

Medical Officer of Health: Report to The Board of Health

Prepared by Dr. Carol Zimbalatti
Acting Medical Officer of Health/Executive Officer

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Acting Medical Officer of Health Update

Respiratory Virus Update

Currently, COVID-19 rates in the province are low and decreasing as indicated by test positivity, hospitalization and wastewater data. Influenza activity is also currently rated as “low” by Public Health Ontario. We do anticipate an increase in the Fall as is typical with many respiratory viruses. COVID-19 data from May and June this year in Australia (which can sometimes be predictive of our trends in the Fall) indicated a rise which may have already peaked at a level lower than they saw at the end of December or July 2022.

Over the summer, the Health Unit will be participating in Fall Respiratory Season Preparedness exercises that will be taking place across the province and will report back our findings to the Ministry of Health.

COVID-19 Immunization

The spring COVID-19 immunization campaign is in its last few weeks of operation, running from April 6 to June 30. During the campaign, we held 19 community clinics across the Health Unit districts and three health equity clinics. Uptake was steady throughout these months and targeted high-risk individuals. We are awaiting guidance from the Ministry of Health to determine next steps for the fall.

Strategic Planning

As per the Ontario Public Health Standards (OPHS), each board of health is required to have a strategic plan that establishes strategic priorities over three to five years. The Health Unit’s Planning and Evaluation Services team does not currently have capacity to undertake the strategic planning process without additional support. To continue moving forward, we are exploring options to engage an external consultant to support various components of the process. The timeline for initiating the preparatory phase of the 2024-2027 Strategic Plan remains Fall of 2023, with the anticipated launch planned for the Summer or Early Fall of 2024.

COVID-19 Recovery Priorities – Second Quarter Progress Report

While awaiting the launch of the new Strategic Plan, the Health Unit is reporting on four COVID-19 recovery priorities which were identified based on data collected from programs, staff input, the community and community partners, and feedback from managers and the Executive Team.

Priority 1: Nurturing Mental Health Recovery

Key concepts important for the Health Unit in addressing this priority include improving mental health through the life span, recognizing an amplified need among equity-seeking populations, responding to increased stressors and indirect impacts of the COVID-19 pandemic, promoting resilience and coping, and addressing the social determinants of health.

Current activities directed toward this priority include:

- Providing information to school boards on the Icelandic Model to support their decision-making on participation; specifically, agreement to sign a memorandum of understanding allowing for data collection in schools (Healthy Schools).
- Collaborating with other Northeast Public Health Units, and nationally through a Community of Practice, to engage with the Public Health Agency of Canada for Icelandic model funding opportunities (Healthy Schools).
- Integration of trauma- and violence-informed care approaches throughout Healthy Families planning and programming (Healthy Families).
- Participating in multi-agency efforts to create service pathways and systems integration for perinatal mental health (Healthy Families).

Priority 2: Prioritizing Equity-seeking Populations

Addressing this priority requires internal and external collaboration and continued integration of this concept into program planning. Service gaps are being assessed and, where needs align with public health program delivery, filling and bridging those service gaps. Holistic needs of equity-seeking populations when providing services are also being considered.

Current activities directed toward this priority include:

- Working to incorporate 2SLGBTQ+ language into Health Unit forms and increase staff literacy and sensitivity especially as relevant to preconception, prenatal and postpartum health (Healthy Families).
- Conducting an organizational needs assessment to determine how to align health equity work across existing intersectional groups and topic areas and strengthen both efficiency and coordinated action on shared intended outcomes (Planning & Evaluation).
- Providing opportunities for employees to attend learnings to increase cultural awareness, cultural humility, and cultural safety (Healthy Living).

Priority 3: Getting Children and Youth Back on Track

Healthy social, mental, and emotional growth and development all need to be considered in supporting our children and youth. To make progress on this priority, the Health Unit, in collaboration with partners, is supporting schools and childcare centres, positioning children and youth for better health outcomes, and responding to indirect impacts of COVID-19. New partnerships to support this priority are also being sought.

Current activities directed toward this priority include:

- Working collaboratively with the Mental Health Leads from all School Boards within the Health Unit service area on a district-wide approach to support increased attendance in school (Healthy Schools).
- Conducting immunization assessments and issuing written notices of outstanding immunizations to students, and conducting immunization clinics at intermediate and secondary schools (Vaccine Preventable Diseases).

