

**Simcoe Muskoka District Health Unit
Board of Health Bylaw**

Bylaw	To Provide for the Designation of Senior Leadership Positions	Bylaw No.	2005-09
Revision History	2005-04-01 Amended From SCDHU Bylaw 01-1 Amended September 2012		

- 1) Pursuant to Section 56 (2) of the Health Protection and Promotion Act, the Board of Health may pass a bylaw on any other matter necessary or advisable for the management of the affairs of the Board of Health, and with recognition that:
 - a) The Board, as an employer, has an obligation to provide a work environment that supports professional practice and maximizes the use of the knowledge and skills of its employees.
 - b) Effective January 2013 the Ontario Public Health Organizational Standards require boards of health to designate a Chief Nursing Officer (CNO) to be responsible for nursing quality assurance and nursing practice leadership. Previous to this, the Ministry of Health and Long-Term Care advised the designation of a senior nurse as a Nursing Practice Leader to provide a structured opportunity for nurses to participate in a meaningful way in decisions that affect patient care on both a corporate and operational level.
 - c) The Board would extend this designation of a "Senior Leadership" role to those professional groups that are governed by the Regulated Health Professionals Act or other professions that are hired by the Health Unit as required by the Health Protection and Promotion Act.
- 2) In this by-law:
 - a) "Act" means the Health Protection and Promotion Act; R.S.O. 1990,
 - b) "Board" means the Board of Health for the Simcoe Muskoka District Health Unit.
- 3) The Board of Health establishes the role of Senior Leadership Designate for the following professions:
 - (a) Dentistry
 - (b) Dental Hygiene
 - (c) Dietetics
 - (d) Medicine
 - (e) Nursing – assumed by the CNO
 - (f) Health Inspection
- 4) The Board of Health further authorizes the Medical Officer of Health to
 - a) establish role and position descriptions, as required;
 - b) appoint staff into these roles;
 - c) review performance of staff appointed to these roles; and
 - d) withdraw the appointment when necessary.

By-law 2005-09 read a first, second and third time and finally passed this 19th day of September, 2012.

Chair, Board of Health
Simcoe Muskoka District Health Unit

Medical Officer of Health
Simcoe Muskoka District Health Unit