



Canadian Public Health Service

Field Service Training & Response
Office of Public Health Practice

PUBLIC HEALTH AGENCY *of* CANADA
AGENCE DE SANTÉ PUBLIQUE *du* CANADA

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Public Health
Agency of Canada

Agence de santé
publique du Canada

Canada 

Outline

- Background
- Objectives
- Recruitment and Selection Process
- Results
- Discussion/conclusion
- Next steps

Background

Learning from SARS:

- Renewal of public health in Canada

Naylor report expressed concerns related to:

- **Epi/surveillance “surge capacity”**
- Completeness of routine surveillance
- **Human-resource capacity in public health**
- Co-ordination among jurisdictions in PH activities
- Co-ordination among PH programs

Canadian Public Health Service (CPHS)

- The Public Health Agency of Canada (PHAC) created the CPHS program to help expand the public health workforce across Canada
- The CPHS mission is to collaboratively augment public health human resource capacity across Canada by creating new public health positions and championing professional development opportunities, training and experience
- The CPHS vision is a dynamic, appropriately-staffed and well-trained public health (PH) workforce that effectively detects and controls routine and emergent PH issues across Canada

Canadian Public Health Service (CPHS)

CPHS places qualified public health officers (PHO) in selected public health organisations across Canada to:

1. Respond to both routine and emerging public health needs
2. Add support in the event of an outbreak or pandemic

What do Public Health Officers do?

- Contribute to activities across the spectrum of public health:
 - Data management
 - Evaluation
 - Surveillance
 - strategic planning
 - program delivery
 - policy development
- Surge Capacity

What kind of organisations are eligible to host Public Health Officers?

- Public Health Officers can be placed with:
 - municipal, regional, provincial and territorial public-health jurisdictions
 - laboratories
 - agencies or non-governmental organisations with a public health mandate.

Site Selection Process

- Goal: place 30 PHOs in various types of PH organisations across Canada
- Methodology:
 - Direct solicitation
 - Request for proposal
 - Allocation protocol

Allocation Protocol

- Creation of a multidisciplinary pan-Canadian advisory group
- Screening criteria
- Rating criteria
- Final selection

Screening Criteria

Any applicant for a PHO position placement needed to:

- Be able to provide appropriate work space and basic office equipment for the PHO
- Agree to operate under a negotiated Memorandum of Understanding with PHAC, which includes performance and accountability measures

Rating Criteria

Rating Criteria	Maximum Score
Potential of the host organisation to provide learning and training along with appropriate supervision	30 Points
Demonstrated need of a particular jurisdiction	25 Points
Skill set required by the location-specific work description	20 Points
Demonstration of a collaborative/multi-jurisdictional approach to the PHO position	15 Points
Demonstration of innovation in the proposal for a Public Health Officer	10 Points

Results

- 243 mail-out packages were sent to 199 organisations
- 66 applications were received (response rate: 27%)
- 20 applications were selected
- 6 direct solicitations

Distribution of Applicant Organizations

- Regional/local health authority: 23 (35%)
- Aboriginal organisation: 15 (23%)
- Provincial/territorial health department: 10 (15%)
- Other (provincial agencies, universities): 10 (15%)
- NGO: 6 (9%)
- Laboratories: 2 (3%)

Selected CPHS Placement Sites

- A minimum of one organisation per P/T was selected
- Organisations included:
 - P/T departments/agencies: 14
 - Regional HA/local health units: 7
 - NGOs: 4
 - PH laboratories: 1

Skill Set Required

Types of Skill Sets in Accepted Proposals	Proposals (N=26)
Epidemiology	12 (46%)
Policy analysis	5 (19%)
Infection control	3 (11%)
Environmental health	3 (11%)
Community development	1 (4%)
Pandemic and emergency response preparation	1 (4%)
Human health risk assessment	1 (4%)

Progress to Date

- 5 PHOs hired
- 3 collective staffing processes in progress expected to fill 20 positions by March 2010
- 10 student PHO with another 3 hired for winter 2010

Allotted Ontario Sites

- 17 RFPs received from Ontario
- Ontario allotted 3 placement sites
 - 1 Policy
 - 2 Technical
- 2 Non-Government Organizations, 1 local

How to apply...

- To **HOST** a Public Health Officer
During **periodic calls** for placement sites, the CPHS website has an on-line proposal form: www.cphs-sspc.ca
- To **BECOME** a Public Health Officer
Please consult the following websites:
www.cphs-sspc.ca
and
www.jobs.gc.ca

Next steps

- Get all PHOs in place
- Expanding Graduate Student Placement
- Professional training for PHOs and other field services staff
- Enhance collaboration among the various levels of public health through the PHO placements

Conclusion

- There is a large demand for skilled PH human resources across sectors in Canada
- Building a dynamic and well-trained PH workforce, while stimulating collaboration, will improve effective detection and control of routine and emergent PH issues across Canada

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