

## **Appointment of Medical Officer of Health**

**Date:** November 15, 2024

**To:** Toronto Board of Health

**From:** Chair, Medical Officer of Health Hiring Committee

**Wards:** All

### **REASON FOR CONFIDENTIAL INFORMATION**

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This report deals with personal matters pertaining to the appointment of a Medical Officer of Health.

### **SUMMARY**

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The purpose of this report is to recommend to the Board of Health an appointment to the position of Medical Officer of Health (MOH).

### **RECOMMENDATIONS**

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The Medical Officer of Health Hiring Committee recommends to the Board of Health that:

1. City Council appoint the candidate identified in the Confidential Attachment 1 to the position of Medical Officer of Health for the City of Toronto Health Unit effective on January 1, 2025 or on the date the appointment is approved by the Minister of Health, whichever is later.
2. City Council transmit the appointment of the Medical Officer of Health to the provincial Minister of Health for approval.
3. In the event that the Minister of Health has not approved the appointment of the Medical Officer of Health by January 1, 2025, City Council appoint the candidate identified in the Confidential Attachment 1 to the position of Acting Medical Officer of Health for the City of Toronto Health Unit effective January 1, 2025, until such time that the Medical Officer of Health appointment is approved by the Minister of Health.
4. City Council authorize the appropriate City officials to take the necessary action to give effect thereto, including the introduction in Council of the necessary bills to appoint the

approved candidate as the Medical Officer of Health and to appoint the Acting Medical Officer of Health under the Health Protection and Promotion Act, R.S.O. 1990, c H.7 (“HPPA”).

5. City Council authorize the public release of the name and Curriculum Vitae summary of the Medical Officer of Health contained in Confidential Attachment 1 upon City Council's approval of the appointment.

## **FINANCIAL IMPACT**

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There are no financial implications resulting from the adoption of the recommendations in this report beyond what has already been included in the 2025 operating budget.

## **DECISION HISTORY**

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The current Medical Officer of Health retires from the City on December 31, 2024. An executive search firm was retained to assist with the recruitment for a new Medical Officer of Health.

At its meeting held on May 27, 2024, the Board of Health approved a Medical Officer of Health hiring panel comprised of the Chair, the Vice-Chair, two citizen members and two Councillor members of the Board of Health.

[Agenda Item History - 2024.HL13.7 \(toronto.ca\)](#)

At its meeting held on September 9, 2024, the Board of Health received a report outlining the recruitment and selection process for a Medical Officer of Health.

[Agenda Item History - 2024.HL16.1 \(toronto.ca\)](#)

## **COMMENTS**

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Under subsection 405(5) of the City of Toronto Act, 2006 (“COTA”) and section 62 of the Health Protection and Promotion Act, R.S.O. 1990, c H.7 (“HPPA”) the City, is required to appoint a Medical Officer of Health, whose powers, responsibilities and duties are set out in HPPA.

The Phelps Group (Phelps), one of the City’s approved vendors for executive search services was retained to carry out the search for a new Medical Officer of Health.

The selection panel was chaired by Councillor Moise, Chair of the Board of Health, and included the following members: Councillor Bravo, Councillor Morley, Abinaya Chandrabalan, Tom Azouz, Interim Deputy City Manager, Tobie Mathew, Director Talent Acquisition, and a delegate from the Mayor’s Office.

## **Search and Selection Process**

The position was posted on August 28, 2024, for 6 weeks. Prior to this, Phelps conducted stakeholder consultation sessions with City Officials, including City Councillor's, the Senior Leadership Team, select members of the Corporate Leadership team and multiple organizations supporting TPH and their strategic plan. The selection panel and P&E representatives were also consulted with for input on the position profile and search process. A comprehensive, North American-wide recruitment process was undertaken to identify interested and qualified candidates. Some of the key criteria outlined in the position profile included:

- Advancing Toronto Public Health's Strategic Plan 2024 – 2028;
- Managing relationships both internally and externally, within political and bureaucratic systems, Board of Health members, and external stakeholders;
- Effectively managing the budget and financial resource management particularly in a period of fiscal constraint;
- Remaining responsive to community needs, and building strong relations with Public Health Ontario, leaders across health sector and provincial/national counterparts;
- Leading a team of staff, fostering a cohesive team and ensuring efficient operations;
- Effectively communicating and promoting TPH's work and maintaining strong TPH reputation with the Citizens of Toronto, the Province, and nationally.

A key focus for the search and selection process was ensuring a diverse and inclusive candidate pool. To ensure broad reach, the position was posted and/or shared with members of multiple organizations including but not limited to Phelps job site, City of Toronto, LinkedIn, Canadian College of Health Leaders, Canadian Public Health Association, Longwoods, Association of Local Public Health Agencies, Public Health and Physicians of Canada.

During the process of proactively identifying and sourcing qualified candidates, Phelps conducted research, networking and direct recruitment with approx. 200 Medical of Health professionals across North America. 30 applicants applied to the position and a long list of six (6) candidates were assessed further by Phelps and members of the selection panel. Following this evaluation, five (5) shortlisted candidates then participated in in-depth interviews with the panel. Three (3) candidates were invited for a final interview. Three (3) rounds of interviews were conducted, and candidates were assessed against the criteria in the position profile. References/background checks for the successful candidate were conducted.

The selection process for the position of Medical Officer of Health has been thorough and comprehensive, open, fair and objective.

The appointee is able to commence employment with the City on January 1st, 2025. Prior to commencing employment, City Council and the Minister of Health must approve the appointment. The Ministry of Health reviews the application and determines the appointment of the Medical Officer of Health. During this review time, the City of Toronto requires an Acting Medical Officer of Health be in place. In the event that the Minister of

Health has not approved the appointment by January 1, 2025, it is recommended that the candidate in Confidential Attachment 1 be appointed Acting Medical Officer of Health until such time that the Minister of Health approves the appointment of the new Medical Officer of Health.

A confidential summary of the curriculum vitae of the candidate is attached as Confidential Attachment 1.

This report is submitted by the Chair on behalf of the Members of the Board of Health Selection Panel.

## **CONTACT**

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## **SIGNATURE**

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Councillor Chris Moise  
Ward 13 Toronto Centre

## **ATTACHMENTS**

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Confidential Attachment 1 - Appointment – Medical Officer of Health Curriculum Vitae Summary