June 12, 2022

Honorable Mr. Speaker,

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

Your Honours,

I am writing to voice the Canadian Medical Association’s (CMA) support for the Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities in its ongoing work to ensure that the health care system in Canada is sustainable, accessible, and effective. The CMA is encouraged by the Committee’s focus on the importance of a strong, well-coordinated health care system in delivering quality care to Canadians. We are particularly interested in the Committee’s work on improving the health care system by ensuring that it is adequately funded, supported by a skilled and complaint workforce, and that its performance is measured and improved.

The federal government’s decision to modernize the Canada Health Act is a positive step towards achieving these goals. The CMA supports the government’s efforts to ensure that the act is aligned with the current realities of the health care system and that it promotes high-quality, accessible, and sustainable care for all Canadians. We urge the Committee to consider the following areas in its work:

1. Health Workforce: The CMA is concerned about the potential for shortages in the health care workforce in the coming years. There is a need for a comprehensive plan to address these challenges and ensure that the system is able to attract and retain the necessary talent.

2. Primary Care: Access to primary care is crucial for the health and well-being of Canadians. The CMA supports initiatives that promote the expansion and integration of primary care services, including the development of a national primary care strategy.

3. Health Human Resources: The CMA encourages the development of policies that support the training and professional development of health care professionals. We also support initiatives that promote the mobility of health care workers across provinces and territories.

4. Health Systems: The CMA believes that the health care system must be agile and responsive to the needs of Canadians. This requires a focus on system performance and the ability to adapt to changing circumstances.

5. Funding: The CMA is pleased to see the government’s commitment to improving the Canada Health Act. We support efforts to ensure that the system is adequately funded to meet the needs of Canadians.

Thank you for your consideration of these issues. The CMA looks forward to working with the Committee to ensure that the health care system in Canada remains strong, accessible, and effective.

Sincerely,

[Signature]
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 Searle
President of the Canadian Medical Association
March 23, 2022

Check legal and editorial
Federal Policy Options to Advance Pan-Canadian Licensure
https://policybase.cma.ca/link/policy14471

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<th>POLICY TYPE</th>
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| TOPICS              | Health systems, system funding and performance  
|                     | Health human resources  
|                     | Ethics and medical professionalism |

Documents

![Federal Policy Options to Advance Pan-Canadian Licensure](https://policybase.cma.ca/link/policy14471)

Improving health care by reducing interprovincial and interterritorial barriers
February 22, 2022
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. Corkum, Smart
President of the Canadian Medical Association
February 16, 2022
Committee on Health

[Text of speech]

[References and sources]

CMA Policybase - Canadian Medical Association
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
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
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
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
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
CMA POLICY

Flexibility in Medical Training
(Update 2009)

The Canadian Medical Association (CMA) believes the proper management of training programmes should promote patient safety, ensure the efficient use of medical resources, and respect the diverse needs of patients, educational institutions, and physicians.

The CMA has been advocating for flexibility in medical training to promote better health outcomes and increase the efficiency of medical education. This includes promoting flexibility in training programmes to accommodate the diverse needs of patients, educational institutions, and physicians.

In the 2009-2010 report, the CMA emphasized the importance of flexibility in medical training to attract and retain medical students and physicians. The report highlighted the need for training programmes to be more flexible to accommodate the diverse needs of patients, educational institutions, and physicians.

The report recommended that medical training programmes be designed to be more flexible to accommodate the diverse needs of patients, educational institutions, and physicians. This would include providing more opportunities for part-time and online training, and allowing for more flexibility in the length and structure of training programmes.

The CMA believes that flexibility in medical training is essential to ensure that medical education is efficient and effective, and that medical training programmes are designed to promote better health outcomes and increase the efficiency of medical education.

Definitions
- Flexibility: the ability to adapt or change in a way that is appropriate to the circumstances
- Medical education: the process of preparing individuals for the practice of medicine
- Training programme: a planned educational experience designed to provide a uniform level of education and training for all participants

The CMA encourages medical education stakeholders to work together to promote flexibility in medical training and ensure that medical education is efficient and effective.

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
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 HEALTH

BACKGROUND TO CMA POLICY

PHYSICIAN HEALTH

PHYSICIAN HEALTH

CMA STATEMENT ON PHYSICIAN HEALTH AND WELLNESS

to ensure that the best care is delivered to patients, physicians must maintain high standards of health and wellness. This includes addressing personal health issues, such as mental health and substance use, as well as professional issues, such as burnout and work-life balance. Regular self-assessment and seeking help when needed are important steps in maintaining good health.

Why it matters

1. The importance of maintaining good health

a) Personal health: The well-being of a physician directly impacts their ability to provide quality care.

b) Professional health: Maintaining professional health is essential for the ethical and effective delivery of healthcare.

2. The impact of poor health on patient care

a) Increased risk of errors

b) Reduced productivity

3. The role of the physician in promoting health

a) Setting an example

b) Providing guidance

CLUSTERING PRINCIPLES

1. A broader understanding of physician health

a) Physical well-being

b) Emotional well-being

2. Physician health as a quality indicator

a) Direct impact on patient care

b) Indirect impact on system performance

3. Physician health as a shared responsibility

a) Individual accountability

b) Organizational support
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

CMA POLICY

THE PHYSICIAN APPOINTMENT AND
REAPPOINTMENT PROCESS 2016

Scope of policy

The Canadian Medical Association (CMA) supports the following recommendations for improving the appointment and reappointment processes for physicians in the public and private sectors.

1. The process of appointing and reappointing physicians should be transparent and fair.
2. The evaluation criteria for appointment and reappointment should be clear and understandable.
3. The assessment process should be conducted by independent and impartial evaluators.
4. The process should include mechanisms for addressing and resolving disputes.

The CMA recommends that the following recommendations be considered:

1. The appointment and reappointment processes should be reviewed regularly to ensure they are effective and efficient.
2. The processes should be adapted to the specific needs of the healthcare system.
3. The processes should be made accessible to all physicians.
4. The processes should be subject to regular evaluation and improvement.

The CMA encourages healthcare organizations to implement the above recommendations in their appointment and reappointment processes.
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
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
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