Accessibility: the solution lies in cooperation
https://policybase.cma.ca/link/policy11518

POLICY TYPE: Parliamentary submission
DATE: 2015-03-25
TOPICS: Health human resources
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 Scharl
President of the Canadian Medical Association

March 28, 2022

[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
CMA Letter to the Council of the Federation regarding the Council of the Federation meeting and Canada’s health funding priorities (health workforce, primary care, labour mobility)
https://policybase.cma.ca/link/policy14486

POLICY TYPE
Parliamentary submission

DATE
2022-06-22

TOPICS
Health systems, system funding and performance
Health human resources

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

Documents
A Doctor for Every Canadian – Better Planning for Canada’s Health Human Resources: The Canadian Medical Association’s brief to the House of Commons Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities – Addressing Existing Labour Shortages in High-Demand Occupations

https://policybase.cma.ca/link/policy10387

POLICY TYPE          Parliamentary submission
DATE                2012-05-09
TOPICS              Health human resources

Documents
Federal Policy Options to Advance Pan-Canadian Licensure
https://policybase.cma.ca/link/policy14471

POLICY TYPE
Parliamentary submission

DATE
2022-02-22

TOPICS
Health systems, system funding and performance
Health human resources
Ethics and medical professionalism

Documents
Flexibility in Medical Training (Update 2009)
https://policybase.cma.ca/link/policy9485

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) recognizes the need for flexibility in medical training to meet the needs of both the physician and the patient. The CMA supports the implementation of policies and programs that promote flexibility in medical training, including the following:

1. The Royal College of Physicians and Surgeons of Canada (RCPS) should develop a framework for assessing the impact of medical training on patient care.
2. The RCPS should establish a system for monitoring the implementation of the framework and reporting on its impact.
3. The CMA should work with the RCPS and other organizations to develop guidelines for the assessment and management of physician fatigue.
4. The CMA should support the development of policies and programs that promote the well-being of physicians.

The CMA recognizes that the implementation of policies and programs that promote flexibility in medical training requires the involvement of all stakeholders, including physicians, patients, and the public.

Definitions
- Management of physician fatigue: The implementation of policies and programs that promote the well-being of physicians.
- Physician fatigue: The condition of being emotionally, mentally, and physically exhausted as a result of long-term exposure to high-stress environments.

The CMA will continue to work with the RCPS and other organizations to develop policies and programs that promote flexibility in medical training.
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

Documents
Mandatory COVID-19 vaccination of health care workers

https://policybase.cma.ca/link/policy14449

Policy document
2021-08-21

Health human resources
Population health, health equity, public health

Mandatory COVID-19 vaccination of health care workers

Policy position: recommendation:
1. All health care workers should be fully vaccinated for COVID-19 to ensure their own health and safety, and the health and safety of patients and colleagues. The necessity of vaccination for health care workers is an important, urgent, and necessary public health measure, and health care providers have an ethical obligation to support this important public health measure. The Canadian Medical Association (CMA) strongly recommends that health care providers ensure that all health care workers are fully vaccinated against COVID-19.
2. The CMA supports the implementation of a mandatory vaccination policy for health care workers in order to protect patients, colleagues, and the public. This policy should be developed and implemented in consultation with health care providers and should include provisions for vaccination, education, and support for those who are hesitant or unable to be vaccinated. The policy should be reviewed and updated as necessary to ensure its effectiveness and compliance.
3. Health care providers should work closely with public health authorities to ensure that vaccination policies are consistent with and support public health objectives.
4. The CMA recommends that all health care providers ensure that vaccination policies are implemented in a manner that respects the values and beliefs of health care workers, and that every effort be made to support those who are hesitant or unable to be vaccinated.
5. The CMA encourages all health care providers to support vaccination efforts, and to provide education and support to health care workers who are hesitant or unable to be vaccinated. The CMA also encourages health care providers to work closely with public health authorities to ensure that vaccination policies are consistent with and support public health objectives.

