Flexibility in Medical Training (Update 2009)

https://policybase.cma.ca/link/policy9485

POLICY TYPE
Policy document

LAST REVIEWED
2020-02-29

DATE
2009-05-31

REPLACES
Flexibility in Medical Training

TOPICS
Health human resources

Documents

CMA POLICY

Flexibility in Medical Training
[Update 2009]

The Canadian Medical Association (CMA) supports the development and implementation of a flexible system of medical training that recognizes the needs of medical students, residents and practicing physicians while ensuring patient safety. This system should enable medical training to be tailored to the needs of individual students, residents and physicians, including their personal and professional lives, while maintaining the highest standards of patient care. Flexibility in medical training should not compromise the ability of the system to meet the needs of patients. The CMA policy is intended to support and promote the development of a more flexible system of medical training that recognizes the diverse needs of medical students, residents and practicing physicians and ensures the provision of quality patient care.

Definitions

- "Medical student" refers to any individual who is enrolled in an approved program of medical education.
- "Resident" refers to any individual who is enrolled in an approved program of postgraduate medical education.
- "Practicing physician" refers to any individual who is licensed to practice medicine.

The CMA policy reflects the views of the Association on the development of a flexible system of medical training in Canada. It is designed to support and promote the development of a more flexible system of medical training that recognizes the diverse needs of medical students, residents and practicing physicians and ensures the provision of quality patient care.

Updated: June 2009
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

Joint Brief of
The Quebec Medical Association
and
the Canadian Medical Association

BILL NO. 19:
An Act to enact the Act to promote access to family medicine and specialized medical services and to amend various legislative provisions relating to assisted
procreation
March 25, 2015
PHYSICIAN RESOURCE PLANNING
(Updated 2015)

The purpose of this policy is to identify the key elements required to support sustainable physician practice in regions where the demand for physician services is high. The policy provides guidance on the development of a comprehensive approach to physician resource planning, including the identification of potential strategies to improve human resource planning and the development of a framework to support the implementation of these strategies. The policy is designed to ensure that the needs of the population are met in a timely and effective manner.

Key features:
1. Development of a comprehensive approach to physician resource planning
2. Identification of potential strategies to improve human resource planning
3. Development of a framework to support the implementation of these strategies
4. Coordination of care delivery to improve efficiency and effectiveness

Introduction
The purpose of this policy is to identify the key elements required to support sustainable physician practice in regions where the demand for physician services is high. The policy provides guidance on the development of a comprehensive approach to physician resource planning, including the identification of potential strategies to improve human resource planning and the development of a framework to support the implementation of these strategies. The policy is designed to ensure that the needs of the population are met in a timely and effective manner.

The policy will be reviewed on a regular basis, with the aim of ensuring that it remains relevant and effective in addressing the needs of the population. The CMA will work with relevant stakeholders to ensure that the policy is implemented in a timely and effective manner.

POLICY TYPE
Policy document

LAST REVIEWED
2019-03-03

DATE
2015-05-30

REPLACES
Physician resource planning (Update 2003)

TOPICS
Health human resources
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

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

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 TYPE          Policy document
DATE                2016-12-03
TOPICS              Health human resources
                    Physician practice, compensation, forms

Documents

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

BACKGROUND TO CMA POLICY

PHYSICIAN HEALTH

CMA STATEMENT ON PHYSICIAN HEALTH AND WELLNESS

Guiding Principles and Commitments for a Diverse Profession


cma.ca

PHYSICIAN HEALTH

CMA STATEMENT ON PHYSICIAN HEALTH AND WELLNESS

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CMA STATEMENT ON PHYSICIAN HEALTH AND WELLNESS

Guiding Principles and Commitments for a Diverse Profession


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

March 26, 2020

Dr. Paul W. Lefebvre
Chairman, CMA Council
pwl@cmaj.ca

Dear Mr. Scott,

I am writing to express the Canadian Medical Association’s (CMA) deep concern with the ongoing situation related to the COVID-19 pandemic. This unprecedented crisis demands urgent action from all levels of government to support the health and well-being of Canadians.

The CMA is committed to providing timely and effective guidance to help physicians and other health care providers as they respond to the pandemic. In the coming days, we will be issuing a series of policy statements and resources to help guide practice in these challenging times.

