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
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
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
Reducing barriers to physician mobility and for a more uniformed healthcare system in Canada
https://policybase.cma.ca/link/policy11850

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### Documents

![Image of CMA Submission]

CMA Submission:
Reducing barriers to physician mobility and for a more uniformed healthcare system in Canada

Submission to the Standing Senate Committee on Banking, Trade and Commerce

May 12, 2016
Avoiding negative consequences to health care delivery from federal taxation policy
https://policybase.cma.ca/link/policy11957

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**Documents**

CMA Submission
Avoiding negative consequences to health care delivery from federal taxation policy
Response to Finance Canada's Consultation on Legislative Proposals Relating to Income Tax, Sales and Excise Duties
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

CMA STATEMENT ON PHYSICIAN HEALTH AND WELLNESS

Guiding Principles for a Healthier Physician

WHAT IT IS

The CMA's commitment to promoting the health and wellness of physicians is a cornerstone of its mandate. The CMA recognizes the importance of physicians maintaining optimal health and wellness to ensure they are able to provide the highest quality care to their patients.

WHY IT MATTERS

Physicians are at risk of burnout and other health issues, which can negatively impact their ability to provide care. By promoting health and wellness, the CMA hopes to reduce these risks and improve the overall health of the medical profession.

GUIDING PRINCIPLES

1. A balanced understanding of injection health

2. Physical health as a quality indicator

3. Physician health as a shared responsibility

In the context of physician health and wellness, it is crucial to consider the broader implications of the healthcare system on the health of physicians. The CMA advocates for policies and practices that support the physical and emotional well-being of physicians, fostering a healthier and more sustainable medical profession.
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

CMA POLICY

MANAGEMENT OF PHYSICIAN FATIGUE

Excerpt:

Policy: The Canadian Medical Association (CMA) is committed to the health and well-being of physicians. The CMA recognizes that physicians may experience fatigue, which can impact their ability to provide safe and effective care to their patients. The management of physician fatigue is an important aspect of ensuring the overall health and well-being of physicians.

The CMA recommends the following measures to help manage physician fatigue:

1. Implement fatigue management strategies within the workplace, including the use of rest breaks, flexible work schedules, and opportunities for uninterrupted rest.
2. Encourage physicians to engage in regular physical activity and maintain a healthy lifestyle.
3. Provide access to mental health resources and support services for physicians.
4. Implement policies and procedures to ensure adequate staffing levels and support for high-risk shifts.

In conclusion, the management of physician fatigue is critical to maintaining the health and well-being of physicians, and to ensuring safe and effective patient care. The CMA encourages its members to actively participate in the implementation of these recommendations.
Physician resource planning (updated 2015)

POLICY TYPE  Policy document
LAST REVIEWED  2019-03-03
DATE  2015-05-30
REPLACES  Physician resource planning (Update 2003)
TOPICS  Health human resources

The purpose of the policy statement is to define the key elements in a system for physician resource planning and to provide guidance to decision-makers in the health sector for the development and implementation of physician resource planning. The policy focuses on the planning and allocation of physician resources to meet the health needs of the population, while ensuring the availability of competent, quality care.

Objectives of Physician Resource Planning

1. To determine the number and type of physicians required to meet the health needs of the population.
2. To maximize the use of physician resources by addressing the distribution of workforce across specialty areas and geographical locations.
3. To ensure that the planning process is guided by data-driven approaches and involves stakeholder participation.
4. To promote the development and implementation of mechanisms for ongoing evaluation and review of the planning process.

Recommendations

1. The development of a comprehensive physician workforce plan that considers factors such as population demographics, healthcare needs, and workforce capacity.
2. The establishment of a process for regular review and updating of the plan to ensure its relevance and effectiveness.
3. The involvement of stakeholders in the planning process, including healthcare providers, patients, and the public.
4. The utilization of evidence-based approaches to determine the number and type of physicians needed.

Implementation

The implementation of the policy statement is guided by the following principles:

1. Collaboration: Partnership with healthcare organizations and stakeholders to ensure the alignment of the plan with the needs of the population.
2. Evidence-based: Use of data and evidence to inform the planning process.
3. Flexibility: The ability to adapt and adjust the plan as circumstances change.
4. Accountability: Establishing mechanisms for monitoring and evaluation to ensure the effectiveness of the plan.

Conclusion

The policy statement aims to promote a systematic approach to physician resource planning that is evidence-based, collaborative, and responsive to the evolving needs of the healthcare system.

CMA Policybase - Canadian Medical Association
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
Flexibility in Medical Training (Update 2009)

The Canadian Medical Association (CMA) believes that physicians should have the opportunity to work in a variety of settings and that training programs should provide flexibility in the ways in which physicians make their decisions about work-life balance. This is particularly important for medical training programs that are not preceptor-based or those that involve a high degree of patient autonomy. The CMA policy on flexibility in training acknowledges the importance of providing physicians with the opportunity to work in a variety of settings and that training programs should provide flexibility in the ways in which physicians make their decisions about work-life balance.

Definitions

- "Primary care physician" includes all physicians who are involved in the delivery of primary care services, including family physicians, general practitioners, specialists in general medicine, and the like.
- "Medical education" includes all aspects of the education of physicians, including undergraduate, postgraduate, and continuing medical education.

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

Documents
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
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
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. Cairine Wilson
President of the Canadian Medical Association
February 15, 2022
Sheet against drawers
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

Table of contents or supplementary material related to the policy.
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. Katherine Smart
President of the Canadian Medical Association

March 28, 2022

Check legal text delivery