Accessibility: the solution lies in cooperation

https://policybase.cma.ca/link/policy11518

POLICY TYPE
Parliamentary submission

DATE
2015-03-25

TOPICS
Health human resources

Documents

ACCESSIBILITY: THE SOLUTION LIES IN COOPERATION

Joint Brief of
The Quebec Medical Association
and
the Canadian Medical Association

BILL NO. 19:
An Act to enact the Act to promote access to family medicine and specialized medical services and to amend various legislative provisions relating to assisted
procreation.
March 25, 2015
Appearance before the Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities

https://policybase.cma.ca/link/policy14472

POLICY TYPE
Parliamentary submission

DATE
2022-03-28

TOPICS
Health human resources
Health systems, system funding and performance

Documents

Appearance before the
Standing Committee on Human
Resources, Skills and Social
Development and the Status of
Persons with Disabilities

Dr. Kathleen Smart
President of the Canadian Medical Association
March 28, 2022

[Image: Canadian Medical Association logo]
Avoiding negative consequences to health care delivery from federal taxation policy
https://policybase.cma.ca/link/policy11957

POLICY TYPE: Response to consultation
DATE: 2016-08-31
TOPICS: Health human resources, Physician practice, compensation, forms

Documents
Consensus statement on networks for high-quality rural anesthesia, surgery, and obstetric care in Canada
https://policybase.cma.ca/link/policy14477

POLICY TYPE: Policy endorsement
DATE: 2021-05-17
TOPICS: Health systems, system funding and performance, Health human resources
Federal Policy Options to Advance Pan-Canadian Licensure

POLICY TYPE: Parliamentary submission
DATE: 2022-02-22
TOPICS: Health systems, system funding and performance, Health human resources, Ethics and medical professionalism

Documents

Federal Policy Options to Advance Pan-Canadian Licensure
Improving health care by reducing interprovincial and interterritorial barriers
February 22, 2022
Flexibility in Medical Training (Update 2009)

POLICY TYPE: Policy document
LAST REVIEWED: 2020-02-29
DATE: 2009-05-31
REPLACES: Flexibility in Medical Training
TOPICS: Health human resources

CMA POLICY

Flexibility in Medical Training
(Update 2009)

The Canadian Medical Association (CMA) believes that flexibility in medical education, training and practice is essential to meet the needs of physicians, the practice of medicine and the health needs of Canadians. The CMA is committed to working with government, educational institutions, the health services sector and other stakeholders to promote policies that further the development of a flexible education system for physicians.

This policy sets out the principles and recommendations that CMA believes should be followed with respect to medical education and training. It is intended to provide a framework for ongoing discussions about the nature of medical education and training and how these can be made more flexible.

The term "flexibility" is used to describe a range of options available to educational institutions, educational authorities and individual learners. These options include:

- The ability to tailor the curriculum to meet the needs of individual learners.
- The ability to offer programs that are flexible in terms of the number of courses, the sequence of courses or the time required to complete the program.
- The ability to offer programs that are flexible in terms of the location of the program.
- The ability to offer programs that are flexible in terms of the duration of the program.
- The ability to offer programs that are flexible in terms of the delivery of the program.

The CMA recommends that educational institutions and educational authorities:

- Develop policies and procedures to support the concept of flexibility in medical education and training.
- Provide information to learners about the availability of flexible programs.
- Provide support to learners who are interested in pursuing flexible programs.
- Evaluate the impact of flexibility on the quality of medical education and training.
- Develop mechanisms to ensure that flexibility does not compromise the quality of medical education and training.

The CMA recommends that the Canadian Medical Council work with the Royal College of Physicians and Surgeons of Canada to develop guidelines for the evaluation of flexible programs.

Definitions
- "Medical education" includes all phases of medical education, from undergraduate education to postgraduate education.
- "Medical training" includes all phases of medical training, from residency to fellowship training.
- "Flexible program" includes all programs that are designed to meet the needs of individual learners.

The CMA recognizes that the development of flexible educational programs is an ongoing process. The CMA encourages educational institutions and educational authorities to continue to develop and implement flexible educational programs.

The CMA is committed to working with government, educational institutions, the health services sector and other stakeholders to promote policies that further the development of a flexible education system for physicians.

The CMA recommends that the Canadian Medical Council work with the Royal College of Physicians and Surgeons of Canada to develop guidelines for the evaluation of flexible programs.

Updated: May 31, 2009

CMA Policybase - Canadian Medical Association
Management of physician fatigue
https://policybase.cma.ca/link/policy11127

POLICY TYPE
Policy document

LAST REVIEWED
2019-03-03

DATE
2014-05-24

TOPICS
Health human resources
Mandatory COVID-19 vaccination of health care workers

**Policy document**

**DATE**
2021-08-21

**TOPICS**
Health human resources
Population health, health equity, public health

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**Policy recommendation**

1. All health care workers should be advised to get vaccinated against COVID-19 to protect their patients, medical staff, and themselves.
2. Health care workers should be provided with information about the benefits and risks of vaccination.
3. The vaccine should be made available to all health care workers in a timely manner.
4. Policies should be developed to support health care workers who choose not to get vaccinated.
5. The vaccination program should be monitored to ensure its effectiveness.