- Participating in the local version of the provincial Smart Start Hub initiative focusing on community-wide early identification (i.e., screening and referral regarding children’s growth and development, and subsequent treatment) (Healthy Families).

Priority 4: Strengthening Community Development

Concepts that are key to furthering this priority are advocacy, equity, upstream approaches to social determinants of health, community collaboration, and healthy built and natural community environments.

Select activities directed toward this priority include:

- Facilitation/participation in population-based planning by priority groups for the Muskoka-Parry Sound Child and Youth Planning Table (i.e., adverse childhood experiences and resiliency, positive parenting, youth mental health, and substance use (Icelandic Model) (Healthy Living, Healthy Schools, and Healthy Families)

Programs and Services Updates

Corporate Services

Communications

On June 1, the Communications and Information Technology programs launched the Health Unit’s new Intranet on Microsoft SharePoint, reducing barriers for staff who access the Intranet off-site.

The second version of the “Think You’ll Win?” campaign (a gambling awareness campaign) ended on May 1 receiving positive attention from the Ontario Lottery and Gaming Corporation’s PlaySmart program. Initial campaign results indicate good social media engagement, and a formal evaluation survey will be disseminated to the public shortly.

As the Health Unit has received a recent increase in the number of in-person and non-COVID-19 media inquiries, Communications has created an “in-house” media interview training session to be offered to staff multiple times throughout the year.

With patio season well underway, the Communications team, in collaboration with Healthy Living and Environmental Health,, has launched some radio advertisements reminding the public about the *Smoke-Free Ontario Act, 2017* (SFOA).

Communications is working with Facilities Operations to plan the communication needs for the Parry Sound office move to 90 Bowes Street.

Facilities Operations (formally Building and Maintenance)

Parry Sound

- Many discussions were held with the architect for information sharing on the new space and equipment.
- In-person meeting were also held with the architect to review the final layout and design.

North Bay

- Performed routine seasonal and quarterly tasks to maintain the facilities and equipment.
- Assisted with Sparkrock 365 (new Finance software) implementation.
- Assisted with the April BOH Meeting.
- Conducted annual Records Retention physical document shredding.
- Obtained quotations for the Oral Health staff area window blinds as requested by Occupational Health and Safety.

COVID-19

- Weekly monitoring of personal protective equipment and cleaning supplies for COVID-19.

Information Technology

- Responded to 386 cybersecurity threats, of which 78 were high risk and required immediate intervention in the last 30 days (May 22 – June 21, 2023)
- Critical security updates/patches for virtual environment.
- Purchase/configuration/testing of phone system integration with Microsoft Teams client.
- Intranet migration to SharePoint.
- Laptop refresh for Health Living program.
- Assist with payroll software migration to new Sparkrock 365 software.

Planning and Evaluation

Population Health Assessment and Surveillance

- Population health assessment was completed for more than 80 indicators relating to areas of focus with the Health Unit's Mental Health Promotion Framework. These indicators will ultimately be contextualized, shared internally and externally, and will provide a picture of what mental health looks like in the Nipissing and Parry Sound districts at a population level.
- The surveillance team, comprised of members of Planning and Evaluation Services and the Communicable Disease Control program, has started work on a new respiratory activity dashboard to be launched on our website in the fall. The dashboard will include multiple respiratory indicators, including COVID-19 and influenza, as well as COVID-19 and non-COVID-19 outbreak data. The current COVID-19 Status Report dashboard will continue to be updated until the new respiratory activity dashboard is launched.
- The Nipissing Parry Sound Data Collaborative, which is chaired by the Health Unit and comprised of members from multiple sectors, has made progress on re-establishing

terms of reference for the group and initializing work on community indicator variables for social determinants of health.

Health Equity

- A needs assessment is in progress to determine what is needed at the Health Unit to strengthen and support current health equity work across groups and topics. Twelve facilitated discussions were held with the executive team, management and multiple staff groups working on equity throughout April and May. The goal of this work is to determine how to align health equity work across existing intersectional groups and topic areas and strengthen both efficiency and coordinated action on shared intended outcomes. Outcomes will be shared with the Executive Team by the end of June with the goal of establishing an approach to implementing recommendations.
- The Health Unit is supporting Pride 2023 in multiple ways: participating in the West Nipissing Pride Parade, hosting a booth and making a presentation at the 22 Wing Pride event, and sharing messages with the public via social media throughout the month. Staff will also participate in the North Bay Pride Parade in September.
- In collaboration with community partners providing trusted community spaces, the Health Unit is planning a limited number of COVID-19 vaccine clinics in June to reach individuals who are under housed, transient, or experiencing homelessness; individuals who use substances; and newcomers to Canada.

