. This funding will allow for sustainability of the approach over the course of the 5-year guidance program.
- Preparing for data collection in secondary schools this April/May is the current focus. This preparation includes finalizing the Planet Youth survey questions and adapting them to French, planning survey dates with schools, communicating with school staff, parents, students and the broader community, and training staff who will be administering the survey.
- Data dissemination, goal setting and action planning will follow into the Fall season.

Finance

The auditors conducted an audit of the process for conversion of data for NAV 2016 to Dynamics Cloud 365. The year end audit took place, and the audited statements will be presented at the April 24th meeting.

The Annual Service Plan and Budget Submission was submitted on time on April 2. No one time funding requests were allowed in 2024. The funding requested was unchanged from the Operation Plan approved by the Board in November.

Notice was sent from the Office of the Chief Medical Officer that we will receive Infection Prevention & Control Hub funding for 2024-25 and subsequent years. The amount has not yet been confirmed. This funding is to support Long Term Care and other congregate care settings to maintain adequate infection prevention and control strategies, policies and procedures by assisting with best practise guidance and training.

Human Resources

Compensation

Following year-end activities, the auditors have completed their review of 2023 payroll.

The negotiated salary increase was effective April 1, 2024, have been implemented.

Employee & Labour Relations

A Joint OPSEU/ONA/Management committee meeting was held on March 18, 2024, where we welcomed the following new committee members: John Mitchell, Chantal Pannell and Ashley Lawson. Since the decision related to the potential merger with Renfrew County and District Health Unit had not been confirmed yet, there was little discussion about employee concerns related to the merger. The next meeting will be held on June 17, 2024.

Occupational Health and Safety

Occupational Health and Safety procedures to be reviewed in the second quarter of the year include Safety While Working Alone, Managing Occupational Exposures to Blood or Body Fluids, Personnel Sun Protection, Incident and Hazard Reporting, Work Refusal, and Personnel Immunization and Tuberculin Skin Testing. The latter will include an assessment of immunization records currently on file for staff.

On March 5, 2024, a Town Hall meeting for all staff was held to present the results from the Internal Mental Health Staff Survey and to provide an overview of the strategy. In April 2024, a subset of members from the Internal Mental Health Working Group will review the activities outlined in the logic model and begin the process of prioritizing activities for mobilization.

Due to the number of Your Health Space training sessions provided to our staff, the Health Unit has received a digital badge from the Canadian Mental Health Association Ontario for display on our website and social media outlets. This badge recognizes the organization’s commitment to supporting workplace mental health.



Professional Development

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

Professional Development Session	Date	Number of Participants
De-Escalation Training	February 8, 2024	3
De-Escalation Training	February 13, 2024	5
De-Escalation Training	February 23, 2024	6
De-Escalation Training	February 28, 2024	5
Airway and Oxygen Management Training	March 14, 2024	1
De-Escalation Training	March 18, 2024	7

Staffing

The following temporary positions were recently filled. These vacancies were created because of backfilling employees assigned to temporary job assignments, an internal transfer, and to work on projects that have been partially funded by other organizations/agencies:

- Mental Health Coordinator, Healthy Living (1.00 FTE) from February 15, 2024 to February 14, 2025
- Clinical Coordinator, Oral Health and Vision Screening (1.00 FTE) from March 5, 2024 to December 31, 2024
- Public Health Nurse, Communicable Disease Control (1.00 FTE) from March 8, 2024 to December 31, 2024
- Community Development Coordinator, Healthy Schools (1.00 FTE) from March 18, 2024 to March 20, 2026

The following permanent positions were recently filled. These vacancies were created because of a resignation, a transfer of a position from one program to another and a new position as outlined in the Operational Plan and Financial Budget Proposal:

- Community Health Promoter, Sexual Health and Clinical Information (1.00 FTE) effective February 20, 2024 (transfer from Healthy Living program)
- Public Health Nurse, Communicable Disease Control (1.00 FTE) effective March 1, 2024
- Human Resources Coordinator, Abilities and Wellness, Human Resources (1.00 FTE) effective March 11, 2024

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

- Registered Dental Hygienist, Oral Health and Clinical Information (1.00 FTE)
- Human Resources Assistant, Human Resources (0.70 FTE)
- Public Health Nurse, Communicable Disease Control (1.00 FTE)
- Community Health Promoter, Healthy Living (1.00 FTE)
- Health Promotion Specialist, Healthy Living (1.00 FTE)
- Community Health Promoter, Sexual Health and Clinical Information (1.00 FTE)
- Public Health Inspector, Environmental Health (1.00 FTE)
- Student Public Health Inspector, Environmental Health (1.00 FTE)
- Public Health Nurse, Healthy Families (0.80 FTE)
- Executive Assistant, Office of the Medical Officer of Health/Executive Officer (1.00 FTE)
- Data Analysis, Planning and Evaluation (1.00 FTE)

We continue our efforts to recruit a permanent Accounts Payable Clerk, Finance and two Clinic Dentists in Oral Health.

There has been no net increase in permanent positions, however there were some positions eliminated and new positions created as outlined in the Operational Plan and Financial Budget Proposal 2024.

Approved by

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