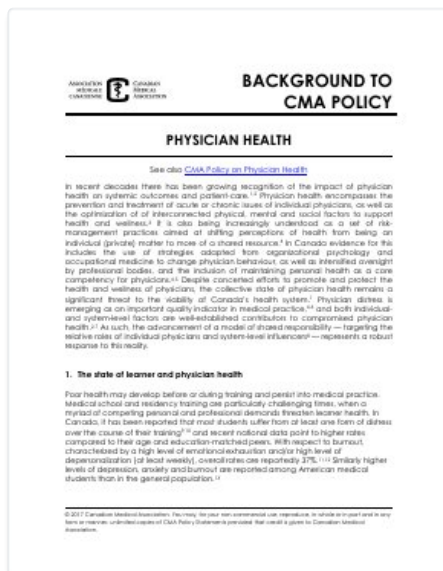
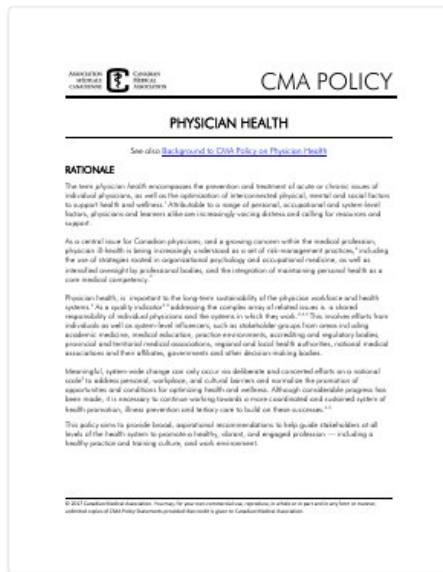


# Physician health

<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



# CMA STATEMENT ON PHYSICIAN HEALTH AND WELLNESS

Guiding Principles and Commitments for a Vibrant Profession



### What it is

This statement identifies a set of guiding principles and commitments to provide a vibrant and engaged profession by identifying factors that promote healthy training and practice environments with the view to enhancing physicians' sense of fulfillment and engagement. This statement affirms that all physicians should have access to robust health and wellness resources and is open to address any personal and professional difficulties they may experience.

### Why it matters

Physician health and wellness is a critical issue for all physicians, their patients, and health systems. Physicians are at a higher risk of experiencing adverse health outcomes, including personal and professional dissatisfaction, burnout, depression, suicidal ideation and suicide. This has been shown to affect patient care and health system performance. Addressing the factors that affect physician health and the challenges that physicians face in navigating their increasingly complex training and practice environments is not just a policy and practice imperative.

If meaningful, sustained improvement is to be achieved, the profession and other stakeholders will need to make deliberate commitments to reduce personal, cultural, and occupational barriers and to promote well-being, practice, and conditions that enhance health and wellness. The CMA is committed to promoting a model of shared responsibility engaging individual and systemic factors that influence and contribute to health and wellness through advocacy and collaboration. This statement is based on the [CMA Policy on Physician Health and Long-term Success](#).

## GUIDING PRINCIPLES



### A broader understanding of physician health

In the past, addressing physician health often focused on individual issues. Today, our understanding encompasses the complex interplay of individual, socio-cultural, occupational, and systemic factors and includes efforts to develop preventive measures and strategies to address these issues. This new understanding calls us to look at physician health more broadly to take into account, and seek to address, the array of factors that influence medical training and practice.



### Physician health as a quality indicator

Physician health and wellness outcomes are becoming a significant quality indicator in the practice of medicine and the overall functioning of health systems. Physician health has been identified as an additional component of the "Triple Aim," renamed the "Quadruple Aim," which seeks to improve health system performance through enhancing the patient experience, improving population health, reducing costs, and supporting physician wellness.



### Physician health as a shared responsibility

It is increasingly recognized that the complex range of factors that contribute to health and wellness need to be addressed at both the individual and systemic levels. While initiatives targeted to individual physicians remain relevant, there needs to be a greater focus on occupational and system-level initiatives and collaboration between stakeholders and physicians to produce meaningful and sustainable change, in a model of shared responsibility.

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