

Appointment of Medical Officer of Health

Date: June 25, 2025

To: Toronto Board of Health

From: Chair, Medical Officer of Health Hiring Panel

Wards: All

REASON FOR CONFIDENTIAL INFORMATION

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

SUMMARY

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

The Medical Officer of Health Hiring Panel 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 September 3, 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. 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 under the Health Protection and Promotion Act, R.S.O. 1990, c H.7 ("HPPA").
4. City Council authorize the public release of the Curriculum Vitae summary of the Medical Officer of Health contained in Confidential Attachment 1 upon approval from City Council.

FINANCIAL IMPACT

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

The previous Medical Officer of Health departed 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 April 1, 2025, the Board of Health approved a Medical Officer of Health hiring panel comprised of the Chair, two Councillor members, two Director members from the Board of Health, and the Mayor.

At this meeting, the Board of Health also received a report outlining the recruitment and selection process for a Medical Officer of Health:

<https://secure.toronto.ca/council/agenda-item.do?item=2025.HL23.9>

COMMENTS

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: Mayor Olivia Chow, Councillor Alejandra Bravo, Director Abinaya Chandrabalan, Director Stephanie Zhou.

Search and Selection Process

The position was posted on August 28th, 2024 for six weeks, and re-posted on March 11th, 2025 for five weeks. Prior to the posting(s), Phelps conducted stakeholder consultation sessions with City Officials, including City Councillor's, the City's Senior Leadership Team, select division heads and multiple organizations supporting Toronto Public Health 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 both recruitment processes of proactively identifying and sourcing qualified candidates, Phelps conducted research, networking and direct recruitment with approx. 200 Medical of Health professionals across North America. A combined total of 56 applicants applied to the position and a long list of nine (9) candidates were assessed further by Phelps and members of the selection panel. Following this evaluation, six (6) shortlisted candidates then participated in in-depth interviews with the panel. Four (4) candidates were invited for a final interview. References/background checks for the successful candidate was conducted.

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

The appointee can commence employment with the City on September 3, 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.

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

Councillor Chris Moise
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ATTACHMENTS

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