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[Source: Canadian Medical Association](https://policybase.cma.ca/link/policy14449)
The physician appointment and reappointment process 2016
https://policybase.cma.ca/link/policy13564

POLICY TYPE  Policy document
DATE        2016-12-03
TOPICS      Health human resources
            Physician practice, compensation, forms

Physician health
https://policybase.cma.ca/link/policy13739

POLICY TYPE  Policy document
DATE        2017-10-21
REPLACES    PD98-04 Physician health and well-being
TOPICS      Health human resources
            Ethics and medical professionalism
PHYSICIAN HEALTH

EXPLANATION

The ideal physician health resource planning should be an evidence-based model of preventive and curative medicine. Physicians, as the cornerstone of the health care system, are the key drivers of patient care. Physicians should be encouraged to maintain good physical and mental health to ensure the best care for their patients. This is particularly important in today’s fast-paced medical environment, where physicians often face high levels of stress and burnout.

The Canadian Medical Association (CMA) has developed a policy on physician health to guide physicians and medical educators in maintaining optimal health. The policy aims to promote the well-being of physicians and to minimize the negative impact of stress and burnout on patient care. The policy highlights the importance of regular health check-ups, stress management, and emotional support for physicians.

BACKGROUND TO CMA POLICY

PHYSICIAN HEALTH

It is essential to recognize the high-stress environment in which physicians work. The pressure of patient care, long hours, and the need to constantly update medication regimens are just a few of the challenges that physicians face. To maintain their health and well-being, physicians must prioritize self-care. This policy provides guidelines for physicians on how to manage their time, reduce stress, and maintain a healthy work-life balance.

The policy emphasizes the importance of regular health check-ups and mental health evaluations. It also encourages physicians to seek support from colleagues and friends. By promoting a culture of self-care, the CMA aims to reduce the incidence of physician burnout and improve the overall quality of care provided to patients.

CMA STATEMENT ON PHYSICIAN HEALTH AND WELLNESS

Guiding Principles for a Different Future

Why it is

Physician burnout and stress are major challenges that impact the quality of care provided to patients. This policy aims to address these issues by promoting a culture of self-care and helping physicians maintain their well-being.

Why it matters

Maintaining good health and well-being is crucial for physicians to deliver high-quality care. Physicians who are physically and mentally healthy are better equipped to provide the best possible care to their patients. By promoting self-care and reducing stress, physicians can improve their overall well-being and enhance their ability to provide excellent care.

Guiding Principles

1. Physician health as a priority indicator
   - Physicians have a responsibility to maintain their health and well-being to ensure the best possible care for patients.
   - Regular health check-ups and mental health evaluations are essential to identifying and managing health issues.
   - Support from colleagues and friends is crucial in maintaining good health.

2. Physician health as a shared responsibility
   - Physicians, patients, and society have a role to play in promoting good health and well-being.
   - Public health policies and initiatives should be developed to support physicians in maintaining good health.

3. Physician health as a shared responsibility
   - Physicians, patients, and society have a role to play in promoting good health and well-being.
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4. Physician health as a shared responsibility
   - Physicians, patients, and society have a role to play in promoting good health and well-being.
   - Public health policies and initiatives should be developed to support physicians in maintaining good health.

5. Physician health as a shared responsibility
   - Physicians, patients, and society have a role to play in promoting good health and well-being.
   - Public health policies and initiatives should be developed to support physicians in maintaining good health.
Physician resource planning (updated 2015)
https://policybase.cma.ca/link/policy11533

POLICY TYPE
Policy document

LAST REVIEWED
2019-03-03

DATE
2015-05-30

REPLACES
Physician resource planning (Update 2003)

TOPICS
Health human resources

Documents
Protecting and supporting Canada’s health-care providers during COVID-19
https://policybase.cma.ca/link/policy14260

POLICY TYPE
Parliamentary submission

DATE
2020-03-23

TOPICS
Physician practice, compensation, forms
Health systems, system funding and performance
Health human resources

Documents
Reducing barriers to physician mobility and for a more uniformed healthcare system in Canada

https://policybase.cma.ca/link/policy11850

POLICY TYPE: Parliamentary submission
DATE: 2016-05-12
TOPICS: Health human resources

Documents
Scopes of practice

https://policybase.cma.ca/link/policy1237

POLICY TYPE
Policy document

LAST REVIEWED
2019-03-03

DATE
2002-01-22

TOPICS
Health human resources

Documents
Standing Committee on Health’s study on violence faced by healthcare workers
https://policybase.cma.ca/link/policy14052

POLICY TYPE
Parliamentary submission

DATE
2019-05-14

TOPICS
Health care and patient safety
Ethics and medical professionalism
Health human resources
Physician practice, compensation, forms

Documents
Study on Canada’s Health Workforce
https://policybase.cma.ca/link/policy14469

POLICY TYPE  Parliamentary submission
DATE  2022-02-16
TOPICS  Health systems, system funding and performance
Health human resources
Ethics and medical professionalism

Documents

Appearance before the House of Commons Standing Committee on Health:

Study on Canada’s Health Workforce

Dr. Eileen de Villa
President of the Canadian Medical Association
February 15, 2022
Debates appended
**Valuing Caregivers and Recognizing Their Contribution to Quebec’s Health System**

https://policybase.cma.ca/link/policy14373

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**Documents**

![Image of submission document](https://policybase.cma.ca/link/policy14373)