



**STAFF REPORT
ACTION REQUIRED
with Confidential Attachment**

Sole-Sourced Essential Medical Services - Toronto Fire Services

Date:	July 22, 2014
To:	Community Development and Recreation Committee
From:	Fire Chief and General Manager
Wards:	All
Reason for Confidential Information:	This report deals with personal matters about an identifiable person. This includes City employees or employees of City agencies, boards, and commissions. This report involves the security of property belonging to the City or one of its agencies, boards, and commissions.
Reference Number:	p:\2014\ClusterB\FIR\cd140019

SUMMARY

This report recommends authorizing of a new contract for the continued supply of essential medical services to Toronto Fire Services (TFS). The proposed supplier of essential medical services has specific expertise in emergency medicine, specialized knowledge of the needs of TFS and the physical demands related to firefighting and other functions at TFS. The specific expertise and specialized knowledge is of paramount importance to TFS as it plays a key role in the operation of numerous TFS programs. Provision of these services permits TFS to both continue with and expand the operation of various health and safety, attendance management and return to work programs.

RECOMMENDATIONS

The Fire Chief and General Manager, Toronto Fire Services recommends that:

1. Council adopt the confidential instructions to staff in Attachment 1, and authorize the Fire Chief and General Manager of Toronto Fire Services to negotiate and execute an agreement on behalf of the City of Toronto, for the supply of essential

- medical services, in accordance with confidential instructions to staff in Attachment 1;
2. Council authorize the release of the confidential information and recommendations in Attachment 1, upon the negotiation and final execution of an agreement for the supply of essential medical services.

Financial Impact

The financial impact of this report is set out in Confidential Attachment 1.

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

DECISION HISTORY

In 2009, City Council authorized a sole source contract for essential medical services required by TFS by a medical doctor for a five year period ending September 2014.
<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2009.CD25.1>

ISSUE BACKGROUND

Dr. Noah Forman, prior to providing medical services to TFS, provided medical services to the Fire Department of the former City of Toronto commencing in 1986. Dr. Forman was previously awarded the contract, with a 5-year term, to provide the essential medical services required for TFS in 1999. In 2004, Dr. Forman was again selected as the supplier of essential medical services, and awarded a contract with a five-year term. In 2009, TFS recommended, and obtained authority from City Council to award Dr. Noah Forman a contract for the supply of essential medical services to TFS for a 5-year period. The estimated expenditure required under the contract is essential and unavoidable for the delivery of services by TFS.

Dr. Forman has a thorough knowledge of providing essential medical services, meeting the needs and requirements of employees related to firefighting and other functions in TFS. Dr. Forman has also previously participated in numerous committees for TFS policy development. The loss of his experience and background would be a great disadvantage to TFS and would cause significant disruption to numerous programs within TFS.

COMMENTS

The following are the essential medical services required to be provided to TFS under the terms of the proposed agreement:

- Assistance with the readiness of Operations firefighters to meet the demands of strenuous firefighting activities and wearing breathing apparatus;
- Consultation and advice on matters related to public health issues and the impact and potential risk to firefighters and TFS operations;

- Determination of medical fitness of TFS employees to return to work, for both full duties or modified duties capacity, including; determination of the type of work for which employees are medically fit, and any restrictions/limitations;
- Monitoring ongoing health and medical fitness of employees on modified duties;
- Performing pre-employment medical examinations for firefighter recruit candidates and provide medical clearance for employment.
- Consultation with and advice to designated TFS Safety Designated Officer in matters of exposure and special hazards;
- Provide medical assistance as required
- Liaise with Critical Incident Stress (CIS) providers, as required;
- Respond to complex incidents, at the request of the Fire Chief, to make necessary assessments to ensure the continued health and welfare of TFS staff;
- Conduct medical reviews on and provide advice to all TFS employees, as required; and,
- Provide medical expertise with respect to labour relations and human rights matters including testimony at hearings/tribunals, as required.

CONTACT

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SIGNATURE

J.W. (Jim) Sales
Fire Chief and General Manager

ATTACHMENTS

Confidential – Sole Sourced Essential Medical Services Required by Toronto Fire Services.