CMA Pre-budget Submission
https://policybase.cma.ca/link/policy14259

POLICY TYPE
Parliamentary submission

DATE
2020-08-07

TOPICS
Physician practice, compensation, forms
Health information and e-health
Health care and patient safety
Health systems, system funding and performance

Documents
A new vision for Canada: family practice— the patient’s medical home 2019
https://policybase.cma.ca/link/policy14024

POLICY TYPE
Policy endorsement

DATE
2019-03-02

TOPICS
Physician practice, compensation, forms
Health systems, system funding and performance

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

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**CMA POLICY**

**THE PHYSICIAN APPOINTMENT AND REAPPOINTMENT PROCESS 2016**

**Introduction**

In keeping with the 1993 CMA policy on the term of medical appointments, the Canadian Medical Association (CMA) recognizes the importance of the physician appointment process in ensuring the provision of high-quality care to patients. This policy is intended to inform physicians and health regions about the expectations and procedures associated with the appointment and reappointment of physicians in Canada. It also outlines the process for the reappointment of physicians in rural and remote areas.

**Definitions**

- **Appointment**: A new or renewed arrangement for the provision of medical services by a physician to a health region or organization.
- **Reappointment**: The renewal of an appointment term for a physician.
- **Health Region**: A geographic area designated by a health authority or organization for the provision of medical services.
- **Remote Area**: A specific geographic area designated by the CMA for the provision of medical services in rural or remote settings.

**Purpose**

The purpose of this policy is to ensure that the appointment and reappointment processes are fair, transparent, and consistent across Canada. It aims to promote the rights and responsibilities of physicians and health regions, while ensuring the delivery of high-quality health care.

**Scope**

This policy applies to the appointment and reappointment of physicians in all health regions in Canada, including rural and remote areas.

**Responsibilities**

- **Physician**: The physician is responsible for ensuring that all information required for the appointment or reappointment process is provided in a timely manner.
- **Health Region**: The health region is responsible for ensuring that the appointment and reappointment processes are fair, transparent, and consistent with the policy guidelines.

**Procedure**

The appointment and reappointment processes should include the following steps:

1. **Application**: The physician submits an application for appointment or reappointment.
2. **Evaluation**: The health region evaluates the application, taking into account the physician's qualifications, experience, and the needs of the health region.
3. **Interview**: The physician is interviewed by the health region to discuss the application and address any questions.
4. **Decision**: The health region makes a decision on appointment or reappointment, based on the evaluation process.
5. **Notification**: The notification of the decision is provided to the physician in writing.

**Addressing Disputes**

Disputes regarding the appointment or reappointment process should be addressed through the established appeals process. The CMA encourages the resolution of disputes through constructive dialogue and mediation, before resorting to formal mediation or legal action.

The Canadian Medical Association (CMA) will monitor the implementation of this policy and may provide guidance and support to health regions and physicians as needed.

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