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

Rev. Craig, M.P.
Chair, Standing Committee on Health
House of Commons

The Standing Committee on Health is pleased to present the following report as a result of its study on violence faced by healthcare workers.

The Standing Committee on Health recognizes the importance of violence prevention and the need for a comprehensive approach to addressing this issue. The Committee, therefore, urges the government to consider the following recommendations:

1. Addressing workplace violence prevention

   a. Develop and implement a national strategy on violence prevention in the workplace for healthcare workers.

   b. Provide adequate resources to support the implementation of the national strategy.

2. Enhancing education and training

   a. Include violence prevention training as part of the initial training for healthcare workers.

   b. Regularly update and refresh training materials to reflect the latest research and best practices.

3. Strengthening policies and regulations

   a. Require employers to develop and implement workplace violence policies and procedures.

   b. Strengthen penalties for breaches of workplace violence policies.

4. Increasing support and protection

   a. Provide access to professional and confidential support services for healthcare workers.

   b. Establish a mechanism for the reporting and investigation of violence incidents.

The Committee recommends that the government work with stakeholders to implement these recommendations in order to create a safer work environment for healthcare workers.

The Standing Committee on Health thanks all those who have contributed to this study, including the healthcare workers who have shared their experiences and insights.

Signed,

[Signature]
Chair, Standing Committee on Health

[End of Report]
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
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
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

Introduction
The purpose of this policy is to establish the desired capacity and potential to provide appropriate medical care throughout the province. In the past, physician resource planning was not considered a component of the health human resources system. Physicians are not directly involved in health human resources planning unless specifically invited to participate. This policy aims to empower physicians in the health human resources system to enhance health care delivery while maintaining the best possible health outcomes for Ontarians.

Background
1. In 1981, the CMA initiated a national study of physician distribution, in response to the concerns raised by provinces and territories about physician shortage. The study resulted in the establishment of the Physician Resource Planning Working Group (PRPWG).
2. The PRPWG was established to provide advice on physician resource planning to the Canadian Medical Council. The group reviewed the existing literature and identified the role of physicians in planning. It also developed a framework for physician resource planning and identified key stakeholders.
3. The Working Group discussed the potential role of physicians in the health human resources system and the importance of involving physicians in planning. It also highlighted the need for a comprehensive approach to physician resource planning.
4. The Working Group recommended that physicians be involved in the health human resources system to improve the quality of care and outcomes. The group also emphasized the importance of involving physicians in the planning process to ensure that their needs and perspectives are considered.

Objectives
The objectives of this policy are to:

1. Identify the desired capacity for physician services in Ontario.
2. Develop a comprehensive approach to physician resource planning.
3. Empower physicians in the health human resources system.
4. Enhance the quality of care and outcomes.

Strategies
1. Establish a physician resource planning working group to provide advice on physician resource planning.
2. Develop a framework for physician resource planning that includes the involvement of physicians.
3. Enhance the role of physicians in the health human resources system to improve care delivery.
4. Implement a comprehensive approach to physician resource planning.

Conclusion
This policy provides a framework for physician resource planning in Ontario. It empowers physicians to play a role in the health human resources system and enhances the quality of care and outcomes. The policy aims to improve the delivery of medical care while maintaining the best possible health outcomes for Ontarians.