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
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. 13:
An Act to enact the Act to promote access to Family medicine and specialized medicine services and to amend various legislative provisions relating to assisted procreation
March 25, 2015
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

CMA Brief:
Small Business Perspectives of Physician Medical Practices in Canada
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
Avoiding negative consequences to health care delivery from federal taxation policy
https://policybase.cma.ca/link/policy11957

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Documents
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

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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

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Documents
PHYSICIAN HEALTH

ADVICE

Physician health is a key concern for the Canadian Medical Association (CMA). It is important to ensure that physicians are able to provide the best possible care to their patients. This includes promoting healthy living and mental health, as well as preventing burnout. The CMA has established guidelines and policies to support physician health, including early intervention for burnout and mental health issues. These guidelines and policies are intended to help physicians maintain their health and well-being, so that they can continue to provide high-quality care to their patients. It is important for physicians to take care of themselves, as their own health can affect their ability to provide the best possible care to their patients.
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
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
PHYSICIAN RESOURCE PLANNING (Updated 2015)

The purpose of this policy statement is to develop a framework for the development of human resource planning (HRP) that is comprehensive, responsive and accountable. The framework provides a mechanism to enhance the efficiency and effectiveness of the delivery of health care services across all sectors of the health system. The aim of the framework is to ensure that the supply of physicians meets the demand for health care services.

Key principles:

1. Human resources planning requires a long-term perspective.
2. HRP should be integrated with business planning and strategic planning.
3. HRP should be integrated with clinical planning and clinical decision-making.
4. HRP should be integrated with financial planning and budgeting.

Intended audience:

This policy is intended for the following audiences:

- Medical associations
- Health care providers
- Government agencies
- Health care organizations
- Community members

Acknowledgments:

This policy statement is based on the work of the Standing Committee on Health's study on violence faced by healthcare workers.

Policy development:

The development of this policy statement was informed by the work of the Standing Committee on Health's study on violence faced by healthcare workers.
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

May 14, 2019
Bill Casey, M.P.
Chair, Standing Committee on Health
House of Commons

Dear Mr. Casey,

I am writing on behalf of the Canadian Medical Association (CMA) which supports your Standing Committee on Health on violence faced by healthcare workers.

The CMA is deeply concerned with the issue of violence against all healthcare workers, including doctors, nurses, and allied health professionals. According to the Canadian Medical Association’s (CMA) 2018-19 annual survey, one-in-five physicians report being physically assaulted or verbally harassed by patients or patients’ families in the previous year. This highlights the need for substantial improvements in patient safety and health system culture.

The situation is particularly dire for doctors working in primary care and those providing care in emergency departments. Doctors working in emergency departments have a higher risk of being assaulted by patients and patients’ families due to the high stress levels in these settings.

In response to this concerning trend, the CMA has developed a number of recommendations to address violence against healthcare workers. These recommendations include increasing access to mental health services for healthcare workers, implementing standardized protocols for the management of violent behaviour, and educating healthcare workers on how to safely manage and de-escalate potentially violent situations.

The CMA looks forward to collaborating with your Standing Committee on Health to address this critical issue and implement effective strategies to protect healthcare workers from violence.

Yours sincerely,

[Signature]

Canadian Medical Association

CMA Policybase - Canadian Medical Association
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
Valuing Caregivers and Recognizing Their Contribution to Quebec’s Health System

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

POLICY TYPE
Parliamentary submission

DATE
2020-09-29

TOPICS
Health human resources
Health systems, system funding and performance

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
Mandatory COVID-19 vaccination of health care workers
https://policybase.cma.ca/link/policy14449

POLICY TYPE
Policy document

DATE
2021-08-21

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

Documents
Recommendations for federal action to address Canada’s health care crisis
https://policybase.cma.ca/link/policy14468

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Documents

![Recommendations for federal action to address Canada’s health care crisis](image-url)
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. Ekta Sharma
President of the Canadian Medical Association
February 16, 2022

CMA Policybase - Canadian Medical Association
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
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 Smerl
President of the Canadian Medical Association

March 28, 2022

Chock up talk delivery