Flexibility in Medical Training

The Canadian Medical Association (CMA) advocates for a flexible approach to medical education and training, with a focus on accommodating a range of career interests and learning styles. The policy encourages the development of programs that allow for diverse training experiences, including part-time and full-time options, as well as opportunities for interdisciplinary collaboration.

In 2009, the CMA updated its policy on flexibility in medical training, emphasizing the importance of supporting medical students and residents in achieving their career goals. This update was intended to ensure that medical education remains accessible and relevant in a rapidly changing healthcare landscape.

The CMA policy document highlights the need for flexibility in medical training to meet the diverse needs of students and healthcare providers. It encourages medical schools and residency programs to consider offering a wider range of training opportunities, including those that align with the evolving demands of healthcare delivery.

This document replaces the previous policy on flexibility in medical training and was reviewed in February 2020.

Topics:
- Health human resources

Documents:
- A Doctor for Every Canadian - Better Planning for Canada's Health Human Resources
- CMA Policybase - Canadian Medical Association
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
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
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

Jean Brief et al.
The Quebec Medical Association and the Canadian Medical Association

BILL NO. 39:
An Act to enact the Safe Access to Family Medicine Act and to amend various legislative provisions relating to assisted suicide.
March 25, 2015
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

CMA POLICY

PHYSICIAN RESOURCE PLANNING
(Updated 2015)

The purpose of this policy statement is to define the key elements required to ensure adequate physician services for all Canadians. It recognizes that the health care system in Canada is complex and that any discussion about physician resource planning must take into account the following considerations:

- The increasing demand for physician services due to an aging population.
- The need for a coordinated approach to resource planning that involves stakeholders, including physicians, health care providers, and patients.
- The importance of ensuring that resource planning is integrated with other aspects of the health care system.

This policy statement is intended to guide policy makers in making decisions about physician resource planning and practice.
**Small business perspectives of physician medical practices in Canada**

[https://policybase.cma.ca/link/policy11846](https://policybase.cma.ca/link/policy11846)

<table>
<thead>
<tr>
<th>POLICY TYPE</th>
<th>Parliamentary submission</th>
</tr>
</thead>
<tbody>
<tr>
<td>DATE</td>
<td>2016-03-21</td>
</tr>
<tr>
<td>TOPICS</td>
<td>Physician practice, compensation, forms</td>
</tr>
<tr>
<td></td>
<td>Health human resources</td>
</tr>
</tbody>
</table>

**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

Documents
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
The physician appointment and reappointment process 2016
https://policybase.cma.ca/link/policy13564

Policy document

DATE
2016-12-03

TOPICS
Health human resources
Physician practice, compensation, forms

Physician health
https://policybase.cma.ca/link/policy13739

Policy document

DATE
2017-10-21

REPLACES
PD98-04 Physician health and well-being

TOPICS
Health human resources
Ethics and medical professionalism
PHYSICIAN HEALTH

CMA Policybase - Canadian Medical Association

BACKGROUND TO CMA POLICY

PHYSICIAN HEALTH

See also: PHYSICIAN POLICY

The current policy is that in 1999, the Canadian Medical Association (CMA) and the Canadian Nurses Association (CNA) together embarked on a national initiative to address the issue of health and wellness among physicians and nurses. This initiative, known as the First Call for Action on Physician Health and Wellness, was a multi-stakeholder process involving physicians, nurses, other health professionals, academics, and policy-makers. The goal was to develop a comprehensive and evidence-based policy framework that could be used to guide the development of policies and programs to support the health and wellness of physicians.

The policy framework was developed through a series of workshops and consultations with key stakeholders, including physicians, nurses, and other health professionals. The policy framework focused on four key areas: health and wellness, education and training, research and evaluation, and policy and advocacy.

The policy framework was endorsed by the CMA and the CNA in 2001, and has been widely adopted by professional organizations across Canada. The policy framework has been updated periodically to reflect new research and developments in the field of physician health and wellness.

REFERENCES


CMA STATEMENT ON PHYSICIAN HEALTH AND WELLNESS

Guiding Principles and Commitments for a Diverse Professions

What it is

Physician health and wellness are essential to the delivery of high-quality patient care. The CMA believes that physicians should be supported in their efforts to maintain and improve their health and wellness, in order to provide the best possible care to their patients.

Why it matters

Physician health and wellness is critical to the delivery of high-quality patient care. Research has shown that physician burnout, stress, and other health and wellness issues can negatively impact patient outcomes.

Guiding Principles

1. Support and advocate for physician health and wellness
2. Empower physicians to take ownership of their health and wellness
3. Foster a culture of health and wellness within the medical profession
4. Promote evidence-based practices to support physician health and wellness
5. Ensure access to appropriate resources and services to support physician health and wellness

Physician health as a quality indicator

Physician health and wellness are important indicators of quality care. Research has shown that physicians who are well-rested, healthy, and emotionally stable are more likely to provide high-quality care.

Physician health as a shared responsibility

Physician health and wellness is a shared responsibility among physicians, patients, and the broader healthcare system. All stakeholders have a role to play in supporting the health and wellness of physicians.

For more information, please visit the CMA website at www.cma.ca.
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
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
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. Ekta Reddy Smant
President of the Canadian Medical Association
February 18, 2022
Chaired by Mr. Stéphane Gregoire
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 Swart
President of the Canadian Medical Association
March 28, 2022

[Signature and logo]