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 the policy is to define the core elements required to develop
a population-based physician resource planning framework for the delivery
of high-quality, cost-effective, and accessible primary care in Ontario.

1. Physician workforce planning requires a population-based approach.
   - A population-based approach to planning is one in which the
     demand for physicians is defined in terms of the population's
     needs, as opposed to supply-driven approaches.

2. The planning process should be collaborative and transparent.
   - Physicians, patients, and other stakeholders should be
     involved in the planning process to ensure that the needs of
     the population are met.

3. The planning process should be integrated with other health care
   planning initiatives.
   - The planning process should be integrated with other
     health care planning initiatives to ensure that resources are
     allocated in a coordinated manner.

4. The planning process should be sensitive to the needs of vulnerable
   populations.
   - The planning process should be sensitive to the needs of
     vulnerable populations to ensure that their needs are
     adequately addressed.

Introduction
The purpose of the policy is to define the core elements required to
physician workforce planning.

Population-based physician workforce planning requires a
population-based approach to defining the number of physicians
required to meet the needs of the population. This approach
involves the following steps:

1. Define the needs of the population.
   - The needs of the population are defined in terms of
     the number of physicians required to meet the needs of
     the population.

2. Define the supply of physicians.
   - The supply of physicians is defined in terms of the
     number of physicians available to meet the needs of the
     population.

3. Compare the demand and supply of physicians.
   - The demand and supply of physicians are compared to
     determine the number of physicians required to meet the
     needs of the population.

4. Develop strategies to meet the needs of the population.
   - Strategies are developed to meet the needs of the
     population, such as increasing the supply of physicians.

Conclusion
The policy provides a framework for physician workforce planning
that is population-based, collaborative, and transparent.

The policy encourages the involvement of physicians, patients,
and other stakeholders in the planning process to ensure that
the needs of the population are met.

The policy also encourages the integration of physician workforce
planning with other health care planning initiatives to ensure
that resources are allocated in a coordinated manner.

The policy recognizes the importance of sensitivity to the needs
of vulnerable populations in the planning process.

The policy provides a framework for physician workforce planning
that is grounded in evidence and is designed to meet the needs
of the population.

The policy encourages the development of strategies to meet the
needs of the population, such as increasing the supply of physicians.

The policy is intended to be a living document that can be updated
as new evidence becomes available and as the needs of the population
change.