



**STAFF REPORT  
ACTION REQUIRED  
Confidential Attachment**

**Secondment of Toronto Public Health Employee to the University of Toronto**

<b>Date:</b>	January 15, 2007
<b>To:</b>	Board of Health
<b>From:</b>	Medical Officer of Health
<b>Wards:</b>	All
<b>Reason for Confidential Information:</b>	This report deals with personal matters about an identifiable person.
<b>Reference Number:</b>	

**SUMMARY**

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This report recommends that the Board of Health request City Council to approve the secondment of a Toronto Public Health employee to the University of Toronto on a part time basis for two years, renewable for up to ten years. Council approval is required for continuing liability coverage for the employee during the secondment.

The secondment benefits Toronto Public Health by strengthening the training of public health physicians and improving the supply of qualified professionals for the City of Toronto and the province as a whole. It also provides a unique opportunity for enhanced collaboration between Toronto Public Health and the University of Toronto.

**RECOMMENDATIONS**

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**The Medical Officer of Health recommends that:**

1. The Board of Health request City Council to approve the secondment agreement in confidential Attachment 1.

2. The Toronto Public Health 2007 Operating Budget be increased by \$114,618 gross and \$0.0 net for external secondment recoveries.

## **Financial Impact**

Toronto Public Health will second one employee on a part time basis to the University of Toronto to oversee the training of community medicine specialist physicians for a two year period, renewable for up to ten years. The University of Toronto will reimburse the City of Toronto for all salary and benefit costs, for the portion of the employee's time at the University under the secondment. The approximate value of the reimbursement for 2007 is \$114, 618. Toronto Public Health will backfill the part time vacancy created by the secondment using the funds received from the University of Toronto.

The employee will continue to be a City employee during the term of the secondment. Consequently, the City remains the accident employer and, subject to a pro rata contribution from the University, liable for any benefits awarded by the Workplace Safety and Insurance Board as a result of a workplace injury during the course of the employee's work at the University. Likewise, the City would be liable for any long term disability benefits for which the employee may be eligible in the event of illness during the secondment. The City may also be responsible for occurrences for which it may be vicariously liable in law or under insurance coverage.

The Deputy City Manager and Chief Financial Officer has reviewed this report and agrees with the financial impact information.

## **COMMENTS**

Recent reviews of the Canadian and Ontario public health systems have highlighted a critical shortage of qualified public health physicians. Toronto Public Health has experienced this shortage through its difficulty in recruiting and retaining qualified medical professionals. Public health physicians are trained through university-based Community Medicine Residency programs accredited by the Royal College of Physicians and Surgeons of Canada. The largest such training program in Canada, located at the University of Toronto, has supplied the majority of physicians working in public health in Ontario.

In seeking a new Director for the Community Medicine Residency program at the University of Toronto, the Department of Public Health Sciences requested that a Toronto Public Health physician with exceptional experience and qualifications for this role be seconded on a part time basis to lead the program. This secondment strengthens the training of public health physicians for Ontario, which will improve the supply of qualified physicians for the City of Toronto and the province as a whole. The secondment also benefits Toronto Public Health by creating a unique opportunity for enhanced collaboration with the University of Toronto. The seconded employee will continue to work part time as an Associate Medical Officer of Health in Toronto Public

Health, and will play a key role in influencing university education and research to better meet Toronto's health needs.

The secondment agreement in confidential Attachment 1 was executed during the City Council election break in order to meet operational deadlines. It must be approved by City Council by February 28, 2007 in order to continue in effect.

## **CONTACT**

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## **SIGNATURE**

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Dr. David McKeown  
Medical Officer of Health

## **ATTACHMENTS**

Attachment 1: Secondment Agreement (confidential)