Effective Public Health Practice

- Planning and Evaluation is currently supporting several quality improvement projects including: improving the process of appointment reminders in three clinical service programs (Oral Health, Sexual Health, and Vaccine Preventable Diseases), improving the process of communication and collaboration between Health Unit programs and the school boards and licensed childcare facilities, improving the processes involved in harm reduction activities, including alignment of resource allocation with available funding, and, integrating COVID-19 immunization activities into Vaccine Preventable Diseases programming.

Quality Assurance

Policies and Procedures

- A total of 30 policies, procedures, and associated documents were processed between April 1 and May 31, 2023: 22 documents issued, 8 new numbers assigned, and no documents were archived.

Quality Issue Reports (QIR)

- A total of 11 QIRs were completed (closed) between April 1 and May 31, 2023. One was level 0 (near miss, no harm, loss, or damage), 8 were level 1 (incident did occur but no harm, loss, or damage), and 2 were level 2 (temporary or minor harm, loss, or damage – recovery in days/weeks).

- Ten QIRs were classified as related to professional/organizational standards, and one was related to resources.

Clinical Services

Communicable Disease Control

The Communicable Disease Control program manages enteric and respiratory outbreaks and completes case management and contact tracing for Diseases of Public Health Significance.

Since September 2021 the Provincial Workforce (PWF) has been assisting health units in completing COVID-19 case management for individuals not linked to the highest risk setting. Highest risk settings include hospitals, congregate living settings with medically and socially vulnerable individuals, including but not limited to long-term care homes, retirement homes, First Nation elder care lodges, group homes, shelters, hospices, correctional institutions, and housing for International Agricultural Workers. The PWF will no longer be in place as of June 30, 2023, and in anticipation of this, CDC program staff are now employing a streamlined approach to COVID-19 case management using Virtual Assistant technology for all individuals, regardless of risk setting.

On May 10, 2023, the program hosted a tuberculosis education evening for local health care providers featuring Dr. Elizabeth Rea, Associate Medical Officer of Health, Toronto Public Health, and Co-Author of the Canadian Tuberculosis (TB) Standards. Thirty-three local healthcare providers attended the evening to learn about best practices in identifying and managing TB.

Funding for the Infection Prevention and Control (IPAC) Hub was renewed until March 31, 2024. The IPAC Hub continues to work and support congregate living settings and build IPAC capacity across the sector through provision of guidance, education and training. In May 2023 the IPAC Hub had 175 interactions with congregate living settings.

Professional Practice

The Professional Practice Manager/Personal Health Information Lead has been focusing on the following:

- Development of three privacy-related policies that are now under review by the Privacy Committee, which include: Privacy Audits, Personnel Privacy and Security Training & Annual Attestation, and External Service Providers and Visitors to the Workplace.
- Preparing for the September intake of student placements through meetings with Nipissing University and Canadore College. Currently have three master's students in placement (2 Master of Social Work student, and 1 Master of Public Health student).
- Completion of the Knowledge Brokering Program with the National Collaborating Centre for Methods and Tools (NCCMT) which includes a final report to be presented to the Executive Team and the NCCMT to be included in their inventory of rapid reviews.
- Ongoing consultation with staff related to practice and/or privacy issues. Highlights include changeover from paper documents to online forms for collecting personal health information, changes to processes in Clinical Information for distribution of

Naloxone, Lean project related to client reminder calls and online booking, screening for intimate partner violence, and changes to process for reporting to Children's Aid Society.

Oral Health and Vision Screening

Oral Health and Vision Program

As part of the Ontario Public Health Standards, the Oral Health and Vision Screening Program offers oral health and vision screening to school children across Health Unit districts. Oral Health screening is mandated annually for Junior Kindergarten, Senior Kindergarten, and Grade 2 students in all schools; Junior Kindergarten, Senior Kindergarten, and Grades 2 and 7 students in medium risk schools; and Junior Kindergarten, Senior Kindergarten, and Grades 2, 4, and 7 students in high-risk schools. Program staff have completed all oral health screening for the 2022/2023 school year, screening 4,028 students. Of those screened, 660 (~16%) students were identified as requiring emergency and/or essential oral health services and were referred for treatment. Vision Screening is mandated annually for Senior Kindergarten students in all schools. In the 2022/2023 school year, 958 Senior Kindergarten students received vision screening, and 311 (~32%) were referred to an optometrist for follow-up.

