



## County Council

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**Meeting Date:** January 17, 2023  
**Submitted by:** Bill Rayburn, CAO  
**Subject:** Management Consulting Services Agreement with Oneida Nation of the Thames

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### **BACKGROUND:**

The Oneida Nation of the Thames (“Oneida”) operates and delivers their own Land Ambulance services within its jurisdiction under a license with the Ontario Ministry of Health.

In September 2020, the Middlesex-London Paramedic Service (“MLPS”) was advised by the Emergency Health Program Management and Delivery Branch that Oneida no longer had an acting Paramedic Chief, and that their service was without senior management oversight.

At the time, Oneida was also undergoing a visit from the Ministry of Health to conduct an Ambulance Service Review in order to renew their license. The Ministry of Health convened a group to review what support was needed by Oneida during this transition period. Chief Roberts of MLPS was contacted by the Ministry of Health to consider providing Oneida with interim assistance as an Acting Chief during their transition period while Oneida commenced its recruiting process to fill various roles within their organization.

On March 9, 2021, Council approved a Consulting Services Agreement, which expired on October 1, 2021, between Oneida and the MLPS with respect to Chief Roberts providing interim Acting Chief support on a cost-recovery basis, as Oneida did not have a Paramedic Chief, Paramedic Deputy Chief, Supervisor or Administration Support at the time.

On September 28, 2021, Council approved a temporary Management Consulting Services Agreement between Oneida Nation of the Thames and the Corporation of the County of Middlesex c/o Middlesex-London Emergency Medical Services Authority

Operating and Middlesex-London Paramedic. This agreement expired on December 31, 2022.

### **ANALYSIS:**

In discussions with Oneida, they would like to extend the management consulting service agreement for the term January 1, 2023 to March 31, 2023.

This proposed arrangement between MLPS and Oneida makes practical sense to continue, and aligns with Middlesex County and MLPS' strategic focus for the following reasons:

1. MLPS' continued consulting services assumes no financial implications to MLPS nor County, as the consulting services shall be on a full cost-recovery basis;
2. MLPS' continued consulting services would promote and support community wellness and community services;
3. MLPS continues to support a First Nations Community and neighbour to Middlesex County;
4. Oneida would maintain some autonomy within their organization, and would be permitted to keep their license as a First Nations Paramedic Service with MLPS' consulting services; and
5. At all times during this proposed arrangement, Oneida shall remain legally responsible for its employees, delivery of paramedic/emergency services, maintaining licenses, HR, Finance, and IT, as outlined in the attached Management Consulting Agreement. Additionally, all existing and future staff shall remain employees of Oneida, and Chief Roberts and the MLPS would be strictly acting as an independent consultant to Oneida.

### **RECOMMENDATION:**

THAT a by-law be introduced at the January 17, 2023 meeting to:

- a. Authorize and approve the Management Consulting Services Agreement between Oneida Nation of the Thames and the Corporation of the County of Middlesex c/o Middlesex-London Emergency Medical Services Authority Operating and Middlesex-London Paramedic Services effective January 1, 2023; and
- b. Authorize the Warden and the County Clerk to execute the Agreement.