Physician resource planning (updated 2015)
https://policybase.cma.ca/link/policy11533

Policy document

2019-03-03

2015-05-30

Physician resource planning (Update 2003)

Health human resources

PHYSICIAN RESOURCE PLANNING
(Updated 2015)

The purpose of this policy is to develop a coherent and transparent approach to physician resource planning that is integrated with the overall goals and strategies of the health care system and includes a comprehensive, objective, evidence-based and defensible process. This approach provides the framework for making decisions about physician resource planning and ensuring that the needs of all Canadians are met. The policy is intended to provide a basis for the development of policies and procedures to support the physician resource planning process and to ensure that any subsequent proposals are consistent with the policy

Facts and Issues

1. Physician resource planning is a core component of health system planning and involves the development of strategies and policies to ensure the availability of physicians to meet the needs of the population.
2. Physician resource planning should be integrated with other health system planning activities, including policy development, program planning, and financial planning.
3. Physician resource planning should be guided by local, regional, and national data on physician supply, demand, and workforce needs.
4. Physician resource planning should be evidence-based and incorporate evidence from multiple sources, including research, best practices, and expert consensus.

Introduction

The purpose of this policy is to provide a framework for physician resource planning that is consistent with the overall goals and strategies of the health care system.

This policy applies to all health care systems in Canada and is intended to guide the development of physician resource planning policies and procedures.

Implementation

1. Identify the key factors that influence physician resource planning, including factors such as demographic trends, economic conditions, and technological advancements.
2. Develop a comprehensive assessment of the current physician workforce, including the number of physicians, the distribution of physicians by specialty, and the distribution of physicians by geographic area.
3. Develop a comprehensive assessment of the future physician workforce, including projections of future physician supply and demand, and the potential impact of changes in the health care system on the physician workforce.
4. Develop a comprehensive assessment of the potential implications of physician resource planning, including the potential impact on patient access to care, the potential impact on the quality of care, and the potential impact on the financial sustainability of the health care system.

Evaluation

The effectiveness of this policy will be evaluated through regular monitoring and evaluation of physician resource planning activities, including assessment of the alignment of physician resource planning with the overall goals and strategies of the health care system, assessment of the impact of physician resource planning on patient access to care, and assessment of the impact of physician resource planning on the financial sustainability of the health care system.

Adoption

This policy is intended to be adopted by all health care systems in Canada and is intended to be reviewed and updated on a regular basis to ensure that it remains relevant and effective.