Sexual Health/Clinical Information

Sexual Health Update:

In response to direction from Ontario's Chief Medical Officer of Health regarding the identification of multidrug-resistant gonorrhoea in the province, program staff have updated practices for testing of individuals suspected to have infection and have expanded exposure history investigation for those with confirmed infection. Staff have also been collaborating with secondary school principals for planning the reintegration of sexual health clinical services and health promotion back into school settings starting in September. Program planning is in progress with Planning and Evaluation to develop a nursing model to align with the staffing complement of reduced 1.0 FTE and prioritizing services for our most equity-seeking population.

Harm Reduction and Overdose Prevention Initiatives

The Health Unit, in collaboration with the AIDS Committee of North Bay and Area (ACNBA), is leading a safer supply research project that will inform the potential implementation of a safer opioid supply program within the City of North Bay. For this project, the Health Unit is engaging and surveying people with lived/living experience, pharmacists, and prescribers to gauge community needs and stakeholder buy-in.

The Health Unit is also collaborating on a research project aimed at addressing stigma faced by people who use substances when accessing health care services within North Bay. The Health Unit is working collaboratively with people with lived/living experience, North Bay Regional Health Centre, Northern Ontario School of Medicine, ACNBA, as well as First Responders in North Bay, to identify and address the root causes of stigma and the ways we can work together to provide stigma-free and safer health services to members of our community.

Needle Syringe Program (NSP)

The program continues to meet goals and increase access to NSP and naloxone through community collaboration for individuals who use substances. Most recently, the Parry Sound Friendship Centre – Biindigen Warming Centre has been on-boarded for needle syringe program distribution. To ensure our work is evidence-informed, we are working with a Knowledge Broker through the Centre for Addiction and Mental Health (CAMH) Evidence Exchange Network (EENet), a member of a provincial Community of Practice (CoP), and have a Public Health Nurse representative on the provincial Harm Reduction Advisory Committee (HRAC). The HRAC committee goals include an increasing understanding of harm reduction related program and service delivery needs, issues, and gaps; expanding knowledge of best practices; supporting evidence-informed program delivery; and enhancing coordination, communication, and partnerships among partners in the harm reduction sector and the Ministry of Health

Surveillance

Information collected through the Overdose Reporting System is sent to more than 160 community partners in weekly updates through the Health Unit's interactive surveillance dashboard. From January 1 to May 31, 2023, there have been 69 overdoses/negative drug reactions with eight resulting in death within the Health Unit districts. The number of reported overdoses / negative drug reactions has decreased but there have been a similar number of deaths as compared to the same time period in 2022.

Vaccine Preventable Diseases

School Vaccinations

June marks the completion of a second round of the Hepatitis B (HB) and Human Papilloma Virus (HPV) vaccine clinics in schools for students in Grades 7 and 8. Vaccine Preventable Diseases staff visited all 44 intermediate schools with Grades 7 and 8 students across the Health Unit districts. Additionally, staff visited all 14 secondary schools across the districts in an effort to "catch-up" students who missed doses of HB and HPV as a result of the COVID-19 pandemic. In total, 2985 doses of HB and 3343 doses of HPV were provided to students in Grades 7 to 12, and we will continue to provide catch-up school clinics in the 2023/24 school year.

Along with ongoing catch-up clinics in the 2023/24 school year, plans are currently in place to re-implement the suspension process which will support ensuring that all students eligible for mandatory vaccines receive them during this coming school year. This process will help to ensure optimal protection against vaccine preventable diseases and minimize potential outbreaks in schools, keeping students safe, healthy and on track for a successful year.

Community Services

Environmental Health

Environmental Health has been conducting the reopening of seasonal facilities while keeping up with the year-round ones. Public Health Inspectors (PHIs) are performing reopening inspections for resorts and summer camps, assessing community events and farmers' market applications, teaching safe food handling, and inspecting swimming pools, spas, wading pools, and splash

pads. A municipal beach survey was conducted and sampling will begin in the next couple of weeks. Outdoor air quality, which was degraded by the wildfires burning in the surrounding areas, is being monitored, and the public has been advised to take adequate health precautions.

