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**MEMORANDUM**

**CL-C 64 2021**

**Subject: 2021 Medical Officer of Health / Associate Medical Officer of Health  
Compensation Initiative**

**Date: August 26, 2021**

**To: Regional Council**

**From: Franco Meffe, Director Human Resources**

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This memo serves to advise Regional Council that the Chair of the Board of Health will be signing the current year application forms as requested by the Ministry of Health for the Medical Officer of Health (MOH) and the Associate Medical Officers of Health (AMOH) Compensation Initiative.

The following is an outline of the key facts associated with this initiative:

- In 2009, the Ministry of Health introduced a program, which offered new provincial funding to increase the MOH and AMOH base salary compensation to address recruitment and retention issues, as well as maintain competitive compensation levels with those of other physician specialists.
- To be eligible for the program, applications are submitted on an annual basis.
- The Niagara Region has continued to administer the compensation for the MOH and AMOH roles annually as per the current agreement with the Ministry of Health.
- The cost of providing additional compensation under this program is 100% funded by the Ministry of Health.
- Participation in the program is voluntary and enables the Niagara Region to maintain competitive salaries for the physician roles, reducing the risk of losing physicians to another health unit or regional municipality.
- The Ministry of Health sent the current year application in July with a submission deadline for applications of August 20, 2021.
- The application requires that the Chair of the Board of Health sign the application form.

- Applications have been prepared by staff and have been submitted to the Ministry of Health in advance of the August 20, 2021 deadline.
- The timeframe for the funding initiative is January 1, 2021 to December 31, 2021.
- The application to the Ministry of Health is for a fully subsidized portion of additional pay to supplement the base MOH and AMOH pay provided by the public health unit.
- The salary grid for MOH and AMOH roles, set by the Ministry was last increased effective April 1, 2020. There has been no change to the salary grid for 2021, based on information available at this time.
- Individual incumbent positioning within the range is based on years of experience, education and level of responsibility.
- In addition to the base salary supplement, the Ministry of Health will fund associated benefit and payroll related costs (e.g. CPP, EI, health and dental).

Respectfully submitted and signed by

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Franco Meffe  
Director, Human Resources