

**Appendix II
Peel Public Health Recovery and Remobilization Update**

Peel Public Health Risk Management

Description of challenge/risk	Examples of mitigation strategies to minimize impacts of identified challenges/risks
<p>Recruitment and retention</p> <p>Recruitment and retention challenges impacting recovery, remobilization and COVID-19 needs include:</p> <ul style="list-style-type: none"> • Competition for qualified employees impacting the available talent pool. • Employee wellbeing and burnout due to a prolonged extraordinary workload. • Turnover of employees in temporary employment contracts as they seek out stable employment inclusive of benefits. <p>Recent legislative changes introduced by Bill 112, the <i>Hazel McCallion Act (Peel Dissolution), 2023</i> ('Act') further impacts recruitment and retention.</p>	<ul style="list-style-type: none"> • Working with Regional Human Resources to streamline recruiting according to priorities. • Offering non-bargaining employees long-term contracts with benefits, when possible. • Increasing the pool of eligible candidates by making requirements flexible, when possible. • Retaining a proportion of our temporary workforce into 2023 to support recovery and remobilization. • Identifying opportunities to streamline work and create efficiencies to decrease employee work pressures.
<p>Employee wellbeing</p> <p>Public Health employees have residual and emerging psychological health and safety needs as they transition from a demanding and intensive period of responding to COVID-19 into time-consuming post-pandemic work as public health programs remobilize.</p> <p>The Act further impacts employee wellbeing.</p>	<ul style="list-style-type: none"> • Utilizing available corporate human resource and wellbeing supports and procuring additional tailored and targeted assistance as needed. • Recruiting to alleviate workload pressures. • Providing opportunities for recognition and appreciation. • Focusing on leadership development, capacity and resources will help in creating a safe, accountable, and inclusive workplace for all employees.
<p>Community needs and health equity</p> <p>Reduced service levels and temporary program closures due to the COVID-19 pandemic continues to present an increasing risk of poor health outcomes for residents' health and meeting</p>	<ul style="list-style-type: none"> • Remobilization of Public Health programs is underway, prioritizing community needs and optimizing capacity. • The support of temporary contract employees and leveraging Regional reserve funds and Provincial extraordinary funding has been needed to remobilize programs and address service backlogs.

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<p>community needs.</p> <p>As a result, current resources and capacity are not optimal to equitably address the health needs and priorities of vulnerable populations. As Public Health rebuilding progresses, resources and time are needed to sustain community engagement efforts and to integrate health equity practices into programs and services.</p>	<ul style="list-style-type: none"> • Lessons learned from the COVID-19 pandemic are being collected on how health disparities were identified, assessed, and addressed (e.g., COVID-19 specific resources and community partnerships) and will be implemented to advance health equity in Peel. • Working to leverage partnerships within the health care sector, local area municipalities, schools and community organizations to identify new opportunities to protect the health of the most vulnerable populations.
<p>Limited Provincial funding</p> <p>Public Health has consistently been underfunded by the Province resulting in:</p> <ul style="list-style-type: none"> • a strained workforce to deliver mandatory services for increasing population health needs. • uncertainty regarding the Region of Peel's capacity to continue to absorb a larger than expected cost-sharing ratio. <p>It is also unclear if there will be permanent Provincial funding for COVID-19 in the future, after 2023.</p>	<ul style="list-style-type: none"> • Conducting regular program capacity reviews and evaluations to maximize efficiencies and effectiveness. • Advocating for predictable and sustainable funding, as the capacity to absorb the gap in Provincial funding is limited and impacts service delivery.
<p>Provincial policies</p> <p>Uncertainty generated by the Act and the Provincial proposal for modernization of public health negatively impacts rebuilding and future public health planning, and the status of Public Health for the Peel community.</p>	<ul style="list-style-type: none"> • Staying informed of Provincial and Federal updates to ensure information and guidance is applied at a local level. • Advocacy efforts continue to inform Public Health's role in public health modernization; future opportunities for local public health input are welcomed. • Working to further strengthen partnerships with health care and other relevant sectors in Peel.