I urge you to consider the following recommendations:

1. Support for Health Care Providers

- Further increase the number of health care workers to ensure patient care is not compromised.
- Provide adequate personal protective equipment (PPE) to all health care workers.
- Ensure adequate staffing and support for health care systems.

2. Health System Support

- Increase funding to health care systems to meet increased demand.
- Provide financial support to health care providers to cover lost revenue.

3. Telemedicine

- Expand access to telemedicine services to reduce the need for face-to-face visits.
- Support the development and implementation of telemedicine tools.

I would be grateful for your consideration of these recommendations and any additional support you can provide to help mitigate the impact of COVID-19 on Canada’s health care system.

Thank you for your attention to this important issue.

Sincerely,

Paul W. Lefebvre, MD
Chairman, CMA Council
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

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Valuing Caregivers and Recognizing their Contribution to Quebec’s Health System

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RESOLVED: An Act to recognize and support caregivers and to amend related legislative provisions
September 2020
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

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Mandatory COVID-19 vaccination of health care workers

Policy recommendations:

1. All health care workers should be fully vaccinated for COVID-19, irrespective of vaccination preferences. This includes all health care workers, including those who work in long-term care, emergency departments, and outpatient clinics. All health care workers should be encouraged to get vaccinated as soon as possible.

2. Health care workers who are not fully vaccinated should be offered education and support to help them make informed decisions about vaccination. This includes providing information about the benefits and risks of vaccination, as well as addressing any concerns or misconceptions they may have.

3. Health care workers who are not fully vaccinated should be offered alternative workplace arrangements, such as working from home or being assigned to less critical roles. This should be done in consultation with the individual and their employer.

4. Health care workers who are not fully vaccinated should be offered the option of receiving a temporary waiver to allow them to continue working during the pandemic. This waiver should be reviewed regularly and revoked if the individual becomes fully vaccinated.

5. Health care workers who are not fully vaccinated should be offered the option of receiving a temporary waiver to allow them to continue working during the pandemic. This waiver should be reviewed regularly and revoked if the individual becomes fully vaccinated.

6. Health care workers who are not fully vaccinated should be offered the option of receiving a temporary waiver to allow them to continue working during the pandemic. This waiver should be reviewed regularly and revoked if the individual becomes fully vaccinated.

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The Canadian Medical Association (CMA) is a national, voluntary, non-profit organization that represents physicians, medical students, and medical students in Canada. The CMA is dedicated to promoting the health and well-being of Canadians and advocating for the highest standard of medical care.
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
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. Corkuma Smart
President of the Canadian Medical Association
February 10, 2022
Dear committee members,

Thank you for the opportunity to appear before the Committee on Health to present the Canadian Medical Association’s (CMA) position on the health workforce in Canada. As President of the CMA, I am pleased to discuss the importance of a robust, well-supported health workforce to achieve the goals of the National Health Policy.

The CMA supports a multi-faceted approach to addressing the health workforce challenges in Canada. This includes ensuring the availability of qualified physicians, ensuring the training and retention of healthcare professionals, and enhancing the performance and accountability of the health system.

We believe that achieving these objectives requires the following steps:

1. Increased investment in the health workforce: The CMA recommends increased federal and provincial/territorial investments in the health workforce to ensure a sustainable supply of healthcare professionals.

2. Improved regulatory frameworks: The CMA supports the development of coordinated and efficient regulatory frameworks to facilitate the movement of healthcare professionals across jurisdictions and the country.

3. Enhanced workforce planning and forecasting: The CMA recommends the implementation of comprehensive workforce planning and forecasting tools to ensure the availability of healthcare professionals with the appropriate skills and experience.

4. Support for workforce retention: The CMA supports initiatives to improve the retention rates of healthcare professionals, including addressing the concerns of rural and remote healthcare workers.

5. Modernization of healthcare systems: The CMA advocates for the modernization of healthcare systems to improve operational efficiency and patient care outcomes, which can help address workforce shortages.

In conclusion, the CMA believes that by investing in the health workforce, improving regulatory frameworks, enhancing workforce planning and forecasting, supporting workforce retention, and modernizing healthcare systems, we can create a sustainable and effective health workforce in Canada.

Thank you for your attention.

Sincerely,

Dr. Corkuma Smart
President of the 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. Katherine Smart
President of the Canadian Medical Association

March 28, 2022

CMA Policybase - Canadian Medical Association
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