Vaping in schools remains a challenge, and work with officials and parents is ongoing regarding *Smoke-Free Ontario Act* progressive enforcement activities.

Healthy Families

Healthy Families programs and services are offered under the 2018 Healthy Growth and Development Guideline and the 2018 Healthy Babies Healthy Children Protocol of the Ontario Public Health Standards.

Focus areas include reproductive health, breastfeeding, postpartum adjustment to early parenting, nutrition, growth and development milestones, positive parenting, and early infant and child mental health. Target populations include caregivers with children under school age, especially those families facing social determinants of health challenges or other related risk factors. In collaboration with community partners, direct services are offered as well as broader population-based interventions.

Direct service delivery metrics for Healthy Families are reported quarterly. Population-based activities are highlighted with each monthly report. See examples below.

Spotlight on Some Specific Activities Underway:

Investigating new e-Prenatal platform: Currently Nipissing and Parry Sound residents obtain free online prenatal education through the Public Health Sudbury & Districts. This program may be discontinued. A provincial collaboration across many health units has been working to standardize content of a prenatal program offered through InJoy, which is a company that provides a variety of health education materials regarding prenatal and early parenting, including an online prenatal program that can be accessed by public health units and provided to their communities.

Social media strategy: Capacity is being enhanced within Healthy Families program to utilize digital media to promote services and provide key messages to the public regarding all Healthy Families focus areas.

Trauma- and Violence-informed Care (TVIC): Principles of TVIC are being actively integrated into all client-facing Healthy Families program delivery. TVIC is an evidence-based approach that acknowledges the need to understand a client's life experiences to deliver effective care. TVIC is shown to improve client engagement, ability to participate in services, health outcomes, as well as to improve staff resiliency and wellness (Canadian Public Health Association & Center for Sexuality, 2020).

Nipissing Parry Sound Muskoka Children and Youth Planning Table (CYPT): Healthy Families is participating in CYPT breakout groups which are intended to plan community wide strategies to

address priority issues identified by the planning table using data and evidence. Initial issues that have been identified include Positive Parenting, Adverse Childhood Experiences (ACES) and Resilience, and youth substance use prevention. Staff from Healthy Families, Healthy Living, and Healthy Schools will contribute to planning as well as providing interventions together with community partners.

Healthy Living

Food Insecurity Advocacy Update

As a result of the motion passed and associated correspondence sent to the province and district municipalities from the Board of Health in early March about the 2022 Cost of Eating Well report, we have received unprecedented support on this issue from numerous municipalities. To date, the health unit has received correspondence from 15 municipalities in our catchment area, as well as the District of Nipissing Social Service Administration Board, who have endorsed the letter our Board of Health sent and passed a similar motion on food insecurity, with correspondence sent to provincial leaders and local Members of Parliament and Members of Provincial Parliament. This month at the Association of Local Public Health Agencies (ALPHA) annual general meeting, a similar motion (backgrounder) was passed. Put forward by the Ontario Dietitians in Public Health, Dr. Zimbalatti Acting Medical Officer of Health/Executive Officer, supported the review of this information to bring forward to ALPHA for decision. This provides a unified stance from public health units across Ontario, calling on the province to increase social assistance rates, and legislate targets for food insecurity as part of Ontario's plan for poverty reduction.

This collaborative advocacy is essential to impact policy decision making to reduce food insecurity, which continues to be an urgent and worsening public health problem across Canada. Newly released data from 2022 is showing that approximately one in five households, and one in four children, experience food insecurity in Ontario. These rates are the highest on record since Canada began systematically monitoring food insecurity in 2005. Local 2022 food insecurity data will be available later this year from Public Health Ontario.

Indigenous Engagement

The Health Unit's Indigenous Wellness Circle met in May to tour the Health Unit office in North Bay and to further discuss roles and responsibilities of the circle, and strategic planning. Food safety legislation relating to serving wild game at events/functions being held in an urban setting (not within an Indigenous Community) was also discussed.

Healthy Schools

The Healthy Schools update is provided in the COVID-19 Recovery Priorities – Second Quarter Progress Report section.

Finance

The Health Unit went live with the cloud-based Dynamics 365 for financial transactions and assisted Human Resources (HR) to go live with the payroll and HR portions of the program. This conversion process was the final step of the project which has been in the works for more than two years.