The physician appointment and reappointment process 2016
CMA Policybase - Canadian Medical Association
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

Documents

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**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

Documents
PHYSICIAN HEALTH

BACKGROUND TO CMA POLICY

1. The state of current physiatrist health

The state of current physiatrist health is a critical concern. Physiatrists play a vital role in the management of chronic pain and neurological disorders. However, the current state of physiatrist health is concerning. This is because the demands of the profession have increased significantly over the past few years. Physiatrists are often required to work long hours, which can lead to burnout and high levels of stress. This, in turn, can negatively impact their health and wellbeing.

CMA STATEMENT ON PHYSICIAN HEALTH ANDWELLNESS

Guiding Principles for a Different Approach

What it is

The CMA's statement on physician health and wellness aims to provide guidance for physicians to improve their health and well-being. The statement outlines the importance of addressing these issues and provides recommendations for maintaining optimal health.

Why it matters

Physician health and wellness are critical for the provision of high-quality care. If physicians do not have the necessary resources and support to maintain their health and well-being, it can negatively impact patient outcomes. Therefore, it is essential to prioritize physician health and wellness.

EVALUATING PRINCIPLES

1. Promoting health and reducing risk factors

Promoting health and reducing risk factors is essential for maintaining optimal health. This includes adopting healthy habits such as regular exercise, a balanced diet, and adequate sleep. It also involves addressing any existing health conditions and managing stress.

2. Ensuring adequate support systems

Ensuring adequate support systems is crucial for maintaining optimal health. This includes having access to resources such as mental health services and support groups. It also involves fostering a positive work environment and providing adequate resources and support.

3. Encouraging self-care

Encouraging self-care is essential for maintaining optimal health. This includes recognizing and addressing personal needs and taking time for self-care activities. It also involves promoting the use of healthy coping strategies.

4. Fostering a positive work environment

Fostering a positive work environment is critical for maintaining optimal health. This includes creating a supportive and inclusive workplace culture that values and respects the contributions of all individuals. It also involves promoting healthy work-life balance and providing opportunities for professional development.

5. Supporting policy changes

Supporting policy changes is essential for maintaining optimal health. This includes advocating for policies that address the root causes of poor health outcomes and promoting equitable access to healthcare resources. It also involves supporting policies that prioritize the well-being of healthcare professionals.
PHYSICIAN RESOURCE PLANNING
(Updated 2015)

The purpose of the policy is to define the key elements required to ensure an adequate physician supply, a working environment in which the delivery of high-quality, effective care is accessible to all Canadians, and a health care system that can respond to the needs of Canadians. The policy addresses the need for a comprehensive, integrated approach to planning and resource allocation across the health system. It provides a framework for decision-making and supports the development of a physician workforce that is sufficient to meet the needs of Canadians.

Introduction

The purpose of the policy statement is to identify the relevant issues to recognize the importance of physician workforce planning and to establish a framework for decision-making. The policy addresses the need for a comprehensive, integrated approach to planning and resource allocation across the health system. It provides a framework for decision-making and supports the development of a physician workforce that is sufficient to meet the needs of Canadians.

Fact sheet:

1. Physician resource planning requires a cross-sectoral approach that integrates various disciplines.
2. The policy framework includes a comprehensive approach to health system planning that considers physician workforce needs.
3. Target physician supply levels are established through a needs assessment process that involves stakeholders.
4. Physician workforce planning is an ongoing process that considers the future needs of the health care system.

References:


Acknowledgements:

This policy statement was developed in collaboration with the Canadian Medical Association and other stakeholders, including physicians, nurses, and other health care providers. It was reviewed by the Canadian Medical Association's Health Workforce Planning Committee.
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
Recommendations for federal action to address Canada’s health care crisis
https://policybase.cma.ca/link/policy14468

POLICY TYPE
Parliamentary submission

DATE
2022-02-15

TOPICS
Health systems, system funding and performance
Health human resources
Ethics and medical professionalism

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
Small business perspectives of physician medical practices in Canada
https://policybase.cma.ca/link/policy11846

POLICY TYPE  Parliamentary submission
DATE  2016-03-21
TOPICS  Physician practice, compensation, forms
         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
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**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 16, 2022  
Check against delivery.