The physician appointment and reappointment process 2016
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The Canadian Medical Association (CMA) supports the following core principles for the appointment and reappointment of physicians to hospital staff positions:

1. Appointment and reappointment of physicians is based on a need for medical services, not on a basis of market forces, to ensure the quality of medical care in Canada.
2. Appointments to hospital staff positions are governed by a process which is fair, transparent, and free of conflict of interest.
3. Appointments to hospital staff positions should be based on the results of the appropriate peer review process.

The CMA believes that the following principles should be incorporated into the appointment process:

1. Hospital staff appointments should be made based on the results of the appropriate peer review process.
2. Hospital staff appointments should be made by the appropriate medical directors and by the medical directors of the relevant discipline.
3. Hospital staff appointments should be made in accordance with the relevant hospital by-laws.
4. Hospital staff appointments should be made in accordance with the relevant hospital ethics and medical board regulations.

The CMA encourages hospitals to develop appointment policies that are consistent with these principles.

The CMA also encourages hospitals to develop policies that address the following issues:

1. The role of the hospital medical director in the appointment process.
2. The role of the hospital ethics and medical board in the appointment process.
3. The role of the hospital medical staff in the appointment process.
4. The role of the hospital medical directors in the appointment process.

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