Since the last report, Finance has prepared the following:

- Annual Reconciliation report for the Ministry of Health and sent to the auditors for audit
- Healthy Babies Healthy Children budget and sourced missing documentation required for submission
- Annual Charity return to the Charities Directorate Canada Revenue Agency

Human Resources

Compensation

Migration of the integrated Finance/Human Resources information system to a cloud-based system is complete. The first payroll using the new system was successfully completed on June 8, 2023.

Employee & Labour Relations

The next Joint OPSEU/ONA/Management Committee meeting is scheduled for June 23, 2023.

A summary of feedback from the management team, executive team, and all staff regarding the implementation of the Hybrid Workplace Model will be presented to the Executive Team on June 27, 2023, as well as information regarding best practice as it relates to hybrid workplace models for healthcare organizations.

Occupational Health and Safety

Human Resources registered the Health Unit as a participant in the Canadian Mental Health Association's (CMHA) Your Health Space. This is a free mental health service being offered in follow up to the Internal Mental Health Survey 2021 and the Health Unit's commitment to strengthen workplace mental health.

Managers and Executive Team members attended a workshop provided by the CMHA called Fostering Well-Being Through Leadership. This workshop is specifically designed for leaders to increase confidence in supporting staff who may be experiencing mental health challenges, while providing a foundation for applying the principles of Psychological Health and Safety in the Workplace. It also presents effective strategies for how leaders can take care of their own health and well-being.

Virtual workshops for all staff being offered in July and August include:

- a) Exploring Psychological Health & Safety in the Workplace (staff only)
- b) Embracing Mental Health - Flourishing in the Workplace (management and staff)

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	April 20, 2023	7

Professional Development Session	Date	Number of Participants
De-escalation Training	April 24, 2023	13
De-escalation Training	May 2, 2023	8
De-escalation Training	May 10, 2023	14
De-escalation Training	May 29, 2023	19
De-escalation Training	May 31, 2023	10
De-escalation Training	June 12, 2023	18

Staffing

Human Resources will continue to schedule casual nurses, COVax Assistants and COVID-19 Clinic Assistants to work at COVID-19 immunization clinics across our districts until June 30, 2023. Casual COVax Assistant, COVID-19 Clinic Assistant, and casual COVID-19 clinic nurse positions end on June 30, 2023.

The following temporary positions were recently filled. These vacancies were created because of leaves of absence, summer student funding, and to assist with workload:

- Student Public Health Inspectors (2.00 FTE), Environmental Health from May 23, 2023, to August 25, 2023
- Community Health Promoter (1.00 FTE), Healthy Living from May 8, 2023, to March 22, 2024
- Health Promotion Student (1.00 FTE), Healthy Living from May 8, 2023, to July 28, 2023
- Vaccine Preventable Diseases Student (1.00 FTE), Vaccine Preventable Diseases from May 15, 2023, to August 25, 2023
- Program Administrative Assistant (0.40 FTE) from June 6, 2023, to August 30, 2023
- Public Health Inspector (1.00 FTE), Environmental Health from June 20, 2023, to December 29, 2023

The following permanent positions were recently filled. These vacancies were created because of retirements, a change in position from a Public Health Nurse to a Senior Public Health Nurse and a new position created as outlined in the Operational Plan and Financial Budget Proposal 2023.

- Service Desk Technician (1.00 FTE), Information Technology effective April 19, 2023
- Executive Assistant (1.00 FTE), Office of the Medical Officer of Health/Executive Officer effective May 10, 2023
- Senior Public Health Nurse (1.00 FTE), Healthy Families, effective June 12, 2023
- Registered Dental Hygienist (1.00 FTE), Oral Health and Vision Screening effective August 14, 2023

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

- Public Health Inspector, Environmental Health (1.00 FTE)
- Public Health Nurse, Communicable Disease Control (1.00 FTE)
- Community Health Promoter, Healthy Schools (1.00 FTE)
- Public Health Nurse, Vaccine Preventable Diseases (0.80 FTE)
- Senior Public Health Nurse, Vaccine Preventable Diseases (1.00 FTE)
- Registered Dental Hygienist, Oral Health and Vision Screening (0.70 FTE)

Efforts continue to recruit a permanent Executive Assistant to the Executive Directors.

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 2023.

Approved by

Carol Zimbalatti, M.D., CCFP, MPH
Acting Medical Officer of Health/Executive Officer
North Bay Parry Sound District Health Unit